

2019 Benefits Summary



Retirement Plan Options

The University of Arizona has two retirement plans: the **Arizona State Retirement System (ASRS)**, available to all employees, and the **Optional Retirement Plan (ORP)**, available to appointed personnel and faculty only. You must enroll in a plan during the first 30 days of employment or new retirement eligibility, and **your decision is irrevocable.**



Plan Feature	AZ State Retirement System (ASRS)	Optional Retirement Plan (ORP) (available to appointed & faculty)
Effective Date	Six months after hire unless prior employment or ASRS membership.	First day of pay period following completed enrollment.
Type of Plan	Defined Benefit: You receive a lifetime monthly pension based on your length of service and salary.	Defined Contribution: Your benefit depends on how well the investments you choose perform.
Contribution Rate	Until July 1, 2019: 11.64% of salary, matched by UA.	7% of salary, matched by UA.
Plan Administrator	The ASRS directs investments.	You choose between Fidelity Investments or TIAA and can direct how your contributions are invested.
Long-Term Disability Insurance	Included with plan: You contribute 0.16% of salary. No maximum.	Included with retirement plan: 100% UA-paid. \$20,000 monthly maximum benefit.
Vesting	There is no vesting in UA contributions; you are immediately vested in your own contributions. Note: You are eligible for UA contributions at retirement.	5-year vesting schedule for UA contributions; you are immediately vested in your own contributions. You may be immediately vested in UA contributions if you have an active contract in another qualified retirement plan.
Rollovers Permitted	No rollovers. You may purchase service credit if previously employed with a public employer.	Rollovers from other defined contribution plans permitted.
Portability	Limited: You may leave funds on account for a future retirement benefit or withdraw your contributions only.	Greater: You can keep your account with your chosen vendor or withdraw/roll over your contributions. You may withdraw/roll over employer contributions if vested.
Phased Retirement	No formal phased retirement.	You may reduce your FTE over 3 years while taking distributions before retiring fully.
Return to Work	You cannot work more than 19 hours per week in the first year after retirement.	No restrictions on FTE if returning to work after retirement.

Note: If you are faculty or appointed personnel you will make your retirement plan election in UAccess **first**. In UAccess, select the Benefits tile from the UA Employee Main Homepage and then select Benefits Enrollment. **Your benefits choices will be available to you the following day.**

Appointed Personnel and Faculty Enrollment

To enroll in ASRS: Choose ASRS in UAccess. Then visit the ASRS website within 30 days of your date of hire/eligibility date and complete the online enrollment. The code is 69V00040.

To enroll in ORP: Choose ORP in UAccess and select an ORP provider. Also visit the provider's website to open an account:

- Fidelity Investments: netbenefits.com/aus, use access code Plan Number 67444.
- TIAA: tiaa.org/arizona, select "enroll now" and use access code AZQ192.

Classified Staff Enrollment

1. Visit the ASRS website within 30 days of your date of hire/eligibility date and complete the online enrollment. The code is 69V00040.
2. After you have completed the online enrollment, ASRS will send an email requesting beneficiary information.

Voluntary Supplemental Retirement Plans

For employees who wish to save more for retirement, the UA offers two voluntary retirement plans. Contributions are made through payroll deduction and are 100% employee-paid. Both plans offer pre-tax (traditional) and post-tax (Roth) options.

Voluntary 403(b) Plan: Fidelity Investments or TIAA

Review the Voluntary 403(b) Plan Guide at hr.arizona.edu/sites/default/files/hr/employees-affiliates/Benefits/403bGuide.pdf or contact the providers for more information:

- **Fidelity Investments:** Damond Petersen (866) 588-2612 or schedule an appointment at <https://netbenefits.com/aus>
- **TIAA:** Mark Largent (866) 548-3705 ext. 453249 or schedule an appointment at tiaa.org/arizona “Request an appointment with an advisor today” (scroll down to link)

457 Deferred Compensation: Nationwide

Visit the Nationwide website at arizonadc.com/iApp/tcm/arizonadc/about/index.jsp or contact Klark Krauter at (800) 796-9753 or krautek@nationwide.com for more information.



Medical Insurance Choices

Effective the first day of the pay period following your completed enrollment.

All offer nationwide networks, prescription drug coverage, comparable coverage/exclusions.

Exclusive Provider Organization (EPO)

Employee \$22.66
Employee + Adult \$67.41
Employee + Child \$57.22
Family \$125.20

United Healthcare, Blue Cross Blue Shield of AZ, Aetna, Cigna

- In-network coverage only, except emergency care
- \$100 individual / \$200 family deductible, co-pays for services and prescriptions
- Lower premium

Preferred Provider Organization (PPO)

Employee \$57.78
Employee + Adult \$121.80
Employee + Child \$81.58
Family \$142.19

United Healthcare, Blue Cross Blue Shield of AZ, Aetna

- Annual deductibles of \$1,000 to \$2,000—separate in-network & out-of-network
- Co-pay only in-network, 50% co-insurance out-of-network
- Higher premium

High-Deductible Plan with Health Savings Account (HSA)

Employee \$11
Employee + Adult \$33
Employee + Child \$28.05
Family \$61.05

Aetna

- Separate annual deductibles for in-network services \$1,350/\$2,700, out-of-network services \$2,700/\$5,400, and non-preventive prescriptions
- Preventive care/immunizations at no charge; other services 10% co-insurance in-network, 50% co-insurance out-of-network
- Paired with a Health Savings Account to which UA contributes \$60/month for employee only or \$120/month for family coverage
- Lowest premium + 15% discount available when using Banner facilities

Information on Plans and Provider Searches: hr.arizona.edu/employees-affiliates/benefits/insurance-benefits/arizona-department-administration-adoa-health-plans

Note: Premiums listed are per pay period and subject to change each January 1. Deductions occur twice per month.

