



# COMPENSATION & BENEFIT PACKET

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- \* Compensation Plan
- \* Pay Incentives
- \* Insurance Plans
- \* Retirement Plans
- \* Leave Plans
- \* Employee Programs



<b>Health Insurance Plans</b>		
<b>Plan Type</b>	<b>Provider</b>	<b>Benefit Summary</b>
Medical / HMO	<b>United HealthCare</b>	Employee Premium 100% Employer Paid Dependent Premium 50% Employer Paid Coverage Effective 1 <sup>st</sup> of the Month After Hire Date
Dental / PPO	<b>Total Dental Administrators - TDA</b>	
Vision	<b>Avesis</b>	
Life Insurance	<b>Hartford</b>	\$50,000 Basic Life & Accidental Death/Dismemberment Employee Premium 100% Employer Paid Coverage Effective Immediately
LTD Insurance <b>Public Safety</b>	<b>Public Safety Personnel Retirement System</b>	<b>Disability Retirement / Retirement Plan Benefit</b> Accidental Disability 50% of Wage / Work Related Ordinary Disability 25% of Wage / Non-Work Related Temporary Disability 25% of Wage
LTD Insurance <b>Civilian</b>	<b>Arizona State Retirement System/VPA Inc.</b>	<b>Disability Retirement / Retirement Plan Benefit</b> .50% of 9.60% Retirement Contribution Rate 66.67% Compensation / Base Salary 180 Day Waiting Period
Fire Cancer Insurance <b>Public Safety</b>	<b>Public Safety Personnel Retirement System</b>	<b>Supplemental Insurance Plan</b> Employer Paid Premiums/\$100 annually per employee
Supplemental Insurance	<b>AFLAC</b>	<b>Optional Insurance Plans</b> Employee Paid Premiums Accident-Cancer-Hospitalization-Intensive Care-Life-Sickness-STD
Cafeteria Plan (Section 125)	<b>AFLAC</b>	<b>Flexible Benefits Plan</b> Pre-Taxed Insurance Premiums After-Taxed Life Ins. \$10,000+ / STD
Workers Compensation	<b>State Compensation Fund</b>	<b>Industrial Injury/Illness Insurance (State Requirement)</b> Employer Paid Premiums 66.67% Compensation of Base Salary \$2,400 Maximum Monthly Compensation

<b>Retirement Plans</b>		
<b>Plan Type</b>	<b>Provider</b>	<b>Benefit Summary</b>
Defined Benefit Plan <b>Public Safety</b>	<b>Public Safety Personnel Retirement System</b>	<b>Normal Retirement</b> - 20 Years of Service 7.65% Employer Matching Contribution Rate LTD (see health ins. table)
Defined Benefit Plan <b>Civilian</b>	<b>Arizona State Retirement System</b>	<b>Normal Retirement</b> - 80 Points / Age + Service 9.10% of 9.60% Employer Matching Contribution Rate LTD (see health ins. table)
Deferred Compensation Plan (457b)	<b>Security Benefits</b>	<b>Optional/Supplemental Retirement Plan</b> Employee Contribution Amount (set by employee) \$35 Employer Matching Contribution (per pay period)



<b>Leave Plans – Standard</b>			
<b>Leave</b>	<b>Classification</b>	<b>Days / Shifts</b>	<b>Leave Summary</b>
<b>Holiday</b>	<b>Public Safety Shift Personnel</b>	10 Annual Holidays	On Duty – Paid Time and One Half (overtime) Off Duty – Regular Day Off/No Additional Pay
	<b>Public Safety Staff Personnel</b>	10 Annual Holidays	Paid Time Off
	<b>Civilian Personnel</b>	10 Annual Holidays	Paid Time Off
<b>Vacation</b>	<b>Public Safety Shift Personnel</b>	4.5 Shifts(24 Hour Shift) First Anniversary Year	Vacation Hours Accrued Per Pay Period Additional Shift Accrued Annually/11 Year Max 224 Hour Max Balance / Excess Balance Paid
	<b>Public Safety Staff Personnel</b>	9 Days (8 Hour Day) First Anniversary Year	Vacation Hours Accrued Per Pay Period Additional Day Accrued Annually/11 Year Max
	<b>Civilian Personnel</b>	9 Days (8 Hour Day) First Anniversary Year	160 Hour Max Balance / Excess Balance Paid
<b>Illness</b>	<b>Public Safety Shift Personnel</b>	5 Shifts (24 Hour Shift) Annually	4.62 Hours Accrued Per Pay Period 336 Hour Max Balance / Excess Balance Paid
	<b>Public Safety Staff Personnel</b>	10.5 Days (8 Hour Day) Annually	3.23 Hours Accrued Per Pay Period 240 Hour Max Balance / Excess Balance Paid
	<b>Civilian Personnel</b>	10.5 Days (8 Hour Day) Annually	
<b>Bereavement</b>	<b>Public Safety Shift Personnel</b>	3 Days/1 Rotation 9 Total Days	Paid Time Off
	<b>Public Safety Staff Personnel</b>	5 Days/40 Hours 7 Total Days	Immediate Family - Paid Non-Immediate-1 Paid Day/Illness Leave Usage
	<b>Civilian Personnel</b>	5 Days/40 Hours 7 Total Days	



