

UT/UTSI EMPLOYMENT BENEFITS PACKAGE

WHAT BENEFITS DO YOU RECEIVE AS A FACULTY OR STAFF EMPLOYEE AT THE UNIVERSITY OF TENNESSEE SPACE INSTITUTE?

Who is Eligible?

1. The following information applies to regular, full-time employees unless otherwise stated.
2. Regular, part-time employees receive most benefits on a pro rata basis, depending upon the number of hours worked.
3. Temporary employees are not eligible for benefits unless otherwise stated.

HR Website address: <https://www.utsi.edu/about/campus-services/human-resources/>

BENEFIT	WHEN ELIGIBLE	YOU RECEIVE
Annual Leave (Vacation)	Immediately	<p>Faculty & Staff Exempt: Accrue 16 hours per month which equals 24 working days per year with a maximum year end accumulation of 42 days or 336 hours. Excess annual leave transferred to sick leave at end of calendar year. <i>(Does not apply to 9-month faculty appointment.)</i></p> <p>Non-Exempt: 0-5 Years Service - 1 day per month; 6-10 Years Service - 1 ½ days per month; 11-20 Years Service 1 ¾ days per month; 21 & over Years Service - 2 days per month. Maximum year end accumulation varies depending on length of service. Excess annual leave transferred to sick leave at end of calendar year.</p> <p>Part-time: *75% working time or more – accrue annual leave at a rate pro rata to their planned working time in IRIS. *less than 75% - ineligible to accrue annual leave</p>
Ascend Federal Credit Union	Immediately	Membership (including payroll deduction for savings) available with \$5 deposit. Loans available according to Credit Union guidelines.
Direct Deposit	Immediately	Required of all new employees. Your paycheck will be deposited to the bank of your choice.
Court Leave	Immediately	To protect employees from loss of pay while serving on jury duty or as a witness in state, federal, or local court.
Days of Administrative Closing	Immediately	Additional paid days off, at Thanksgiving and Christmas, as designated by the Executive Director or by the University-wide Administration.
Death Benefit	Immediately	Beneficiary or estate receives regular pay for days worked to date of death, plus 1 full month additional pay, plus pay for any unused annual leave not to exceed maximum accumulation plus accrued unused sick leave.
Educational Assistance (Fee Waiver)	Immediately	<p>◆ Regular full-time employees are eligible for a fee waiver for up to a maximum of nine undergraduate or graduate credit hours per term.</p> <p>◆ Regular part-time employees working 50 percent time or more are eligible based upon percent of effort, 50-74 percent-up to 4 hours, 75-99 percent-up to 6 hours, 100 percent-up to 9 hours.</p>
Educational Assistance for Spouse & Dependent	Immediately for regular, full time employees; after 1 year for regular, part time (50% time or greater) employees	<p>A student fee discount of 50% of the undergraduate in-state maintenance fee at State of Tennessee Board of Regents undergraduate instructional campuses.</p> <p>Regular part-time employees who have one or more years regular continuous service working a minimum of 50% time shall receive this benefit on a pro rata basis.</p>
Educational Leave	Immediately, but considers length of service.	Provides for continuation of education and/or participation in research, grants, and fellowships, up to fifteen months.

Family Medical Leave	After working 12 months & at least 1250 hours during previous 12 months	Twelve weeks per year of unpaid, job-protected leave for certain family and medical reasons. Family Medical Leave runs concurrently with paid leave (i.e. sick, annual, personal leave day, workers compensation)
Funeral Leave	Immediately	3-5 days depending on family relationship.
Group Insurance	Coverage begins 1 st day of month after complete one full calendar month of employment. <i>(Must be employed at 75% time or greater in a temporary or regular appointment)</i>	Basic group plan includes term life, comprehensive medical and accidental death or dismemberment. The State pays 80% of the comprehensive medical premium. Other options available include additional accidental death or dismemberment, term life insurance, long-term disability, short term disability, vision, and dental insurance (employee contributes 100 percent of premium). Summary of Benefits Coverage: https://www.tn.gov/partnersforhealth/summary-of-benefits-and-coverage.html
Holidays	Immediately	New Year's Day, Martin Luther King Jr.'s Birthday, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.
Leave of Absence	Immediately	Not to exceed 15 months for illness or injury and/or compelling personal reasons; other types of leave also available.
Longevity Pay	After 36 months	Regular full-time employees eligible for annual payments of \$100 per year for three through 30 years of service.
Medical Expense & Dependent Care Expense Reimbursement Accounts	After 1 calendar month of employment	An account can be established by you through a deduction from your payroll to exclude your out of pocket medical and/or dependent care expenses from both social security and federal income taxes.
Military Leave - Annual Training	Immediately	Per policy, upon request.
Military Leave - Extended	Immediately	Per policy, upon request.
Overtime Pay	Immediately	Non-Exempt Only: One and one-half times regular pay or compensatory time off for hours <u>worked</u> over 40 in one week with supervisor's approval.
Parental Leave	After working 12 consecutive months; regular, working at least 75% time	Eligible faculty and staff are entitled to six weeks (30 days or 240 hours) of paid parental leave within the first twelve months following childbirth or adoption.
Personal Leave Day	At the end of probationary period	Non-Exempt Only: 1 day each calendar year.
Probationary Period	6-month period	All newly hired regular staff employees, including those converting from temporary or student to regular appointments, shall serve one probationary period of six calendar months in an active pay status with the University beginning with the first day of regular employment.
Recreational Facilities	Immediately	On campus boating, fishing, fitness center, and sports facilities. Memberships are invited in student activity organizations such as the following - Gaming, Rocketry, Astronomy, Paintball, Soaring, Music, and Boat Club.

