

## UTC Benefits Summary

University employees receive eight (8) paid holidays and an additional five (5) paid administrative closing days (Friday after Thanksgiving and four days during the Christmas holidays). Generous annual leave (vacation), sick, educational, bereavement, court and military leave are also available to employees.

University tuition is waived for up to nine (9) credit hours per term for regular full time employees. Tuition is waived on a prorated basis for part time employees working at least 50% time. A substantial discount (up to 50%) for undergraduate course work is provided for spouses and dependents at any University of Tennessee or Tennessee Board of Regents school.

The University pays 80% of the monthly premium cost for basic medical and life insurance for regular employees working at least 75% time. Employees may elect to participate in one of three medical insurance plans. In addition to the basic medical and life insurance, the University offers employees additional life, accident, disability and dental insurance at competitive group rates.

Regular employees participate in a non-contributory retirement plan funded 100% by the University. Non-exempt employees participate in the Tennessee Consolidated Retirement System. Exempt employees may participate in the Tennessee Consolidated Retirement System or the Optional Retirement Program. Employees may also elect to participate in the University's Tax Deferred Income Program to set aside a portion of their salary pre-tax/tax deferred basis for retirement. This program offers a 403(b), 457 and/or 401(k) pre-tax tax deferred income plan. The State currently matches the first \$50.00/month of employee contribution to the 401(k) plan.

Employees and their dependents may use a wide variety of University facilities at no cost. These include gymnasium and exercise equipment, Olympic size swimming pool, and tennis and racquet ball courts. The University also sponsors a "Healthy Moc" physical fitness program for employees at a nominal cost.

Employees may attend many University sponsored cultural, athletic and professional development activities at discounted rates.

After three years of service, a \$100 per year longevity bonus is provided to regular full time and regular part time employees working at least 33 hours per week (82.05% FTE).