



# Employee Benefits Summary

## July 1, 2024 – June 30, 2025

This information is general and may or may not apply to you depending on your current eligibility status. Additional information can be found on the City's intranet (the GRID) and you may contact the Employee Benefits Division at:

[benefits@glendaleaz.com](mailto:benefits@glendaleaz.com)  
(623) 930-2860

**Welcome to the City of Glendale! We're glad you're here.**

Glendale offers employees comprehensive benefits as an important part of their total compensation package. Benefits include health care, income replacement, retirement programs, paid sick leave and vacation, wellness programs, and more. We encourage you to become familiar with your benefit options through resources such as the City intranet, the GRID, and by reaching out to the Benefits Division staff with questions.

Thank you for helping us make a difference in Glendale.

### Eligibility

**Regular status full-time employees** scheduled to work at least 30 hours per week are eligible for all benefits on the first of the month following 30 days of employment with Glendale.

**Regular status part-time employees** scheduled to work at least 20 hours per week are eligible for medical, dental, and vision benefits on the first of the month following 6 months of employment with the City of Glendale.

**Temporary status employees** scheduled to work at least 30 hours per week are eligible for medical benefits, and sick leave on the first of the month following 30 days of employment with the City of Glendale.

**Temporary status employees** hired to work variable hours will be reviewed for eligibility based on the hire date and look-back period.

### Medical

The City of Glendale offers three distinctive health plans through BlueCross BlueShield of Arizona:

High Deductible Health Plan (HDHP)  
This plan's premium is the lowest of the three plans. The HDHP offers in and out-of-network coverage, a large national network of providers, and a Health Savings Account (HSA) with a \$1,000 lump sum contribution from the City of Glendale. Everything goes toward the deductible, including medication and 20% coinsurance applies in-network after the deductible is met.

The PPO  
This plan offers in and out-of-network coverage and a large national network of providers. A deductible, coinsurance, and/or co-pays apply to most services.

The EPO  
This plan's premium is the highest of the three plans. It does not have a deductible, only coinsurance, and co-pays for most services. It offers a large national network of providers. There is no out-of-network coverage.

Out-of-Network Coverage  
Two of the three plans (HDHP and the PPO) include coverage out of network, but it's important to know it can include a separate deductible, higher coinsurance, and you will probably be responsible for paying the difference between BlueCross BlueShield's reimbursement level and the provider's billed charges.

### Pharmacy

All three plans offer coverage for mail orders and retail prescriptions. The mail-order feature provides you with 90 days of maintenance medication at a cost of two co-pays instead of three. Prescription costs apply to the HDHP deductible.

### Dental

Two Delta Dental PPO plans are available, a Basic Plan and a High Plan.

Vision	A vision plan is available through United Healthcare Vision.
Life Insurance	Basic life insurance is provided to all regular full-time employees at no cost to you in an amount equal to your annual salary rounded to the nearest thousand dollars. Additional life insurance can be purchased at group rates for the employee, spouse, and child(ren).
Commuter Life Insurance	The City of Glendale provides \$200,000 in coverage to all if death or dismemberment occurs during an employee's regular commute to or from work and home.
Employee Assistance Program	A City paid resource that supports all benefit-eligible employees and their household members when a crisis, stress, family relationships, substance abuse, financial, and legal issues occur. Services are provided in person, telephonically, and online.
Short Term Disability	Partial income replacement, paid by the City, when an employee is unable to work due to illness or injury for more than 3 months.
Long Term Disability	Partial income replacement is when an employee is unable to work due to illness or injury for more than six months. Premium is shared by the City and the employee.
Flexible Spending Accounts (FSA)	Two pre-tax savings accounts are available to use for eligible health care expenses and/or eligible dependent care expenses. Save up to 30% on these expenses when using an FSA.
Retirement Programs	The City of Glendale participates in two mandatory pension plans for eligible employees, sharing the contribution cost with the employee. Civilian and non-sworn public safety employees are members of the Arizona State Retirement System (ASRS) with a contribution rate of 12.29%. Sworn police and fire employees are members of the Public Safety Personnel Retirement System (PSPRS). In addition, regular status employees are also eligible to participate in a defined 457 contribution plan.
Sick Leave	Regular status employees earn .055 hours of sick leave per hour paid. Temporary status employees earn .034 hours of sick leave per hour paid.
Vacation Leave	Regular status employees earn from .066625 to .095 hours of vacation per hour paid based on tenure.
Wellness Program	The Good Life Wellness Program gives you the tools to get active, get healthy, and get rewarded! Enjoy the WellStyles wellness portal with many tools for a healthy lifestyle. The City of Glendale is providing more incentive savings on the BCBSAZ Plan for the 2023-2024 benefits plan year! <ul style="list-style-type: none"> <li>• Tobacco-free incentive = \$240 savings on the medical plan</li> <li>• Annual Wellness incentive <ul style="list-style-type: none"> <li>○ Level 1: 5,000 Points = \$75 Gift Card Drawing</li> <li>○ Level 2: 25,000 Points = \$120 Savings on the medical plan</li> <li>○ NEW Level 3: 40,000 Points = \$240 savings on the medical plan</li> <li>○ NEW Level 4: 60,000 Points = \$360 Savings on the medical plan + \$100 Pulse Cash</li> </ul> </li> </ul>
Free Bus and Light Rail Pass	The City will provide employees with free Platinum bus and light rail passes. These cannot be transferred or used by anyone other than the employee.