



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 - UCH Solstice S800B

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: .14%.

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/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

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

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 - 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. 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