

When you work for Maricopa County, you will be providing vital services to a diverse population in the fourth-largest county in the nation. You'll work with a dynamic group of talented professionals who are passionate about serving the community. Part of what makes Maricopa County a great place to build a career is the selection of healthcare options, a retirement plan, and the opportunity to reach your full professional potential while making a difference in people's lives. Here is an overview of the benefits and other rewards we currently offer. For the most current information, please visit [Maricopa.gov/Benefits](https://maricopa.gov/Benefits).



## Paid Time Off

**Holidays:** 10 paid holidays per year (based on a 40-hour week):

- New Year's Day
- Martin Luther King Jr./Civil Rights Day
- Presidents Day
- Memorial Day
- Independence Day
- Labor Day
- Veterans Day
- Thanksgiving Day
- Day After Thanksgiving
- Christmas Day

**Vacation:** 3 weeks of paid vacation per year for the first 3 years. This can increase to 5 weeks of paid vacation time per year after 19 years of service.

**Sick Leave:** 10 paid sick days per year for the first 3 years (based on a 40-hour week). This can increase to 14.5 days per year after 6 or more years of service.



## Health and Wellness

Maricopa County provides access to high-quality, affordable health-care for its employees. The medical plan options include free in-network preventative care and are bundled with prescription and behavioral health benefits. Benefits are usually effective the first day of the month following the date of hire or date of benefits eligibility. Find the details of the medical plan options, including a comparison tool, current premiums, and coverage details at [Maricopa.gov/Benefits](https://maricopa.gov/Benefits).

- 3 Dental Plan Options
- Disability Coverage Options
- Employee Assistance Program
- Family Care Benefits through Care.com
- Flexible Spending Accounts
- Group Legal Plan
- Life Insurance Options
- Paid Parental Leave
- Pet Benefit Options
- Vision Coverage
- Wellness at Work



## Additional Benefits

**Commuter Benefits:** Free Valley Metro Pass or subsidized vanpool fares to commute to/from work that includes a guaranteed ride home in the myCountyCommute program.

**Education Reimbursement:** Up to \$5250 a year for job-related tuition reimbursement.

**Employee Discount Program:** Discounts for employees from participating retailers.

**Professional Training and Development:** In-house training and career development opportunities.

**Retirement Savings Plan:** Eligible employees may be covered by a state-sponsored retirement plan (ASRS or PSPRS).

Deferred Compensation Programs and Post-Employment Health Plans (PEHP) are also available.