

## Summary of State Employee Benefits

### ❖ Health Benefits

- Insurance
  - Medical Insurance – 3 options
    - One option is the CDHP/HSA (also called a Consumer-driven Health Plan with a health savings account or HSA) *The state will put money into your HSA at the beginning of the year: \$250 for employee only coverage or \$500 for family coverage.*
  - Life Insurance
  - Dental – 2 options
  - Vision – 2 options
  - Short and Long Term Disability
  - Long Term Care Insurance
    - The Tennessee Plan (Supplemental [Medical Insurance for Retirees with Medicare](#))
- Other
  - State Employee Wellness program
  - Employee Sick Leave Bank Program
  - Family Medical Leave

### ❖ Financial Benefits

- TN Consolidated Retirement System (TCRS)
- Deferred Compensation
  - 401K with Employer Match
  - 457 without Employer Match
- Higher Education
  - Fee Wavier Programs
  - Fee Discount Programs
  - DCS BSW and MSW advanced degree programs
- Promotional Opportunities
  - Training and Professional Development
- Pay for Performance

### ❖ Employee Benefits

- Employee Assistance Program (EAP)
- State Service Awards
- DCS Employee Recognition Program
- State Discounts
  - State Parks
  - Miscellaneous business
    - Fitness Centers
- State Official Holidays paid leave
- Leave Accrual (monthly)
  - Annual for 7.5 hour employees
    - 0-5 years – 7.5 hours
    - 5-10 years – 12 hours
    - 10-20 years – 14 hours
    - Over 20 years – 16 hours
  - Sick for 7.5 hour employees
    - 0-over 20 years – 7.5 hours
    - Accrued Sick leave can be used toward years of service at retirement

Link to employment opportunities listed below:

<https://www.tn.gov/hr/js1-employment-opportunities.htm>