Benefits will be effective the first day of the pay period following your enrollment.

Enrollment must be completed within 31 days following YOUR date of hire.
Health Benefits
- Medical Care
- Dental Care
- Vision Care
- Flexible Spending Account

Financial Security
- Life Insurance
- Short Term Disability
- Long Term Disability
- Home & Auto Discounts

Retirement
- Arizona State Retirement System
- Optional Retirement Plan
- Supplemental Retirement Plan
Medical Benefits

No pre-existing condition exclusions.

Pharmacy benefits are included in medical plan.
EPO – Less Expensive Premium
Deductible= $100 single; $200 family,
Deductible does not apply to preventive or Rx, In Network
Aetna, BCBS, Cigna, UHC

PPO – More Expensive Premium, More Out-of-Pocket Costs,
Deductibles, In-Network & Out-of-Network
Aetna, BCBS, UHC

HSA – Less Expensive Premium, Unpredictable Out-of-Pocket Costs, High Deductible, In-Network & Out-of-Network
Aetna
<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Tier</th>
<th>2019 Employee Cost</th>
<th>2019 Employer Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Per Pay Period†</td>
<td>Per Month</td>
</tr>
<tr>
<td>EPO</td>
<td>Employee Only</td>
<td>$22.66</td>
<td>$45.32</td>
</tr>
<tr>
<td></td>
<td>Employee + Adult</td>
<td>$67.41</td>
<td>$134.82</td>
</tr>
<tr>
<td></td>
<td>Employee + Child</td>
<td>$57.22</td>
<td>$114.44</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$125.20</td>
<td>$250.40</td>
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<tr>
<td>PPO</td>
<td>Employee Only</td>
<td>$57.78</td>
<td>$115.56</td>
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<tr>
<td></td>
<td>Employee + Adult</td>
<td>$121.80</td>
<td>$243.60</td>
</tr>
<tr>
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<td>Employee + Child</td>
<td>$81.58</td>
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<td></td>
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<td>$142.19</td>
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<tr>
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<td>Employee Only</td>
<td>$11.00</td>
<td>$22.00</td>
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<tr>
<td></td>
<td>Employee + Adult</td>
<td>$33.00</td>
<td>$66.00</td>
</tr>
<tr>
<td></td>
<td>Employee + Child</td>
<td>$28.05</td>
<td>$56.10</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$61.05</td>
<td>$122.10</td>
</tr>
<tr>
<td>UA Alternative Plan*</td>
<td>Employee + Adult</td>
<td>$67.41</td>
<td>$134.82</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$125.20</td>
<td>$250.40</td>
</tr>
</tbody>
</table>

* The UA Alternative Plan is available only to employees who are insuring a domestic partner.
† The UA has 26 pay periods per year, but insurance deductions are taken only twice per month (24 pay periods). Twice a year, there are three pay periods in a month, and the third is a “premium holiday” when deductions are not taken out of your paycheck. In 2019, those paychecks are March 29 and August 30.
Dental PPO – See any licensed dentist, some services are subject to annual deductible or benefit limit

_Delta Dental_

Dental HMO – Restricted to in-network dental providers
Reduced costs for services (fixed co-payments)

_Cigna Dental_
<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Tier</th>
<th>2019 Employee Cost/Paycheck</th>
<th>2019 Employer Cost/Paycheck</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Per Pay Period†</td>
<td>Per Month</td>
</tr>
<tr>
<td>Delta Dental</td>
<td>Employee Only</td>
<td>$15.49</td>
<td>$30.98</td>
</tr>
<tr>
<td></td>
<td>Employee + Adult</td>
<td>$32.86</td>
<td>$65.72</td>
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<tr>
<td></td>
<td>Employee + Child</td>
<td>$25.28</td>
<td>$50.56</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$52.28</td>
<td>$104.56</td>
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<tr>
<td>Cigna Dental HMO</td>
<td>Employee Only</td>
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<td>$3.56</td>
</tr>
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<td></td>
<td>Employee + Adult</td>
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<td>$7.12</td>
</tr>
<tr>
<td></td>
<td>Employee + Child</td>
<td>$3.34</td>
<td>$6.68</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$5.92</td>
<td>$11.84</td>
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<tr>
<td>UA Alternative Plan:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Delta Dental*</td>
<td>Employee + Adult</td>
<td>$32.86</td>
<td>$65.72</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$52.28</td>
<td>$104.56</td>
</tr>
<tr>
<td>UA Alternative Plan:</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total Dental Administrators*</td>
<td>Employee + Adult</td>
<td>$3.56</td>
<td>$7.12</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$5.92</td>
<td>$11.84</td>
</tr>
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Vision - Co-payment for routine eye exam, allowance for eyeglasses, frames or contact lenses, vision discount program available

Avesis
<table>
<thead>
<tr>
<th>Plan Type</th>
<th>Tier</th>
<th>2019 Employee Cost/Paycheck</th>
<th>2019 Employer Cost/Paycheck</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Per Pay Period†</td>
<td>Per Month</td>
</tr>
<tr>
<td><strong>Avesis</strong></td>
<td>Employee Only</td>
<td>$2.00</td>
<td>$4.00</td>
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<td></td>
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<td>$12.76</td>
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<td></td>
<td>Family</td>
<td>$8.05</td>
<td>$16.10</td>
</tr>
<tr>
<td><strong>UA Alternative Plan: Avesis</strong></td>
<td>Employee + Adult</td>
<td>$6.47</td>
<td>$12.94</td>
</tr>
<tr>
<td></td>
<td>Family</td>
<td>$8.05</td>
<td>$16.10</td>
</tr>
</tbody>
</table>

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Available to employees enrolling a domestic partner.

