

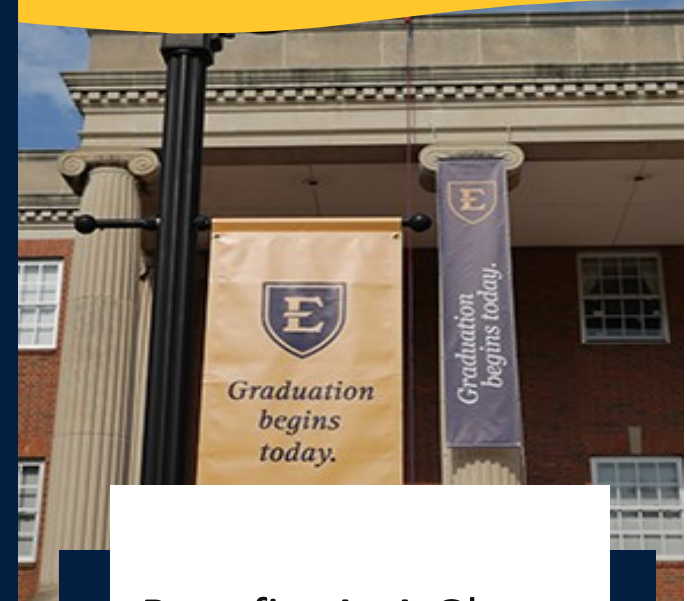
EAST TENNESSEE STATE UNIVERSITY

- ◆ 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

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/

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 PPO
- Consumer-driven Health Plan (CDHP)/Health Savings Account (HSA)
- Plans range from \$62/month to \$362/month

Dental

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

- Two dental insurance plans are available—a pre-paid plan and a dental preferred provider organization (DPPO) plan.
- Costs range between \$13.84 - \$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

ALL REGIONS				
	BCBST	CIGNA LOCALPLUS	CIGNA OPEN ACCESS	EMPLOYER SHARE
PREMIER PPO				
Employee Only	\$140	\$140	\$180	\$558
Employee + Child(ren)	\$210	\$210	\$250	\$837
Employee + Spouse	\$292	\$292	\$372	\$1,172
Employee + Spouse + Child(ren)	\$362	\$362	\$442	\$1,451
STANDARD PPO				
Employee Only	\$95	\$95	\$135	\$558
Employee + Child(ren)	\$143	\$143	\$183	\$837
Employee + Spouse	\$200	\$200	\$280	\$1,172
Employee + Spouse + Child(ren)	\$248	\$248	\$328	\$1,451
CDHP/HSA				
Employee Only	\$62	\$62	\$102	\$558
Employee + Child(ren)	\$91	\$91	\$131	\$837
Employee + Spouse	\$129	\$129	\$209	\$1,172
Employee + Spouse + Child(ren)	\$158	\$158	\$238	\$1,451

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 per month.

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 up to age 26 are eligible for a 50% discount for undergraduate courses at any state institution.