



Start Here. Stay Here.

An Overview of Your County Benefits

HOLIDAYS (10 paid per year)

- New Year's Day
- Martin Luther King Jr./Civil Rights Day
- Presidents Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day

VACATION TIME (Based on a 40-hour week)

- Three weeks a year for the first three years
- Progressive to just over five weeks a year for 19 years and over

SICK LEAVE

- In addition to vacation time (based on a 40-hour week; classified employees)
- Five days a year for the first three years
- Progressive, up to seven and one-half days a year for six years and over

SUBSIDIZED BUS, VANPOOL AND COMMUTER PROGRAM

- A free Valley Metro Platinum Pass Card to eligible, full-time employees for commuting. This card will allow you to commute to/from work using all Valley Metro transit services including the bus and Metro Light Rail for free. OR
- Vanpool fares are subsidized at a maximum of \$104 per month. Employees are limited to one commuter subsidy at a time - either the Platinum Pass Card or the vanpool subsidy.
- Guaranteed ride home to participants in the myCountyCommute program.

TRAINING & DEVELOPMENT

- Up to \$5,250 a year for job-related tuition reimbursement
- In-house training and career development

WELLNESS

- Reduced medical premiums for participation in wellness initiatives
- Nutrition, weight management, smoking cessation, exercise and fitness, and other classes offered at various County locations
- Free 24/7 fitness centers available at various County locations
- Ergonomic consultation: professional assistance with workstation configuration to ensure a healthy, comfortable environment
- Reduced membership rates at LA Fitness

RETIREMENT & PENSION

Eligible employees may be covered by a state-sponsored retirement plan (ASRS or PSPRS).

Deferred Compensation Program

- Maximum contribution determined by age and earnings
- Choose from more than 35 no-load funds
- Personal brokerage account available

Post-Employment Health Plan (PEHP)

- Provides \$10,000 contribution to a PEHP at retirement when employee has accumulated 1,000 hours of Sick Leave

The following is an overview of benefits offered effective July 1, 2018. Plan documents/policies govern the actual benefits provided.

MEDICAL

Plans include free preventive care (in-network only)

Cigna HMO (Cigna Medical Group Network)

- Must live or work in Maricopa County
- \$30 PCP copay; \$45*/\$70** specialist copay
- Inpatient hospital \$250 after deductible
- Outpatient facility \$150 after deductible

Cigna HDHP with H.S.A. (Choice Fund OA Plus Network) or UnitedHealthcare HDHP with H.S.A. (Choice Plus Network)

- \$1,500 individual in-network deductible;
- \$3,000 family in-network deductible
- Percent of coinsurance: 15% in-network; 50% out-of-network, after deductible
- Uses Cigna HDHP prescription plan: generics 30%; preferred brand 40%; non-preferred brand 50%
- County contributes \$500 for individual or \$1,000 for family to H.S.A. (pro-rated by date of hire)

UnitedHealthcare PPO (Choice Plus Network)

- \$35*/\$45** PCP copay; \$55*/\$70** specialist copay in-network
- Inpatient hospital 15% after in-network deductible
- Outpatient facility 15% after in-network deductible

* Lower copays apply when you use a specialist with the Cigna Care Designated (CCD) or the UnitedHealthcare Premium (UHC) Tier 1 designation

** Higher copays apply when you use a specialist without the CCD/UHC Tier 1 designation

PRESCRIPTION

(Does not apply if enrolled in Cigna HDHP with H.S.A. or UnitedHealthcare HDHP with H.S.A.)

OptumRx Coinsurance Prescription

- Cost based on drug classification and price of medication. Coinsurance: covers generic 25%, preferred brand 25% and non-preferred brand 50%. Uses Premium Formulary.

BEHAVIORAL HEALTH

Employee Assistance Program (Magellan)

- Free, confidential short-term counseling and referral services for all employees to assist with personal and work-related issues

Magellan Behavioral Health

- For Cigna HMO and UnitedHealthcare PPO enrollees
- In-network outpatient individual therapy \$25 copay with unlimited visits; inpatient hospital \$25/day copay up to 30 days/year; intensive outpatient programs \$100 copay per program on up to 45 visits per year

Cigna Behavioral Health

- For Cigna HDHP with H.S.A. enrollees
- Coinsurance is based on whether services are in- or out-of-network

United Behavioral Health

- For UnitedHealthcare HDHP with H.S.A. enrollees.
- Coinsurance is based on whether services are in- or out-of-network

VISION

EyeMed

- In-network: \$10 copay for annual exam; \$130 allowance for frames or contact lenses

DENTAL

Cigna Prepaid Dental (DHMO)

- \$3 office visit copay; \$0 cleaning and oral exam
- Discounts on orthodontic services and specialty care (in-network only)

Cigna Dental (PPO)

- \$2,000 benefit maximum amount
- Each covered person can choose own dentist
- \$50 individual/\$100 family deductible
- 100% in-network coverage for diagnostic and preventive care; 80% basic restorative; 50% major restorative
- Out-of-network coverage available at 80% for diagnostic and preventive care; 60% basic restorative; 50% major restorative, based on R&C
- 50% coverage for orthodontics with a \$3,000 lifetime maximum

Delta Dental (PPO)

- Same coverage as Cigna Dental, 100% in-network coverage for diagnostic and preventive care, 80% basic restorative; 50% major restorative. (Out-of-network percentage based on R&C.)

FLEXIBLE SPENDING ACCOUNTS

Health Care FSA

- Set aside up to \$2,650 pre-tax a year to pay for eligible medical, dental and/or vision expenses incurred by employee or eligible dependent(s)

Dependent Care FSA

- Set aside up to \$5,000 pre-tax a year to pay for expenses related to child care for dependents under age 13 or adult dependents unable to care for themselves

Limited Scope FSA

- Available only to Cigna HDHP or UnitedHealthcare HDHP with H.S.A. Medical Plan enrollees
- Set aside up to \$2,650 pre-tax a year for dental and vision care expenses only

LIFE INSURANCE

Basic Life and Accidental Death & Dismemberment

- County provides coverage in amount equal to annual base salary

Additional Employee and/or Dependent Life

- Choose coverage up to five times annual base salary for employee
- Dependent life for spouse & children available
- Additional AD&D coverage available for employee only or employee and family

DISABILITY

Short-Term Disability

- Choice of 3 salary replacement options: 40%, 50%, or 60% of weekly salary
- \$2,000 max/week

Long-Term Disability

- Provided to members of the Arizona State Retirement System

GROUP LEGAL PLAN

- Coverage for legal services such as: adoption, family matters, document review, wills