

Penn's total compensation program is the most competitive and comprehensive in higher education. We offer market-competitive salaries and outstanding benefits to attract, retain, and reward staff. To learn more about Penn's total rewards and see examples of these benefits in action, visit [Benefits & Pay](#).

## Health Coverage

Penn's comprehensive health benefits include medical, dental, and vision coverage. All of Penn's medical plans provide prescription drug and behavioral health coverage.

### Penn's medical plan rates for full-time employees for 2023-2024

Medical Plan	Monthly Paid (Per Pay Period)			
	Employee	+ Child(ren)*	+ Spouse	+ Family
Personal Choice PPO	\$234.00	\$394.00	\$586.00	\$728.00
Aetna Choice POS	\$161.00	\$273.00	\$414.00	\$515.00
Keystone HMO	\$110.00	\$186.00	\$296.00	\$365.00
Aetna HDHP	\$103.00	\$176.00	\$274.00	\$342.00

  

Medical Plan	Weekly Paid (Per Pay Period)			
	Employee	+ Child(ren)*	+ Spouse	+ Family
Personal Choice PPO	\$54.00	\$90.92	\$135.23	\$168.00
Aetna Choice POS	\$37.15	\$63.00	\$95.54	\$118.85
Keystone HMO	\$25.38	\$42.92	\$68.31	\$84.23
Aetna HDHP	\$23.77	\$40.62	\$63.23	\$78.92

\*Eligible dependent children (biological, adopted, or stepchildren) are covered until age 26.

## Tuition Benefits

Penn's generous **Tuition Benefits** are just one of the many perks given to regular full-time staff members.

**Yourselves** Covers **100% of tuition** at Penn for up to 2 course units per term (2 in the fall and spring and 2 over the entire summer). Eligibility: Following 6-month waiting period, formal application, and acceptance to the undergraduate or graduate program.

**Children** Covers **75% of tuition and technology fees** for dependent children enrolled in an undergraduate degree program at Penn, which amounts to **\$43,965** for the 2023-2024 academic year. For children attending a school other than Penn, the benefit is 40% of Penn's tuition rate, or **\$23,448**, which can be applied to the tuition line item for an undergraduate degree program or a postsecondary program for students with intellectual disabilities. Eligibility: Upon full-time staff member completing 3 years of service.

**Spouse** Covers 50% of tuition for a spouse enrolled in an undergraduate degree program at Penn. Eligibility: Upon full-time staff member completing 3 years of service.

## **Paid Time Off**

Penn provides eligible staff with a balance of 5 paid time off days on their hire date. Depending on [years of service](#), eligible full-time employees can accrue up to **36 days** of combined personal time off (PTO) and sick leave per year in addition to the 9 paid holidays observed by Penn and its [Special Winter Vacation](#), the weekdays between Christmas Day and New Year's Day traditionally designated as paid vacation days.\*\*

## **Saving for Retirement**

If your position is eligible for Penn's Basic and Matching Plans, Penn automatically begins making retirement contributions on your behalf, [up to 5% of your base pay](#) (starting January, 2023; depending on age), and matches your contributions dollar-for-dollar, up to 5% of your standard pay, for a **total employer contribution of 10%**. Penn's retirement savings partner, TIAA, offers a wide variety of [investment funds](#) and provides personalized retirement counseling right on campus. There is a 3-year vesting period.

## **Penn Home Ownership Services**

Penn offers a [\\$7,500 forgivable loan](#) for eligible employees interested in buying a home or currently residing in West Philadelphia, which can be used for closing costs or home improvements. The loan can be used in conjunction with Penn's [Closing Cost Reduction Program](#), which offers employees discounted closing costs (0.25% of the mortgaged amount) for the purchase or refinancing of a home within the program's [geographical boundaries](#).

## **Caring for Your Family**

Penn is committed to helping their employees maintain a balance between work, personal goals, and family responsibilities by offering a wealth of family-friendly benefits and programs to meet their everyday needs. Visit the [Caring for Your Family page](#) for details.

- **Paid parental leave**, including leave for adoption, is just one of Penn's many New Child Benefits.
- **Penn's Adoption Assistance** benefit reimburses eligible employees up to \$5,000 in qualified expenses, such as travel and court fees, in connection with the legal adoption of up to two children in their household. Eligibility: Upon staff member completing one year of service.
- **Backup Care** provides alternative care arrangements for your dependents so you can go to work.
- **Penn's Children's Center** provides childcare support for children ages 3 months to 5 years.
- **Bright Horizons** can assist eligible staff find their ideal caregiver for a wide range of dependent care challenges. whether you seek in-home care for an elderly family member or a summer camp program in your community.

These values are approximations based on data collected for the University's 2023-2024 fiscal year. Actual benefits and perks may vary depending on the University staff member's work history.

\*\*Regular full-time and part-time staff members whose salaries are based on 12 months of service begin accruing [Paid Time Off \(PTO\)](#) upon hire date. The hours equivalent of 5 days will be available in their PTO balance on their hire date. Special Winter Vacation days are not considered holidays for pay computation purposes.