

BENEFITS EFFECTIVE DATE

MEDICAL, DENTAL, VISION, FLEXIBLE SPENDING ACCOUNTS, SHORT TERM DISABILITY, AND LIFE INSURANCE

NEW HIRE or NEWLY BENEFITS ELIGIBLE	You have 31 days from your date of hire or eligibility to enroll. Elections will be effective on the first day of the pay period following your completed enrollment.
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RETIREMENT AND LONG TERM DISABILITY EFFECTIVE DATES

You may elect the Arizona State Retirement System (ASRS) or the Optional Retirement Plan (ORP) as your mandatory retirement plan. If an election is not made within 30 days of your hire/eligibility date, you will automatically default to ASRS. This election is irrevocable. Enrollment in Long Term Disability (LTD) is automatic. The LTD plan enrollment will depend on the retirement plan you elected.

OPTIONAL RETIREMENT PLAN & THE HARTFORD LTD

Your election will be effective on your date of hire. **Contributions will be applied retroactively to your date of hire.**

ARIZONA STATE RETIREMENT SYSTEM & BROADSPIRE SERVICES, INC.

NEW HIRE (never worked for ASU, UA, NAU or an Arizona state agency)	Your election will be effective on the first day of the pay period following your first 183 days of employment.
NEW HIRE (prior service at UA, ASU, NAU or another Arizona state agency)	<p>If you had a break in service of less than two years: Your election will be effective on your date of hire.</p> <p>If you had a break in service of greater than two years:</p> <ul style="list-style-type: none"> • If you contributed to ASRS in the past and still have monies on account, your election will be effective on your date of hire. • If you do not have monies on account with ASRS, your election will be effective on the first day of the pay period following your first 183 days of employment.
NEWLY RETIREMENT ELIGIBLE	<p>If your hire date was within the last two years: Your election will be effective on your date of eligibility.</p> <p>If your hire date was more than two years ago:</p> <ul style="list-style-type: none"> • If you have worked 6 months or more at the time of retirement eligibility, your election will be effective on your date of eligibility. • If you have contributed to ASRS in the past and still have monies on account, your election will be effective on your date of eligibility.