



VOLUNTARY BENEFITS – FY16

Benefit	Eligibility	Effective	Provider	Cost per pay period	Town HSA Contribution (per pay period)
Medical Insurance	Regular full time and part time employees*	First of the month following 30 days of service	Cigna Copper	EE Only: \$ 29.40 EE+SP: \$123.77 EE+CH: \$ 93.08 FAM: \$184.50	
			Cigna Teal	EE Only: \$ 2.96 EE+SP: \$ 51.64 EE+CH: \$ 44.85 FAM: \$ 91.48	
			Cigna Heritage (HDHP w/HSA)	EE Only: \$ 2.76 EE+SP: \$47.98 EE+CH: \$ 42.22 FAM: \$81.72	EE only: \$25.00 EE+SP: \$50.00 EE+CH: \$50.00 FAM: \$50.00
Dental Insurance	Regular full time and part time employees*	First of the month following 30 days of service	Delta	EE Only: \$ 1.92 EE+SP: \$ 7.97 EE+CH: \$ 6.39 FAM: \$ 12.15	
			Delta Plus	EE Only: \$ 4.48 EE+SP: \$ 13.51 EE+CH: \$ 11.51 FAM: \$ 20.24	
			Employers Dental Service (EDS)	EE Only: \$ 0.66 EE+SP: \$ 2.39 EE+CH: \$ 2.40 FAM: \$ 3.53	
Vision Insurance	Regular full time and part time employees*	First of the month following 30 days of service	Superior Vision	EE Only: \$ 2.21 EE+SP: \$ 4.37 EE+CH: \$ 4.28 FAM: \$ 6.52	
Flexible Spending Account Medical and Dependent Care	Regular full time and part time employees*	First of the month following 30 days of service	Discovery Benefits	Employee Elected Deduction	
Short Term Disability Buyup Increases STD benefit to 70% of weekly earnings up to \$2,000/week.	Regular full time and part time employees*	First of the month following 30 days of service	The Hartford	See premium table	
Supplemental Life Insurance	Regular full time and part time employees*	First of the month following 30 days of service	The Hartford	See premium table	
Supplemental Insurance	Regular full time and part time employees*	Voluntary	Aflac	Voluntary, per benefit provider	
Legal Services	Regular full time and part time employees*	Voluntary	LegalShield	Voluntary, per benefit provider	



TOWN PAID BENEFITS – FY16

	Eligibility	Effective	Provider	Cost per pay period
Life Insurance	Regular full time and part time employees*	First of the month following 30 days of service	The Hartford	1X annual employee earnings up to \$150,000; \$2,000 for dependents
Long Term Disability	Mandatory for regular full time and part time employees participating in ASRS*	Contribution begins on the date of hire	Arizona State Retirement System ASRS	Town Pays: .12% Employee Pays: .12%
	Mandatory for Police Officers, Elected Officials and Dispatchers hired on or before 11/24/09.	First of the month following 30 days of service	The Hartford	Town Paid
Employee Assistance Program (EAP)	Regular full time and part time employees*	Date of Hire	Jorgensen Brooks	Town Paid

	Eligibility	Effective
Holidays* <i>New Years Day, Civil Rights Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veterans Day, Thanksgiving Day, Date after Thanksgiving, Christmas Day</i>	Regular full time and part time employees*	Date of Hire
Personal Leave <i>16 hours per calendar year; does not accumulate; not paid out upon leaving employment</i>	Regular full time and part time employees*	Eligible to use leave after 30 days of employment
Sick Leave <i>80 hours per year; no max; not paid out upon leaving employment</i>	Regular full time and part time employees*	Eligible to use accrued leave after 30 days of employment
Vacation Leave <i>0 – 5 years = 80 hours per year; 6-10 years = 120 hours per year; 11+ years = 160 hours per year</i>	Regular full time and part time employees*	Eligible to use accrued vacation after six months of employment

*Notes: Regular employees – full time and part time employees working at least 20 hours per week.



Mandatory Retirement

All employees who are employed at least 20 hours a week for at least 20 weeks in a fiscal year are required to participate in a retirement program based on their position. Contributions begin on the date of hire. ASRS contributions include long term disability premium.

	Employee Contribution	Employer Contribution
	Costs Per Pay Period	
Arizona State Retirement System (ASRS) (Retirement Pension & Health Insurance Benefit)	11.35%	11.35%
Public Safety Retirement System (PSPRS)	11.65%	25.18%
Correction Officer Retirement Plan (CORP) *Applies to dispatchers hired before 11/24/2009	7.96%	12.23%
Elected Officials Retirement Plan	13.00%	23.50%

Voluntary Deferred Compensation Plan

	Eligibility	Effective	Provider	Cost per pay period
457 Deferred Compensation Program	Regular full time and part time employees	Voluntary	ICMA-RC	Employee Elected Contribution