

2026 BENEFIT OVERVIEW

WVU Medicine offers a competitive benefits package that gives employees the opportunity to make individualized elections based on their needs.

MEDICAL & PRESCRIPTION COVERAGE

WVU Medicine is committed to supporting health and wellness with a comprehensive benefits program designed to meet the needs of our employees and their families. WVU Medicine utilizes Highmark for medical and prescription coverage.

There are three medical plan options:

- Mountaineer HDHP with Health Savings Account
- 90% Blue PPO Plan
- 80% Out-of-Area PPO Plan

All medical plan options include comprehensive prescription drug coverage including a \$0 Copay Healthy Rx generic drug list to encourage members to adhere to preventative prescription medications. WVU Medicine also offers a Wellness Rewards Program that rewards you for taking responsibility of your health and wellbeing by offering wellness incentives. Participation in Wellness Rewards is 100% voluntary.

DENTAL COVERAGE

WVU Medicine offers two dental plan options through United Concordia: Basic & Enhanced. Enhanced dental plan provides coverage for orthodontia for children 18 and under.

VISION COVERAGE

WVU Medicine offers one vision plan administered by VSP. Our vision plan provides coverage for eye exams, frames, and contact lenses.

RETIREMENT

WVU Medicine offers opportunities to save for retirement with pre-tax payroll deduction options.

EMPLOYER PAID BENEFITS

Basic Life and AD&D, Paid Days Off, Paid Holidays, Disability