



State of Arizona Employee Benefits

Benefit Plans

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 - UHC Solstice S800B

Vision Plan

- Advantage Program - Avesis (fully employee paid)

Flexible Spending Accounts (FSA)

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: .15%.

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 with 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 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 - Up to 480 hours per calendar year of employee's previously earned sick leave may be used to care for an ill family member.

Paid Parental Leave - Up to 12 weeks per year paid leave for newborn or newly-placed foster/adopted child (pilot program; for details see hr.az.gov/family-leave-expansion).

Other Leaves - Bereavement, civic duty, and military.

Remote Options - Available for some positions, varies by agency.

Annual Leave	
Years of Service	Days per Year
1 to 3	13 days
3 to 8	18 days
9 or more	21 days

Retirement Savings

Arizona State Retirement System (ASRS) - azasrs.gov

Employee contribution rate: 12.12%. State contribution rate: 12.12%. 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 - save more for retirement with 401(a) and 457(b) plans.

Education, Discounts & Conveniences

Education

- **LinkedIn Learning** - Business and tech courses, varies by agency.
- **Tuition Discounts** - benefitoptions.az.gov/highered - 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, and private K-12, via direct deposit.

Transit

- **Capitol Rideshare** - capitolrideshare.az.gov
Perks for using alternate transportation, discounted transit passes, vanpools, and free parking at state facilities where you work.

Banking

- **OneAZ Credit Union** - oneazcu.com
- **AZ ABLE** - az-able.com - Savings accounts for AZ residents with disabilities.

Shopping Discounts - benefitoptions.az.gov/discounts