# 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<br>Employee – 5 %<br>Employer – 4%<br>Defined Contribution<br>Employee –<br>Optional 2%<br>Employer – 5% | Faculty, Exempt, and Non-exempt<br>-Regular Full-time<br>-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 %<br>Employer – 9%<br>Defined Contribution<br>Employee –<br>Optional 2% | Faculty and Exempt<br>-Regular Full-time<br>-Regular Part-time | Immediately | Immediate vesting. Portable in higher education. Retirement annuity based on investments over career. Choice of two vendors, TIAA/CREF and VOYA |
| **Social Security** | Employee & university equally | Regular Full-time<br>Regular Part-time<br>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 traditional 401(k)<br>Must be enrolled in a retirement plan. |
| **GROUP INSURANCES** | | | | |
| **State of TN Group Insurance** | Employer – 80%<br>Employee – 20%<br>(for all plans) | Regular Full-time<br>Regular Part-time – 75%+<br>Temporary – 75+ | First of month following one full calendar month of employment. | Premier PPO<br>Standard PPO<br>CDHP (high deductible) |
| **Dental**<br><br>**Vision** | Employee – 50%<br>Employer – 50%<br>Employee – 100% | Regular Full-time<br>Regular Part-time – 75%+<br>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 & AD&D**<br><br>**Voluntary AD&D** | Employer – 100%<br><br>Employee – 100% | Regular Full-time<br>Regular Part-time – 75%+<br>Temporary – 75+ | First of month following one full calendar month of employment. | Coverage equivalent to 1x salary.<br>Minimum $50k, maximum $250k<br><br>Minimum $50k, maximum $500k |
| **Voluntary Term Life** | Employee – 100% | Regular Full-time<br>Regular Part-time – 75%+<br>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<br>Regular Part-time – 75%+<br>Temporary – 75+ | First of month following one full calendar month of employment. | Salary replacement benefit (63%) after 90 days of disability.<br><br>Other employee-paid options available |
| **Short Term Disability** | Employee – 100% | Regular Full-time<br>Regular Part-time – 75%+<br>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<br>Regular Part-time hired on or before 1/31/2014 – any %<br>Regular Part-time hired on or after 2/1/2014 – 75%+ | Immediately | Regular Full-time<br>***Nonexempt Only***<br>1-5 years service – 12 days per year<br>6-10 years – 18 days per year<br>11-20 years – 21 days per year<br>20+ years – 24 days per year<br>***Exempt & 12-mth Faculty***<br>24 days per year – 2 days a month<br>Regular Part-time - pro rata to his/her planned working time in IRIS |
| **Sick Leave** | University | Regular Full-time<br>Regular Part-time hired on or before 1/31/2014 – any %<br>Regular Part-time hired on or after 2/1/2014 – 75%+ | Immediately | Regular Full-time<br>12 days per year – 1 day per month<br>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<br>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<br>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<br>Regular Part-time (prorated) | Immediately | Nine paid holidays a year: New Year's Day, Martin Luther King Jr. Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day. |
| **Administrative Closings** | University | Regular Full-time<br>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<br>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<br>Regular Part-time<br>----------<br>Temporary & Student | Immediately<br><br>----------<br>After six months | No loss of regular pay |
| **Military Leave** | University | Regular Full-time<br>Regular Part-time | Immediately | Per policy, upon request |
| **Educational Leave** | University | Regular Full-time<br>Regular Part-time | Immediately | Per policy, upon request |
| **Personal Leave Day** | University | Regular Full-time (nonexempt<br>Regular Part-time only) | After six-month probationary period | Per policy, upon request |
| **EDUCATIONAL ASSISTANCE** | | | | |
| **Employee Attending UT** | University | Regular Full-time<br><br>Regular Part-time | Immediately | Credit courses not to exceed 9 credit hours per term (correspondence courses not included)<br>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<br><br>Regular Part-time – 50%+ | Immediately<br><br>After one year waiting period | 50% of undergraduate in-state maintenance fee<br>Pro-rated according to policy schedule |
| **OTHER** | | | | |
| **Longevity Pay** | University | Regular Full-time<br>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<br>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<br>Regular Part-time | Immediately | Book checkout privileges |

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