

Snohomish County - New Employee Benefits Summary

Snohomish County offers a wide range of benefits as part of your total compensation package. Choose from various healthcare insurance programs; plan for your future with savings and retirement options; enjoy generous paid time off policies; and protect yourself and your family with life insurance. This summary is a general outline of the benefits that are available to regular employees that are employed for 20 or more hours per week. You may enroll your spouse or domestic partner and eligible children in most benefits. To enroll, Human Resources must receive your application(s) and documentation (i.e. marriage/birth certificates) within 30 days from your date of hire. Please visit www.snohomishcountywa.gov/benefits to access plan documents, comparison charts, forms, premiums, and more.

Insurance Benefits

Medical Insurance

Choose between Preferred Provider Organization (PPO) medical plans administered by Regence BlueShield and Health Maintenance Organization (HMO) plans administered by Kaiser Permanente. Plans vary depending upon your work rules and/or union affiliation. All plans include prescription drug benefits. You and the County share in the cost of the monthly premiums.

Vision Insurance

We offer one Preferred Provider Organization (PPO) vision plan. The County pays the monthly premium for employees working 35 or more hours per week.

Dental Insurance

Choose from a Delta Dental of Washington PPO, where you may use any licensed dentist, or choose from managed plans including Delta Dental of Washington Delta Care and Willamette Dental Group, where you must receive care from an in-network provider. The County pays the monthly premium for employees working 35 or more hours per week.

Long Term Disability (LTD) Insurance ¹

We provide Long Term Disability (LTD) insurance administered through Reliance Standard. LTD is income protection insurance, which may provide you with up to 60% of your covered monthly earnings, not to exceed \$7,500 a month, if you become disabled and unable to continue to perform your occupation. There is a 90-day waiting period. The County pays the full monthly premium for employees working 20 or more hours per week.

Basic Life Insurance and AD&D Insurance ²

We offer Basic Term Life Insurance and Accidental Death and Dismemberment (AD&D) Insurance administered through The Hartford. Coverage varies depending upon your assignment and/or union affiliation - most employees are covered for \$40,000 in Basic Life coverage and \$40,000 in AD&D coverage. The County pays the premium for employees working 35 or more hours per week.

Supplemental Life Insurance

We offer Supplemental Life Insurance administered through The Hartford. Newly eligible employees and dependents are eligible for a Guarantee Issue, which is the amount of coverage not subject to Evidence of Insurability. Monthly premiums for employee and spouse coverage is determined by the covered individual's age and election amount in January of each year. You pay the monthly premiums for this plan.

Supplemental AD&D Insurance

We offer supplemental Accidental Death and Dismemberment Insurance through AIG. AD&D benefits pay for certain accidental injuries or death.

Retirement Benefits

Retirement Plans

As a public employee, you will participate in the PERS2, PERS3, LEOFF2, or PSERS2 plan administered by Washington State Department of Retirement Systems (DRS). Under these plans (excluding PERS3) your monthly retirement benefit is defined by a formula of 2% times your years of service times your average final compensation; and contributions are subject to periodic rate adjustments by the state legislature. Under the PERS3 plan, part of your monthly retirement benefit is defined by a formula of 1% times your years of service times your average final compensation; plus you will choose your own contribution rate (between 5% and 15%) and you invest your contributions.

Deferred Compensation 457(b) Plans

We offer Deferred Compensation 457(b) plans administered by Nationwide that provides even more optional retirement savings. Traditional (pre-tax) and Designated Roth (after-tax) options are available. Many employees are eligible to receive a matching contribution made by the County, which varies depending your work rules and/or union affiliation.

Health & Wellness Benefits

Employee Assistance Program (EAP)

We provide an EAP through Wellspring Family Services. The EAP provides free confidential counseling and referral services to help address work and personal issues. Legal and financial services are also available. You and your dependents are eligible for 3 free one-hour sessions per issue per year.

