








NORTHWEST FIRE DISTRICT

Benefit Quick Reference Guide

Effective April 1, 2016

Contribution	Benefit	Company
Employer 80% Employee 20% Employer 93% Employee 7%	Medical (Includes Vision) 	United Healthcare Traditional PPO Qualified High Deductible Plan with Health Savings Account (HSA)
Employer (& Employee if applicable)	Dental 	Ameritas Dental Plans Available: Low Plan and High Plan
Employer (& Employee if applicable)	Vision (additional) 	AlwaysVision
Employer	Short-term Disability 6 mos. (duration period)	Cigna Insurance
Employer	Long-term Disability 3 mos. (duration period)	Cigna Insurance
Employer	Life Insurance \$10,000	Cigna Insurance
Employee (optional)	Life Insurance > \$10,000	Cigna Insurance
*****	Direct Deposit – Multiple Accounts Allowed	Any Financial Institution
Employee (optional)	Deferred Compensation	Nationwide Retirement or ICMA
Employee (optional)	Accident Indemnity Advantage	Aflac
Employee (optional)	Maximum Difference - Cancer Indemnity	Aflac
Employee (optional)	Specified Health Event	Aflac
Employee (optional)	Hospital Protection	Aflac
Employer	 Employee Assistance Program & Community Assistance Program	
Employer & Employee Non-Fire = 9.4% match ----- Fire = 14.03% Employer 7.65% Employee		Non-Fire = Arizona State Retirement System ----- Fire = Public Safety Personnel Retirement System
Employer	Workers' Compensation	State Compensation Fund – Premier
Employer & Employee	PEHP	Post Employment Health Plan Nationwide Retirement Solutions

PTO Benefit Accrual

Fire			Years of Service	Non-Fire		
Hrs. Per Pay Period	Shifts	Annual Hours		Hrs. Per Pay Period	Days	Annual Hours
9.231	10	240	0 – 2	6.55	21.3	170.4
10.154	11	264	3 – 4	7.21	23.43	187.44
11.077	12	288	5 – 8	7.86	25.56	204.48
12	13	312	9 – 13	8.52	27.69	221.52
12.923	14	336	14 – 19	9.18	29.82	238.56
13.846	15	360	20 +	9.83	31.95	255.6

Recognized Holidays for Full-Time Employees

New Year's Day Martin Luther King Day President's Day Memorial Day Independence Day	Labor Day Columbus Day Veteran's Day Thanksgiving Day Christmas Day
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