



HARVARD
Human Resources

2026 Benefits and Premiums

AT A GLANCE



At the heart of
Harvard is you.



WELCOME TO YOUR Harvard University benefits!

At the heart of Harvard is you, and at the heart of your Harvard experience is an array of benefits that are part of your generous total rewards package. We encourage you to take the time to review your benefit options so that you can make the best choices for you and your family. And remember: **You have 30 days from your date of hire or qualifying life event to make your benefit elections.**

Your health plan options

Harvard offers subsidized medical coverage from Harvard University Group Health Plan (HUGHP) and Blue Cross Blue Shield of MA (BCBSMA). You may select employee, employee plus spouse/domestic partner, employee plus child(ren), or family coverage from the following types of plans:

- **Health Maintenance Organization (HMO)**—With an HMO, you select a primary care provider (PCP) who coordinates your care and can provide you with referrals to in-network specialists. Out-of-network care is not covered, except in certain emergency situations.
- **Point-of-Service (POS)**—As with an HMO, you designate a PCP. However, you have the flexibility to use out-of-network providers with higher out-of-pocket costs.
- **POS Plus**—With the same benefits as a traditional POS, the POS Plus plan has higher premiums and a higher out-of-pocket maximum in exchange for no deductible or coinsurance for in-network services.
- **High Deductible Health Plan (HDHP)**—This plan is offered through BCBSMA. It features lower premiums and higher deductibles than the HMO or POS plans and is offered in conjunction with a Health Savings Account. Except for in-network preventive care (for example, annual physicals and preventive screenings), **you'll pay the full cost of all services, including prescriptions (excluding certain medications used to treat chronic conditions, and certain televisits), until you reach your deductible.** If you have family coverage, you need to meet the entire family deductible before the plan begins paying. In-network and out-of-network costs can be combined to satisfy the deductible. **This plan does not meet the minimum medical coverage requirements for those holding J-1 visas.**
- **Preferred Provider Organization (PPO)**—This plan, offered through BCBSMA, is available only to subscribers who reside outside New England. With this plan, you can go to any health care professional you choose, in or out of the network, without a PCP referral. You will have higher out-of-pocket costs for out-of-network care.
- **PPO Plus**—Offered through BCBSMA, this plan is available only to subscribers who reside outside New England. It offers the same benefits as a traditional PPO but has higher premiums and a higher out-of-pocket maximum in exchange for no deductible or coinsurance for in-network services.

Medical plan eligibility by region

Massachusetts

BCBSMA HMO
 BCBSMA POS
 BCBSMA POS Plus
 BCBSMA HDHP

HUGHP HMO
 HUGHP POS
 HUGHP POS Plus

Rest of New England (CT, ME, NH, RI, VT)

BCBSMA HMO
 BCBSMA POS
 BCBSMA POS Plus
 BCBSMA HDHP

Outside of New England

BCBSMA PPO
 BCBSMA PPO Plus
 BCBSMA HDHP

Compare your medical plans

IN-NETWORK	HMO	POS PPO*	POS PLUS PPO PLUS*	HDHP†
DEDUCTIBLE				
Per individual	\$500	\$500	None	\$1,700
Family maximum	\$1,500	\$1,500	None	\$3,400‡
OUT-OF-POCKET (OOP) MAXIMUM				
Per individual	\$1,600	\$1,600	\$2,000	\$3,400
Family maximum	\$4,800	\$4,800	\$6,000	\$6,800‡
MEMBER COSTS				
Inpatient hospital	Deductible, then 10% coinsurance	Deductible, then 10% coinsurance	Fully covered, no OOP cost to member	Deductible, then 15% coinsurance
Emergency room	\$150 copay	\$150 copay	\$150 copay	Deductible, then 15% coinsurance
Preventive care as defined by Affordable Care Act	Fully covered, no OOP cost to member	Fully covered, no OOP cost to member	Fully covered, no OOP cost to member	Fully covered, no OOP cost to member
Office visits—PCP and specialist	\$40 copay	\$40 copay	\$40 copay	Deductible, then 15% coinsurance
Telehealth via Well Connection	\$20 copay	\$20 copay	\$20 copay	\$20 copay, no deductible
Physical/occupational therapy (limited to 100 visits per calendar year)	\$40 copay	\$40 copay	\$40 copay	Deductible, then 15% coinsurance
Chiropractic care (limited to 18 visits per calendar year)	\$40 copay	\$40 copay	\$40 copay	Deductible, then 15% coinsurance
Acupuncture (limited to 20 visits per calendar year)	\$40 copay	\$40 copay	\$40 copay	Deductible, then 15% coinsurance
High-tech imaging (MRI, PET scan, CT scan, etc.)	Deductible, then 10% coinsurance	Deductible, then 10% coinsurance	Fully covered, no OOP cost to member	Deductible, then 15% coinsurance
Mental health/substance misuse Telehealth through Well Connection	Inpatient: deductible, then 10% coinsurance Outpatient: \$40 copay Telehealth: \$20 copay	Inpatient: deductible, then 10% coinsurance Outpatient: \$40 copay Telehealth: \$20 copay	Inpatient: fully covered Outpatient: \$40 copay Telehealth: \$20 copay	Deductible, then 15% coinsurance
Outpatient diagnostic labs/ X-rays	Fully covered, no OOP cost to member	Fully covered, no OOP cost to member	Fully covered, no OOP cost to member	Deductible, then 15% coinsurance

