

Alternative Workplace Solutions (AWS)

AWS is a cultural and physical transformation using non-traditional workspaces to promote efficiency and flexibility across state government. AWS increases workforce productivity through flexible schedule and workspace options, e.g., work from home, mobile work, and free address. This would allow eligible employees to work in a way that is best for the job they are currently doing.

Holidays

11 paid holidays

Annual Leave

Full-time employees earn annual leave each month based on years of service from 1-2 days a month.

Sick Leave

All full-time employees accrue 1 day (7.5 hours) of sick leave per month, provided they work the major portion of that month.

Bereavement Leave

Leave with pay is granted for three days in the event of the death of an employee's spouse, child, stepchild, grandchild, parents, grandparents, siblings, stepparents, foster parents, or parents-in-law without charge to the employee's leave time.

Family Medical Leave

Allows up to 12 work weeks of leave each year to eligible employees for certain family and medical reasons. Leave may or may not be paid leave, depending on individual employee's leave balances for earned leave.

Military Leave

Granted in accordance with applicable state and federal laws, rules, and regulations.



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DHS TALENT ACQUISITION



DHS Employee Benefits



Maternity Leave

Maternity leave is an absence from work granted any female employee who has been employed in state service for at least 12 consecutive months as a full-time employee. Maternity leave is a combination of sick, annual, or special leave without pay for a period not to exceed four months following the birth of a child.

Health Benefits

- Pharmacy Benefits
- Insurance – Health, Dental & Vision
- Term Life Insurance
- Disability (long & short) Term
- Basic Accidental Death & Dismemberment
- Behavioral Health
- Telehealth
- Employee Health Center
- Flexible Benefits
- Employee Assistance Program (EAP)
- The Tennessee Plan (Retiree Supplemental Medical Insurance with Medicare)

Wellness/Fitness

- Comprehensive ongoing wellness activities
- Weight Watchers at Work
- Fitness Center Discounts

Comprehensive Retirement Plan

- Pension 5 Year Vesting
- 401K Match
- 457 (Optional)

Employee Learning & Professional Development Opportunities

- New Supervisor Academy
- Commissioner's Leadership Academy
- Change Agent Institute
- Mentor Tennessee
- Career Development Plans for all Employees
- Management and Leadership Learning
- Pyramid Four Level Certificate Program
- DHS Learning Library
- LinkedIn Learning
- Additional Learning Opportunities



Higher Education Fee Waivers Discounts

A 25% discount on undergraduate tuition at any state operated institution of higher learning in TN available to children 23 years old or under of full-time State Employees.

Tuition Fee Waiver Program - Employee

The tuition fee waiver program allows full-time employees of executive, judicial, or legislative branch of TN State government, six months of continuous service take one course, undergraduate or graduate at any TN supported University, or College/or College of Applied Technology, as well as the TN Foreign Language Institute.

<https://www.tn.gov/content/tn/thec/bureaus/legal-and-external-affairs/redirect-legal-and-external-affairs/fee-waiver-and-fee-discount-programs.html>

TNStars® College Savings 529 Program

The TNStars® College Savings 529 Program is designed to give families high quality investment options at a low cost to help them put aside money for future college expenses.

Student Loan Forgiveness

In certain situations, you can have your federal student loans forgiven, canceled, or discharged. Learn more about the types of forgiveness and whether you qualify due to your job or other circumstance.

<https://studentaid.gov/manage-loans/forgiveness-cancellation>

Achieving a Better Life Experience (ABLE)

ABLE TN is a savings program designed to help individuals with physical and/or mental disabilities put aside money to pay for qualified disability expenses. These accounts provide an opportunity to save and invest with tax-free earnings to help participants maintain independence and quality of life. For information regarding program eligibility, features, and benefit, visit ABLETN.gov

Transportation

Smart Commute Swipe and Ride (Nashville & Memphis)

- Nashville -WeGo Public Transit buses, Music City Star Commuter Train
- Memphis Area Transit Authority (MATA) services (buses and downtown trolleys)

Bicycle Parking – Nashville (TN Tower, Andrew Johnson, Davy Crockett, Andrew Jackson/Rachel Jackson, and Citizen's Plaza) buildings
Carpool/Van Pool Parking
Free Parking in State Lots