## BENEFITS EFFECTIVE DATE

### Medical, Dental, Vision, Flexible Spending Accounts, Short Term Disability, and Life Insurance

<table>
<thead>
<tr>
<th>NEW HIRE or NEWLY BENEFITS ELIGIBLE</th>
<th>You must enroll within your first 31 days of benefits-eligible employment. Elections are effective the first day of the pay period following your completed enrollment.</th>
</tr>
</thead>
</table>

## RETIREMENT AND LONG TERM DISABILITY EFFECTIVE DATES

Classified Staff are required to participate in the Arizona State Retirement System (ASRS). Enrollment in Long Term Disability (LTD) is automatic with your participation in ASRS. LTD is effective when your ASRS enrollment is effective as described below.

### Arizona State Retirement System & Sedgwick Long Term Disability

<table>
<thead>
<tr>
<th>NEW HIRE (never worked for ASU, UA, NAU or an Arizona state agency)</th>
<th>ASRS participation will be effective on the first day of the pay period following your first 183 days of employment.</th>
</tr>
</thead>
</table>
| NEW HIRE (prior service at UA, ASU, NAU or another Arizona state agency) | If you had a break in service of less than two years:  
  - Participation will be effective with your date of hire.  
  
If you had a break in service of greater than two years:  
  - If you contributed to ASRS at any time in the past and still have monies on account, participation will be effective on your date of hire.  
  - If you do not have monies on account with ASRS, participation will be effective on the first day of the pay period following your first 183 days of employment. |
| NEWLY RETIREMENT ELIGIBLE | Hire date within the last two years  
  - If you have worked 6 months or more at the time of retirement eligibility, participation will be effective on your date of eligibility.  
  - If you have contributed to ASRS in the past and still have monies on account, elections will be effective on your date of eligibility. |
| Hire date more than two years ago | Elections will be effective on your date of eligibility. |

Payroll calendar: [http://www.fso.arizona.edu/payroll](http://www.fso.arizona.edu/payroll)

Benefits Administration Team: 520.621.3662, option 3 or benefits@email.arizona.edu