



# Benefits at a Glance

## An Overview of the City of Chandler Benefits

### HOLIDAYS (11 Paid per year)

- New Year's Day
- Martin Luther King Day
- President's Day
- Memorial Day
- Independence Day
- Labor Day
- Veteran's Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day
- Personal Holiday

### VACATION (Based on a 40-hour week)

- Starting at 4.7 hours a pay period (based on 26 pay periods/year) for the first five years (based on job classification)
- Progressive to just over 5 weeks at 20 years

### SICK LEAVE

- 3.7 hours a pay period (based on 26 pay periods/year)

### PROFESSIONAL DEVELOPMENT/ TUITION REIMBURSEMENT

- In-house training and career development
- Up to \$5,000 (Reg Full-time) \$3,200 (Reg Part-time) a year for city career field tuition reimbursement (based on calendar year)

*For details on any of these plans you can find them in the current benefits guide. Plan documents/policies govern actual benefits provided.*

### MEDICAL (BCBS of Arizona)

Three different plans that include free preventive care (in-network only). The following are based on in-network benefits. All plans have a separate out of network benefits.

#### Red Plan (PPO)

- \$25 PCP/\$40 Spec/\$50 Urgent Care Copays
- \$500 Individual/\$1,000 Family Deductible
- \$100 ER Access Fee + 15% after deductible
- Outpatient Mental Health covered 100%
- Prescription Copays
- Telehealth
- Naturopathic/Acupuncture/Homeopath benefits – Specialist Copay (limits apply)

#### Blue Plan (PPO)

- \$750 Individual/\$1,750 Family Deductible
- Coinsurance – 20% after deductible
- \$100 ER Access Fee + 20% after deductible
- Outpatient Mental Health covered 100%
- Prescription copays
- Telehealth
- Naturopathic/Acupuncture/Homeopath benefits – 20% after deductible (limits apply)

#### White Plan (High Deductible Health Plan)

- \$1,750 Individual/\$3,500 Family Deductible
- Coinsurance – 15% after deductible
- Prescription Copays after deductible
- Telehealth
- Naturopathic/Acupuncture/Homeopath benefits (limits apply)
- Integrated Health Savings Account (HSA)

### WELLNESS

- Personalized Wellness Portal
- Incentive for completing certain wellness initiatives
- Nutrition, weight management, financial wellness, exercise and fitness classes
- Ergonomic consultation: professional assistance with workstation configuration to ensure a healthy, comfortable environment
- Discounted membership rates at Tumbleweed Recreation Center & BC/BS Blue 365 program (City medical plan enrollment required for BC/BS discount)

### DENTAL (Delta Dental)

- Deductible - \$25 Individual/\$75 Family
- Annual Maximum - \$2,000 per person  
Routine Services – 100%
  - 2 Exams + 3 cleanings per plan year
- Basic Services – 80%
- Major Services – 70%
- Orthodontia (adults & children – 50% (\$2,000 lifetime maximum per patient))

### Vision (VSP)

- Exam – 1 per plan year - \$10 Copay
- Frames – every 2 plan years - \$15 Copay and up to \$170 allowance
- Lenses – every plan year - \$15 Copay
- Progressive Lens options
- Contact Lenses or eye glass lenses every plan year - \$10 Copay for contact lens exam. Lenses covered up to \$160 allowance. 15% off contact lens fitting and evaluation
- TruHearing® hearing aid discount program

## **FLEXIBLE SPENDING ACCOUNTS (FSA)**

### **Health Care FSA**

- Set aside up to \$2,750 pre-tax a year to pay for eligible medical, dental and/or vision expenses incurred by employee or eligible dependents (Non White Plan participants only)

### **Dependent Care FSA**

- Set aside up to \$5,000 pre-tax per year to pay for expenses related to the care of eligible dependents so you can work (e.g., childcare, adult care)

## **Health Savings Account (HSA)**

- Contribute pre-tax money to pay for eligible medical dental and/or vision expenses incurred by employee or eligible dependents (White Plan Only)
- Investment Options with minimum account balance
- Account rolls over from year to year and goes with you if you retire/leave City employment

## **RETIREMENT & PENSION**

Eligible employees may be covered by a state-sponsored retirement plan Arizona State Retirement System (ASRS) or Public Safety Personnel Retirement System (PSPRS)

### **Deferred Compensation Plan [(457(b))]**

- Maximum contribution determined by age
- Personal brokerage account available
- City contribution based on employee group

### **Retirement Health Saving Plan**

- City contribution each pay period to use for healthcare expenses in retirement
- Ability to deposit use/lose vacation annually
- \$800 per year of service contribution from the City upon retirement from the City

## **BEHAVIORAL HEALTH**

### **Optum Health**

- Free, confidential, short-term counseling and referral services for all employees to help with personal and work-related issues
- Up to 10 visits per issue per year

### **Blue Cross Blue Shield of Arizona**

- Outpatient individual or group counseling covered at 100% in-network (Red/Blue plan enrollees only)

## **DISABILITY**

### **Short Term Disability**

- Covers up to 180 days after 60<sup>th</sup> day of disability
- Pays 66 2/3% of a regular employee's base salary
- \$2,500 maximum per week

### **Long Term Disability**

- Provided through ASRS to eligible members
- Provided through Anthem Life for sworn public safety personnel who are members of PSPRS

### **Voluntary Short Term Disability Gap**

- Additional coverage prior to city paid short term disability eligibility date and beyond
- Pays regardless of any other insurance or source of income

## **COMMUTER INSURANCE**

- \$200,000 coverage for employees for deaths while traveling to or from work or on City business
- Provides additional \$20,000 if wearing a seatbelt

## **VOLUNTARY PET INSURANCE**

Discounted reimbursement plan coverage for your pet(s)

## **LIFE INSURANCE (VOYA)**

### **Basic Life**

- The City provides coverage in the amount equal to one times an employee's base salary (minimum \$50,000)
- The City provides \$1,000 in coverage for each employee's eligible dependents

### **Voluntary Life**

- Choose coverage up to five times annual base salary for employee
- Spouse coverage up to 50% of employee election
- Child coverage is \$10,000 per child
- Evidence of Health may be required
- Guarantee Issue option for new hires

## **ACCIDENTAL DEATH & DISMEMBERMENT (AD&D)**

### **Basic AD&D**

- The City provides coverage in the amount equal to your base salary (minimum \$50,000; maximum \$200,000)

### **Voluntary AD&D**

- Choose coverage up to \$500,000 for employee
- Choose coverage up to \$250,000 for spouse
- Choose \$10,000 child coverage
- No Evidence of Health required

## **EMPLOYEE DISCOUNTS**

- All regular City employees are members
- Receive discounts and savings at many local merchants and entertainment venues
- Offered by the Employee Network

## **VOLUNTARY GROUP LEGAL/ID SHIELD PLAN**

Coverage for legal services such as adoption, family matters, document review/prep, wills and privacy monitoring