



**Start Here.  
Stay Here.**

**WELLNESS**

- Discounted premiums for non-smokers and participation in wellness initiatives.
- Health promotions & onsite screenings.
- Nutrition, Weight Management, Exercise & Fitness, Diabetes Programs, Health Screenings and other classes offered at various county locations.
- Free 24/7 fitness center available at two locations.
- Office ergonomics consultation: Professional assistance with your workstation configuration to ensure a healthy, comfortable environment.

**TRAINING & DEVELOPMENT**

- Up to \$5,250 a year for job-related tuition reimbursement.
- In-house training & career development.

**HOLIDAYS (10 paid per year)**

New Year's Day, Martin Luther King Jr./Civil Rights Day, Presidents' Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Christmas Day

**VACATION TIME (Based on a 40-hour week)**

- Three weeks a year for the first three years.
- Progressive to more than five weeks a year for 19 years & over.

**SICK LEAVE**

- In addition to vacation time (based on a 40-hour week).
- Five days a year for the first three years.
- Progressive, up to seven & one-half days a year for six years & over.

**GROUP LEGAL PLAN**

- Legal services plan that provides legal representation for you at an affordable price.

**LIFE INSURANCE**

**Basic Life and Accidental Death & Dismemberment**

- County pays 100% of premium for coverage amount equal to your annual salary.

**Additional Employee and/or Dependent Life**

- Choose up to five times your salary, up to \$1,000,000 when combined with basic life.
- Dependent life for spouse & children available.
- Additional AD&D coverage available for employee only or employee and family.

**INSURANCE**

- Group rates through Liberty Mutual on auto, home and renters insurance.

**SUBSIDIZED BUS, VANPOOL & COMMUTER PROGRAM**

- Guaranteed ride home to participating employees.
- County pays 100% of Valley Metro fares.
- Up to \$85 a month for vanpools.

**REWARDS FOR EMPLOYEE SUGGESTIONS**

- Incentives for ideas of improvements resulting in cost reduction through increased efficiency & productivity.
- Rewards of up to \$2,500.

**DISABILITY**

**Short-Term Disability**

- Low premiums
- Choice of 3 Plans: 40%, 50%, or 60% of weekly salary; \$2,000 max./week

**Long-Term Disability**

- Provided to members of the Arizona State Retirement System. The County matches your premium.

**FLEXIBLE SPENDING ACCOUNTS**

**Health Care FSA**

- Set aside up to \$5,200 tax-free a year to pay for eligible medical, dental &/or vision expenses incurred by you or your eligible dependent(s).

**Dependent/Elder Care FSA**

- Set aside up to \$5,000 tax-free a year to pay for expenses related to the care of eligible dependent(s).

**RETIREMENT & PENSION**

Eligible employees may be covered by a state-sponsored retirement plan (ASRS or PSPRS) & the County shares the cost.

**Deferred Compensation Program**

- Maximum contribution determined by age & earnings.
- Choose from more than 35 no-load funds.
- Personal brokerage account available.

**Post-Employment Health Plan (PEHP)**

- Provides \$10,000 contribution to a PEHP at retirement when employee saves 1,000 hours of Sick Leave.



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# Benefits That Work For You

The following is a brief outline of benefits offered. Plan documents/policies govern the actual benefits provided. Benefits are effective July 1, 2011.

## MEDICAL (Employee premium paid pre-tax)

Six different plans that include free preventive care:

(In-network coverage only)		
<b>Cigna Medical Group High Option</b> \$25 PCP & \$35*/\$50** specialist copay; inpatient hospital \$50/day (first 5 days) after deductible; outpatient facility \$100 after deductible.	<b>Cigna Medical Group Low Option</b> \$35 PCP & \$55*/\$70** specialist copay; inpatient hospital \$150/day (first 5 days), plus 10% after deductible; outpatient facility \$250, plus 10% after deductible.	<b>Open Access Plus In-network Option</b> \$30 PCP & \$40*/\$55** specialist copay; inpatient hospital \$200/admit after deductible; outpatient facility \$100 after deductible.

