



Nations Incentives for Potential Hires



Resolution No. 15-365

- The Legislative Council has committed that each eligible IHS employee associated with programs transferred to the Nation be offered the option of a IPA, MOA or Tribal Direct Hire
- This is evidence of the Nation's strong commitment that all employees remain as part of this new initiative
- We look forward to the inclusion of Federal staff as important partners that will make this successful



IPA/MOA Offers

- The Nation welcomes all personnel electing IPA or MOAs with the Nation.
- Upon electing this option, the Nation will request the employee consent to its drug testing and background check procedures.



Offers for Tribal Employment Opportunity

- The Nation will also offer opportunity for Tribal direct hire upon employee option
- This can be an attractive option for employees that are eligible to retire from Federal service and become a Tribal employee
- Tribal offers will be made at the same rate of annual salary in effect at July 1, 2016
- Compensation after that date will follow the Nation's health professional salary schedule



Release of Personnel Record

- In order for the Nation to make offers of IPA/MOA and Tribal direct hires, the employee must release information from their personnel record
- We are distributing these forms today, and upon receipt the Nation can present you with more specific information about your employment options, including IPA/MOA document and offer for Tribal hire



- As stated, Tribal offers will be made at the same rate of annual salary in effect at July 1, 2016
- Compensation after that date will follow the Nation's health professional salary schedule
- Offers for Tribal direct hire will be valid for 30 days, or no later than May 31, 2016.
- This is to allow sufficient time for Federal personnel notices to occur



- The Nation will credit employees with the same date of hire as they have with IHS. This will be beneficial for:
 - Introductory Period
 - Sick and Annual Leave Accrual
 - Medical Insurance
 - Participation and vesting in 401k

Sick Leave



- There is no provision for transfer of leave from the IHS to the Nation.
- Employees choosing Tribal Direct Hire will be credited with a Sick Leave balance that will consist of the lesser of:
 - 80 hours; or
 - The employee's sick leave balance with IHS
- There will be no waiting time for use of leave, unless the employee is in an Introductory Period



- The Nation has three holidays above the number of Federal holidays
- The Nation also has Administrative Leave from time-to-time
- The Nation also has an annual Christmas bonus
- Following is a description of employment benefits:

Medical Base Plan

MEDICAL PLAN Blue Cross Blue Shield of Arizona	BASE PPO PLAN	
	In-Network	Out-of-Network
Deductible – Calendar Year	\$500 per person / \$1,000 max family	
Co-Insurance – Member Share	20%	40%
Out-of-Pocket Maximum Includes deductible, coinsurance, medical and pharmacy copays	\$3,000 per person \$6,000 max family	\$4,500 per person \$9,000 max family
Preventive Services	Covered in full	Not covered
Office Visit: Primary / Specialist	\$10 / \$25	40% after deductible
Convenience / Urgent Care Clinic	\$10 / \$25	40% after deductible
Diagnostic Labs in doctor's office or freestanding facility	Covered in full	40% after deductible
Diagnostic X-Rays, Imaging	20% after deductible	40% after deductible
In and Out-Patient Hospital	20% after deductible	40% after deductible
Emergency Room	\$100 access fee then 20% after deductible	
Prescription Drugs - In-Network	Retail Pharmacy: \$7 generic / \$20 brand name	
Specialty Self-Injectables	\$30 / \$60 / \$90 / \$120	
Mail-Order Copays	\$14 generic / \$40 brand name	