* Available only through BCBSMA for subscribers who reside outside New England.

† Under the HDHP, amounts paid for both in-network and out-of-network care can be combined to satisfy the deductible.

‡ Under the HDHP (for all coverage levels other than individual), you must meet the full family deductible before coinsurance begins for any individual, and you must reach the full family out-of-pocket maximum before costs are covered in full for any individual. Note: This is different from the HMO, POS, and PPO plans.

3 Harvard Faculty, Administrative and Professional Staff, and Other Nonunion Staff

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Compare your medical plans

OUT-OF-NETWORK	POS PPO*	POS PLUS PPO PLUS*	HDHP†
DEDUCTIBLE			
Per individual	\$1,800	\$750	\$1,700
Family maximum	\$6,000	\$2,500	\$3,400‡
OUT-OF-POCKET MAXIMUM			
Per individual	\$2,600	\$2,500	\$6,800
Family maximum	\$7,800	\$7,500	\$13,600‡
MEMBER COSTS			
Emergency room	\$150	\$150	15% after deductible
Member-paid coinsurance	30% after out-of-network deductible	30% after out-of-network deductible	35% after deductible
Mental health coinsurance	Inpatient: deductible, then 30% Outpatient: 20%, no deductible	Inpatient: deductible, then 30% Outpatient: 20%, no deductible	Deductible, then 35%

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† Under the HDHP, amounts paid for both in-network and out-of-network care can be combined to satisfy the deductible.

‡ Under the HDHP (for all coverage levels other than individual), you must meet the full family deductible before coinsurance begins for any individual, and you must reach the full family out-of-pocket maximum before costs are covered in full for any individual. Note: This is different from the HMO, POS, and PPO plans.

Primary care provider (PCP) networks

Before selecting a plan, confirm that your preferred PCP is in-network. See the back page for contact information.

PLAN	PCP NETWORK
HUGHP HMO HUGHP POS HUGHP POS Plus	Adult care <ul style="list-style-type: none"> Harvard University Health Services (HUHS) Atrius Health locations Pediatric care for dependent children under age 26 <ul style="list-style-type: none"> Any BCBSMA HMO Blue MA Network pediatrician or family medicine practitioner, including Mt. Auburn Pediatrics and Atrius Health Speciality network <ul style="list-style-type: none"> BCBSMA HMO Blue Network
BCBSMA* HMO BCBSMA* POS BCBSMA* POS Plus	<ul style="list-style-type: none"> HMO Blue New England
BCBSMA* PPO BCBSMA* PPO Plus	<ul style="list-style-type: none"> BCBS PPO/EPO Network
BCBSMA HDHP	<ul style="list-style-type: none"> BCBS PPO/EPO Network HUHS locations

* Cannot have PCP at HUHS.

Prescription drug costs

	PREVENTIVE MEDICATIONS LIST		ALL OTHER DRUGS*	
	RETAIL AT PARTICIPATING PHARMACY (up to 30-day supply)	MAIL ORDER THROUGH EXPRESS SCRIPTS (up to 90-day supply)	RETAIL AT PARTICIPATING PHARMACY (up to 30-day supply)	MAIL ORDER THROUGH EXPRESS SCRIPTS (up to 90-day supply)
Generic	\$0	\$0	\$10	\$20
Preferred brand	\$12.50	\$30	\$25	\$60
Non-preferred brand	N/A	N/A	\$55	\$130

* Unlike with the other plans, if you enroll in HDHP coverage, you must meet the deductible before these prescription copayments apply. If you have one of the HDHP family coverage levels, you must meet the full family deductible before these prescription drug copayment costs apply. You do not need to satisfy the deductible to receive the drugs on the preventive medications list at the copays listed above. Per IRS guidelines, only drugs on preventive medication lists may bypass the deductible.