Additional documentation is needed to enroll.
All Alternative Benefit plans are similar to Arizona Department of Administration’s (ADOA) plans

**Medical** – United Healthcare HMO – Choice Plus
Deductible = $100 single; $200 family
Deductible does not apply to preventive or Rx,
In Network

**Dental** – Delta Dental (PPO) or Total Dental (HMO)

**Vision** – Avesis
Flexible Spending Accounts

No “use it or lose it!” for healthcare FSA

You can roll over up to $500 of unused funds.
Health Care

$2,650 maximum per year, debit card option, limited FSA if enrolled in HSAO, ASIFLEX

Dependent Care

$5,000 maximum per year, dependent children must meet age eligibility, ASIFLEX

To continue participation, you must re-enroll every year during Open Enrollment
$ Short Term Disability Benefits

Video Comparing Short Term Disability Plans
Enrollment is automatic and based on your retirement plan. Your benefit is 66 2/3% of your monthly earnings.

**Arizona State Retirement System (ASRS)**
Premium is 0.16%, Broadspire Services Inc.

**Optional Retirement Plan (ORP)**
Premium is paid by employer, the Hartford.
Life Insurance

Basic Life Insurance enrollment is automatic.

$15,000 of Basic Life Insurance coverage is paid by the employer.

Supplemental Life Insurance enrollment is voluntary.
## Life Insurance Benefits

<table>
<thead>
<tr>
<th>The Hartford</th>
<th>Aetna</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Elect in $5,000 increments.</td>
<td>• Elect in increments of 1-5 times your annual salary.</td>
</tr>
<tr>
<td>• Increases may not exceed $20,000 per plan year after initial enrollment.</td>
<td>• Increases may not exceed one step during Open Enrollment.</td>
</tr>
<tr>
<td>• Maximum: $500,000 or 3 times your annual salary, whichever is less.</td>
<td>• Maximum: $500,000 or 5 times your annual salary, whichever is less.</td>
</tr>
<tr>
<td>• Dependent Life: Ranges from $2,000-$50,000 of coverage.</td>
<td>• Dependent Life: Option of $5,000 of coverage</td>
</tr>
<tr>
<td>• Employee must have a minimum $35,000 Supplemental Life insurance to elect $50,000 dependent.</td>
<td>• Employee must be enrolled in one of Aetna insurance options in order to elect dependent coverage.</td>
</tr>
</tbody>
</table>
Additional Benefits

Home & Auto
Liberty Mutual and Travelers

Employee Discounts
Visit: www.perksatwork.com, Wildcat Perks

Qualified Tuition Reduction (QTR)
Provider: Arizona State Retirement System (ASRS)

Available to: Appointed Personnel and Classified Staff

Plan Type: Defined Benefit Plan

Waiting Period: 6 months OR waived if break in service is less than 2 years

Contribution: 11.64%

Retirement benefit: Monthly lifetime benefit based on: Age, Years of Service, Compensation and an ASRS benefit formula
Classified Staff
Will not have a retirement enrollment event available in UAccess
Complete your ASRS online account with the code: 69V00040
Providers: Fidelity Investments or TIAA
Available to: Appointed Personnel
Plan Type: Defined Contribution Plan
Waiting Period: No wait. Contributions start immediately
Contribution: 7% of earnings
Vesting: After 5 years OR immediately vested, if qualified based on monies on account (indicate during election in UAccess)
Retirement Benefit: Based on account balance and options available from investment company
Appointed Personnel must make an election in UAccess within 30 days following date of hire. Then you want to set up your account with Fidelity or TIAA. This step is not applicable for Classified Staff.

**Fidelity:**
Plan Code: **67444**
Damond Petersen
Ph: 866-588-2612

**TIAA:**
Plan Code: **AZQ192**
Mark Largent
Ph: 480-350-3249
Appointed Personnel must complete an enrollment in UAccess within 30 days following date of hire.

Enrollment is irrevocable. If no plan is elected, then enrollment will default to ASRS.
Providers: 403(b) Fidelity Investments or TIAA
457 Deferred Compensation: Nationwide

Available to: Appointed Personnel and Classified Staff

Plan Types: 403(b) and/or 457 Deferred Compensation

Waiting Period: No wait. Can enroll at anytime

Enrollment: 403(b): www.netbenefits.com/aus
457 Deferred Compensation: Contact Nationwide
The University of Arizona
Life & Work Connections
(520) 621-2493
lifework.arizona.edu
Please be sure to complete and turn-in an evaluation before you leave.
Thank you
(520) 621-3660
hr.arizona.edu
hrsolutions@email.arizona.edu