PENNSYLVANIA'S STATE SYSTEM of HIGHER EDUCATION

Employee Benefit Highlights

AFSCME, SEIU, and SCUPA Employee Groups

Benefits available to permanent, full time employees or permanent, part time employees who are scheduled to work every pay period for at least 50% of full time.

Supporting your health and wellness, so you can focus on student success

Health Benefits

Medical/Supplemental Plans
Employees may choose between two PPO plans or an HMO plan available in their service area. Includes coverage in dental, hearing, prescription, and vision. Certain waiting periods and buy-ups may apply.

Get Healthy Wellness Program
Voluntary program designed to provide confidential wellness screenings that give you valuable information about your health and health risks. Participants are rewarded with reduced health care premiums.

State Employee Assistance Program (SEAP)
A confidential program which provides a wide range of no-cost services to address a broad range of problems, including counseling, legal, and financial services.

Life Insurance

Group Life Insurance
Employer paid term life policy provided by the State System for permanent employees based on one-time salary up to a maximum of $40,000 (AFSCME, SEIU and PDA) or $50,000 (SCUPA).

Voluntary Long-Term Disability Insurance (LTD)
Income protection equal to 60% of gross annual base salary to a maximum of $5,000 monthly benefit with an option for a 90-day or 180-day benefit elimination period.

Voluntary Group Life and Personal Accident Insurance (VGLIP/AD&D)
Additional life insurance coverage and personal accident insurance to help protect against losses due to accidents or death. Maximum employee coverage is five times annual salary up to $500,000.

Retirement Plans

Group Retirement Plans
Employees can choose one of the mandatory retirement plan options - a 401(a), with a 5% employee contribution and a 9.29% employer contribution or the State Employees' Retirement Plan (SERS) pension/investment plan with various enrollment options.

Voluntary Retirement Plans
All employees are eligible to participate in our 403(b) Tax-Sheltered Annuity and/ or 457 Deferred Compensation Plan.

Additional Benefits

Flexible Spending Accounts
Income withheld before taxes for eventual reimbursement of certain medical and dependent care expenses.

Tuition Waiver
Helping you lower the cost of college expenses. Tuition waiver benefits vary by employee group.

Paid Time Off
Generous leave and time-off benefits determined by your employee group.

For detailed information visit the benefits website at www.passhe.edu/benefits

The benefits described are available to most employees; however, certain eligibility requirements must be met. This summary is provided for general purposes only. Legal Plan Documents and the applicable collective bargaining agreement will govern any discrepancies that may arise. Benefits, benefit levels, and eligibility rules are subject to change.