



# 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

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](https://benefitoptions.az.gov/newhire)

## Wellness & Employee Assistance

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

Employee contribution rate: 12%. State contribution rate: 12%.

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

### Correctional Officer Retirement Plan (CORP) - [psprs.com](https://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](https://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](https://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](https://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](https://studentaid.gov)
- **AZ529 Plan** - [az529.gov](https://az529.gov) - Pre-tax savings for college, vocational and workforce training, and private K-12, via direct deposit.

### Transit

- **Capitol Rideshare** - [capitolrideshare.az.gov](https://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](https://oneazcu.com)
- **AZ ABLE** - [az-able.com](https://az-able.com) - Savings accounts for AZ residents with disabilities.

**Shopping Discounts** - [benefitoptions.az.gov/discounts](https://benefitoptions.az.gov/discounts)