Medical Buy Up Plan

MEDICAL PLAN Blue Cross Blue Shield of Arizona	BUY UP PPO PLAN	
	In-Network	Out-of-Network
Deductible – Calendar Year	\$250 per person / \$500 max family	
Co-Insurance – Member Share	10%	30%
Out-of-Pocket Max Includes deductible, coinsurance, medical and pharmacy copays	\$750 per person \$1,500 max family	\$3,250 per person \$6,500 max family
Preventive Services	Covered in full	Not covered
Office Visit: Primary / Specialist	10% after deductible	30% after deductible
Convenience / Urgent Care Clinic	10% after deductible	30% after deductible
Diagnostic Labs in doctor's office or freestanding facility	Covered in full	30% after deductible
Diagnostic X-Rays, Imaging	10% after deductible	30% after deductible
In and Out-Patient Hospital	10% after deductible	30% after deductible
Emergency Room	\$50 access fee then 10% after deductible	
Prescription Drugs - In-Network	Retail Pharmacy: \$7 generic or brand name	
Specialty Self-Injectables	\$30 / \$60 / \$90 / \$120	
Mail-Order Copays	\$21 generic or brand name	

Vision

VISION PLAN EyeMed	In-Network	Out-Of-Network
Routine Eye Exam	\$10 copay	Up to \$30 reimbursement
Frequency	Every 12 months exams, lenses or contacts Every 24 months for new frames	
Materials: Frames & Lenses	\$10 copay	N/A
Frame coverage	\$140 allowance then 20% discount on balance	Up to \$70 reimbursement
Eyeglass Lenses Single Vision Bifocal Trifocal / Lenticular	Included after copay	Up to \$25 reimbursement Up to \$40 reimbursement Up to \$55 reimbursement
Contact Lens Exam Premium Lens Exam	\$40 copay 10% off retail	Not Covered
Contact Lenses: in lieu of frame and lenses	\$0 copay, \$140 allowance; then 15% discount	Up to \$105 reimbursement

- Must choose between glasses OR contacts
- Stay In-Network for cost savings

MetLife PPO Plan

- ✓ Save money by using a MetLife Dentist
- ✓ Allowed to use any Dentist

Benefits

- ✓ Calendar Year Deductible: \$50 / \$150
- ✓ \$2,000 Annual benefit maximum
- ✓ 0%, No deductible for preventive:
 - ✓ Exams, cleaning and x-rays
- ✓ 20% After deductible for basic services:
 - ✓ Fillings
 - ✓ Oral surgery
 - ✓ Periodontics and Endodontics
- ✓ 50% after deductible for Major Services:
 - ✓ Crowns
 - ✓ Inlays or Onlays
 - ✓ Bridges and Dentures
- ✓ Orthodontics – 50%, no deductible with a \$1,500 lifetime limit (adult & children)

Eligibility

- Please refer to your Personnel Policy
- Legal Spouse or Domestic Partner with affidavit
- Dependent Children:

- ✓ Medical: To age 26
- ✓ Dental, Vision and Dependent Life: To age 19 or 25 if full-time student

2015-2016 Employee Costs

Medical BCBS Base Plan \$500 Deductible	Monthly	Per Pay (26)
Employee Only	\$50.00	\$23.08
Employee + One	\$439.92	\$203.04
Employee + Family	\$545.40	\$251.72
Medical BCBS Buy-Up Plan \$250 deductible	Monthly	Per Pay (26)
Employee Only	\$90.00	\$41.54
Employee + One	\$512.57	\$236.57
Employee + Family	\$634.57	\$292.88
Dental Plan - MetLife	Monthly	Per Pay (26)
Employee Only	\$16.71	\$7.71
Employee + One	\$36.62	\$16.90
Employee + Family	\$67.51	\$31.16
Vision Plan - EyeMed	Monthly	Per Pay (26)
Employee Only	\$7.85	\$3.62
Employee + One	\$13.74	\$6.34
Employee + Family	\$20.41	\$9.42



- 100% Employer Paid
- The Basic policy is a 3 times your annual salary rounded up to the nearest \$1,000 (maximum of \$500,000)
- Value of coverage amounts over \$50,000 is subject to Imputed Income Tax
- Coverage amount of a flat 50 K is Not subject to imputed income tax.





