



## MANDATORY RETIREMENT PLANS

**Arizona State University 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

- Triple Choice Plan (co-pay driven)
- High-Deductible Health Plan, including a Health Savings Account

### Dental

- United Healthcare Solstice HMO
- Delta Dental PPO

### Vision

- Avesis

### Alternative Health Care Plan

### Alternative Vision Plan

### Alternative Dental Plan

## DISABILITY AND LIFE INSURANCE OPTIONS

### Long-Term Disability

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

### Optional Short-Term Disability

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

### Basic Life Insurance

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

### Optional Supplemental and Dependent Life Insurance

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

## PAID TIME OFF

Vacation (4 weeks per year)	Holidays (11 per year)
Sick Time (a full-time employee can accrue 8 hours per month)	University Closures (4-5 Days per year)

## EDUCATION BENEFITS

Tuition reduction at NAU, ASU, U of A, including 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)	Back-Up Care (nationwide) – subsidized back-up care for children, adults and elders
Consultations – parenting and caregiving	Family-friendly spaces & Lactation spaces
Parental Leave – 12 weeks paid + 12 weeks unpaid	Flexible Spending Accounts (FSA) – Dependent Care FSA A flexible spending account (FSA) allows you to set aside money pre-tax to use for qualified medical expenses, childcare, or elder care.
Health Reimbursement Arrangement (HRA) for infertility	

### HOME/LIFE (FINANCIAL, LEGAL, RELOCATION)

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

Employee Assistance Counseling – employee + household members, nationwide	Preventative Health Screenings (On-Campus)
Flu Shot Clinics (On-Campus)	Health Impact Program – Earn up to \$200 annual cash incentive for tracking your healthy habits
Tools, Resources & Workshops (virtual)	

### PROFESSIONAL DEVELOPMENT

LinkedIn Learning	EDGE training & courses
Paid Sabbatical	Paid Volunteer Time