



## Art Heals Arizona Benefits

1. Health	Individual health and dental premiums paid by Art Heals Arizona in full each month. Coverage begins the 1 <sup>st</sup> of the month after 30 days of employment.
2. Life	Basic Life and Accidental death and dismemberment (AD&D) coverage is provided for the Employee at no cost. Supplemental Voluntary Life AD & D are available.
3. Disability	Voluntary Short- Term Disability (STD)
4. Vision	Voluntary vision
5. Voluntary Valuable Extras	Pet Insurance, Wellness group plan, EAP
6. Professional development and associations	Up to \$700 available for approved professional development opportunities and professional memberships
7. Retirement	401(k) plan eligibility after 30 days of employment. 3% fixed contribution by employer. Eligible after 30 days of employment.
8. Vacation	12 days a year
9. Sick	12 sick days accrue annually
10. Holidays	13 holidays are honored annually
11. Sabbatical	Paid 3-week sabbatical after five years of full-time employment for eligible employees, and an additional sabbatical every 5 years of service thereafter.
11. Alternative work schedule	<p>To encourage a work-life balance Art Heals Arizona offers teleworking and flexible work schedules on a <b>case-by-case basis</b>.</p> <p>Teleworking is when a staff member works a portion of their day or week at an alternate location, such as their home, a co-working space or other site. Telework should take place within the Art Heals Arizona service area.</p> <p>Flexible schedules are when an employee works outside of normal Art Heals Arizona hours of operation.</p>