- Employee – up to 3 times annual pay
 - \$10,000 to \$250,000 amounts
- Spouse coverage – up to 50% of Employee Coverage
 - \$5,000 to \$100,000 amounts
- Child/Children Coverage
 - \$1,000 to \$10,000
 - One policy covers all your children ages 6 months to 19 years





Employer Paid

- The Short Term Disability plan replaces a portion of your income for up to 24 weeks if you are unable to work for more than 14 days, due to an illness or off the job injury
- The benefit is 60% of weekly earnings, up to \$1,500 maximum
- Benefits continue only for the time you remain disabled

Long Term Disability



The Long Term Disability plan replaces a portion of your income if you are unable to work for more than 180 days, due to an illness or injury

- The benefit is 60% of monthly earnings to a maximum benefit of \$6,000 per month and continues as long as you remain disabled until age 65 or your Social Security Normal Retirement Age
- Coverage is automatic and employer paid

YOU must report a Qualifying Event to Human Resources within 30 days!

- YOU are responsible for informing Human Resources within 30 days of a marriage, final divorce decree, birth of a child, child birthday at age 26, etc.
- If YOU do not notify HR within 30 days, you will lose your right to make a mid year change and will **have to wait until next year's Open Enrollment to make your change**
- COBRA Rights could be lost

If you Elect Pre-Tax changes during the plan year are allowed only if you have a Qualified Status Change / Qualifying Event such as:

- Marriage, Legal Separation, or Divorce
- Birth or Adoption of a Child
- Dependent Child meeting Maximum age limits
- Eligibility of Medicare or AHCCCS
- Change in employment for you or your spouse that affects coverage (termination of employment, part-time to full-time, etc.)



Life Assistance Program

- Call any time or go online for confidential assistance, information or resources to help resolve life's challenges
- Up to 3 face to face visits for Relationship Issues, Alcohol/Drug Dependency, Stress, and more!
- Achieve Work/Life Balance
 - Legal consultation
 - Parenting
 - Pet care
- FREE
- Confidential

- Federal law requires that most group health plans (including this Plan) give employees and their families the opportunity to continue their health care coverage when there is a “qualifying event” that would result in a loss of coverage under an employer’s plan. Depending on the type of qualifying event, “qualified beneficiaries” can include the employee (or retired employee) covered under the group health plan, the covered employee’s spouse, and the dependent children of the covered employee.

Provider -Wells Fargo

401(k) Eligibility

- You must be 18 years old
- You must complete 6 months of service
- If you are a rehire, you may be eligible immediately
- Start on the first day of the following month
after completing 6 months of service

Nation Contributes

- Employer Basic Contributions- 5% of participant's earnings.
- Matching Contribution-Up to 2.5% maximum contribution.

If you put in 5% of your contribution you will Be putting away 12.5%.

Vesting

- You are 100% entitled to the money you contribute to your 401(k) including earnings.
- You are vested 25% for each year of service. After a completion of 4 years without a break in service, you are 100% entitled to Employer Basic and Matching contributions.
- Years of service is credited by having 1,000 hours or more hours of service.

In-service Withdrawals

- Hardship
- Military service

Distributions

- Termination of employment
- Death and disability

Annual Leave:

0-3years 5 hours each pay period

3-14years 7hours each pay period

15years-over 9hours each pay period

All Professional full-time exempt employees (NOT receiving OT) earn one additional hour per pay period.

May Carry forward a max of 240 hours (30days)

Sick Leave:

2 hours each pay period

Hours may be carried over year to year without limitation.

TON Holiday Schedule:

- January 1st
- Martin Luther King Day
- President's Day
- Good Friday
- Memorial Day
- Forth of July
- Labor Day
- St. Francis Day
- Veteran's Day
- National Indian Day
- Thanksgiving Day and the Day After
- Christmas Day

Thank You!



We look forward to meeting with you individually to discuss your options for employment with the Nation.

See the FAQ on our website:

<http://selfgovernance.tonation-nsn.gov/>

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