



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)

January 1, 2025

- ★ Competitive Salaries

- ★ Holidays:
100 hours 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 - 7 years of service
12 Hours/Month 7 - 15 years of service
14 Hours/Month 15 and greater years of service

- ★ Medical Insurance: *Multiple plans offered*
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:
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

- ★ 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 *(Rates 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:

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.