

Benefit Changes – Effective July 20, 2011 Unless Otherwise Noted

Entity	Item	Impact
Arizona State Retirement System (ASRS)	Retirement Contributions	Creates 6-month (27-week) waiting period for contributions for new hires.
Arizona State Retirement System (ASRS)	Long Term Disability (Sedgwick)	Creates 6-month (27-week) waiting period for contributions for new hires.
Arizona State Retirement System (ASRS)	Contribution Split/Rate Change	Changes contribution split to: Employee 53%-Employer 47% Increases amount of employee contribution from 9.85% to 11.39% and employer contribution from 9.85% to 10.10% effective July 1, 2011.
Arizona State Retirement System (ASRS)	Felony Forfeiture	A felony conviction in the course of employment will trigger forfeiture of retirement benefits.
Arizona State Retirement System (ASRS)	Alternate Contribution Rate (ACR)	Employer will need to pay an ACR for all new and existing returning retirees Effective July 2012. Amount still to be determined by ASRS.
Arizona State Retirement System (ASRS)	Normal Retirement Thresholds	For those hired on or after July 1, 2011, changes criteria from 80 points or age 65 to age 60 + 25 years of service, age 55 +30 years of service, or age 65.
Arizona State Retirement System (ASRS)	Service Purchase	Changes terms of service purchase. Currently an employee must have 5 years of service and can purchase unlimited time. Changed to 10 years of service and a purchase limit of 60 months.
Public Safety Personnel Retirement System (PSPRS)	Rate Change	Changes PSPRS rates: Current Rates: Employee -7.65% Employer - 20.50% New PSPRS rate effective July 1, 2011: Employee - 8.65%, Employer - 21.24%
Public Safety Personnel Retirement System (PSPRS)	Alternate Contribution Rate (ACR)	The ACR for PSPRS will go into effect on July 20, 2011. The ACR of 10.51% to be paid by the employer for any new or existing returning retirees.

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Entity	Item	Impact
Arizona Department of Administration (ADOA)	Medical Coverage	Effective date of coverage changes from date of hire to 90-days.
Arizona Department of Administration (ADOA)	Dental Coverage	Effective date of coverage changes from date of hire to 90-days.
Arizona Department of Administration (ADOA)	Vision Coverage	Effective date of coverage changes from date of hire to 90-days.
Arizona Department of Administration (ADOA)	Basic Life Insurance	Effective date of coverage changes from date of hire to 90-days.
Arizona Department of Administration (ADOA)	Supplemental Life Insurance (Hartford)	Effective date of coverage changes from date of hire to 90-days.
Arizona Department of Administration (ADOA)	Short Term Disability Insurance (Hartford)	For ORP and PSPRS participants. Effective date of coverage changes from date of hire to 90-days.
Arizona Department of Administration (ADOA)	Long Term Disability Insurance (Hartford)	Effective date of coverage changes from date of hire to 90-days.
University of Arizona	Flexible Spending Account	Effective date of coverage changes from date of hire to 90-days.
University of Arizona	Short Term Disability (Unum)	Effective date of coverage changes from date of hire to 90-days.
University of Arizona	Supplemental Life Insurance (Aetna)	Effective date of coverage changes from date of hire to 90-days.
University of Arizona	Long Term Care (Prudential)	No change to effective date – available for enrollment during first 31-days of employment. <i>Enroll directly with provider.</i>
University of Arizona	Home/Auto Insurance	No change of effective date – available upon date of hire. <i>Enroll directly with provider.</i>
University of Arizona Domestic Partner	Medical Coverage	Effective date of coverage changes from date of hire to 90-days.
University of Arizona Domestic Partner	Dental Coverage	Effective date of coverage changes from date of hire to 90-days.
University of Arizona Domestic Partner	Vision Coverage	Effective date of coverage changes from date of hire to 90-days.