



SECTION 1. Eligibility for benefits: Regular employees of the Town of Oro Valley working twenty (20) or more hours per week are generally eligible for coverage under all of the Town's benefit programs. Where applicable, the employee may elect to cover dependents under these programs in accordance with current contract requirements and rate schedules. Normal eligibility rules must be attained. Temporary employees are not eligible for benefit coverage.

SECTION 2. Coverage under the different benefit plans may take effect at different times following employment. Please consult Human Resources for further information.

SECTION 3. The Town contributes towards all mandated programs such as Social Security, Workers' Compensation, Unemployment Insurance, etc. See Human Resources for additional benefit information.

SECTION 4. Employees who have met the eligibility requirements shall participate in one of the retirement plans offered by the Town. Uniformed Police personnel will normally participate in the State Public Safety Retirement System (PSPRS), and Police Dispatchers in the Corrections Officer Retirement Plan (CORP). The primary retirement plan for all other eligible employees is the Arizona State Retirement System (ASRS). See Human Resources for additional information.

SECTION 5. Health Care Benefits: The Town will contribute 100% of the "employee only" costs of providing health care coverage for full time employees and those part time employees whose normal work week is greater than thirty (30) hours and who voluntarily participate in the Health Care programs offered by the Town. The Town of Oro Valley currently contributes 75% of the additional cost of providing dependent health care for all eligible full-time employees.

The Town will contribute 50% of the "employee only" cost of providing health care coverage for part-time employees whose normal work week is greater than twenty (20) but less than thirty (30) hours and who participate in the Health Care programs offered by the Town.

Additional materials relating to the benefit programs offered by the Town of Oro Valley are maintained in the Town Human Resources Office. Employees are encouraged to contact Human Resources for additional information.