

**BENEFITS EFFECTIVE DATE**

<b>Medical, Dental, Vision, Flexible Spending Accounts, Short-Term Disability, and Life Insurance</b>	
<b>NEW HIRE or NEWLY BENEFITS ELIGIBLE</b>	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.

**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.

<b>Arizona State Retirement System &amp; Broadspire Services, Inc., Long-Term Disability</b>		
<b>NEW HIRE (never worked for ASU, UA, NAU or an Arizona state agency)</b>	ASRS participation will be effective on the first day of the pay period following your first 183 days of employment.	
<b>NEW HIRE (prior service at UA, ASU, NAU or another Arizona state agency)</b>	<p><b>If you had a break in service of less than two years:</b></p> <ul style="list-style-type: none"> <li>Participation will be effective with your date of hire.</li> </ul> <p><b>If you had a break in service of greater than two years:</b></p> <ul style="list-style-type: none"> <li>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.</li> <li>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.</li> </ul>	
<b>NEWLY RETIREMENT ELIGIBLE</b>	Hire date within the last two years	Elections will be effective on your date of eligibility.
	Hire date more than two years ago	<ul style="list-style-type: none"> <li>If you have worked 6 months or more at the time of retirement eligibility, participation will be effective on your date of eligibility.</li> <li>If you have contributed to ASRS in the past and still have monies on account, elections will be effective on your date of eligibility.</li> </ul>