



Fountain Hills Sanitary District

Summary of Employment Benefits for Full Time Employees

January 1, 2019

- ☞ 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 1/1/2019 – 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 1/1/2019 – Carrier = MetLife*
 - Employee coverage at no cost to employee
 - Family coverage at shared cost
- ☞ Vision Insurance: *As of 1/1/2019 – Carrier = MetLife*
 - Employee coverage at no cost to employee
 - Family coverage at shared cost
- ☞ Life Insurance: *As of 1/1/2019 – Carrier = MetLife*
 - ☞ Two times annual salary provided by the District for employee
- ☞ Long Term Disability: *As of 1/1/2019 – Carrier = MetLife*
 - Provided by the District for employee and is effective after 6 months of disability.
- ☞ Short Term Disability Insurance: *As of 1/1/2019 – Carrier = MetLife*
 - Offered to employee at group rates at their own expense (*Rates are based upon employee's salary*)
- ☞ Retirement Account – 401(a): *As of 1/1/2019 – Carrier = John Hancock 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 1/1/2019 – Carrier = John Hancock 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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⇨ **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.