

PIMACOUNTY BENEFITS

AT A GLANCE – FY2020/21



Medical & Pharmacy

Medical benefits are offered by Pima County and administered through Aetna. Pharmacy benefits are administered through CVS/caremark and are included in the medical premiums.

High Deductible Health Plan (HDHP)

Two plan options, one with a Health Savings Account (HSA) and one without.

Medical High Deductible Health Plan (HDHP) Bi-Weekly Rates

	<u>Employee</u>	<u>County</u>
Employee Only	\$38.01	\$142.92
Employee + Spouse	\$50.10	\$363.90
Employee + Child(ren)	\$49.02	\$353.52
Employee + Family	\$67.63	\$521.62

Aetna Contact Information

Phone: (800) 784-3989

Website: www.aetna.com

CVS Contact Information

Phone: (888) 202-1654

Website: www.caremark.com

Teladoc

Gives employees and dependents 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 consult.** In order to use this service, members must be registered.

Contact Information

Phone: (855) 835- 2362

Website: www.teladoc.com/Aetna

Employee Assistance Program (EAP)

Administered by Aetna, the Employee Assistance Program (EAP) offers confidential counseling and other resources to help with a wide range of personal problems and work-life issues. This program is offered to all Pima County employees and family members within their household at no cost. Pima County's EAP offers up to ten (10) free confidential counseling sessions, per issue, each year.

Contact Information

Phone: (888) 238-6232

Website: www.mylifevalues.com

Username: Pima | Password: County

Health Savings Account (HSA)

Set aside pre-tax money to pay for medical expenses. Pima County will fund a portion of your HSA on a biweekly basis depending on the level of coverage. Funds rollover from year to year. Maximum totals include Pima County's contribution.

Pima County funds a portion of your HSA based upon level of coverage on a bi-weekly basis each year:

Employee: \$1,000

Employee & Dependent(s) \$2,000

Level of Coverage	County Funding (Bi-weekly)	Annual Combined (Max. 2020)
Employee	\$38.46	\$3,550
Employee + dependent(s)	\$76.92	\$7,100
Catch up - 55 and over	\$0.00	\$1,000

Contact Information

Phone: (800) 357-6246

Website: www.hsabank.com

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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.

Level of Coverage	Annual Max 2020
Health Care FSA - 125	\$2,710
Dependent Care FSA – 125	\$5,000
Parking FSA – 132	\$760

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 if re-enrolled. Funds remaining in Section 132 (transportation) accounts after the end of the calendar year will roll over to the next calendar year if re-enrolled. If enrolled in the High Deductible Health Plan (HDHP) with HSA, employees can only enroll in the Limited Purpose FSA.

Contact Information

Phone: (800) 659-3035

Website: www.asiflex.com

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

Employees who engage in certain healthy lifestyle actions may be eligible to receive medical premium discounts on future medical insurance premiums.

Discount #1: Be Tobacco Free

Certifying tobacco-free is worth \$20 off your bi-weekly medical premiums. Tobacco free is defined as being tobacco free for at least the past three months. Tobacco use includes cigars, cigarettes, chewing tobacco, pipe tobacco, electronic cigarettes or any other tobacco product. You will be asked to certify your tobacco free status when you are a new-hire and once per year during annual enrollment.

Discount #2: Earn at least 50 Healthy Lifestyle Activity Points

There are three levels of points in which you can earn your Discount #2. Each category is worth \$5 off your bi-weekly medical premiums for a total value of up to \$15 per pay period.

Level 1 - 50 points: \$5 total per pay period

Level 2 - 100 points: \$10 total per period

Level 3 - 150+ points: \$15 total per pay period

Note: Preventive Exams/Screenings are capped at 50 points per reporting year.

Contact Information

Phone: (520) 724-2792

Email: wellness@pima.gov

Website: www.pima.gov/bewell

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Dental Insurance

Pima County offers two Dental Plans:

Solstice 550B DHMO (Administered by United Concordia)

A Dental Health Maintenance (DHMO) has no deductible or maximum benefit limits. You must select from a list of contracted dentists.

Solstice Bi-Weekly Rates

	<u>Employee</u>	<u>County</u>
Employee Only	\$1.84	\$1.84
Employee + Spouse	\$3.89	\$3.89
Employee + Child(ren)	\$5.40	\$5.40
Employee + Family	\$5.84	\$5.84

Pima County Dental (PCD) Administered by Delta Dental of Arizona

A PPO or preferred provider organization plan offers a large network of dental service providers at a discounted rate.

PCD Bi-Weekly Rates

	<u>Employee</u>	<u>County</u>
Employee Only	\$8.92	\$8.92
Employee + Spouse	\$15.44	\$15.44
Employee + Child(ren)	\$14.53	\$14.53
Employee + Family	\$21.02	\$21.02

Solstice Dental – DHMO

A DHMO or dental health maintenance organization has no deductible or maximum benefit limits. You must select from a list of contracted dentists.

DHMO Bi-Weekly Rates

	<u>Employee</u>	<u>County</u>
Employee Only	\$1.84	\$1.84
Employee + Spouse	\$3.89	\$3.89
Employee + Child(ren)	\$5.40	\$5.40
Employee + Family	\$5.84	\$5.84

Vision Insurance

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

Davis Vision Rates FY 2020/21

	<u>Employee</u>
Employee Only	\$2.60
Employee + Spouse	\$4.13
Employee + Child(ren)	\$4.96
Employee + Family	\$5.52

Life Insurance Benefits

Pima County's life insurance is provided through Securian Financial.