4 Harvard Faculty, Administrative and Professional Staff, and Other Nonunion Staff

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2026 rates

Medical

Harvard's progressive practice of using salary tiers makes premiums more affordable for those who earn less. Salary tiers are based on full-time-equivalent (FTE) salary. If you work part-time, your FTE is the salary you would earn if you worked full-time at the same rate of pay.

MONTHLY COST BY SALARY TIER	TIER 1 LESS THAN \$60,000				TIER 2 \$60,000–\$84,999			
	EMPLOYEE	EMPLOYEE + SPOUSE/DP	EMPLOYEE + CHILD(REN)	FAMILY	EMPLOYEE	EMPLOYEE + SPOUSE/DP	EMPLOYEE + CHILD(REN)	FAMILY
HMO								
HUGHP*	\$127	\$325	\$315	\$350	\$146	\$376	\$364	\$405
BCBSMA	\$157	\$402	\$390	\$433	\$176	\$453	\$439	\$488
POS								
HUGHP*	\$184	\$473	\$458	\$508	\$203	\$524	\$507	\$563
BCBSMA	\$214	\$550	\$532	\$591	\$233	\$601	\$581	\$646
POS Plus								
HUGHP*	\$208	\$534	\$517	\$574	\$227	\$585	\$566	\$629
BCBSMA	\$238	\$611	\$592	\$657	\$257	\$662	\$641	\$712
HDHP								
BCBSMA	\$75	\$192	\$186	\$206	\$94	\$243	\$235	\$261
PPO[†]								
BCBSMA	\$214	\$550	\$532	\$591	\$233	\$601	\$581	\$646
PPO Plus[†]								
BCBSMA	\$238	\$611	\$592	\$657	\$257	\$662	\$641	\$712

* HUGHP is available only to subscribers who reside in Massachusetts. In-network adult PCPs are primarily located in Eastern Massachusetts.

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5 Harvard Faculty, Administrative and Professional Staff, and Other Nonunion Staff

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Medical (continued)

MONTHLY COST BY SALARY TIER	TIER 3 \$85,000–\$109,999				TIER 4 \$110,000–\$159,999				TIER 5 \$160,000 AND ABOVE			
	EMPLOYEE	EMPLOYEE + SPOUSE/DP	EMPLOYEE + CHILD(REN)	FAMILY	EMPLOYEE	EMPLOYEE + SPOUSE/DP	EMPLOYEE + CHILD(REN)	FAMILY	EMPLOYEE	EMPLOYEE + SPOUSE/DP	EMPLOYEE + CHILD(REN)	FAMILY
HMO												
HUGHP*	\$219	\$564	\$546	\$606	\$269	\$692	\$670	\$744	\$309	\$794	\$768	\$854
BCBSMA	\$249	\$641	\$621	\$689	\$299	\$769	\$745	\$827	\$339	\$871	\$843	\$937
POS												
HUGHP*	\$276	\$712	\$689	\$764	\$326	\$840	\$813	\$902	\$366	\$942	\$911	\$1,012
BCBSMA	\$306	\$789	\$763	\$847	\$356	\$917	\$887	\$985	\$396	\$1,019	\$985	\$1,095
POS Plus												
HUGHP*	\$300	\$773	\$748	\$830	\$350	\$901	\$872	\$968	\$390	\$1,003	\$970	\$1,078
BCBSMA	\$330	\$850	\$823	\$913	\$380	\$978	\$947	\$1,051	\$420	\$1,080	\$1,045	\$1,161
HDHP												
BCBSMA	\$167	\$431	\$417	\$462	\$217	\$559	\$541	\$600	\$257	\$661	\$639	\$710
PPO†												
BCBSMA	\$306	\$789	\$763	\$847	\$356	\$917	\$887	\$985	\$396	\$1,019	\$985	\$1,095
PPO Plus†												
BCBSMA	\$330	\$850	\$823	\$913	\$380	\$978	\$947	\$1,051	\$420	\$1,080	\$1,045	\$1,161

