

## BENEFITS

- ✓ Vacation Leave Accrual
  - Full-time: 8, 10, 12, 14, or 26 hours per month (depending on length of service)
  - Part-time: 4, 5, 6, 7 or 8 hours per month (depending on length of service)
- ✓ Sick Leave Accrual
  - Full-time: 8 hours per month/96 hours per year
  - Part-time benefited: 4 hours per month/48 hours per year
  - Part-time non-benefited: 1 hour per 30 hours worked up to 40 hours per year
- ✓ Holidays
  - 10.5 observed holidays
- ✓ Medical/R, Dental, and Vision Insurance
- ✓ Flexible Spending Accounts (FSA) Tax Savings
- ✓ Employee Assistance Program (EAP)
- ✓ Basic Life and Accidental Death & Dismemberment (AD&D) Insurance
- ✓ Voluntary Life and AD&D Insurance
- ✓ Voluntary Benefits
- ✓ Short Term Disability (STD)
- ✓ Arizona State Retirement System (ASRS)
  - The **Arizona State Retirement System (ASRS)** is the retirement program for non-sworn (civilian) employees.
    - In accordance with Arizona State Statute, all eligible employees participate in this plan in addition to Social Security. The employees contribute 11.34% of their gross pay (pre-tax) for state retirement and 0.16% for long-term disability, which is matched by the PMGAA. Membership in the ASRS program will provide employees with a life-long pension upon retirement as well as the option to purchase health insurance. If an employee chooses to withdraw the money upon separation from the PMGAA, the employee will receive what he/she has contributed plus interest.
- ✓ Long Term Disability (LTD) Income Plan
- ✓ 457 Deferred Compensation Retirement Plan with Employer Matching
  - The 457 plan is a type of non-qualified tax advantaged deferred-compensation retirement plan that is available for governmental and certain non-governmental employers in the United States. The employer provides the plan and the employee defers compensation into it on a pre-tax basis. For the most part the plan operates similarly to a 401(k) or 403(b) plan that most people are familiar with in the US. The key difference is that unlike with a 401(k) plan, there is no 10% penalty for withdrawal before the age of 59½ (although the withdrawal is subject to ordinary income taxation). PMGAA will match up to \$20 per pay period.
- ✓ Tuition Reimbursement
- ✓ Voluntary Plan for Pet Insurance
- ✓ The Employee Discount Program
- ✓ Employee Wellness Program

*Benefits are available for eligible employees and their eligible dependents. Benefits are subject to change.*