



# State of Arizona Employee Benefits

## Benefits

### 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)

### Telemedicine

Connect with doctors via your smart device 24/7.

### Flexible Spending Accounts

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

Insurance - 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 by participating in 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, resources 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.

**Parental Leave** - Up to 12 weeks per year paid leave for newborn or newly-placed foster/adopted child (pilot program, learn more at [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 state 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

### Arizona State Retirement System (ASRS) - [azasrs.gov](https://azasrs.gov)

Employee contribution rate: 12.14%. State contribution rate: 12.14%. Mandatory participation. Deduction begins 27 wks 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 program - save more for retirement through 401(a) and 457(b) plans.

## Education, Discounts & Conveniences

### Education

- **LinkedIn Learning** - Business, design & tech courses, varies by agency.
- **Tuition Discounts** - [benefitoptions.az.gov/highered](https://benefitoptions.az.gov/highered) - for 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)  
Get 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) - saving accounts for AZ residents with disabilities.

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

The State has an online application process at [www.azstatejobs.gov](http://www.azstatejobs.gov). How to apply:

1. **Search for Jobs** - There are several ways to search job openings (i.e., agency, location, keyword, etc.). Click the Search button to view all positions for that specific search. Under location searches, look for individual cities as well as “Various” for openings in multiple locations.

A screen appears showing all the vacancies for that specific search. This screen shows the Post Date, Job Title, Location, Category, and Agency Name. Click on a Job Title to view the specific job information (location, salary, close date, job duties, knowledge, skills and abilities). Determine if this is a position in which you are interested, feel you qualify and want to apply.

2. **Create an Account** - When you are ready to apply for job openings, click the “Register” button. Complete the following information:

- User Name - Your email address. (This login name cannot be changed.)
- Password - Type in a name that is easy to remember. This may be changed.
- Upload Resume/CV - Upload your resume in one of the following formats: (Word, PDF, or .bet).

After you create an account, use the Login button to enter the system for all future activity.

3. **My Profile** - When the account is created and the resume uploaded, it is optional to complete the Profile section information. If desired, confirm and update information noted below, where necessary. Otherwise, skip this section:

- Contact Information
- Employment History - Click each Employer Name. Review Employment Information and Employer Contact Information (type in correct name, email, phone number and permission to contact).
- Education - Confirm all degree, major and institution information are listed
- Reference - Click the Add button to list at least three professional references, or personal references if professional references are not possible.

4. **Apply for a Position** - Log into your account **before** applying for all jobs in which you are interested. Click the “Search for Jobs” button.

- Click on the job in which you are interested. Review the information.
- Once the resume is uploaded, click the Search for Job button, find and select the job title, and click the Apply Now button.
- Answer all questions and complete information for each Job Application Process (Consent, Questions, Acknowledgment, Information, and Summary).
- Click the Submit Application button and provide information on how you heard about the opening.
- Click the Done button.
- You will receive a confirmation email noting you applied for the position. Save this email for future reference.

5. Click the “My Applications” button to view all the jobs for which you applied.

For a full listing of current job opportunities with the State of Arizona, visit [www.azstatejobs.gov](http://www.azstatejobs.gov).