



Employee Benefits Contact Information

Phone: (520) 724-8464

Fax: (520) 724-8150

Benefits email: hrbenefits@pima.gov

Benefits webpage: www.pima.gov/benefits

Wellness email: wellness@pima.gov

Wellness webpage: www.pima.gov/hr/health

Wellness Programs

The Employee Wellness Program emphasizes the importance of education, awareness, self-care, and behavioral change programs to enhance overall well-being. Discount gym memberships are available to employees and family members living within the same household.

Healthy Lifestyle Premium Discounts (HLPDs): Employees who engage in certain healthy lifestyle actions may be eligible to receive medical premium discounts on future medical insurance premiums. \$20 Tobacco-Free / \$5 Health Assessment Completion / \$5 Preventive Exam Completion / \$5 earn at least 100 Healthy Lifestyle Activity Points.

Medical Insurance

Offered by Pima County and administered through Aetna.

High Deductible Health Plan (HDHP): Two plan options, one with a Health Savings Account (HSA) and one without.

	Medical Rates	
	<u>HDHP (bi-weekly)</u>	<u>COBRA Rates (Monthly)</u>
Employee Only	\$35.00	\$390.33
Employee + Spouse	\$48.92	\$893.15
Employee + Child(ren)	\$47.86	\$868.42
Employee + Family	\$66.03	\$1,271.21

COBRA: The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) is available to you when you would otherwise lose you or other members of your family who are covered under the Pima County medical plan and would otherwise lose group health coverage.

Teladoc: Gives employees covered under Pima County's medical plan 24/7 access to U.S. board-certified doctors through the convenience of phone, video or mobile app visits. \$40 per visit. In order to use this service, members must be registered. To register visit www.teladoc.com/Aetna or call (855) 835- 2362.

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Health Savings Account (HSA): Set aside pre-tax money to pay for medical expenses. Maximum allowable contributions for 2017: Single \$3,400 / Family \$6,750, Catch up (age 55 and over) \$1,000. Pima County will fund a portion of your HSA twice a year based on the coverage in place at the time of funding. Funds rollover from year to year. Employee Only: \$1,000 per year / Family: \$2,000 per year.

Flexible Spending Account (FSA): Administered by Application Software, Inc. (ASI). You may set aside pre-tax money to pay for medical, dental and/or vision expenses. Funds remaining in Section 125 accounts after the end of the calendar year (December 31st) are forfeited. In the case of Healthcare FSAs, any balance under \$500 will be carried over into the following plan year. Funds remaining in Section 132 (transportation) accounts after the end of the calendar year (December 31st) if re-enrolled, will roll over to the next calendar year. **Important Note:** Domestic Partners are not eligible dependents for HSAs or FSAs.

Dental Insurance

Pima County offers two Dental Plans:

Employers Dental Services (EDS): Dental Maintenance Organization (DMO-Similar to HMO).

Pima County Dental (PCD): Administered by Ameritas Indemnity Dental Plan 80/20.

EDS Dental Rates

	<u>EDS (bi-weekly)</u>	<u>COBRA (monthly)</u>
Employee Only	\$1.88	\$8.32
Employee + Spouse	\$6.10	\$17.67
Employee + Children	\$9.20	\$24.50
Employee + Family	\$10.10	\$26.50

PCD Dental Rates

	<u>PCD (bi-weekly)</u>	<u>COBRA (monthly)</u>
Employee Only	\$10.23	\$45.23
Employee + Spouse	\$25.20	\$78.30
Employee + Children	\$23.11	\$73.68
Employee + Family	\$38.01	\$106.62



Vision Insurance

Vision Care is an optional plan offered by Davis Vision that provides a comprehensive vision coverage. The employee pays the full cost. Vision Exam, spectacle lenses, frames, and contact lenses every plan year, after applicable copayment.

Vision Rates – Employee’s Cost Per Pay Period

	<u>Davis (bi-weekly)</u>	<u>COBRA (monthly)</u>
Employee Only	\$2.60	\$5.75
Employee + Spouse	\$4.13	\$9.13
Employee + Children	\$4.96	\$10.96
Employee + Family	\$5.52	\$12.20

Life Insurance Benefits

Pima County’s life insurance is provided through Minnesota Life.

Basic Life Insurance Coverage: Pima County provides \$50,000 of Basic Term Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance for all insurance eligible employees at no cost to the employee.

Supplemental Life Insurance: is available for benefit eligible employees for up to four times the employee’s salary, not to exceed \$500,000.

Voluntary AD&D Life Insurance Coverage: is available for benefit-eligible employees for up to eight times the employee’s salary, not to exceed \$500,000. AD&D coverage may be elected for employees’ eligible family members. Premiums are based on your age and level of coverage.

