EAST TENNESSEE STATE UNIVERSITY

- Located in the beautiful mountains of East Tennessee
- Part of the Tri-Cities Tennessee/Virginia region
- Enrolls over 14,600 undergraduate and graduate students; employs 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
- 16 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

Benefits At A Glance

Find out even more here:
Visit us at www.etsu.edu/humanres/benefits/
Benefits and Wellness Center
E—203 MSHA Athletic Center
(423) 439-5394

East Tennessee State University is an equal opportunity, affirmative action employer.
Benefits At A Glance

Medical
You have a choice of three health insurance options:
- Premier Preferred Provider Organization (PPO)
- Standard PPO
- Consumer-driven Health Plan (CDHP)/Health Savings Account (HSA)
- Plans range from $60/month to $432/month

Dental
Voluntary dental coverage is available to all state and higher education employees and their dependents.
- Two dental insurance plans are available—a prepaid plan and a dental preferred provider organization (DPPO) plan.
- Costs range between $13.44 - $87.50 per month depending on active members and plan selection.

Vision
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 • Discount on LASIK/Refractive surgery
Costs range from $3.07 - $16.35 per month depending on active members and plan selection.

2021 Active Employees Monthly Health Premiums

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<th>B-COST</th>
<th>CHGN LOCALPLUS</th>
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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 Behavioral Health & Substance Use service
- ParTNers for Health Wellness Program

Paid Time Off
- ETSU has 16 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 monthly.

Retirement
- Two types of retirement plans to choose from.
- Tennessee Consolidated Retirement System (TCRS) - The Hybrid Plan, also known 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 age 26 and under are eligible for a 50% discount for undergraduate courses at any state institution.

For even more information check out https://www.tn.gov/partnersforhealth.html