**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)

**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)

**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

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

Effective 1/1/2020
FLEXIBLE SPENDING ACCOUNTS (FSA)
Health Care FSA
• Set aside up to $2,700 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
Employee Assistance Program (E-4 LLC)
• 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 60th 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
• Benefit period of 3 months
• 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

LIFE INSURANCE (VOYA)
Basic Life
• The City provides coverage in the amount equal to one times 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

VOLUNTARY PET INSURANCE
Discounted reimbursement plan coverage for your pet(s)

Effective 1/1/2020