



# Fountain Hills Sanitary District

## *Summary of Employment Benefits for Full-Time Employees*

*(Part-Time positions are eligible for prorated benefits as outlined in the Employee Handbook)*

July 1, 2026

★ Competitive Salaries

★ Holidays:  
100 hours/year

★ Sick Time:  
96 hours/year

★ Personal Time:

|                  |                              |
|------------------|------------------------------|
| 123.5 Hours/Year | Less than 2 years of service |
| 136.5 Hours/Year | 2 - 4 years of service       |
| 156.0 Hours/Year | 5 - 9 years of service       |
| 175.5 Hours/Year | 10 - 14 years of service     |
| 195.0 Hours/Year | 15 - 19 years of service     |
| 214.5 Hours/Year | 20 or more years of service  |

★ Medical Insurance: *Multiple plans offered*

|                                                                                    |
|------------------------------------------------------------------------------------|
| Employee coverage at no cost to employee                                           |
| Dependent coverage at shared cost (75-85% of premium paid by FHSD)                 |
| HSA contribution by the District (varies depending on plan selection and coverage) |

★ Dental Insurance:

|                                          |
|------------------------------------------|
| Employee coverage at no cost to employee |
| Dependent coverage at shared cost        |

★ Vision Insurance:

|                                          |
|------------------------------------------|
| Employee coverage at no cost to employee |
| Dependent coverage at shared cost        |

★ Life Insurance:

|                                                               |
|---------------------------------------------------------------|
| Two times annual salary provided by the District for employee |
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★ Voluntary Life Insurance:

|                                                                 |
|-----------------------------------------------------------------|
| Additional life insurance coverage for employees and dependents |
|-----------------------------------------------------------------|

★ Short Term Disability Insurance:

|                                                                                                     |
|-----------------------------------------------------------------------------------------------------|
| Offered to employee at group rates at their own expense <i>(Rates based upon employee's salary)</i> |
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★ 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.

★ 457b Plan:

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 job requirement, the District reimburses employees for associated costs.  
*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 each year.  
*See Employee Handbook for specific details.*

★ Service Award Bonuses:

Offered to employees with 20, 25, 30, 35 and 40 years of employment.