

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, 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 | 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 - \$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 | 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 - 50% Employer - 50% 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 & AD&D Voluntary AD&D | Employer - 100% Employee– 100% | Regular Full-time Regular Part-time – 75%+ Temporary – 75+ | First of month following one full calendar month of employment. | Coverage equivalent to 1x salary. Minimum \$50k, maximum \$250k Minimum \$50k, maximum \$500k |
| 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 | Employer – 100% | Regular Full-time Regular Part-time – 75%+ Temporary – 75+ | First of month following one full calendar month of employment. | Salary replacement benefit (63%) after 90 days of disability. Other employee-paid options available. |
| 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) | After six-month probationary period | 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 |

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