



# ASDB 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 (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 66% 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](http://benefitoptions.az.gov/newhire)

## Wellness & Employee Assistance

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

### Holidays (12-Month Staff)

13 paid per year

### Other Leaves (10 and 12 month Staff)

Military, Bereavement, Civic Duty

PERSONAL LEAVE (10 - Month Staff Member)	
Hours Work Per Week	Earned Per Year
40	16
30-39	12
20-29	8

SICK LEAVE (10 and 12 Month Staff Member)	
Hours Work Per Week	Earned BI-Weekly
40	3.70
30-39	2.77
20-29	1.85

ANNUAL LEAVE (12-Month Staff Member)			
Credited Service Years	Hours Work Per Week		
	20-29	30-39	40
	Earned BI-Weekly		
Less than 3	1.85	2.77	3.70
More than 3 less than 7	2.31	3.47	4.62
More than 7 less than 15	2.77	4.16	5.54
More than 15	3.24	4.85	6.47
Exempt Employees less than 15	N/A	N/A	6.00
Exempt Employees more than 15	N/A	N/A	6.47

## Retirement

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

Employee contribution rate - 12.41%

State contribution rate - 12.41%

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

## Education, Discounts & Conveniences

### Tuition Discounts: for more details please review the attached Flyer

Some student loans may qualify for the **Federal Public Service Loan Forgiveness Program** - [studentaid.ed.gov](http://studentaid.ed.gov).












**Free Parking** at state facilities where you work.

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

**Discounts** - [azbenefits.perksconnect.com](http://azbenefits.perksconnect.com)

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

# State Employee Higher Education Partners

Institution	Discount	Degrees	Programs   Partial Listing	State Employee Links for More Info
 <b>ARIZONA CHRISTIAN UNIVERSITY</b>	15% Employee, Spouse, Dependent	Associate's, Bachelor's	Business, Elementary/Secondary Education, Behavioral Health, Family Studies	Online, 8-Week Courses, 6 Start Dates/Year, Veterans Support Campus <a href="http://arizonachristian.edu/stateofarizona/">arizonachristian.edu/stateofarizona/</a>
 <b>Arizona State University</b>	10% Employee	Bachelor's, Master's, J.D.	Business, Education, Health, Law, Public Policy, Sustainability	Online/Accelerated/Concurrent <a href="http://students.asu.edu/AZ-public-employee-scholarship-program">students.asu.edu/AZ-public-employee-scholarship-program</a>
 <b>Benedictine University</b>	20% Employee, Spouse	Bachelor's, Master's	Business, Healthcare, Human Services	On-campus/Online/Adult Accelerated <a href="http://ben.edu">ben.edu</a>
 <b>DeVry University</b>	25% Employee	Associate's, Bachelor's, Master's	Business, Healthcare, Engineering, IT, Manufacturing	No Application Fee <a href="http://partner.devry.edu/stateofarizona">partner.devry.edu/stateofarizona</a>
 <b>GRAND CANYON UNIVERSITY™</b>	10% - Employee 5% - Dependent	Bachelor's, Master's, Ph.D.	Public Health, Nursing, Social Sciences, MBA, Public Administration	On-Campus/Online/Evening <a href="http://degree.gcu.edu/lps/eapa/general/state-arizona">degree.gcu.edu/lps/eapa/general/state-arizona</a>
 <b>NCU</b> Northcentral University	10% Employee, Spouse, Dependent	Bachelor's, Master's, Ph.D.	Business, Technology, Education, Psychology, Health Sciences, Marriage & Family Therapy	100% Online, Weekly Start Dates, No Group Projects, No Application Fee <a href="http://ncu.edu/azdoa">ncu.edu/azdoa</a>
 <b>NORTHERN ARIZONA UNIVERSITY</b>	10% Employee	Master's, Ph.D.	Advertising, Criminal Justice, Accounting, Nursing	Online/Statewide Community Campuses/Flagstaff <a href="http://nau.edu/educational-partnerships/state-of-arizona/">nau.edu/educational-partnerships/state-of-arizona/</a>
 <b>Ottawa University</b>	8% Employee, Spouse, Dependent	Bachelor's, Master's	Business, Education, Social Services, Public Safety, MBA, RN To BSN	100% Online, 8-Week Courses <a href="http://transferadvantage.com/ADOA/Home">transferadvantage.com/ADOA/Home</a>
 <b>THE UNIVERSITY OF ARIZONA GLOBAL CAMPUS</b>	40% Employee, Spouse, Dependent	Bachelor's, Master's, Ph.D.	Business, Health & Human Services, IT, HR, Healthcare Administration, Criminal Justice, and all 60+ degree programs	100% Online, Technical & Required Course Material Fees Waived <a href="http://uagc.edu/success/zes/state-of-arizona">uagc.edu/success/zes/state-of-arizona</a>
 <b>THE UNIVERSITY OF ARIZONA</b>	10% Employee, Spouse, Domestic Partner, Dependent	Bachelor's, Master's	Accounting, Cybersecurity, Education, Communications, Government & Public Service	100% Online Bachelor's & Master's Programs, 8-Week Courses, 6 Start Dates/Year, Application Fee Waiver <a href="http://online.arizona.edu/state-arizona">online.arizona.edu/state-arizona</a>
 <b>University of Phoenix®</b>	Take 5 Classes, Get 6th Free Employee	Bachelor's, Master's, Ph.D.	Business, Management, IT, Health Administration, Counseling	On-Campus/Online/Accelerated/One at a Time, Monthly Start Dates, No Application Fee <a href="http://phoenix.edu/alliance/stateofaz">phoenix.edu/alliance/stateofaz</a>