



YAVAPAI COUNTY BENEFITS SUMMARY

All full-time employees of Yavapai County are eligible for benefits. Part-time employees have limited benefits available. Insurance benefits become effective the 1st of the month following thirty days of full-time employment.

Every year the County contributes a set amount to apply toward the cost of health insurance. You can use these contributions to help pay for medical, dental, and/or vision coverage for you and your eligible dependents. If the total cost of your benefit election is more than the County's contributions, you will have to make additional contributions via payroll deductions.

MEDICAL INSURANCE:

County employees are insured by Yavapai Combined Trust through Summit (which utilizes the Blue Cross/Blue Shield network of providers). There are three levels of medical insurance coverage to choose from. Prescription coverage is included through your medical plan.

DENTAL INSURANCE:

The County uses Delta Dental Network. There are two levels of dental coverage to choose from.

VISION INSURANCE:

The County offers one vision plan. There is no deductible and no network of providers. You can go to any doctor you like.

EMPLOYEE ASSISTANCE PROGRAM:

The EAP is provided by CuraLinc - SupportLinc. This program offers a confidential counseling and referral service to assist employees and their covered dependents with personal, family, and work-related issues.

FLEXIBLE SPENDING ACCOUNTS (FSA):

This program allows benefit eligible employees to deposit money in an account(s) on a pre-tax basis. The funds are set aside through payroll deduction and are later used by the employee for reimbursement of eligible out-of-pocket medical, dental, and vision expenses and child/elder dependent care. FSA deductions are withheld on a pre-tax basis thus maximizing take-home pay.

HEALTH SAVINGS ACCOUNT (HSA):

HSA is a tax-advantaged medical savings account available to Yavapai County Employees who are enrolled in the High Deductible Health Plan (HDHP). Yavapai County contributes funds to the HSA on a bi-monthly basis. Employee contributions are on a pre-tax basis thus maximizing take home pay.

LIFE INSURANCE:

The County pays for Basic Life Insurance coverage for each benefit eligible employee, which is equal to the employee's base annual salary rounded up to the next thousand with a maximum benefit of \$200,000. Supplemental Life Insurance is also available for benefit eligible employees to purchase through payroll deductions.

RETIREMENT PLANS:

Participation in a State Retirement plan is mandatory for eligible employees. Depending on the job, the employee will be enrolled in one of the following plans:

State Plan	Employee Contribution <i>Rate as of July 1, 2026</i>	Website
Arizona State Retirement System (ASRS)	11.87% + 0.11% (pension + LTD)	www.azasrs.gov
Public Safety Personnel Retirement System (PSPRS)	Varies depending on hire date and other circumstances	www.psprs.com/public-safety-personnel
Corrections Officer Retirement Plan (CORP)		www.psprs.com/corrections-officer
Elected Officials Retirement Plan (EORP)		www.psprs.com/elected-officials

The County also offers additional voluntary retirement plans through Nationwide.

LONG TERM DISABILITY (LTD):

This program provides benefits to all active ASRS members in the event an employee becomes disabled and unable to work for more than six months.

SHORT TERM DISABILITY (STD):

STD provides a weekly income if you are unable to work due to a non-occupational accidental injury or illness. Employees are eligible to receive monthly payments on the first day following 30 consecutive days of total disability. This benefit is paid in full by the County.

TUITION REIMBURSEMENT:

Educational assistance is available to eligible full-time employees after 6 months of continuous employment. Please refer to Yavapai County Policy 5.13 for further eligibility requirements. Courses must be taken through an accredited school. The County pays 100% of the cost of tuition and books up to a maximum of \$2,500 per employee per fiscal year.

WELLNESS:

The Wellness Programs are voluntary wellness programs available to all benefits-eligible employees, their spouses and dependents and is designed to promote health or prevent disease.

PAID LEAVE

- ❖ **ANNUAL LEAVE:** The amount of Annual Leave an eligible employee accrues is based on length of service and the number of hours paid each week. Full-time employees earn 15 days of Annual Leave during the first two years of employment. Part-time employees earn Annual Leave at a proportionate rate.
- ❖ **SICK LEAVE:** The amount of Sick Leave a full-time/part-time/seasonal/temporary employee accrues is based on the number of hours worked each week. It is calculated at the rate of .0334 per hour, up to a maximum of 40 hours accrued per calendar year.
- ❖ **PAID HOLIDAYS:** Employees in a full-time status or a part-time status with scheduled hours of 20 hours per week or more are eligible for holiday pay. Full-time employees receive a holiday benefit of 8 hours for each holiday and part-time employees receive 4 hours.

For employment opportunities please visit our website: www.yavapaiaz.gov