



VOLUNTARY BENEFITS- FY20

Benefit	Eligibility	Effective	Provider	Cost per pay period*	Town HSA Contribution*
Medical Insurance	Regular full time and part time employees**	First of the month following 30 days of service	BCBS Copper	EE Only: \$ 51.39 EE+SP: \$179.39 EE+CH: \$135.28 FAM: \$260.13	N/A
			BCBS Teal	EE Only: \$ 12.59 EE+SP: \$ 83.90 EE+CH: \$ 61.57 FAM: \$129.72	
			BCBS Heritage (HDHP w/HSA)	EE Only: \$ 3.16 EE+SP: \$ 54.79 EE+CH: \$ 48.21 FAM: \$ 93.31	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: \$ 1.86 EE+SP: \$ 7.31 EE+CH: \$ 7.90 FAM: \$ 13.38	
			Delta Plus	EE Only: \$ 4.34 EE+SP: \$ 12.39 EE+CH: \$ 14.22 FAM: \$ 22.30	
Vision Insurance	Regular full time and part time employees**	First of the month following 30 days of service	Superior Vision	EE Only: \$ 2.78 EE+SP: \$ 5.51 EE+CH: \$ 5.39 FAM: \$ 8.22	
Flexible Spending Account Medical & Dependent Care	Regular full time and part time employees**	First of the month following 30 days of service	ASI Flex	Employee Elected Deduction	

*Voluntary Benefits are calculated on the 1st and 2nd paychecks of each month. Any month with three paychecks will not have voluntary benefits calculated on the 3rd paycheck

**Part time employees working at least 20 hours per week.



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Benefit	Eligibility	Effective	Provider	Cost per pay period*
Short Term Disability Buy-up 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	Cigna	See premium table
Supplemental Life Insurance	Regular full time and part time employees**	First of the month following 30 days of service	Cigna	See premium table
Supplemental Health/Accident Insurance	Regular full time and part time employees**	Voluntary	Aflac	Voluntary, per benefit provider – no payroll deduction- direct bill
Legal Services	Regular full time and part time employees**	Voluntary	LegalShield	Voluntary, per benefit provider
Identity Theft Protection	Regular full time and part time employees**	Voluntary	Identity Guard	Voluntary, per benefit provider – no payroll deduction- direct bill

Voluntary Retirement Plan

Benefit	Eligibility	Effective	Provider	Contribution Rate
457 Deferred Compensation Program	Regular full time and part time employees	Voluntary	ICMA-RC	Employee Elected Contribution

*Voluntary Benefits are calculated on the 1st and 2nd paychecks of each month. Any month with three paychecks will not have voluntary benefits calculated on the 3rd paycheck

**Part time employees working at least 20 hours per week.



TOWN PAID BENEFITS- FY20

Benefit	Eligibility	Effective	Provider	Cost per pay period*
Basic Life Insurance	Regular full time and part time employees**	First of the month following 30 days of service	Cigna	1X annual employee earnings up to \$200,000; \$2,000 for dependents Town Paid
Basic Short Term Disability 60% of weekly earnings up to \$1,000/week	Regular full time and part time employees**	First of the month following 30 days of service	Cigna	Town Paid
Employee Assistance Program (EAP)	Regular full time and part time employees**	Date of Hire	Alliance Work Partners	Town Paid

Paid Time Off

Paid Time Off	Eligibility	Effective
Holidays¹ <i>New Year's Day, Civil Rights Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve</i>	Regular full time and part time employees**	Date of Hire
Managed Time Off (MTO)¹ <i>112 flexible hours per year for income protection during illness, emergencies or personal leave ; no max; not paid out upon leaving employment</i>	Regular full time and part time employees** Initial hours pro-rated based on date of hire	Date of Hire
Vacation Leave¹ <i>0 – 5 years = 80 hours per year; >5-10 years = 120 hours per year; >10 years = 160 hours per year</i>	Regular full time and part time employees**	Eligible to use accrued vacation after six months of employment

**Part time employees working at least 20 hours per week.

¹Paid time off hours are pro-rated for part-time employees.



Mandatory Retirement and Long Term Disability

Enrollment in a state retirement plan & corresponding long term disability plan is mandatory for employees who work at least 20 hours per week for at least 20 weeks in a fiscal year. Your plan is based on job classification.

Retirement Plan		LTD Provider	Effective Date		Employee Contribution (% of gross bi-weekly earnings)		Employer Contribution (% of gross bi-weekly earnings)	
			Retirement	LTD	Retirement	LTD	Retirement	LTD
Arizona State Retirement System (ASRS)		ASRS through Broadspire	Date of Hire	Date of Hire	11.94%	0.17%	11.94%	0.17%
Public Safety Retirement System (PSPRS) Tier 1 & 2 (hired before 7/1/2017)	Member before 7/20/2011	Cigna	Date of Hire	1 st of month after 30 days of employment	7.65%	Town Paid	34.78%	Town Paid
	Member on or after 7/20/2011				11.65%	Town Paid	34.78%	Town Paid
Public Safety Retirement System (PSPRS) Tier 3* (hired on or after 7/1/2017)	Defined Benefit	Cigna	Pay period that includes 91 st day of employment	1 st of month after 30 days of employment	9.94%	Town Paid	30.72%	Town Paid
	Defined Contribution	PSPRS	Pay period that includes 91 st day of employment		9.00%	1.51%	29.86%	1.51%
Correction Officer Retirement Plan (CORP)	Dispatchers hired before 11/24/2009	Cigna	Date of Hire	1 st of month after 30 days of employment	7.96%	Town Paid	19.36%	Town Paid
Elected Officials Retirement Plan (EORP)¹	Appointed before 07/20/2011	Cigna	Date of Appointment	1 st of month after 30 days of employment	7.00%	Town Paid	61.43%	Town Paid
	Appointed 7/20/2011-12/31/2013	Cigna	Date of Appointment	1 st of month after 30 days of employment	13.00%	Town Paid	61.43%	Town Paid
Elected Officials Defined Contribution Retirement System (EODCRS)¹	Appointed on or after 1/1/2014	EODCRS/ PSPRS	Date of Appointment		8.00%	0.125%	61.43%	0.125%

Tier 3 members in PSPRS are those hired on or after July 1, 2017- they have 90 days from Date of Hire to irrevocably choose either a defined benefit or defined contribution plan.

¹ The Employer Rates on the Elected Officials plans are based on actuarial information available at this time and are subject to updates as provided by the local board.