

COMMON QUESTIONS - RETIREMENT PLAN ELIGIBILITY

1. Who is impacted by A.R.S. §38-671?

Answer: Any employee (state or university) initially hired on or after July 20, 2011, is not eligible to become a member of the Arizona State Retirement System (ASRS) and ASRS Long-term Disability (LTD) plan before the 27th week of employment unless hired before July 20, 2011, or already a member of the Arizona State Retirement System.

2. What are the eligibility changes to participation in the ASRS?

Answer: Any person initially hired on or after July 20, 2011, is not eligible to become a member of the ASRS including ASRS Long-term Disability (LTD) before the 27th week of employment unless the new employee is already a member of the ASRS.

3. How does an agency identify an initial hire date?

Answer: The first day worked or adjusted hire date if the employee had a break in service of less than two years that is not the result of discipline.

4. What is the ASRS/ASRS LTD membership date for employee's hired after July 20, 2011?

Answer: The ASRS/ASRS LTD membership date will be the first day of the pay period that includes the 183rd day of regular employment.

5. When do deductions start for ASRS/ASRS LTD plans for those employees who are not already ASRS members?

Answer: Deductions for ASRS retirement and ASRS LTD will begin the first of the pay period that the 183rd day of employment occurs for new hires employed on or after July 20, 2011.

6. For the ASRS waiting period, will past PSPRS employees who enroll in ASRS have a waiting period?

Answer: If the employee is hired on or after July 20, 2011 and is participating in an optional retirement plan or PSPRS plan, and is transferred to a position and is eligible to contribute to the ASRS plan, the waiting period is calculated from the date of hire. In short, the employee has a wait period of 183 days but gets credit back to the date of hire.

7. What is the impact to the RASL employer contribution?

Answer: There are no changes to the RASL contribution and RASL contribution is not subject to any wait period.

8. Are university employees hired on or after July, 20, 2011 subject to the waiting period?

Answer: Yes, universities are a state budget unit subject to the wait period.

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9. What is the definition of “worked regularly”?

Answer: If an agency believes that they have an employee not working regularly, the agency should contact the ADOA Human Resources Division, Benefit Services.