## BENEFIT | WHO PAYS? | WHO'S ELIGIBLE? | WHEN ARE YOU ELIGIBLE? | WHAT IT MEANS TO YOU…
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### RETIREMENT

**Tennessee Consolidated Retirement System (TCRS) Hybrid Plan**
- Defined Benefit Employee – 5%
- Defined Contribution Employee – 4% 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 – 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, AIG, TIAA/CREF 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
- Regular employees
- University
- Employees eligible to participate in retirement
- Immediately
- 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.
- Federal tax savings at time of deduction with payments received at retirement

### GROUP INSURANCES

**State of TN Group Insurance**
- University – 80%
- Employee – 20%
- (for all plans)
- Regular Full-time
- Regular Part-time – 75%+
- 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%
- 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.

**Optional Term Life**
- 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.

**Long Term Disability**
- Employee – 100%
- Regular Full-time
- Regular Part-time – 75%+
- First of month following one full calendar month of employment.
- Salary replacement benefit (60%) up to six months.

**Short Term Disability**
- Employee – 100%
- Regular Full-time
- Regular Part-time – 75%+
- Temporary – 75+
- First of month following one full calendar month of employment.
- Immediate

### 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
- **Nonexempt Only**
- 12 days per year – 1 day per month
- Regular Part-time - pro rata to his/her planned working time in IRIS
### BENEFIT

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<tbody>
<tr>
<td><strong>Leaves, Cont’d</strong></td>
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<tr>
<td>Sick Leave Bank</td>
<td>Employee Donations</td>
<td>Regular Full-time, Regular Part-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 members of employees who have suffered disability due to a personal illness, injury, or quarantine and who have exhausted their compensatory time period. Sick leave balances will be available.</td>
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<tr>
<td>Family Medical Leave</td>
<td>University</td>
<td>Regular Full-time, Regular Part-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, Regular Part-time, (prorated)</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>
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<tr>
<td>Funeral &amp; Bereavement Leave</td>
<td>University</td>
<td>Regular Full-time, Regular Part-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>
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<tr>
<td>Court Leave</td>
<td>University</td>
<td>Regular Full-time, Regular Part-time, (prorated)</td>
<td>Immediately</td>
<td>No loss of regular pay</td>
</tr>
<tr>
<td>Military Leave</td>
<td>University</td>
<td>Regular Full-time, Regular Part-time</td>
<td>Immediately</td>
<td>Per policy, upon request</td>
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<tr>
<td>Educational Leave</td>
<td>University</td>
<td>Regular Full-time, Regular Part-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, Regular Part-time only)</td>
<td>Immediately</td>
<td>Per policy, upon request</td>
</tr>
<tr>
<td><strong>Educational Assistance</strong></td>
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<tr>
<td>Employee Attending UT</td>
<td>University</td>
<td>Regular Full-time, Regular Part-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>
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<tr>
<td>Employee Attending Tennessee Board of Regents institutions</td>
<td>University</td>
<td>Regular Full-time, Regular Part-time</td>
<td>Immediately</td>
<td>One credit course per term (correspondence courses not included) Pro-rated according to policy schedule.</td>
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<tr>
<td>Spouse &amp; Eligible Children Attending UT or TBR Institutions</td>
<td>University</td>
<td>Regular Full-time, Regular Part-time, (50%)</td>
<td>Immediately</td>
<td>50% of undergraduate in-state maintenance fee Pro-rated according to policy schedule.</td>
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<tr>
<td><strong>Other</strong></td>
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<tr>
<td>Longevity Pay</td>
<td>University</td>
<td>Regular Full-time, Regular Part-time, 82.05%+</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 Donations</td>
<td>Regular Full-time, Regular Part-time, 75%+</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 Donations</td>
<td>Regular Full-time, Regular Part-time</td>
<td>Immediately</td>
<td>Book checkout privileges</td>
</tr>
</tbody>
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