

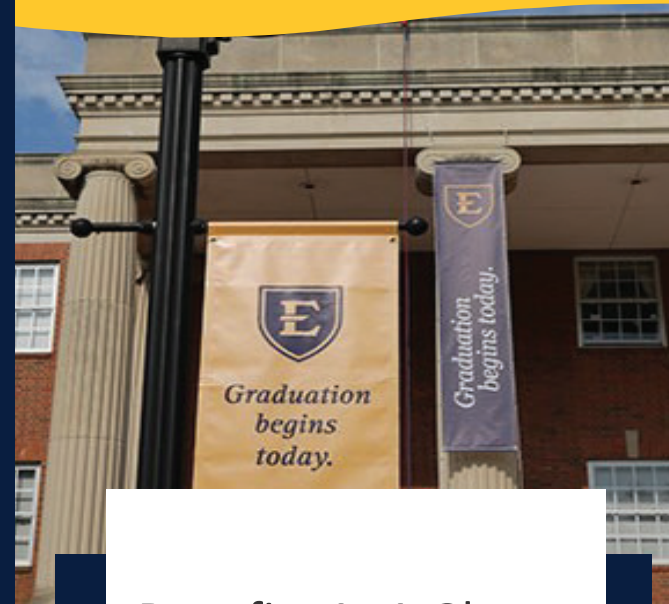
# EAST TENNESSEE STATE UNIVERSITY

- ◆ Located in the beautiful mountains of East Tennessee
- ◆ Part of the Tri-Cities Tennessee/Virginia region
- ◆ Enrolls nearly 14,000 undergraduate and graduate students; employs nearly 2,750 faculty and staff
- ◆ Founded in 1911 with a singular purpose of improving the quality of life of the people of this region
- ◆ Nationally recognized for its work in rural medicine and primary care, education, bluegrass, and country music, and for preparing elite athletes at the ETSU Olympic Training Site
- ◆ Recently captured significant attention at the regional, state and national levels for its work to combat the opioid epidemic

## BENEFITS & PERKS

- ◆ Up to 24 vacation days and 12 sick days per year
- ◆ 17 paid holidays (approved annually)
- ◆ Access to Basler Center for Physical Activity
- ◆ Free tuition for staff and 50% discount for dependents
- ◆ Employer matching retirement plans
- ◆ Excellent health care coverages for medical, dental, and vision

East Tennessee State University is an equal opportunity, affirmative action employer.



## Benefits At A Glance

**Find out even more here:**

Visit us at [www.etsu.edu/humanres/benefits/](http://www.etsu.edu/humanres/benefits/)

Office of Human Resources  
307 Burgin Dossett Hall  
(423) 439-4457



**EAST TENNESSEE STATE  
UNIVERSITY**

## Benefits At A Glance

### Medical

You have a choice of three health insurance options:

- Premier Preferred Provider Organization (PPO).
- Standard Preferred Provider Organization (PPO).
- Consumer-driven Health Plan (CDHP)/Health Savings Account (HSA).

### Dental

Voluntary dental coverage is available to all state and higher education employees and their dependents.

- Two dental insurance plans are available—Delta PPO and Cigna Pre-Paid plan.
- Costs range between \$7.35 - \$41.37 per month depending on plan selection.

### Vision

Voluntary dental coverage is available to all state and higher education employees and their dependents.

- Two options are available: a Basic and an Expanded plan. Both plans offer:
  - Routine eye exam once every calendar year.
  - Frames once every two calendar years.
  - Choice of eyeglasses or contact lenses once every calendar year.
  - Costs range from \$3.18 - \$18.54 per month depending on active members and plan selection.
  - Discount on LASIK/Refractive surgery.

### 2025 Active Employees Monthly Health Premiums

ALL REGIONS					
	BCBST NETWORK S	CIGNA LOCALPLUS	BCBST NETWORK P	CIGNA OPEN ACCESS	EMPLOYER SHARE
<b>PREMIER PPO</b>					
Employee Only	\$167	\$167	\$242	\$242	\$669
Employee + Child(ren)	\$251	\$251	\$336	\$336	\$1,003
Employee + Spouse	\$376	\$376	\$526	\$526	\$1,505
Employee + Spouse + Child(ren)	\$434	\$434	\$584	\$584	\$1,738
<b>STANDARD PPO</b>					
Employee Only	\$107	\$107	\$182	\$182	\$669
Employee + Child(ren)	\$161	\$161	\$246	\$246	\$1,003
Employee + Spouse	\$242	\$242	\$392	\$392	\$1,505
Employee + Spouse + Child(ren)	\$279	\$279	\$429	\$429	\$1,738
<b>CDHP/HSA</b>					
Employee Only	\$74	\$74	\$149	\$149	\$669
Employee + Child(ren)	\$113	\$113	\$198	\$198	\$1,003
Employee + Spouse	\$169	\$169	\$319	\$319	\$1,505
Employee + Spouse + Child(ren)	\$195	\$195	\$345	\$345	\$1,738

### Additional Offerings

- Short Term Disability Insurance.
- Long Term Disability Insurance .
- Basic Group Term Life and Accidental Death & Dismemberment Insurance.
- Voluntary Accidental Death & Dismemberment Insurance.
- Voluntary Term Life Insurance.
- Flexible Spending Accounts.
- Employee Assistance Program.
- Here4TN Emotional Wellbeing Solutions
- ParTNers for Health Wellness Program.

### Paid Time Off

- ETSU has 17 official university holidays (approved annually).
- Regular full-time administrative personnel and twelve month academic faculty accrue annual leave at the rate of 2 days per month and 1 day of sick leave per month.

### Retirement

- Two types of retirement plans to choose from.
  - Tennessee Consolidated Retirement System (TCRS) - The Hybrid Plan, also know as the Tennessee Consolidated Retirement System (TCRS), is a combination of a defined benefit plan and a defined contribution plan.
  - Optional Retirement Plan (ORP) - The Optional Retirement Plan (ORP) is a defined contribution plan.

### Educational Assistance

- Educational benefits are offered for employees in the form of fee waivers and tuition reimbursement programs. Spouses and dependent children up to age 26 are eligible for a 50% discount for undergraduate courses at any state institution.