

# VOLUNTARY BENEFITS

## FY25



[www.maranaaz.gov](http://www.maranaaz.gov)

BENEFIT	ELIGIBILITY	EFFECTIVE	PROVIDER	COST PER PAY PERIOD	TOWN HSA CONTRIBUTION*
Medical Insurance	Regular full time and part time employees **	First of the month following 30 days of service	BCBS Copper	EE Only: \$55.36 EE+SP: \$193.22 EE+CH: \$145.72 FAM: \$280.19	N/A
			BCBS Teal	EE Only: \$13.56 EE+SP: \$ 90.37 EE+CH: \$ 66.32 FAM: \$139.72	
			BCBS Heritage (HDHP w/ HSA)	EE Only: \$3.41 EE+SP: \$ 59.02 EE+CH: \$ 51.93 FAM: \$ 100.51	EEonly: \$41.67 EE+SP: \$83.34 EE+CH: \$83.34 FAM: \$83.34
Dental Insurance	Regular full time and part time employees **	First of the month following 30 days of service	Delta	EE Only: \$1.77 EE+SP: \$6.95 EE+CH: \$7.51 FAM: \$12.71	
			Delta Plus	EE Only: \$4.13 EE+SP: \$11.77 EE+CH: \$13.51 FAM: \$21.19	
Vision Insurance	Regular full time and part time employees **	First of the month following 30 days of service	Superior Vision	EE Only: \$2.67 EE+SP: \$5.29 EE+CH: \$5.18 FAM: \$7.89	
Flexible Spending Account Medical & Dependent Care	Regular full time and part time employees **	First of the month following 30 days of service	ASI Flex	Employee Elected Deduction	

\*Voluntary Benefits are calculated on the 1st and 2nd paychecks of each month. Any month with three paychecks will not have voluntary benefits calculated on the 3rd paycheck

\*\*Part time employees working at least 20 hours per week.

# VOLUNTARY BENEFITS

## FY25



[www.maranaaz.gov](http://www.maranaaz.gov)

BENEFIT	ELIGIBILITY	EFFECTIVE	PROVIDER	COST PER PAY PERIOD*
<b>Short Term Disability Buy up</b> Increases STD benefit to 70% of weekly earnings up to \$2,000/week	Regular full time and part time employees **	First of the month following 30 days of service	The Standard	See premium table
<b>Supplemental Life Insurance</b> Up to: \$500,000 Employee, \$100,000 spouse, \$10,000 Child	Regular full time and part time employees **	First of the month following 30 days of service	The Standard	See premium table
<b>Supplemental Hospital/Accident/Cancer Insurance</b>	Regular full time and part time employees **	Voluntary	Aflac	Voluntary, per benefit provider – no payroll deduction direct bill
<b>Legal Services</b>	Regular full time and part time employees **	Voluntary	LegalShield	Voluntary, per benefit provider

## VOLUNTARY RETIREMENT PLAN

BENEFIT	ELIGIBILITY	EFFECTIVE	PROVIDER	CONTRIBUTION RATE
<b>457 Deferred Compensation Program</b>	Regular full time and part time employees **	Voluntary	Nationwide	Employee Elected Contribution

\*Voluntary Benefits are calculated on the 1st and 2nd paychecks of each month. Any month with three paychecks will not have voluntary benefits calculated on the 3rd paycheck

\*\*Part time employees working at least 20 hours per week.