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Dental

MONTHLY COST	
Employee	\$18
Employee + spouse/DP	\$47
Employee + child(ren)	\$46
Family	\$49

Vision

MONTHLY COST	
Employee	\$6.61
Employee + spouse/DP	\$16.15
Employee + child(ren)	\$15.03
Family	\$18.74

Supplemental and Spouse/DP Life Insurance

COST PER COVERED INDIVIDUAL (EMPLOYEE, SPOUSE/DP)	
AGE	MONTHLY COST PER \$1,000 OF INSURANCE*
<25	\$0.022
25–29	\$0.025
30–34	\$0.029
35–39	\$0.035
40–44	\$0.043
45–49	\$0.064
50–54	\$0.099
55–59	\$0.156
60–64	\$0.199
65–69	\$0.363
70–74	\$0.578
75–79	\$1.061
80+	\$1.518
SPOUSE/DP COVERAGE AMOUNTS	
Option 1	\$25,000
Option 2	\$50,000
Option 3	\$75,000
Option 4	\$100,000

* Based on age of employee, not age of spouse/DP.

Dependent/Child Life Insurance

COST OF COVERAGE FOR DEPENDENT CHILD(REN)*	
COVERAGE AMOUNT	MONTHLY COST OF COVERAGE
\$5,000	\$0.455
\$10,000	\$0.910

* One monthly premium covers all of your eligible children.

Long Term Disability

FTE SALARY TIER	ANNUAL COST PER \$100 OF SALARY
Less than \$15,000	\$0.201
\$15,000–\$69,999	\$0.229
\$70,000–\$94,999	\$0.494
\$95,000 and above	\$0.623

Legal Plan



Monthly cost of coverage
\$18.00

Identity Theft Protection



Monthly cost of coverage

Individual \$9.95

Family* \$17.95

* Those you financially support or who live under your roof are covered under the family plan.



Benefits contacts

Have questions or need more information about your benefits? Here's where you can find more information and answers. Remember: You can always find the latest benefits contact information at harvie.harvard.edu.

TOPIC	WHO TO CONTACT	PHONE	ONLINE
General benefits questions	Benefits Office	617-496-4001	harvie.harvard.edu benefits@harvard.edu
Dental coverage	MetLife Dental	855-638-3941	metlife.com/info/harvard
Disability Short Term and Long Term	Lincoln Financial	844-600-3978 (toll-free Harvard-dedicated line)	MyLincolnPortal.com
Flexible Spending Accounts Health Care, Dependent Care, Limited Purpose Health Savings Account	Sentinel Group	888-762-6088	sentinelgroup.com/harvard-university
Identity Theft Protection	Allstate	800-789-2720	allstateidentityprotection.com
Legal Plan	MetLife Legal Plans	800-821-6400	metlife.com/info/harvard
Life insurance	MetLife	800-638-6420 (prompt 1)	metlife.com/info/harvard
Medical coverage questions Service areas, costs, provider networks, emergency coverage, and referrals	HUGHHP: HMO, POS, and POS Plus	617-495-2008	hughp.harvard.edu
	BCBSMA: HMO, POS, POS Plus, HDHP, PPO, and PPO Plus	888-389-7732	bluecrossma.com
Prescription drug coverage	Express Scripts	877-787-8684	express-scripts.com/harvarduniversity
Reimbursement Program	Sentinel Group	888-762-6088	sentinelgroup.com/harvard-university/crp-rp
Tax-Deferred Annuity Plan and Retirement Programs	Harvard University Retirement Center	800-527-1398	harvie.harvard.edu/retirement Click the Harvard University Retirement Center (HURC) under Employee Tools at the bottom of any page
	TIAA (including financial/retirement planning, one-on-one appointments, and planning tools)	800-527-1398	tiaa-cref.org Appointments: tiaa.org/schedulenow
Tuition Assistance Program (TAP) and Tuition Reimbursement Program (TRP)	TAP/TRP guidelines	617-496-4001	harvie.harvard.edu/tuition-assistance
	Non-Harvard course reimbursements: Voya	855-483-3539	sentinelgroup.com/harvard-university/tuition-tap-trp
Vision care	EyeMed	866-804-0982	eyemed.com

The information in this document is a summary of Harvard's benefits, and every attempt has been made to ensure its accuracy. The actual provisions of each benefit program will govern if there is any inconsistency between the information in this document and Harvard's formal plans, programs, policies, or contracts or any subsequent change in such plans, programs, policies, or contracts.