<b>Programs</b>			
<b>Type</b>	<b>Program</b>	<b>Provider</b>	<b>Program Summary</b>
<b>Educational</b>	Tuition Reimbursement	AJFD	Tuition Fees - Business Related College Courses 100% A / 80% B / 60% C Grade Reimbursement
<b>Wellness</b>	Employee Assistance Program (EAP)	CONTACT	Counseling Services – Employees / Dependents 100% Employer Paid Premium 10 annual visits per person
	Fitness Facility	AJFD	On-Site Fitness Facility – 24 Hours/7 Days A Week State of the Art Equipment Showering/Dressing Rooms Certified Employee Trainers Wellness/Fitness Contract Providers
<b>Rewards/ Recognition</b>	New Hire Referral	AJFD	\$2,000 Recruitment Reward for Employee Referrals
	Awards	AJFD	Service Year Awards/Plaques
<b>Allowances</b>	Automobile <b>Command Staff Personnel</b>	AJFD	Take Home Emergency/On-Call Vehicle
	Uniform	AJFD	\$700.00 Annually Non-Taxable / <b>Public Safety</b> \$350.00 Annually Non-Taxable / <b>Civilian</b>
	Relocation <b>Public Safety Staff Personnel</b>	AJFD	Negotiable by Governing Board



<b>BENEFITS RESOURCE DIRECTORY</b>				
<b>Service</b>	<b>Provider</b>	<b>Resource</b>	<b>Contact #</b>	<b>Website</b>
Medical	United HealthCare	Member Services	(800)357-0978	www.myuhc.com
		Care Coordination	(800)537-2977	
		Care 24	(888)887-4114	
		Behavioral Health	(800)358-0365	
		United Naturally	(888)329-5181	
		Prescriptions	(877)842-6044	
Dental	Total Dental Administrations/TDA	Customer Service	(602)266-1995	www.totaldentaladmin.com
Vision	Avesis	Customer Service	(800)828-9341	www.avesis.com
Employee Assistance Program-EAP	CONTACT Behavioral Health	Counseling / Crisis	(480)807-8168 (800)222-8335	www.contactbhs.com
Life Insurance	Hartford Life Insurance	Member Services	(888)563-1124	
Supplemental Insurance	AFLAC	Duane Fletcher	(602)625-5447	www.aflac.com
Retirement <b>Public Safety</b>	Public Safety Personnel Retirement System	Member Services	(602)255-5575	www.psprs.com
Retirement <b>Civilian</b>	Arizona State Retirement System	Member Services	(602)328-8605	www.asrs.state.az.us
Supplemental Retirement (457b)	Galloway Asset Management	Mark McPherson	(480)471-2231	Mark@GallowayLLC.com
Supplemental Retirement (457b)	Security Benefits	Lisa Talley	(888)724-7526 Ext. 3262	
Benefits Broker/Info.	Brown & Brown Insurance	Brandee Baltzell	(602)664-7045	
Benefits Info.	AJFD	Rachel Krause	(480)982-4440	<a href="mailto:Rachel.krause@ajfd.org">Rachel.krause@ajfd.org</a>
		Barb Hernandez		<a href="mailto:Barb.hernandez@ajfd.org">Barb.hernandez@ajfd.org</a>