Spouse Life Insurance Coverage: is available for benefit-eligible employees in policy amounts of \$10,000, \$25,000, or \$50,000 at a cost of \$1.15, \$2.88 or \$5.77 per pay period.

Child(ren) Life Insurance Coverage: is available for benefit-eligible employees in the amount of \$10,000 at a cost of \$.46 per pay period.

Important Note: If a spouse or child is eligible for employee coverage, they cannot be covered as a dependent. Only one employee may cover a dependent child.



Retirement Benefits

Retirement Plan participation is mandatory for all eligible employees who are covered by one of the Arizona state retirement plans.

Arizona State Retirement System (ASRS): Mandatory for employees who work 40 or more hours per pay period. Retirement benefits are based upon years of service and age at time of retirement. Employee Contribution: 11.34% / Employer Match: 11.34%.

ASRS website: www.azasrs.gov / Phone: (520) 239-3100

Public Safety Personnel Retirement System (PSPRS): Defined Benefit retirement plans:

- Public Safety Personnel (Employee: 10.07% / Employer: 56.25%)
- Corrections Officers (Employee: 8.41% / Employer: 25.13%)
- County Attorney Investigators (Employee: 9.94% / Employer: 79.80%)
- CORP Judiciary (Employee: 8.41% / Employer: 23.34%).

For additional contribution rates, please contact PSPRS.

PSPRS website: www.psprs.com / Phone: (877) 925-5575

Deferred Compensation Retirement Plans - 457: (100% paid by Employee). Supplement to your retirement. Contributions are pre-tax payroll deductions.

Leave Benefits

Holidays: Pima County observes ten (10) holidays.

Sick Leave: Pima County offers twelve (12) paid days off of sick leave.

Civic Duty Leave: Is not deducted from employee's leave bank.

Vacation Leave: Pima County offers from approximately 12-21 paid days of vacation leave.

Bereavement Leave: Is not deducted from employee's leave bank. For use in the death of an immediate family member: up to three (3) consecutive work days if in Arizona or up to five (5) consecutive work days if out of state is granted.



Family Medical Leave: The Family Medical Leave Act (FMLA) is a federal law which allows eligible employees to take a maximum of 12 weeks of leave for qualifying conditions or 26 weeks for caregiving of a covered service member.

Short-Term Disability: Administered by AFLAC. Premiums will vary depending on your age at time of enrollment, levels of coverage and the waiting periods you choose. Contact Sandra Sarff at (520) 825-2254 or email [Sandra Sarff@us.aflac.com](mailto:Sandra_Sarff@us.aflac.com) for more information.

Long-Term Disability: Available through participation in the Arizona State Retirement System (ASRS). This benefit which pays an employee when he or she is off work due to illness or injury for more than six months. Pays up to 66-2/3% of employee's base pay if off work more than 6 months. Employee Contribution: .16% / Employer Match: .16%

Worker's Compensation: Workers' Compensation and Occupational Disease Benefits are available for employees and cover accidental injury, disability, disease or death which occurs as a result of employment and is job-related.

Catastrophic Leave Bank (CAT bank): CAT Bank is a catastrophic leave contribution program to assist eligible member employees who have a qualifying event and have exhausted all of their accruals (compensatory time, sick leave and annual leave). Email: CATBankAdmin@pima.gov for more information.

Parental Leave: Employees who are eligible for benefits & have been employees with the County for at least 12 months are eligible for 6-weeks of partially paid parental leave within the first 12-weeks after the birth or adoption of a child. The benefit will be paid at 66-2/3% of employee's regular pay at time of leave.

Additional Benefits

Employee Assistance Program (EAP): Administered through Aetna. EAP provides employees five (5) confidential sessions per issue for guidance at no cost, counseling and referrals to assist with a broad range of personal, family and employee related issues. Supervisors can refer for work performance issues. All information is confidential.

EAP Services All Employees: (888) 238-6232 / Public Safety Traumatic Services: (800) 291-2741

Website: <http://www.mylifevalues.com> / Login: PIMA / Password: County

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Prepaid Legal and Financial Planning Services: Administered by ARAG, this service is optional and provides paid-in-full legal and financial planning services for employees and their family. Employee Only: \$8.08 / Employee + Family: \$10.66 per pay period.

Recreational Discounts: Visit 150 W. Congress, 4th Floor to purchase discount tickets to theme parks and local area entertainment venues. A picture identification card is required to purchase tickets. Cash, VISA, or MASTER CARD accepted.

Subsidized Bus Programs: Only permanent regular employees appointed to full-time, part-time or variable-time status may participate in the program. Eligible employees may obtain a SunGo Bus Pass through the Human Resources Department and are entitled to one 50% subsidy offset per month. Employee Rates - Full Fare: \$22.50 / Express: \$30.00