



MANDATORY RETIREMENT PLANS

Arizona State Retirement System (ASRS) – a defined benefit plan that provides a fixed, pre-established benefit for employees at retirement.

Optional Retirement Program (ORP) – a defined contribution plan that allows employees to invest pre-tax dollars in capital markets, where they can grow tax-deferred until retirement. TIAA and Fidelity Investments.

SUPPLEMENTAL RETIREMENT PLANS

403(b) Plan

The 403(b) is a retirement account where you choose from a mix of investment options.

457(b) Deferred Compensation Plan

The 457(b) is a deferred compensation plan similar to a retirement account, but you may withdraw funds without penalty upon separation from service, regardless of your age

HEALTH PLANS

Medical + Pharmacy

- Preferred Provider Organization (PPO) Plan (co-pay driven)
- High-Deductible Health Plan, including a Health Savings Account

Alternative Health Care Plan (Domestic Partner)

UnitedHealthcare Choice HMO

Dental

- UnitedHealthcare Solstice HMO
- Delta Dental PPO

Alternative Dental Plan (Domestic Partner): Delta PPO

Vision: Avesis

Alternative Vision Plan (Domestic Partner): Avesis

DISABILITY AND LIFE INSURANCE OPTIONS

Long-Term Disability

Coverage is automatically provided as part of your mandatory retirement plan.

Basic Life Insurance

Benefits eligible employees are automatically enrolled in Basic Life Insurance, \$15,000 term insurance policy.

Optional Short-Term Disability

Provides weekly income during periods of total disability in the six-month waiting period before long-term disability benefits begin.

Optional Supplemental and Dependent Life Insurance

Coverage is available through The Hartford or Unum Life Insurance. You can enroll in either or both plans.

PAID TIME OFF

Vacation (up to 22 days per year, prorated by FTE)	Holidays (10 per year)
Sick Time (accrue up to 8 hours per month)	University Closures (4-5 Days per year)

EDUCATION BENEFITS

Tuition reduction at NAU, ASU, U of A, including U of A Global Campus.
The Domestic Partner Tuition Program (DPTP) extends the tuition reduction benefits to employees' qualified domestic partners and dependents. DPTP is available only for courses at the University of Arizona.

WORK/LIFE BENEFITS – VOLUNTARY AND CONFIDENTIAL

FAMILY-FRIENDLY BENEFITS

Childcare Choice (nationwide) – childcare reimbursements for qualifying childcare (\$2000)	Backup Care (nationwide) – subsidized backup care for children, adults and elders
Consultations – parenting and caregiving (adults and older adults)	Family friendly spaces – family restrooms, adult changing stations and lactation spaces
Parental leave – 12 weeks paid + 12 weeks unpaid	Dependent Care and Health Care Flexible Spending Account (FSA) – an FSA allows you to set aside money pre-tax to use for qualified medical expenses, and eligible dependent care expenses.
Health Reimbursement Arrangement (HRA) for infertility	

HOME/LIFE (FINANCIAL, LEGAL, RELOCATION)

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| <ul style="list-style-type: none">• Public Service Loan Forgiveness/SAVI• CAPTRUST – financial fiduciary• TIAA – retirement and more | <ul style="list-style-type: none">• Fidelity – retirement and more• ComPsych Legal Resources• ComPsych Relocation Services |
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MENTAL AND PHYSICAL HEALTH

Employee Assistance Counseling (nationwide) – employee + household members	Preventative health screenings (Tucson and Phoenix Campuses)
Flu shot clinics (Tucson and Phoenix Campuses)	Health Impact Program – earn up to \$200 annual cash incentive for tracking your healthy habits
Tools, resources and workshops (virtual)	CredibleMind – offers scientifically backed resources for employees, dependents, and their households. Available online 24/7.

PROFESSIONAL DEVELOPMENT

LinkedIn Learning	EDGE Learning training and courses
FourSight Training	Crucial Conversation
Conversations That Matter (U of A developed)	Paid Sabbatical