

STATE BENEFITS!

We have great benefits!

The State of Arizona employee benefit and compensation package includes:

Insurance

Health Insurance

Health Insurance plan for employees and their eligible dependents with multiple network options throughout the state. Improved focus on employee health care.

Dental Insurance

Employees may select either a prepaid plan or an indemnity plan for themselves and their eligible dependents.

Short-Term Disability Program

Optional. Premium fully paid by the employee.

Life Insurance

\$15,000 of basic life insurance for all eligible employees, paid by the state. Employees may purchase additional supplemental life insurance coverage.

Dependent Life Insurance

Optional life insurance is available for spouse and eligible children. Premium fully paid by the employee.

Vision Care

Optional. Premium fully paid by the employee.

Work Schedules and Leave

Holidays - 10 paid holidays per year

Annual Vacation

<u>Years of Service</u>	=	<u>Days per Year</u>
Fewer than 3	=	13 days
3 to 9 years	=	18 days
9 years or more	=	21 days

Up to 320 hours of vacation pay can be accumulated over several years.

Sick Leave

12 days per year. No maximum accrual.

Paid Overtime or Compensatory Time

Approved at agency's discretion.

Flex-time or Telecommuting

Available for some positions and locations.

Work-Life Benefits

Employee Wellness Program

Health education classes and health screening events statewide.

Employee Assistance Program

Short-term counseling and assessment.

For more information about these and other Work-Life benefits programs, go to www.hr.state.az.us/worklife

Retirement

Mandatory participation in the Arizona State Retirement System. Deductions begin 27 weeks after hire. The contribution rate is 11.60% (11.48% retirement plan, plus 0.12% for long-term disability program [LTD]). This is a match plan; the 11.60% rate applies to the employee and the employer.

Deferred Compensation Plan

Optional 457 program

Additional Benefits

Ride Share and Public Transit Subsidy

Ride Share available in Maricopa County and Tucson metro area. Public Transit Subsidy only in Maricopa County.

Credit Union

Network of employee credit unions.

For a listing of current job opportunities, go to www.azstatejobs.gov