Retirement	Immediately	<p>State of Tennessee & Member pay portion of contribution (for new hires after July 1, 2014). Participation is required for all regular, full-time employees; optional participation for regular part-time.</p> <p>TCRS Hybrid – Vested after 5 years of full-time service. Portable within TN Government.</p> <p>ORP Hybrid – Immediate vesting. Portable in higher education. Retirement annuity based on investments over career. Choice of two vendors: TIAA and VOYA.</p> <p>Faculty & Staff Exempt: May participate in TCRS Hybrid or ORP Hybrid. Staff Non-Exempt: Participate in TCRS Hybrid only. See last page for more information on required contribution amounts.</p>
Sick Leave	Immediately	<p>Accrue one day per month with no maximum accumulation. Unused sick leave can be counted as creditable service at retirement for TCRS participants. (Does not apply to 9-month faculty appointment.)</p> <p>Part-time: *75% working time or more – accrue sick leave at a rate pro rata to their planned working time in IRIS. *less than 75% - ineligible to accrue sick leave</p>
Sick Leave Bank	Regular employees who are eligible to accrue sick leave. Employees can join during open enrollment from April 1 to June 30.	The sick leave bank offers members experiencing an illness or injury the opportunity to request additional paid leave after exhausting all personal accrued annual and sick leave. To join, employees must have a minimum balance of 48 hours of sick leave by July 1 and are required to donate 24 of those hours to the bank upon enrollment.
Social Security	Immediately	Financial assistance at retirement or in case of disability.
Tax Deferred Income Program	Immediately	Regular employees may direct portions of their pre-tax earnings into a deferred income plan through payroll deductions. 401(k), Roth 401(k), 457, 403(b) plans available. State of Tennessee matches \$100 per month of the 401(k) plans.
Time Off to Vote	Immediately	Time off to vote in State or National elections with prior supervisor approval, according to schedule for polling places.
Unemployment Compensation	Determined by State Dept. of Employment Security	Financial protection for employees terminated through no fault of their own.
Veteran Sick Leave	Immediately	University employees who are veterans and have a service-connected disability with an impairment rating of thirty percent (30%) or more receive an additional 36 hours of sick leave per year to attend appointments related to their service-connected disability. This category of sick leave does not accrue from year to year.
Worker's Compensation	Immediately	All employees are eligible to file a claim for compensation and medical expenses due to on-the-job injuries.

FOR ADDITIONAL INFORMATION, CONTACT:

Human Resources, Equity & Diversity
University of Tennessee Space Institute Lower
"C" Wing, Mail Stop 11
Tullahoma, TN 37388-9700

Phone: 931-393-7226
Fax: 931-393-7268
Toll Free: 1-888-822-8874, ext. 37226
Website: <https://www.utsi.edu/about/campus-services/human-resources/>

The university has established a web location for university policies at <http://policy.tennessee.edu>. Current versions of Fiscal, Human Resources, Safety, and Information Technology policies are available at this site for your reference and information.

COMPARISON of TCRS HYBRID vs. ORP HYBRID RETIREMENT PLANS
Employees hired after July 1, 2014

TCRS Hybrid Retirement Plan	ORP Hybrid Retirement Plan (TIAA-CREF or VOYA)
<p>Contributions (Employees hired after 7/1/2014) Employer – 4% to TCRS and 5% to member's 401k account. Employee – 5% to TCRS and auto-enrolled in the 401k for 2% with the option to change the contribution rate at any time.</p>	<p>Contributions (Employees hired after 7/1/2014) Employer – 9% to ORP Employee – 5% to ORP and auto-enrolled in the 401K for 2% with the option to change the contribution rate at any time.</p>
<p>Vesting Fully vested after 5 years of service in the defined TCRS benefit plan. Immediately vested in all contributions to the 401k plan.</p>	<p>Vesting Immediately vested from date of contributions.</p>
<p>Transfers From the State TCRS Retirement Program to the ORP Employees who are eligible to participate in the ORP but who elected to participate in the State TCRS retirement program may make a one-time election to transfer membership from the State Retirement program to the ORP. Members with employee contributions in TCRS may transfer the employee account balance to the ORP by completing an Election to Transfer Funds form found at retirereadytn.gov. Members should obtain a TCRS benefit estimate when evaluating the decision to transfer because any employer contributions to TCRS cannot be transferred to another plan and the TCRS benefit will be forfeited.</p>	<p>Transfers from ORP to the State Retirement Plan If you join the ORP and decide later you would like to join the State TCRS retirement plan, you have a one-time transfer option upon reaching 5 years of service. You must make, file the election, and remit funds to TCRS no later than the end of the calendar year following the year you reach 5 years of service.</p>

For additional information on the TCRS Hybrid and ORP Hybrid retirement plans, go to <https://payroll.tennessee.edu/retirement/plans/>.

UT new hire retirement orientation presentations - <https://payroll.tennessee.edu/retirement/>