ADEQ Arizona Department of Environmental Quality

Clean Air, Safe Water, Healthy Land for Everyone

Who We Are

The Arizona Legislature established the Arizona Department of Environmental Quality (ADEQ) as the state's environmental regulatory agency under the Environmental Quality Act of 1986 to serve as a separate, cabinet-level agency to administer all of Arizona's environmental protection programs. Since then, ADEQ's enduring and vital mission is to protect and enhance public health and the environment of Arizona. For more information, visit azdeq.gov

Mission

To protect and enhance public health and the environment in Arizona.

Vision

- Though consistent, science-based environmental regulation; and clear, equitable engagement and communication;
- With integrity, respect, and the highest standards of effectiveness and efficiency;
- Because Arizonans treasure the unique environment of our state and its essential role in sustaining well-being and economic vitality, today and for future generations.

ADEQ Recruitment Team

Monique Hayes: Hayes.Monique@azdeq.gov
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Email the team: Recruiter@azdeq.gov
Learn more: **azdeq.gov/careers**

For more information on employee benefits visit benefitoptions.az.gov. ADEQ is an equal opportunity employer. Persons with a disability may request a reasonable accommodation. Telephone the Human Potential Office at 602-771-4791 to arrange accommodation or request an alternative format.

State of Arizona Employee Benefits

Benefits

Medical Plans (includes Pharmacy)
- Triple Choice Plan (TCP)
  - Blue Cross Blue Shield AZ, UnitedHealthcare
- HDHP w/HSA (High Deductible Health Plan w/Health Savings Account)
  - Blue Cross Blue Shield AZ, UnitedHealthcare

Dental Plans
- PPO - Delta Dental
- DHMO - UCH Solstice S800B

Vision Plan
- Advantage Program - Avesis (fully employee paid)

Telemedicine
Connect with doctors via your smart device 24/7.

Flexible Spending Accounts
Pay for eligible medical, dental, vision and dependent care expenses with pre-tax dollars you contribute to your account.

Long-Term Disability
Pays 66⅔% of earnings. Mandatory participation.
ASRS members contribution rate: .14%.
Non-ASRS members: employer paid.

Life Insurance - Paid by the State
$15,000 Basic Life
$15,000 Accidental Death and Dismemberment

Additional Life and Disability Coverage
Insurance - Supplemental Life, Dependent Life and Short-Term Disability can be purchased at group rates. All premiums paid by employee.

★ **Rates & More Information**
Find details on plan coverage, premiums and copays on our website **benefitoptions.az.gov/newhire**

Wellness & Employee Assistance

Health Impact Program (HIP) - wellness.az.gov/hip
Earn up to $200 annually by participating in our award-winning program of free preventive health screenings (mini-health, mammography, prostate), immunizations, lifestyle/mindfulness classes and physical activities.

Employee Assistance Program (EAP) - guidanceresources.com
Counseling sessions - 12 free per year per issue for each employee and each covered dependent. Available 24/7 for support, resources and information on work/life solutions, dependent/elder care, college planning, wills, legal guidance, financial resources, funeral planning and more.

Paid Time Off & Remote Options

Holidays
10 paid per year

Sick Leave
12 days per year
No accrual or carryover limits

Family Sick Leave
40 hours per year
Charged to employee's sick leave

Other Leaves
Military, Bereavement, Civic Duty

Annual Leave	
Years of Service	Days per Year
Fewer than 3	13 days
3 to 8	18 days
9 or more	21 days

Remote Options - available for some positions, varies by state agency.

Retirement

Arizona State Retirement System (ASRS) - azasrs.gov
Employee contribution rate: 12.17%. State contribution rate: 12.17%. Mandatory participation. Deduction begins 27 weeks after hire date for new ASRS members.

Correctional Officer Retirement Plan (CORP) - psprs.com
For certain full-time corrections officers, probation officers, and dispatchers. Mandatory participation; rate varies by agency. Deduction begins on hire date.

Public Safety Personnel Retirement System (PSPRS) - psprs.com
For certain full-time firefighters and peace officers.
Mandatory participation; rate varies by agency. Deduction begins on hire date.

Deferred Compensation Plan - AZ Smart Save - arizonadc.com
Optional program - save more for retirement through 401(a) and 457(b) plans.

Education, Discounts & Conveniences

Arizona Management System (AMS) & Lean Principles
- Learn to apply Lean management and continuous improvement concepts.

Education
- **LinkedIn Learning** - business, design & tech courses, varies by agency.
- **Discounts - benefitoptions.az.gov/highered.** For online and classroom degree programs at state and national institutions.
- **Tuition Reimbursement** - may be available, varies by agency.
- **Federal Public Service Loan Forgiveness (PSLF) - studentaid.gov**
- **AZ529 Plan - az529.gov** - Pre-tax savings for college, vocational and workforce training, apprenticeships and private K-12, via direct deposit.

Transit
- **Capitol Rideshare - capitolrideshare.az.gov**
  Get perks for using alternate transportation. Receive Uber/Lyft discounts and emergency ride home. (Maricopa County).
  - **Maricopa County Platinum Pass** - Monthly pass 50% off.
  - **Pima County SunGo Card** - Monthly pass 50% off.
  - **Vanpool** - $30/month for state and transportation authority vanpools.
- **Free Parking** at state facilities where you work.

Banking - OneAZ Credit Union - oneazcu.com

Shopping Discounts - benefitoptions.az.gov/discounts

The information contained in this flyer is for general information purposes only. The benefits, discounts, services, coverage, etc. described in this document may change with or without notice. This document in not intended to replace information on the State's Benefit Options website benefitoptions.az.gov. The State of Arizona is an equal opportunity employer. Persons with a disability may request a reasonable accommodation by contacting the agency Human Resources Office.

Rev: 2022.12.28