



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 (fully employee paid) - Avesis

Telemedicine

Connect with doctors via your smart device 24/7 - covered by medical carrier.

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 - .17%.

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

Wellness & Employee Assistance

Health Impact Program (HIP) - wellness.az.gov

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

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

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

Retirement

Arizona State Retirement System (ASRS) - azasrs.gov

Employee contribution rate - 12.04%

State contribution rate - 12.04%

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 - 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.

Tuition Discounts for affordable, flexible degree programs at state and

national institutions. Some agencies offer **Tuition Reimbursement**.

Some student loans may qualify for the **Federal Public Service Loan**

Forgiveness Program - studentaid.ed.gov.

Public Transit Subsidy (Maricopa & Pima Counties)

- **Maricopa County Platinum Pass** - monthly pass 50% off.
- **Pima County SunGo Card** - monthly pass 50% off.

Both counties: employee portion paid via automatic payroll deduction.

Vanpool - \$30 per month subsidy for vanpools sponsored by a state agency or regional transportation authority.

Capitol Rideshare - Use alternate transportation, be eligible for Uber/Lyft discounts and emergency ride home. (Maricopa County only).

Free Parking at state facilities where you work.

Credit Union - OneAZ Credit Union - oneazcu.com

Discounts - azbenefits.perksconnect.com

Products and services, travel and entertainment, home/auto/pet insurance.