

Mandatory retirement plans	
Eligibility: See online Benefits Guide Administration and Benefits Guide Retirement .	
Arizona State Retirement System (ASRS)	<ul style="list-style-type: none"> • Eligible classified staff and university staff category 01 are automatically enrolled. • If hired before July 1, 2011 or a current ASRS member, participation begins on hire/ eligibility date. • If hired on/after July 1, 2011 and not a current ASRS member, participation begins the first day of the pay period following 182 days of employment.
Optional Retirement Plan (ORP)	<ul style="list-style-type: none"> • Eligible faculty, administrators, academic professionals and university staff category 02-05 have 30 calendar days from hire/eligibility date or written notice, whichever is later, to complete the ORP enrollment process. • Participation begins the first day of pay period following completed enrollment. • Failure to complete ORP enrollment during the 30-day period will forfeit ORP option and result in ASRS participation. • Election is irrevocable for the duration of continuous employment in the Arizona University System while employed in an ORP-eligible position.
Public Safety Personnel Retirement System (PSPRS)	<ul style="list-style-type: none"> • PSPRS members before July 1, 2017: Full-time police officers, recruits, corporals, sergeants and lieutenants are automatically enrolled in the PSPRS defined benefit plan. Participation begins the first day of eligible employment. • PSPRS members on or after July 1, 2017: Full-time police officers, recruits, corporals, sergeants and lieutenants have 90 calendar days from hire/eligibility date to complete enrollment in the PSPRS defined benefit plan or the PSPRS defined contribution plan. Participation begins the first day of the pay period in which the 91st day of eligible employment occurs. • PSPRS membership is subject to local board approval.

Voluntary retirement plans	
Eligibility: See online Benefits Guide Retirement .	
Arizona University System Voluntary 403(b) Plan	All faculty, staff and student workers are eligible upon hire.
State of Arizona Deferred Compensation 457(b) Plan	All faculty, staff and student workers are eligible upon hire.

Health, life, disability and other benefit plans	
Eligibility: See online Benefits Guide Administration .	
Medical, dental, vision, supplemental and dependent life, short-term disability and flexible spending accounts	<ul style="list-style-type: none"> • Benefits-eligible faculty and staff must complete enrollment within 30 calendar days of hire/eligibility date. • Coverage is effective the first day of the pay period following hire/eligibility date or completion of enrollment, whichever is later.
Basic life	<ul style="list-style-type: none"> • Enrollment is automatic, and premiums are paid by the university. • Coverage is equal to one times annual salary and is effective on hire/eligibility date.
Hartford long-term disability insurance	<ul style="list-style-type: none"> • Enrollment is automatic for ORP and PSPRS participants and effective the same date as ORP or PSPRS participation. • Enrollment is automatic for post-doctoral scholars and effective upon hire. • Premiums are paid by the university.
ASRS long-term disability insurance	<ul style="list-style-type: none"> • Enrollment is automatic for ASRS participants and effective the same date as ASRS participation. • Premiums are paid equally by the participant and university.
Health savings account Requires enrollment in the Aetna HDHP with HSA Plan (a high deductible health plan)	<ul style="list-style-type: none"> • University contributions are automatic and effective on the same date as medical plan. • Eligible faculty and staff may begin contributing at any time. Employee contributions are effective the first day of the pay period following receipt of a completed HSA payroll deduction authorization form.
Voluntary benefits plans	<ul style="list-style-type: none"> • Benefits-eligible faculty and staff are eligible upon hire/eligibility date. • Learn more: Benefits Guide Financial Security

Paid leave benefits and leaves of absence	
Vacation, sick, holidays, bereavement and jury duty	Benefits-eligible faculty and staff are eligible for paid leave benefits upon hire/eligibility date in accordance with ACD and SPP policies.
ASU, FMLA and military leaves	Learn more online for employees and departments .

Rehire or transfer? Visit [Benefits Enrollment > Rehire or transfer](#) and [Benefits and Mandatory Retirement Effective Dates](#) for specifics.

Questions? Call Employee Services at 855-278-5081 or Faculty Services at 480-727-9900 or email HRESC@asu.edu.