## Tennessee Consolidated Retirement System (TCRS) Hybrid Plan

**WHO PAYS?**
- Defined Benefit Employee – 5%
- Defined Contribution Employee – 4%

**WHO’S ELIGIBLE?**
- Faculty, Exempt, and Non-exempt
  - Regular Full-time
  - Regular Part-time

**WHEN ARE YOU ELIGIBLE?**
- Immediately

**WHAT IT MEANS TO YOU...**
- 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

**WHO PAYS?**
- Employee – 5%
- Employer – 9%

**WHO’S ELIGIBLE?**
- Faculty and Exempt
  - Regular Full-time
  - Regular Part-time

**WHEN ARE YOU ELIGIBLE?**
- Immediately

**WHAT IT MEANS TO YOU...**
- Immediate vesting. Portable in higher education. Retirement annuity based on investments over career. Choice of three vendors, AIG, TIAA/CREF and VOYA

## Social Security

**WHO PAYS?**
- Employee & University equally

**WHO’S ELIGIBLE?**
- Regular Full-time
- Regular Part-time

**WHEN ARE YOU ELIGIBLE?**
- Immediately

**WHAT IT MEANS TO YOU...**
- Additional financial assistance at retirement

## DEFERRED COMPENSATION

### 401(k), 403(b), 457 and Roth 401(k)

**WHO PAYS?**
- Employee
- University

**WHO’S ELIGIBLE?**
- Regular employees
- Employees eligible to participate in retirement

**WHEN ARE YOU ELIGIBLE?**
- Immediately
- Date eligible to participate in retirement

**WHAT IT MEANS TO YOU...**
- Immediate vesting. Federal tax savings at time of deduction with payments received at retirement
- 401(k) Plan - $100 per month matching contribution to either regular or Roth plan. Must be enrolled in a retirement plan.

## GROUP INSURANCES

### State of TN Group Insurance

**WHO PAYS?**
- University – 80%
- Employee – 20%

**WHO’S ELIGIBLE?**
- Regular Full-time
- Regular Part-time – 75%+
- Temporary – 75+

**WHEN ARE YOU ELIGIBLE?**
- First of month following one full calendar month of employment.

**WHAT IT MEANS TO YOU...**
- Premier PPO
- Standard PPO
- CDHP (high deductible)

### Dental & Vision

**WHO PAYS?**
- Employee – 100%

**WHO’S ELIGIBLE?**
- Regular Full-time
- Regular Part-time – 75%+
- Temporary – 75+

**WHEN ARE YOU ELIGIBLE?**
- First of month following one full calendar month of employment.

**WHAT IT MEANS TO YOU...**
- Coverage based on plan chosen. Two plans are available for Dental & Vision.

### Basic Life

**WHO PAYS?**
- Employee & University Share

**WHO’S ELIGIBLE?**
- Regular Full-time
- Regular Part-time – 75%+
- Temporary – 75+

**WHEN ARE YOU ELIGIBLE?**
- First of month following one full calendar month of employment.

**WHAT IT MEANS TO YOU...**
- Coverage based on salary

### Voluntary Accidental Death & Dismemberment

**WHO PAYS?**
- Employee – 100%

**WHO’S ELIGIBLE?**
- Regular Full-time
- Regular Part-time – 75%+
- Temporary – 75+

**WHEN ARE YOU ELIGIBLE?**
- First of month following one full calendar month of employment.

**WHAT IT MEANS TO YOU...**
- Coverage based on plan chosen. Option for additional life insurance on self, spouse and/or children.

### Optional Term Life

**WHO PAYS?**
- Employee – 100%

**WHO’S ELIGIBLE?**
- Regular Full-time
- Regular Part-time – 75%+
- Temporary – 75+

**WHEN ARE YOU ELIGIBLE?**
- First of month following one full calendar month of employment.

**WHAT IT MEANS TO YOU...**
- Salary replacement benefit (66.67%) after four full months of disability.

### Long Term Disability

**WHO PAYS?**
- Employee – 100%

**WHO’S ELIGIBLE?**
- Regular Full-time
- Regular Part-time – 75%+
- Temporary – 75+

**WHEN ARE YOU ELIGIBLE?**
- First of month following one full calendar month of employment.

**WHAT IT MEANS TO YOU...**
- Salary replacement benefit (60%) up to six months.

### Short Term Disability

**WHO PAYS?**
- Employee – 100%

**WHO’S ELIGIBLE?**
- Regular Full-time
- Regular Part-time – 75%+
- Temporary – 75+

**WHEN ARE YOU ELIGIBLE?**
- First of month following one full calendar month of employment.

**WHAT IT MEANS TO YOU...**
- Regular Full-time
- 12 days per year
- 1 day per month
- Regular Part-time - pro rata to his/her planned working time in IRIS

