



# State of Arizona Employee Benefits

## Benefits

### Medical Plans (includes Pharmacy)

- Triple Choice Plan (TCP)
  - Blue Cross Blue Shield AZ, UnitedHealthcare
- HDHP w/HSA (High Deductible Health Plan w/Health Savings Account)
  - Blue Cross Blue Shield AZ, UnitedHealthcare

### Dental Plans

- PPO - Delta Dental
- DHMO - Cigna

### Vision Plan

- Advantage Program - Avesis (fully employee paid)

### Telemedicine

Connect with doctors via your smart device 24/7.

### Flexible Spending Accounts

Pay for eligible medical, dental, vision and dependent care expenses with pre-tax dollars you contribute to your account.

### Long-Term Disability

Pays 66⅔% of earnings. Mandatory participation.

ASRS members contribution rate: .19%.

Non-ASRS members: employer paid.

### Life Insurance - Paid by the State

\$15,000 Basic Life

\$15,000 Accidental Death and Dismemberment

### Additional Life and Disability Coverage

Insurance - Supplemental Life, Dependent Life and Short-Term Disability can be purchased at group rates. All premiums paid by employee.

### ★ Rates & More Information

Find details on plan coverage, premiums and copays on our website [benefitoptions.az.gov/newhire](http://benefitoptions.az.gov/newhire)

## Wellness & Employee Assistance

### Health Impact Program (HIP) - [wellness.az.gov/hip](http://wellness.az.gov/hip)

Earn up to \$200 annually by participating in our award-winning program of free preventive health screenings (mini-health, mammography, prostate), immunizations, lifestyle/mindfulness classes and physical activities.

### Employee Assistance Program (EAP) - [guidanceresources.com](http://guidanceresources.com)

Counseling sessions - 12 free per year per issue for each employee and each covered dependent. Available 24/7 for support, resources and information on work/life solutions, dependent/elder care, college planning, wills, legal guidance, financial resources, funeral planning and more.

## Paid Time Off & Remote Options

### Holidays

10 paid per year

### Sick Leave

12 days per year

No accrual or carryover limits

### Family Sick Leave

40 hours per year

Charged to employee's sick leave

### Other Leaves

Military, Bereavement, Civic Duty

### Annual Leave

Years of Service	Days per Year
Fewer than 3	13 days
3 to 8	18 days
9 or more	21 days

**Remote Options** - available for some positions, varies by state agency.

## Retirement

### Arizona State Retirement System (ASRS) - [azasrs.gov](http://azasrs.gov)

Employee contribution rate: 12.22%. State contribution rate: 12.22%.

Mandatory participation. Deduction begins 27 weeks after hire date for new ASRS members.

### Correctional Officer Retirement Plan (CORP) - [psprs.com](http://psprs.com)

For certain full-time corrections officers, probation officers, and dispatchers. Mandatory participation; rate varies by agency. Deduction begins on hire date.

### Public Safety Personnel Retirement System (PSPRS) - [psprs.com](http://psprs.com)

For certain full-time firefighters and peace officers.

Mandatory participation; rate varies by agency. Deduction begins on hire date.

### Deferred Compensation Plan - AZ Smart Save - [arizonadc.com](http://arizonadc.com)

Optional program - save more for retirement through 401(a) and 457(b) plans.

## Education, Discounts & Conveniences

### Arizona Management System (AMS) & Lean Principles

- Learn to apply Lean management and continuous improvement concepts.

### Education

- **LinkedIn Learning** - business, design & tech courses, varies by agency.
- **Discounts** - [benefitoptions.az.gov/highered](http://benefitoptions.az.gov/highered). For online and classroom degree programs at state and national institutions.
- **Tuition Reimbursement** - may be available, varies by agency.
- **Federal Public Service Loan Forgiveness (PSLF)** - [studentaid.gov](http://studentaid.gov)
- **AZ529 Plan** - [az529.gov](http://az529.gov) - Pre-tax savings for college, vocational and workforce training, apprenticeships and private K-12, via direct deposit.

### Transit

- **Capitol Rideshare** - [capitolrideshare.az.gov](http://capitolrideshare.az.gov)  
Get perks for using alternate transportation. Receive Uber/Lyft discounts and emergency ride home. (Maricopa County).
  - **Maricopa County Platinum Pass** - Monthly pass 50% off.
  - **Pima County SunGo Card** - Monthly pass 50% off.
  - **Vanpool** - \$30/month for state and transportation authority vanpools.
- **Free Parking** at state facilities where you work.

### Banking - OneAZ Credit Union - [oneazcu.com](http://oneazcu.com)

### Shopping Discounts - [benefitoptions.az.gov/discounts](http://benefitoptions.az.gov/discounts)