(In-network & Out-of-network coverage)	
<b>Open Access Plus High Option</b> (in-network) \$35 PCP & \$45*/\$60** specialist copay; inpatient hospital \$250/admit after deductible; outpatient facility \$150 after deductible.	<b>Open Access Plus Low Option</b> (in-network) \$45 PCP & \$60*/\$75** specialist copay; inpatient hospital \$1,000/admit plus 10% after deductible; outpatient facility \$500 plus 10% after deductible.
<b>Choice Fund Medical Plan</b> \$1,200 individual & \$2,400 family deductible; in-network care costs 10% after deductible. Uses CIGNA pharmacy plan: generics 30%, preferred brand 40% & non-preferred brand 50%. Certain preventive generics & preferred brand are free. County contributes \$500 to individual or \$1,000 to family on HSA (pro-rated by date of hire).	

## VISION (Included with all medical plans)

**EyeMed** In-network: \$10 copay for annual exam; \$10 copay on standard plastic lenses; \$130 allowance for frames or contact lenses.

**EyeMed Stand-alone vision plan:** Available for purchase by those who waive County medical coverage.



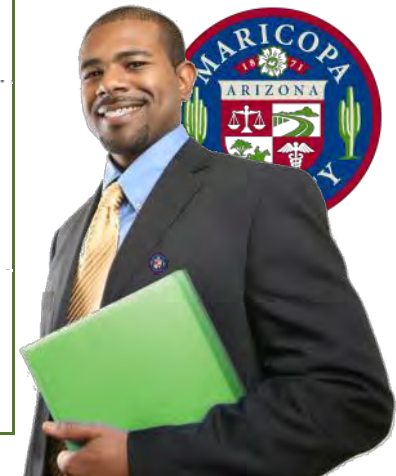
\*CIGNA Care Network Specialist  
 \*\*Higher copays apply for non-CCN designation

## PHARMACY (Does not apply if enrolled in Choice Fund medical plan)

<b>Co-insurance</b> Multi-tier; cost based on drug classification & price of medication subject to minimum and maximum copays; covers generic 25%, preferred brand 30% & non-preferred brand 50%. Uses preferred medication list.	<b>Consumer Choice</b> Health reimbursement account; County funds pharmacy account \$300 individual/\$500 family; you pay deductible \$300 individual/\$500 family once pharmacy account is used, then you pay 20% based on the cost of drugs. Preventive generic medications are free. Specialty drugs cost \$50.
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## BEHAVIORAL

<b>Employee Assistance Program (Magellan)</b> Free, confidential short-term counseling & referral services for all employees to assist with personal & work-related issues. (included with all medical plans)
<b>Magellan Behavioral Health &amp; Substance Abuse</b> In-network outpatient individual therapy \$20 copay with unlimited visits; inpatient hospital \$25/day copay up to 30 days/year; intensive outpatient programs \$100 copay per program on up to 45 visits per year.
<b>Cigna Behavioral Health</b> Applies to employees and their covered dependents enrolled in the Choice Fund medical plan. Co-insurance is based on whether services are in- or



## DENTAL (Employee premium is paid pre-tax)

<b>Delta Dental</b> Same coverage as CIGNA Dental (below), except coverage for in- and out-of-network services is at the same level: 100% diagnostic & preventive care, 80% basic restoration & 50% major services. (Out-of-network percentage based on reasonable and customary fees.)	<b>Employers Dental Services (EDS)</b> <ul style="list-style-type: none"> <li>No annual maximum or deductible; \$3 office visit copay; \$0 cleaning, oral exam, x-rays.</li> <li>All covered persons must choose the same dentist.</li> <li>Discounts on orthodontic services &amp; specialty care.</li> </ul> (in-network only)
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<b>CIGNA Dental</b> <ul style="list-style-type: none"> <li>\$2,000 annual maximum.</li> <li>Each covered person can choose own dentist.</li> <li>\$50 individual/\$100 family deductible.</li> <li>100% in-network coverage diagnostic &amp; preventive care; 80% basic restoration &amp; 50% major services. Out-of-network coverage available at 80% diagnostic &amp; preventive care &amp; 60% basic restoration, 50% major services, based on R&amp;C.</li> <li>50% coverage for orthodontics with a \$3,000 lifetime maximum.</li> </ul>
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