Basic Life Insurance Coverage

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

Supplemental Life Insurance

Available for benefit eligible employees for up to eight times the employee's salary, not to exceed \$1 million. New employees are guaranteed issue up to four times the employee's salary, not to exceed \$500,000. **Premiums are based on your age and wage.**

If additional life insurance coverage is not elected during the first 31 days of employment, you will be required to complete an Evidence of Insurability (EOI) form (a medical history statement) in order to request any additional coverage.

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Voluntary AD&D Life Insurance Coverage

Available for benefit eligible employees for up to eight times the employee's salary, not to exceed \$1 million. AD&D coverage may be elected for employees' eligible family members. **Premiums are based on your age and level of coverage.** You must enroll in Supplemental Life Insurance before becoming eligible for this benefit.

Spouse Life Insurance Coverage

Available for benefit eligible employees in policy amounts of **\$10,000, \$25,000, \$50,000 or \$100,000 at a cost of \$1.15, \$2.88, \$5.77 or \$11.54 per pay period.** Requires Evidence of Insurability.

Child(ren) Life Insurance Coverage

Available for benefit eligible employees in the amount of \$10,000 at a cost of **\$.46 per pay period.**

Important Notes: 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.

Please keep in mind that the life insurance company will not pay to a beneficiary before they reach the age of 18. Any amount payable to a minor will be paid to the minor's legal guardian. Consider establishing a trust or making specific arrangements for minor beneficiaries.

Retirement Benefits

Retirement plan participation is **mandatory** for all benefit eligible employees who are covered by one of the Arizona state retirement plans. Retirement plan contributions are deducted on a bi-weekly basis.

Arizona State Retirement System (ASRS)

Contact Information

ASRS website: www.azasrs.gov

Phone: (520) 239-3100

Arizona State Retirement System Bi-Weekly Rates (Mandatory Contribution)

	Employee	Employer
Retirement	12.04%	11.65%
Health Benefit	0%	0.39%
Long-Term	0.18%	0.18%
TOTAL	12.22%	12.22%

Public Safety Personnel Retirement System (PSPRS)

For contribution rates, please contact the retirement system.

Contact Information

PSPRS website: www.psprs.com

Phone: (877) 925-5575

Deferred Compensation

Nationwide Deferred Compensation – 457(b)

The Pima County Deferred Compensation Plan is offered by Nationwide under the Arizona State Retirement Systems (ASRS) Supplemental Salary Deferral Plan (SSDP). This plan allows you to contribute a portion of your salary to supplement retirement savings on a pre-tax and/or post-tax basis.

Contact Information

Klark Krauter Cell (520) 262-0348

Fax (866) 650-1278

Email krautek@nationwide.com



Leave Benefits

Pima County employees are provided sick time, vacation time, several paid holidays and other opportunities to take time away from work when necessary.

County-paid Benefits

Holidays

Pima County observes ten (10) holidays.

Sick Leave

Pima County offers up to twelve (12) sick leave paid days.

Civic Duty Leave

Not deducted from employee's leave bank.

Annual Leave

Pima County offers from approximately 12-21 paid days of annual leave.

Bereavement Leave

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.

Parental Leave

Employees who are eligible for benefits and 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.

Worker's Compensation

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

Short-Term Disability

Employer-paid Short-term Disability through Lincoln Financial

Short-term Disability covers a portion of your income when you are recovering from an illness or injury. The Short-term Disability benefit provides 66.67 percent of your weekly salary up to a maximum of \$1,500 per week. There is a 14-calendar day (unpaid) elimination period from the date last worked. You must use your leave accruals during this waiting period. You may, but are not required to, use your accruals to supplement the remaining 33.33 percent of your salary. You may receive paid benefits for up to 24 weeks after the waiting period.

Eligibility criteria:

- Any employee who is currently benefits eligible (works 20 or more hours per week)
- Has worked for the County 90-days in a benefits eligible position
- Is unable to work due to their own illness, pregnancy, or injury
- Is under the care of a licensed physician
- Is unable to perform their job duties
- Has satisfied a 14-calendar day elimination period

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Employees will request the Short-term Disability benefit from Human Resources in concurrence with any Family and Medical Leave Act (FMLA) leave. Please refer to Administrative Procedure 23-24, for complete process details.

Employee-paid Short-term Disability through AFLAC

Premiums will vary depending on your age at time of enrollment, levels of coverage and the waiting periods you choose.

Aflac benefits are available to Pima County Employees for Accident, Cancer, Hospital Confinement, and Short-Term Disability. These supplemental benefits are 100% employee funded and include:

- Personal Accident Indemnity
- Personal Hospital Protection
- Personal Cancer Indemnity
- Critical Care

Contact Information

Sandra Sarff Cell: 520-825-2254

Email: sandra_sarff@us.aflac.com

Long-Term Disability

Available through participation in the Arizona State Retirement System (ASRS). This benefit pays an employee up to 66 2/3% of their base pay when they are off work due to illness or injury for more than six months.

Employee Contribution: .17%

Employer Match: .17%

Additional Benefits

COBRA

The Consolidated Omnibus Budget Reconciliation Act of 1985 (COBRA) allows you to temporarily keep medical, dental or vision coverage after your employment ends due to retirement or separation, lose coverage as a dependent of the covered employee, or another qualifying life event. You pay 100% of the premiums, including the administrative fee.

Contact Information

Phone: (877) 388-8331

Website: www.asicobra.com

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: \$24.00

Express: \$32.00