

THE UNIVERSITY OF TENNESSEE
Faculty and Staff Benefits

BENEFIT	WHO PAYS?	WHO'S ELIGIBLE?	WHEN ARE YOU ELIGIBLE?	WHAT IT MEANS TO YOU...
RETIREMENT				
Tennessee Consolidated Retirement System (TCRS) Hybrid Plan	Defined Benefit Employee – 5 % Employer – 4% Defined Contribution Employee – Optional 2% Employer – 5%	Faculty, Exempt, and Non-exempt -Regular Full-time -Regular Part-time	Immediately	Vested after 5 years of full-time service. Portable within TN Government. Formula benefits based on average salary and service.
Optional Retirement Plan (ORP) Hybrid Plan	Employee – 5 % Employer – 9% Defined Contribution Employee – Optional 2%	Faculty and Exempt -Regular Full-time -Regular Part-time	Immediately	Immediate vesting. Portable in higher education. Retirement annuity based on investments over career. Choice of three vendors, TIAA/CREF, VALIC and VOYA
Social Security	Employee & university equally	Regular Full-time Regular Part-time Temporary	Immediately	Additional financial assistance at retirement
DEFERRED COMPENSATION				
401(k), 403(b), 457 and Roth 401(k)	Employee	Regular employees	Immediately	Federal tax savings at time of deduction with payments received at retirement
	University	Employees eligible to participate in retirement	Date eligible to participate in retirement.	401(k) Plan - \$50 per month matching contribution to either regular or Roth plan. Must be enrolled in a retirement plan.
GROUP INSURANCES				
State of TN Group Insurance	University – 80% Employee – 20% (for all plans)	Regular Full-time Regular Part-time – 75%+ Temporary – 75+	First of month following one full calendar month of employment.	Premier PPO Standard PPO CDHP (high deductible)
Dental & Vision	Employee – 100%	Regular Full-time Regular Part-time – 75%+ Temporary – 75+	First of month following one full calendar month of employment.	Coverage based on plan chosen. Two plans are available for Dental & Vision.
Basic Life	Employee & University Share	Regular Full-time Regular Part-time – 75%+ Temporary – 75+	First of month following one full calendar month of employment.	Coverage based on salary
Voluntary Accidental Death & Dismemberment	Employee – 100%			
Optional Term Life	Employee – 100%	Regular Full-time Regular Part-time – 75%+ Temporary – 75+	First of month following one full calendar month of employment.	Coverage based on plan chosen. Option for additional life insurance on self, spouse and/or children.
Long Term Disability	Employee – 100%	Regular Full-time Regular Part-time – 75%+ Temporary – 75+	First of month following one full calendar month of employment.	Salary replacement benefit (66.67%) after four full months of disability.
Short Term Disability	Employee – 100%	Regular Full-time Regular Part-time – 75%+ Temporary – 75+	First of month following one full calendar month of employment.	Salary replacement benefit (60%) up to six months.
LEAVES				
Annual Leave (Vacation)	University	Regular Full-time Regular Part-time hired on or before 1/31/2014 – any % Regular Part-time hired on or after 2/1/2014 – 75%+	Immediately	Regular Full-time **Nonexempt Only** 1-5 years service – 12 days per year 6-10 years – 18 days per year 11-20 years – 21 days per year 20+ years – 24 days per year **Exempt & 12-mth Faculty** 24 days per year – 2 days a month Regular Part-time - pro rata to his/her planned working time in IRIS
Sick Leave	University	Regular Full-time Regular Part-time hired on or before 1/31/2014 – any % Regular Part-time hired on or after 2/1/2014 – 75%+	Immediately	Regular Full-time 12 days per year – 1 day per month Regular Part-time - pro rata to his/her planned working time in IRIS

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LEAVES, Cont'd				
Sick Leave Bank	Employee Donations	Regular Full-time Regular Part-time	Annual enrollment April through June. 30 calendar day waiting period after donation before benefit is available.	Provides sick leave to member employees who have suffered disability due to a personal illness, injury, or quarantine and who have exhausted their compensatory time and personal, sick, and annual leave balances
Family Medical Leave	University	Regular Full-time Regular Part-time	After 12 months with at least 1,250 hours worked	Provides time off to eligible employees consistent with the federal FML Act and Tennessee Parental Leave Act
Holidays	University	Regular Full-time Regular Part-time (prorated)	Immediately	Eight paid holidays a year: New Year's Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.
Administrative Closings	University	Regular Full-time Regular Part-time (prorated)	Immediately	Days off with pay as declared by the university – typically the Friday after Thanksgiving and the remainder of Christmas week.
Funeral & Bereavement Leave	University	Regular Full-time Regular Part-time	Immediately	Five days due to death of spouse, child, stepchild, parent, or stepparent. Three days due to death of grandparent, grandchild, parent-in-law, foster parent, brother, sister, brother-in-law, sister-in-law, daughter-in-law, or son-in-law
Court Leave	University	Regular Full-time Regular Part-time ----- Temporary & Student	Immediately ----- After six months	No loss of regular pay
Military Leave	University	Regular Full-time Regular Part-time	Immediately	Per policy, upon request
Educational Leave	University	Regular Full-time Regular Part-time	Immediately	Per policy, upon request
Personal Leave Day	University	Regular Full-time (nonexempt Regular Part-time only)	Immediately	Per policy, upon request
EDUCATIONAL ASSISTANCE				
Employee Attending UT	University	Regular Full-time Regular Part-time	Immediately	Credit courses not to exceed 9 credit hours per term (correspondence courses not included) Pro-rated according to policy schedule
Employee Attending Tennessee Board of Regents institutions	University	Regular Full-time	Immediately	One credit course per term (correspondence courses not included)
Spouse & Eligible Children Attending UT or TBR Institutions	University	Regular Full-time Regular Part-time – 50%+	Immediately After one year waiting period	50% of undergraduate in-state maintenance fee Pro-rated according to policy schedule
OTHER				
Longevity Pay	University	Regular Full-time Regular Part-time 82.05%+	With 36 full-time equivalent months at 82.05% or more, with UT, TBR, or state agencies	Bonus pay for 3 or more years of full-time service with state up to a maximum of 30 years
Flexible Benefits	Employee	Regular Full-time Regular Part-time 75%+	Immediately	Exclude, from federal taxes, premiums paid by you for group medical insurance, dental insurance and amounts you contribute to a medical and/or dependent care reimbursement account
Workers' Compensation	University	All employees	Immediately	Medical care and compensation for work-related injury or illness per state statute
UT Libraries	Employee	Regular Full-time Regular Part-time	Immediately	Book checkout privileges

The University of Tennessee does not discriminate on the basis of race, sex, color, religion, national origin, age, disability or veteran status in provision of educational programs and services or employment opportunities and benefits. This policy extends to both employment by and admission to the university.

The university does not discriminate on the basis of race, sex, or disability in its education programs and activities pursuant to the requirements of Title VI of the Civil Rights Act of 1964, Title IX of the Education Amendments of 1972, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA) of 1990.

Inquiries and charges of violation concerning Title VI, Title IX, Section 504, ADA or the Age Discrimination in Employment Act (ADEA), or any of the other above referenced policies should be directed to the appropriate campus or institute office. Requests for accommodation of a disability should be directed to the campus or institute ADA coordinator. Please contact your campus or institute human resources offices if you need assistance in contacting these offices.

January 1, 2022