



# BENEFITS AT A GLANCE

## FULL-TIME EXEMPT STAFF

There are many reasons to consider working for the University of Tennessee System Administration, one of which is our extensive benefits package designed to support your health and wellbeing.

Below is a summary of what's available to benefit-eligible employees.



### HEALTH INSURANCE

- Two carriers and four networks:
  - BlueCross BlueShield of Tennessee: Networks S and P
  - Cigna: LocalPlus and Open Access Plus
- Three health plans:
  - Premier PPO
  - Standard PPO
  - Consumer-driven health plan with health savings account
- Eligible preventive care is free with all plans when using in-network providers
- Additional benefits:
  - Pharmacy (Managed by CVS Caremark)
  - Behavioral health and substance use disorder services
  - Employee assistance program to assist with stress, legal, financial, mediation and work/life services and that includes five, free counseling visits, per problem, per year, per covered individual
  - Wellness program, including cash incentives of up to \$250 each for enrolled employees and spouses, plus weight management and Diabetes prevention programs

Continue reading about available medical coverage, copays, deductibles, out-of-pocket expenses, pharmacy benefits and more at: [tn.gov/partnersforhealth/health-options](https://tn.gov/partnersforhealth/health-options).

#### 2024 MONTHLY HEALTH PREMIUMS

	BCBST NETWORK S & CIGNA LOCAL PLUS	BCBST NETWORK P & CIGNA OPEN ACCESS
<b>PREMIER PPO</b>		
Employee Only	\$159.00	\$234.00
Employee + Child(ren)	\$238.00	\$323.00
Employee + Spouse	\$357.00	\$507.00
Employee + Spouse + Child(ren)	\$412.00	\$562.00
<b>STANDARD PPO</b>		
Employee Only	\$102.00	\$177.00
Employee + Child(ren)	\$153.00	\$238.00
Employee + Spouse	\$230.00	\$380.00
Employee + Spouse + Child(ren)	\$265.00	\$415.00
<b>CDHP/HSA</b>		
Employee Only	\$71.00	\$146.00
Employee + Child(ren)	\$107.00	\$192.00
Employee + Spouse	\$160.00	\$310.00
Employee + Spouse + Child(ren)	\$185.00	\$335.00



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### DENTAL INSURANCE

Two choices of dental plans:

- Cigna
- Delta Dental

2024 MONTHLY DENTAL PREMIUMS		
	CIGNA DHMO (PREPAID PROVIDER) PLAN	DELTA DENTAL DPPO PLAN
Employee Only	\$14.19	\$20.02
Employee + Child(ren)	\$29.47	\$53.23
Employee + Spouse	\$25.15	\$39.37
Employee + Spouse + Child(ren)	\$34.58	\$81.53

### VISION INSURANCE

Basic and expanded plans offered through EyeMed, both of which cover:

- Routine eye exams every calendar year
- Choice of eyeglass lenses or contact lenses once every calendar year
- Low vision evaluation and aids available once every two calendar years

2024 MONTHLY VISION PREMIUMS		
	BASIC PLAN	EXPANDED PLAN
Employee Only	\$3.18	\$6.30
Employee + Child(ren)	\$6.35	\$12.60
Employee + Spouse	\$6.03	\$11.98
Employee + Spouse + Child(ren)	\$9.33	\$18.54

### FLEXIBLE SPENDING ACCOUNTS

Contribute to flexible spending accounts to pay for health care and dependent care while saving money on your taxes.

### DISABILITY INSURANCE

Short- and long-term disability available through MetLife.

### LIFE INSURANCE

Basic and voluntary term life insurance as well as basic and voluntary accidental death and dismemberment insurance available through Securian Financial.

### RETIREMENT PLANS

Two plans available:

- Tennessee Consolidated Retirement System: A defined benefit plan with benefits determined by highest five-year average salary and years of service; Employees contribute 5%, and UT contributes 4% to the retirement plan plus 5% to a 401(k)
- Optional Retirement Program



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### HOLIDAYS, CLOSINGS & PAID LEAVE

- 14 paid holidays and closings
- Bereavement, court, military, educational, etc. leave also available
- 16 hours of annual leave are accrued a month, and employees can accrue 336 hours before excess hours roll to sick leave
- 8 hours of sick leave are accrued a month
- 6 weeks paid parental leave (must have worked at least 12 consecutive months prior to the start of the requested leave)

### SICK LEAVE BANK

Join the sick leave bank for the opportunity to request additional paid leave due to illness or injury in the event you've exhausted all personal accrued annual and sick leave.

### EDUCATIONAL ASSISTANCE & FEE WAIVER

Looking to advance your education? Educational assistance is offered to employees and their spouses and dependent children.

### LONGEVITY PAY

After 36 months of service, employees receive an annual check of \$100 for each year of service up to \$3,000 for a maximum of 30 years!

### EMPLOYEE DEVELOPMENT

A wide variety of facilitated workshops, seminars and conferences are available, plus a growing number of self-paced eLearning courses!



### Have Questions?

For more information on our employee benefits, please reach out to the UT System Office of Human Resources.

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