



# Fountain Hills Sanitary District

## Summary of Employment Benefits for Full Time Employees

July 1, 2023

- ★ Competitive Salaries
- ★ Holidays:  
Ten (10) Paid Per Year
- ★ Sick Time:  
Accumulates at 8 Hours Per Month
- ★ Personal Time:
  - 8 Hours/Month Less than 2 years of service
  - 10 Hours/Month 2 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
- ★ Medical Insurance: *Carrier = Aetna, Multiple plans to choose from*
  - Employee coverage at nominal cost to employee - \$20.00 per month
  - Dependent coverage at shared cost (75-80% of premium paid by FHSD)
  - HSA contribution by the District (varies depending on plan selection and coverage)
- ★ Dental Insurance: *Carrier = MetLife*
  - Employee coverage at no cost to employee
  - Dependent coverage at shared cost
- ★ Vision Insurance: *Carrier = MetLife*
  - Employee coverage at no cost to employee
  - Dependent coverage at shared cost
- ★ Life Insurance: *Carrier = MetLife*
  - Two times annual salary provided by the District for employee
- ★ Voluntary Life Insurance: *Carrier = MetLife*
  - Additional life insurance coverage for employees and dependents
- ★ Short Term Disability Insurance: *Carrier = MetLife*
  - Offered to employee at group rates at their own expense (*Rates are based upon employee's salary*)
- ★ Arizona State Retirement Plan:
  - Membership with the Arizona State Retirement System (ASRS), a defined retirement pension plan including Long Term Disability, post-retirement medical coverage and Medicare supplement plans.

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- ★ **457b Plan:** *Carrier = John Hancock Financial Group*  
The District offers a 457b retirement savings plan for employees to contribute to pretax. These contributions are deducted directly from your paycheck and can begin immediately after hire.
  
- ★ **Uniforms:**  
The District provides uniforms and uniform cleaning service to all Collection System, Maintenance, and Wastewater Treatment Plant hourly employees.
  
- ★ **Certification and License Expense Reimbursement:**  
For employees required to acquire and /or maintain specific licenses or certifications as a condition of employment, the District reimburses employees for costs associated.  
*See Employee Handbook for specific details.*
  
- ★ **Safety Boot Reimbursement Program:**  
For employees required to wear footwear meeting specific safety standards, reimbursement is available annually.
  
- ★ **Tuition Reimbursement:**  
Full-time employees are eligible for reimbursement up to \$2,500.00 each year.
  
- ★ **Service Award Bonuses:**  
Offered to employees with 20, 25, 30, 35 and 40 years of employment.