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 our 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 entail medical, dental, and vision coverage. All of Penn’s medical plans include prescription drug and behavioral health coverage. Below you’ll find Penn’s medical plan rates for full-time employees for 2022-2023.

<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</td>
<td>+ Child(ren)*</td>
</tr>
<tr>
<td>Personal Choice PPO</td>
<td>$223</td>
<td>$375</td>
</tr>
<tr>
<td>Aetna Choice POS</td>
<td>$153</td>
<td>$260</td>
</tr>
<tr>
<td>Keystone HMO</td>
<td>$105</td>
<td>$177</td>
</tr>
<tr>
<td>Aetna HDHP</td>
<td>$100</td>
<td>$168</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 two courses per semester. Eligibility: Following 6-month waiting period, formal application, and acceptance to the undergraduate or graduate program of interest (excluding Summer Session).

**Children**
Covers 75% of tuition for dependent children enrolled in an undergraduate degree program at Penn, which amounts to $42,834 for the 2022-2023 academic year. For children attending a school other than Penn, the benefit is 40% of Penn’s tuition rate – $22,484, 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/same-sex domestic partner enrolled in an undergraduate degree program at Penn. Eligibility: Upon full-time staff member completing 3 years of service.

Paid Time Off
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
Upon completing one year of service, Penn automatically begins making retirement contributions on your behalf, up to 4% of your base pay (depending on age), and begins matching your contributions dollar-for-dollar, up to 5% of your standard pay, for a total employer contribution of 9%. Penn’s retirement savings partner, TIAA, offers a wide variety of investment funds from which to choose 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.

- 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 three months to five years.
- Whether seeking in-home care for an elderly family member or a summer camp program in your community, Penn.Care.com can assist eligible staff find their ideal caregiver for a wide range of dependent care challenges.

These values are approximations based on data collected for the University’s 2022-2023 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 completing an Introductory Period. Special Winter Vacation days are not considered holidays for pay computation purposes.