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 66 2/3% 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

Paid Time Off & Remote Options

<table>
<thead>
<tr>
<th></th>
<th>Annual Leave</th>
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<tbody>
<tr>
<td>Holidays</td>
<td></td>
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<tr>
<td>10 paid per year</td>
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<tr>
<td>Sick Leave</td>
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<tr>
<td>12 days per year</td>
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<tr>
<td>No accrual or carryover limits</td>
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<tr>
<td>Family Sick Leave</td>
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<tr>
<td>40 hours per year</td>
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<tr>
<td>Charged to employee’s sick leave</td>
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<tr>
<td>Other Leaves</td>
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<tr>
<td>Military, Bereavement, Civic Duty</td>
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<tr>
<td>Remote Options</td>
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<tr>
<td>available for some positions, varies by state agency</td>
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Retirement

Arizona State Retirement System (ASRS) - azasrs.gov
Employee contribution rate: 12.17%. State contribution rate: 12.17%.
Mandatory participation. Deduction begins 27 weeks after hire date for new ASRS members.

Correctional Officer Retirement Plan (CORP) - 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
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 - azonadc.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. 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
- Az529 Plan - 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
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

Shopping Discounts - benefitoptions.az.gov/discounts

The information contained in this flyer is for general information purposes only. The benefits, discounts, services, coverage, etc. described in this document may change with or without notice. This document is not intended to replace information on the State’s Benefit Options website benefitoptions.az.gov. The State of Arizona is an equal opportunity employer. Persons with a disability may request a reasonable accommodation by contacting the agency Human Resources Office.

Rev: 6.29.2022