# TOWN PAID BENEFITS

## FY25



[www.maranaaz.gov](http://www.maranaaz.gov)

BENEFIT	ELIGIBILITY	EFFECTIVE	PROVIDER	COST PER PAY PERIOD*
<b>Basic Life Insurance</b>	Regular full time and part time employees **	First of the month following 30 days of service	The Standard	1X annual employee earnings up to \$200,000; \$2,000 for dependents Town Paid
<b>Basic Short Term Disability</b> 60% of weekly earnings up to \$1,667/week	Regular full time and part time employees **	First of the month following 30 days of service	The Standard	Town Paid
<b>Employee Assistance Program (EAP)</b>	Regular full time and part time employees **	Date of Hire	Alliance Work Partners	Town Paid

## PAID TIME OFF

PAID TIME OFF	ELIGIBILITY	EFFECTIVE
<b>Holidays<sup>1</sup></b> New Year's Day, Civil Rights Day, Presidents Day, Memorial Day, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day, Day after Thanksgiving, Christmas Eve, Christmas Day, New Year's Eve	Regular full time and part time employees **	Date of Hire
<b>Managed Time Off (MTO)<sup>1</sup></b> 112 flexible hours per year for income protection during illness, emergencies or personal leave; no max; % may be eligible for payout upon retirement/tenured separation.	Regular full time and part time employees ** Initial hours pro rated based on date of hire	Date of Hire
<b>Vacation Leave<sup>1</sup></b> 0-3 years = 80 hours per year 3-5 years = 120 hours per year 5-7 years = 144 hours per year 7-10 years = 168 hours per year 10-15 years = 184 hours per year 15+ years = 200 hours per year	Regular full time and part time employees **	Eligible to use accrued vacation after 180 days of employment

<sup>1</sup>Paid time off hours are pro-rated for part-time employees

\*\*Part time employees working at least 20 hours per week.

# RETIREMENT & LTD PLANS

## FY25



[www.maranaaz.gov](http://www.maranaaz.gov)

### Mandatory Retirement and Long Term Disability

Enrollment in a state retirement plan & corresponding long term disability plan is mandatory for employees who work at least 20 hours per week for at least 20 weeks in a fiscal year. Your plan is based on job classification.

RETIREMENT PLAN		LTD PROVIDER	EFFECTIVE DATE		Employee Contribution (% of gross bi-weekly earnings)		Employer Contribution (% of gross bi-weekly earnings)		
			Retirement	LTD	Retirement	LTD	Retirement	LTD	
Arizona State Retirement System (ASRS)		ASRS through Broadspire	Date of Hire	Date of Hire	12.12%	0.15%	12.12%	0.15%	
Public Safety Retirement System (PSPRS) Tier 1 & 2 (hired before 7/1/2017)		The Standard	Date of Hire	1st of month after 30 days of employment	7.65%	Town Paid	29.25%	Town Paid	
Public Safety Retirement System (PSPRS) Tier 3* (hired on or after 7/1/2017)	Defined Benefit	The Standard	Pay period that includes 91st day of employment	1st of month after 30 days of employment	8.89%	Town Paid	32.82%	Town Paid	
	Defined Contribution	PSPRS	Pay period that includes 91st day of employment		9.23%	1.50%	9.23%	1.50%	
Correction Officer Retirement Plan (CORP)		Dispatchers hired before 11/24/2009	The Standard	Date of Hire	1st of month after 30 days of employment	7.96%	Town Paid	216.13%	Town Paid
Elected Officials Retirement Plan (EORP) <sup>1</sup>		Appointed before 07/20/2011	The Standard	Date of Appointment	1st of month after 30 days of employment	TBD%	Town Paid	TBD%	Town Paid
		Appointed 7/20/2011-12/31/2013	The Standard	Date of Appointment	1st of month after 30 days of employment	TBD%	Town Paid	TBD%	Town Paid
Elected Officials Defined Contribution Retirement System (EODCRS) <sup>1</sup>		Appointed on or after 1/1/2014	EODCRS/ PSPRS	Date of Appointment		TBD%	0.125%	TBD%	0.125%

\*Tier 3\* members in PSPRS are those hired on or after July 1, 2017- they have 90 days from Date of Hire to irrevocably choose either a defined benefit or defined contribution plan.

<sup>1</sup>The Employer Rates on the Elected Officials plans are based on actuarial information available at this time and are subject to updates as provided by the local board.