## LEAVES

### Annual Leave (Vacation)

**WHO PAYS?**
- University

**WHO’S ELIGIBLE?**
- Regular Part-time hired on or before 1/31/2014 – any %
- Regular Part-time hired on or after 2/1/2014 – 75%+

**WHEN ARE YOU ELIGIBLE?**
- Immediately

**WHAT IT MEANS TO YOU...**
- **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

**WHO PAYS?**
- University

**WHO’S ELIGIBLE?**
- Regular Part-time hired on or before 1/31/2014 – any %
- Regular Part-time hired on or after 2/1/2014 – 75%+

**WHEN ARE YOU ELIGIBLE?**
- Immediately

**WHAT IT MEANS TO YOU...**
- Regular Full-time
- 12 days per year
- 1 day per month
- Regular Part-time - pro rata to his/her planned working time in IRIS
# THE UNIVERSITY OF TENNESSEE
## Faculty and Staff Benefits

<table>
<thead>
<tr>
<th>BENEFIT</th>
<th>WHO PAYS?</th>
<th>WHO’S ELIGIBLE?</th>
<th>WHEN ARE YOU ELIGIBLE?</th>
<th>WHAT IT MEANS TO YOU…</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>LEAVES, Cont’d</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Sick Leave Bank</td>
<td>Employee Donations</td>
<td>Regular Full-time</td>
<td>Annual enrollment April through June. 30 calendar day waiting period after donation before benefit is available.</td>
<td>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.</td>
</tr>
<tr>
<td>Family Medical Leave</td>
<td>University</td>
<td>Regular Full-time</td>
<td>After 12 months with at least 1,250 hours worked</td>
<td>Provides time off to eligible employees consistent with the federal FML Act and Tennessee Parental Leave Act.</td>
</tr>
<tr>
<td>Administrative Closings</td>
<td>University</td>
<td>Regular Full-time</td>
<td>Immediately</td>
<td>Days off with pay as declared by the university – typically the Friday after Thanksgiving and the remainder of Christmas week.</td>
</tr>
<tr>
<td>Funeral &amp; Bereavement Leave</td>
<td>University</td>
<td>Regular Full-time</td>
<td>Immediately</td>
<td>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.</td>
</tr>
<tr>
<td>Court Leave</td>
<td>University</td>
<td>Regular Full-time</td>
<td>Immediately</td>
<td>No loss of regular pay</td>
</tr>
<tr>
<td>Military Leave</td>
<td>University</td>
<td>Regular Full-time</td>
<td>Immediately</td>
<td>Per policy, upon request</td>
</tr>
<tr>
<td>Educational Leave</td>
<td>University</td>
<td>Regular Full-time</td>
<td>Immediately</td>
<td>Per policy, upon request</td>
</tr>
<tr>
<td>Personal Leave Day</td>
<td>University</td>
<td>Regular Full-time (nonexempt)</td>
<td>After six-month probationary period</td>
<td>Per policy, upon request</td>
</tr>
<tr>
<td><strong>EDUCATIONAL ASSISTANCE</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Employee Attending UT</td>
<td>University</td>
<td>Regular Full-time</td>
<td>Immediately</td>
<td>Credit courses not to exceed 9 credit hours per term (correspondence courses not included) Pro-rated according to policy schedule.</td>
</tr>
<tr>
<td>Employee Attending Tennessee Board of Regents institutions</td>
<td>University</td>
<td>Regular Full-time</td>
<td>Immediately</td>
<td>One credit course per term (correspondence courses not included)</td>
</tr>
<tr>
<td>Spouse &amp; Eligible Children Attending UT or TBR Institutions</td>
<td>University</td>
<td>Regular Full-time</td>
<td>Immediately</td>
<td>50% of undergraduate in-state maintenance fee Pro-rated according to policy schedule.</td>
</tr>
<tr>
<td><strong>OTHER</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Longevity Pay</td>
<td>University</td>
<td>Regular Full-time</td>
<td>With 36 full-time equivalent months at 82.05% or more, with UT, TBR, or state agencies</td>
<td>Bonus pay for 3 or more years of full-time service with state up to a maximum of 30 years.</td>
</tr>
<tr>
<td>Flexible Benefits</td>
<td>Employee</td>
<td>Regular Full-time</td>
<td>Immediately</td>
<td>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.</td>
</tr>
<tr>
<td>Workers’ Compensation</td>
<td>University</td>
<td>All employees</td>
<td>Immediately</td>
<td>Medical care and compensation for work-related injury or illness per state statute.</td>
</tr>
<tr>
<td>UT Libraries</td>
<td>Employee</td>
<td>Regular Full-time</td>
<td>Immediately</td>
<td>Book checkout privileges</td>
</tr>
</tbody>
</table>

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.

12/15/2022