



## Fountain Hills Sanitary District *Summary of Employment Benefits for Full Time Employees*

January 1, 2017

☞ Competitive Salaries

☞ Holidays:

Twelve (12) Paid Per Year

☞ Sick Time:

Accumulates at 8 Hours Per Month

☞ Personal Time:

8 Hours/Month	Less than 3 years of service
10 Hours/Month	3 but less than 7 years of service
12 Hours/Month	7 but less than 15 years of service
14 Hours/Month	15 years of service and thereafter.

☞ Health Insurance: *As of 1/1/2017 – Carrier = Blue Cross Blue Shield of AZ*

Employee coverage at nominal cost to employee - *As of 1/1/2017 – \$20.00 per month*

Family coverage at shared cost

☞ Dental Insurance: *As of 1/1/2017 – Carrier = Guardian*

Employee coverage at no cost to employee

Family coverage at shared cost

☞ Vision Insurance: *As of 1/1/2017 – Carrier = Vision Service Plan*

Employee coverage at no cost to employee

Family coverage at shared cost

☞ Life Insurance: *As of 1/1/2017 – Carrier = Lincoln Financial*

Two times annual salary provided by the District for employee

☞ Long Term Disability: *As of 1/1/2017 – Carrier = Lincoln Financial*

Provided by the District for employee and is effective after 6 months of disability.

☞ Short Term Disability Insurance: *As of 1/1/2017 – Carrier = Lincoln Financial*

Offered to employee at group rates at their own expense - *As of 1/1/2015 – \$93.00 max per month, \$1,500 per week benefit. (Rates are based upon employee's salary)*

☞ Retirement Account – 401(a): *As of 1/1/2017 – Carrier = Mass Mutual Financial Group*

After 1 year of employment, the District makes routine contributions to the employee's 401(a) account. - *As of 1/1/2017 – 5% per quarter*

☞ 457 Plan: *As of 1/1/2017 – Carrier = Mass Mutual Financial Group*

The District offers a 457 Plan for employees to contribute to pretax. These contributions are deducted directly from your paycheck and can begin immediately after hire.

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⇒ **529 Plan:** *As of 1/1/2017 – Carrier = American Funds*

The District offers a 529 Plan for employees to contribute to. These contributions are deducted directly from your bank account.

⇒ **Direct Deposit:**

The District Direct Deposits your bi-weekly paycheck and emails each employee notification. Paystubs and W-2's are available on-line for 24/7 access by the employee.

⇒ **Uniforms:**

The District provides uniforms and uniform cleaning service to all Collection System and Plant hourly employees at no charge to employee.