You must enroll within 31 days of hire.





Dental Insurance Choices

Delta Dental

Employee \$15.49
Employee + Adult \$32.86
Employee + Child \$25.28
Family \$52.28

- Can visit any licensed dentist, including internationally
- Participating dentists agree to lower costs
- Routine services (2 cleanings/exams) at no charge
- \$2,000 annual coverage limit
- Deductibles: \$50 for single, \$100 for employee plus one, \$150 for family
- Basic services (e.g., fillings): 80% covered
- Restorative services (e.g., crowns, dentures): 50% covered
- \$1,500 lifetime orthodontia benefit
- Higher premium

Cigna Dental Care HMO

Employee \$1.78
Employee + Adult \$3.56
Employee + Child \$3.34
Family \$5.92

- Dental HMO—must see contracted dentist
- Smaller network, not available in all states
- No charge for cleaning & exams; all other services have fixed co-pays
- Co-pay for 24 months of orthodontia is \$2,040.00 (children) or \$2,376.00 (adults)
- Lower premium

More Information: hr.arizona.edu/employees-affiliates/benefits/insurance-benefits/arizona-department-administration-adoa-health-plans

Delta Provider Search: deltadentalaz.com/provider-search/dental/index.asp

Cigna Provider Search: hcpdirectory.cigna.com/web/public/providers

Vision Insurance: AVESIS

Avesis

Employee \$2

Employee + Adult \$6.47

Employee + Child \$6.38

Family \$8.05

- \$10 co-payment for routine eye exam annually (optometrist)
- Annual frame or contact lens allowance (\$150)
- Single-vision or bifocal lenses covered in full
- \$600 lifetime allowance for LASIK
- *Discount program available for employees who are not enrolled*



Domestic Partner Health Plans

The UA Alternative Health Plans offer coverage for employees with domestic partners and their families.

More Information: hr.arizona.edu/employees-affiliates/benefits/insurance-benefits/university-arizona-alternative-health-plans

Medical Insurance: United Healthcare Choice HMO & OptumRx prescription coverage (Employee + Adult \$67.41, Family \$125.20)

- Closely matches EPO plan in coverage, co-pays, and deductibles
- No specialist referrals
- Multi-state network

Dental Insurance: Choice of Delta Dental Preferred Provider Organization (Employee + Adult \$32.86, Family \$52.28) OR

Total Dental Administrators (TDA) Pre-paid Plan (Employee + Adult \$3.56, Family \$5.92)

- TDA costs less but is restricted to in-network dentists
- TDA network is only in Arizona and Utah
- Delta Dental covers percentages of costs; TDA has fixed co-pays

Vision Insurance: Avesis (Employee + Adult \$6.47, Family \$8.05)

- \$10 copay for routine eye exams
- Annual frame or contact lens allowance (\$150)

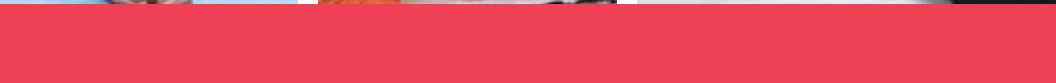


Flexible Spending Accounts

- Separate accounts available for either healthcare, or dependent care up to age 13
- Allows you to set aside money pre-tax for eligible expenses
- \$500 maximum rollover from one calendar year to the next for healthcare; no rollover for dependent care

Short-Term Disability Insurance

Unum	The Hartford
3 options based on 70% of salary: maximum benefit of \$750, \$1,500, or \$2,000 per week.	66 2/3 % of salary to maximum benefit of \$769.27 per week.
May receive benefits while using paid sick/vacation time.	Benefits are offset by paid sick/vacation time.
Cost: 77¢ per \$100 of salary.	Cost: 39¢ per \$100 of salary.
Includes \$5,000 life insurance and \$30,000 AD&D.	Partial benefits available if return to work less than full time.
Maximum duration: 26 weeks.	Maximum duration: 26 weeks minus any waiting period.
Benefits begin day 1 if hospitalized or for surgery, day 31 if not hospitalized.	Benefits begin day 1 if due to an accident, day 31 if due to illness.
6 weeks of benefits for pregnancy	11 days of benefits for pregnancy



Life Insurance

- UA provides \$15,000 Basic Term Life with \$15,000 Accidental Death/Dismemberment

Supplemental Life Insurance

- Can elect coverage for yourself and spouse/domestic partner (Aetna only)/dependents
- 100% employee paid through payroll deductions
- May enroll in one or both insurance plans (up to \$500,000 each, or \$1 million total)
- Both are guaranteed issue with no medical underwriting and include AD&D benefits

The Hartford

Purchase in \$5,000 increments, up to \$500,000.
Increase is limited to \$20,000 during open enrollment.

Dependent term life is available at \$2,000, \$4,000, \$6,000, \$10,000, \$12,000, \$15,000, or \$50,000 for spouse and each eligible child.

Aetna

Purchase in multiples of annual salary up to \$500,000. Increase is limited to 1 x your salary during open enrollment.

Dependent coverage of \$5,000 for spouse/domestic partner and \$5,000 for each eligible child is available.



Qualified Tuition Reduction

Fully benefits-eligible employees and their spouses and dependent children can take courses at the University of Arizona, Arizona State University, or Northern Arizona University at reduced tuition rates. Domestic partners of fully benefits-eligible employees (and their dependent children) can receive reduced rates for courses taken at the University of Arizona only.

Visit: hr.arizona.edu/employees-affiliates/benefits/educational-benefits for details and how to apply.





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