

La Paz County, AZ Benefits Brochure 2025

Welcome to La Paz County!

Your Benefits. Your Future.

At La Paz County, we believe our people are our greatest asset. That's why we offer a comprehensive and competitive benefits package that supports your health, financial well-being, and work-life balance.

Health & Wellness Benefits

Medical, Dental, and Vision Insurance: Coverage options for you and your family. An employee must work 30 hours or more per week to be eligible for benefits.

- o Medical benefits are provided by Blue Cross Blue Shield
- Dental and Vision benefits are provided by Ameritas
- ❖ Life Insurance: \$5,000 County-paid policy. Additional voluntary life coverage available through Securian.
- Teladoc: 24/7 access to doctors and nurses by phone or app for nonemergency medical consultations.
- Employee Assistance Program (EAP): Confidential support for emotional well-being, financial advice, grief counseling, and more.

When Benefits Begin

For those employees that work 30 hours or more per week, the benefits are effective the first of the month following 30 days of employment or when membership eligibility is met. There are several different retirement plans depending on your position type.

Retirement & Long-Term Security

- Arizona State Retirement System (ASRS) participation is mandatory. Contributions begin automatically.
- Public Safety Personnel Retirement System (PSPRS):

Employees must be hired into a full-time position (regularly works an average of 40 hours per week for more than six months in a calendar year) that is regularly assigned to hazardous duties. PSPRS plan members are required to be an AZPOST certified peace officer.

Correction Officer Retirement Plan (CORP):

Employees must be hired into a full-time (regularly works an average of 40 hours per week) position as one of the following:

- o County detention officer
- o Probation officers under the judiciary
- Other designated positions as defined under statutes
- Voluntary Deferred Compensation Plans: Available to help you save more for retirement.

Vacation and Sick Time

Vacation Leave: Begins accruing immediately but can only be used after completing the probationary period (six months.)

Rate of accrual for employees hired on or after January 01, 2024

Full Time Employees	Hours Accrued per Pay Period		
Years of Continuous Service	Hours Accrued Per Pay Period	Hours Accrued Per Year/Days*	
Hire Date through the end of first year	1.56	40 / 5 Days*	
Beginning year 2 through end of year 4	3.08	80 / 10 Days*	
Beginning year 5 through end of year 9	4.61	120 / 15 Days*	

^{*} An approximation based on a 5 day / 8 hours schedule.

Sick Leave: Accrues from the start date and may be used during probation as needed.

Observed Holidays

La Paz County observes 10 paid holidays

New Year's Day	Martin Luther King Jr. Day	President's Day	Memorial Day	Independence Day
Labor Day	Veteran's Day	Thanksgiving Day	Day after Thanksgiving	Christmas Day

Professional Development

- Vector Solutions Training is mandatory within the first 90 days.
- ❖ For certain positions that require professional certifications, the County covers associated fees and travel expenses.
- ❖ Work schedules vary by department and position. Some roles follow traditional weekday hours, others involve shift work, weekend coverage, or alternative schedules such as 4/10s. Hybrid work arrangements may also be available for select positions.

For questions or additional information, please contact:

Human Resources | Monday to Thursday 7:00 a.m. – 5:00 p.m.

hr@lapaz.gov

(928)-669-3400

Join us at La Paz County! Be part of a team that values integrity, community, and service. With excellent benefits, a four-day workweek, and meaningful opportunities to grow, La Paz County isn't just a job, it's your future. Apply today and help shape tomorrow!