

Your Progressive Benefits as Your Career Develops

Additional Benefits	First three years	At beginning of 4th year	At beginning of 6th year	At beginning of 11th year	At beginning of 16th year	At beginning of 21st year	At beginning of 26th year	At beginning of 31st year	At beginning of 36th year
Conversion of Sick Leave	Eligible to convert Sick Leave to Vacation Leave								
Vacation Leave*	Vacation Leave: 13 days	Vacation Leave: 15 days	Vacation Leave: 18 days	Vacation Leave: 20 days	Vacation Leave: 25 days	Vacation Leave: 30 days			
Recognition	Recognition Plaque, Dessert Reception every five years of service								
Arizona State Retirement System (members after 07/20/2011)	<p>Defined benefit pension plan, where the monthly retirement benefit is based on a formula including age, years of service and salary. Your pension is determined using this formula, rather than the amount of money in your account. Any County employee working 20 or more hours per week for 20 weeks or more during the year is required to make contributions to the ASRS defined benefit plan.</p> <p>Follow this web blink to find the ASRS Handbook and learn more: https://www.azasrs.gov/content/pdf/Retirement_Handbook.pdf</p>								
Public Safety Personnel Retirement System (members after 01/01/2012)	<p>The Public Safety Personnel Retirement System is a special retirement system created by the state legislature for certain full-time certified peace officers and full-time fire fighters in the state of Arizona. It is a "defined benefit plan", which means your pension is determined by a formula, not by the amount of money in your account. Under the PSPRS, the employee contribution rate is fixed by statute at 9.55% of salary on a pre-tax basis for fiscal year 2012-2013.</p> <p>Follow this web link to find the answers to some commonly asked questions about PSPRS: http://www.psprs.com/FAQ/FAQ%202012_2013/FAQ%20PS.pdf</p>								
Correction Officers Retirement Plan (members after 01/01/2012)	<p>The Corrections Officer Retirement Plan is a special retirement plan created by the state legislature for certain full-time state and county detention officers. This is a defined benefit plan, which means your pension is determined by a formula, not by the amount of money in your account. Under the CORP, the employee contribution rate is fixed by statute at 8.41% of salary on a pre-tax basis for non-dispatchers and 7.96% for dispatchers.</p> <p>Follow this web link to find the answers to some commonly asked questions about CORP: http://www.psprs.com/FAQ/FAQ%202012_2013/FAQ%20CORP.pdf</p>								
Elected Officials Retirement Plan (members after 01/01/2012)	<p>The Elected Officials' Retirement Plan is a uniform statewide retirement system that provides retirement, disability and survivor benefits, post-retirement adjustments and health insurance subsidies for judges and state, county and local elected officials of participating governmental employer units. From July 1, 2012 through June 30, 2013, each member shall contribute 11.5% of compensation to the Plan on a pre-tax basis by payroll deduction.</p> <p>Follow this web link to read a summary of the benefits provided by EORP: http://www.psprs.com/sys_eorp/Forms/EORP%20Forms%202012-</p>								

*Accrued pro-rated for part-time employees; available after 6 months
 Have more questions?

Phone: 928-679-7100
www.coconino.az.gov

From Hire To Retire



Employee Benefits



From Hire To Retire



HUMAN RESOURCES

If you seek a rewarding career and have an interest in contributing to the community, you have come to the right place! In 2012 Coconino County received the American Psychological Association National Award for Psychologically Healthy Workplace . This is a prestigious recognition for employers who are committed to promoting employee well-being and organizational performance. Coconino County was recognized as a forward-thinking organization whose work practices provide employees with resources that support health and productivity, encouraging them see their job as something meaningful that creates value.

From Hire To Retire



Your Benefits as a New Hire

	Health Benefits @ 30 hrs per week or more	Retirement	Leave Benefits	Financial Benefits	Employee Programs
Benefits for Coconino County Regular Employees	Medical Insurance: 3 plans to choose from County contributes 100 % of employee base level premium, with participation in wellness program	Retirement Plans: Arizona State Retirement System www.azasrs.gov	Vacation leave: 13 days per year, accrued for hours worked	Flexible Spending Account: set aside pre-tax dollars to pay for eligible health care or day care expenses	Employees eligible for promotions or transfers from the very beginning of County employment
	Dental Insurance: 2 plans to choose from County contributes 100 % of employee base plan premium	Public Safety Personnel Retirement System www.psprs.com	Holiday Leave: 10 days	Health Savings Account: for unreimbursed medical, prescription, dental and vision expenses; pre-tax employee contribution, reducing taxable income	Vacation Sell Back Program: Sell back to the County up to 3 days of unused vacation
	Vision Insurance: 2 plans to choose from County contributes 100 % of employee base plan premium	Correction Officers Retirement Plan http://www.psprs.com/sys_corp/cato_corp.htm	Sick Leave: 12 days per year, accrued for hours worked	Deferred Compensation: 5 providers to choose from	Personal Day Purchase Program: Purchase up to 10 additional personal days
	Term Life and Accidental Death and Dismemberment Insurance \$40,000 coverage at no cost to employees	Elected Officials Retirement System http://www.psprs.com/sys_eorp/cato_eorp.htm	Bereavement Leave: 3 days (5 days if out-of-state)	Free bus transportation / EcoPass	Wellness Incentive Program & Healthy Blue Programs: Improved long-term health of employees
			Personal Day Purchase Program: purchase up to 10 days & pay quarterly or across all 26 pay days	Direct Deposit	Employee Assistance Program: Access to professional counseling
			Leave sharing program: Sharing of vacation leave for County employees	Multiple discounts: For businesses such as Verizon, Dell, Wells Fargo, Aquaplex, Snowbowl and more	Courses, seminars and training offered by the Employee Growth and Development Committee
					Employee suggestion programs

* Benefits prorated for part-time employees