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**

<table>
<thead>
<tr>
<th>Medical Plan</th>
<th>Monthly Paid (Per Pay Period)</th>
<th>Weekly Paid (Per Pay Period)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Employee + Child(ren)* + Spouse + Family</td>
<td>Employee + Child(ren)* + Spouse + Family</td>
</tr>
<tr>
<td>Personal Choice PPO</td>
<td>$234.00 $394.00 $586.00 $728.00</td>
<td>$54.00 $90.92 $135.23 $168.00</td>
</tr>
<tr>
<td>Aetna Choice POS</td>
<td>$161.00 $273.00 $414.00 $515.00</td>
<td>$37.15 $63.00 $95.54 $118.85</td>
</tr>
<tr>
<td>Keystone HMO</td>
<td>$110.00 $186.00 $296.00 $365.00</td>
<td>$25.38 $42.92 $68.31 $84.23</td>
</tr>
<tr>
<td>Aetna HDHP</td>
<td>$103.00 $176.00 $274.00 $342.00</td>
<td>$23.77 $40.62 $63.23 $78.92</td>
</tr>
</tbody>
</table>

*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.

**Yourself**  
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.**

July 2023