Wellness Program

We offer an employee wellness program that offers a variety of tools including fitness center discounts, classes, and incentive programs. You may earn annual incentives for completing the Healthy Habits Program and a biometric health screening.

Leave & Holidays

Holidays

The County observes 10 paid holidays annually. Additionally, full-time classified employees will earn 2 floating holiday annually. New employees hired after June 30th will earn 1 floating holiday for that year.

Vacation & Sick Leave (Classified Employees Only)³

You accrue leave hours based on hours actually worked or while on paid leave status (as well as years of employment for vacation accruals). Full-time employees will accrue 6.7 vacation hours per month during your 1st year of employment, up 18.74 hours per month after your 25th year of employment. Full-time employees accrue 8 hours of sick leave per month.

Leave with Pay (Management Exempt Employees Only)

You are granted leave with pay days based on your months of employment. The days you are granted during your first year will be pro-rated based on your date of hire. Full-time employees are granted up to 25 days of leave during your 1st year of employment, up to 40 days of leave per year after your 3rd year of employment.

Other Benefits

Flexible Spending Accounts (FSA)

We offer both the Health Care FSA and Day Care FSA that enables you to set aside money on a tax free basis to pay for your out-of-pocket health care expenses and/or day care and dependent care expenses. You determine your monthly contributions to these plans, not to exceed the IRS calendar and plan year maximums. If you elect to participate in a FSA and want to continue your participation, you will need to re-enroll each year during the annual open enrollment period.

Aflac Supplemental Insurance Policies

We offer policies including Accident Insurance and Short Term Disability administered by Aflac. You may pay the full monthly premiums through payroll deduction, and most policies are paid for with pre-tax dollars.

Parking & Commuting Benefits

We offer convenient onsite parking facilities at the Main Campus in downtown Everett. Most employees can pay for monthly parking garage fees using pre-tax dollars. Other benefits you may qualify for include a monthly incentive to walk or bike to work, discounted parking rates if you carpool or vanpool, and an ORCA passport card.

Training & Education Benefits

We offer a wide range of training opportunities including professional development, retirement and wellness courses. Education leave with pay may be granted and tuition reimbursement may be available subject to prior approval.

Other Benefits

Dell and Verizon wireless discounts, Microsoft Office Home Use Program, bike locker, showers, medical room, and café at the Main campus.

Healthcare premiums: Section 125 of the IRC allows most employees to pay healthcare premiums using pre-tax dollars. Premiums are deducted in advance on a semi-monthly basis on the 22nd and 7th of each month, and costs will vary depending on the plans you select, your work rules/union affiliation, coverage, and/or your Full Time Equivalency (FTE). You are considered to be full-time if you work 35+ hours per week. You are part-time if you work between 20-34 hours per week and you will pay pro-rated monthly premiums based on your FTE for medical, dental, vision, and basic life insurance.

Exclusions/Notes: ¹ LTD - Airport Firefighters and Sheriffs represented by the DSA or SOMT are not eligible for this LTD insurance, as other LTD coverage is available through your union. ² Basic Life and AD&D Insurance - Sheriffs represented by the DSA or SOMT are covered for \$60,000 in basic and \$20,000 in AD&D; other groups of employees are eligible for \$20,000 in AD&D. ³ Vacation accruals - accruals provided in this summary do not apply to Airport Fire Fighters and Sheriffs represented by the DSA or SOMT; refer to [Collective Bargaining Agreements](#) for leave accrual policies.

This summary contains a brief description of benefits. If there is any discrepancy between this summary and the official [benefit plan documents](#), insurance contracts, Snohomish County Code Chapter [3A.06](#) (Classified employees), County Code Chapter [3.68.060/.070](#) (Management/Exempt), and applicable [Collective Bargaining Agreements](#) (Represented employees) - the official documents will always govern. Call [Human Resources](#) at 425-388-3411 ext. 0 for assistance or visit www.snohomishcountwa.gov/benefits for more information on these benefits.