

Our benefits

Total rewards

Our employees are important to the success and future of our organization and our customers' experiences. At APS, our pay and benefits, along with retirement, recognition, time off, career development and well-being, make up our Total Rewards program. It is an important part of the employee experience at APS and supports your personal well-being and professional satisfaction. We are committed to providing programs that matter to our employees throughout all life and career phases.

Pay and recognition

APS employees deliver extraordinary service to our customers and communities every day. We do what's right for the people and prosperity of our state. We recognize these efforts by offering competitive compensation packages, in addition to an array of employee benefits and rewards.

- Base salary
- Performance-based annual incentive opportunity
- Annual pay review
- Individual recognition cash awards

Work-life balance

Being able to juggle life's challenges relies on a comprehensive time off program, including paid holidays and other opportunities to help nurture your personal life.

- Paid time off
- Paid holidays
- Paid parental leave
- Volunteer opportunities

Professional growth and development

APS embraces a learning culture and provides employees with opportunities for professional growth and development. These opportunities build an empowered culture that embraces a growth mindset.

- Tuition reimbursement

- Virtual and instructor-led training and development opportunities
- Professional associations
- Employee Network Groups

Total well-being

At APS, we care about the well-being of our employees. We know happy, healthy employees are more engaged, productive and satisfied. We invest in competitive programs designed to provide you and your family with quality health care and wellness offerings throughout all phases of life.

- Medical, dental and vision
- Health Savings Account
- Flexible Spending Accounts
- Well-being program
- Employee Assistance Program
- Employee discounts
- Life insurance
- Accidental death and dismemberment insurance
- Voluntary benefits
- Short-term and long-term disability insurance

Financial future

APS recognizes the time and talent our employees invest in our customers and communities while employed with us, so we offer programs to help you prepare financially for your future retirement.

- 401(k) savings plan with company match
- Pension plan
- Retiree health reimbursement arrangement
- Retiree life insurance