

# Benefits of Being Part of the NACOG Team



Thank you for considering NACOG as your next employer. During your interview you had a chance to learn about the position and Division you applied for. Let us tell you more about the perks of working for NACOG.

## Provided Health Benefits

- Free medical, dental, and vision insurance for employees who are scheduled to work 25 + hours per week.
- Head Start employees are covered year-round, even during the summer months they are not working
- Employer paid Life insurance / Accidental Death & Dismemberment
- Wellness program for all benefit-eligible employees, who have the opportunity to earn Wellness Bucks which can be cashed in at the end of the year for great rewards.

## Optional Health Benefits

- Optional dependent coverage is \$490.70/mth for medical, \$49.61/mth for dental, and \$7.38/mth for vision
- There is no difference in cost whether you cover your spouse or the entire family
- Flexible Spending Accounts for Medical and Dependent Care
- Variety of voluntary supplemental insurance offerings including Short Term Disability, hospitalization, accident, and other specialty insurances. These policies are owned and paid for by the employee, but available at lower group rates.

## Additional Benefits

- \* Education assistance for eligible employees
- \* Tobacco-free environment
- \* No regularly scheduled nights or weekends
- \* United Way voluntary participation

## Retirement/Investment Benefits

- \* Employees who work 20 + hours/week are enrolled in the Arizona State Retirement System (ASRS). Employee contribution is 11.48% **before** taxes and NACOG matches that amount 100%. ASRS includes Long Term Disability. (Required)
- \* Voluntary supplemental retirement savings program through Nationwide

## Paid Time Off!!!

- ✓ Tiered vacation accrual plan for employees who work 25 + hours/week, excluding Head Start employees that work at the centers, beginning with two weeks per year. Head Start employees enjoy multiple paid breaks throughout the school year.
- ✓ Paid sick leave for all employees—amount of leave earned is based on number of hours worked in a pay period.
- ✓ Holiday pay for employees who regularly work 20 + hours/week. NACOG observes ten paid holidays per year.
- ✓ Birthday holiday for full-time, year round employees.

