

Non-Operations Employee Benefit Highlights

Healthcare

Medical, dental, and vision coverage that is 100% paid for by CAFMA for employees, with dependent coverage subsidized.

HSA contributions: CAFMA contributes money to employees' Health Savings Accounts. All the money in an HSA (including any contributions deposited by an employer) is owned by the employee. The money in an HSA never expires; unlike Flexible Spending Accounts (FSAs), all remaining HSA funds roll over each year.

Life Insurance Coverage: CAFMA provides \$50,000 in basic life insurance coverage through MetLife, at no cost to the employee.

Education

Employees are eligible to receive up to 80% of their educational fees and general tuition through CAFMA's educational assistance program.

Self-Care

CAFMA offers paid sick time, paid vacation time, and ten paid holidays. This includes three (3) floating holidays.

The Non-Operations staff works Monday - Thursday, so every weekend is a three-day weekend!

Employee Assistance Program (EAP): Employees and their dependents can receive six (6) one-on-one sessions free through our EAP program; in addition, they can receive six (6) additional counseling sessions through CAFMA's counseling program.

Fitness facilities are available at several locations for employee use.

Retirement

Non-Operations staff are part of the Arizona State Retirement System and are eligible to receive a pension. A pension is a guaranteed monthly pension for life based on years of service and average monthly salary.

457 (Deferred Compensation) and 401(a) plans available through Nationwide, with CAFMA providing up to a 6.2% match.

Post-Employment Health Plan (PEHP): 1% of earnings contributed by CAFMA into your account for use after retirement for medical expenses.