



# Snohomish County – 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 most 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. Human Resources must receive your application(s) and documentation (i.e., marriage/birth certificates) within 30 days from your date of hire to enroll.

## Health & Wellness Benefits

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### Medical

Choose between Preferred Provider Organization (PPO) medical plans administered by Regence BlueShield and Health Maintenance Organization (HMO) plans administered by Kaiser Permanente. All plans include prescription drug benefits. The employee and the County share the cost of the monthly premiums<sup>1</sup>.

### Dental

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 100% of the monthly premium<sup>1</sup> for regular employees working 35 or more hours per week.

### Vision

We offer one Preferred Provider Organization (PPO) vision plan. The County pays 100% of the monthly premium<sup>1</sup> for regular employees working 35 or more hours per week.

### Flexible Spending Accounts (FSA)

The County offers a 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 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. Participation requires annual re-enrollment to remain in the plan and can be done during the annual open enrollment period.

### AFLAC Supplemental Insurance Policies

The County offers AFLAC policies such as Accident, Cancer, Hospital, and Short-Term Disability administered by NW Benefit Advisors. You the monthly premiums can be taken via payroll deduction, and most policies are paid for with pre-tax dollars.

### Employee Assistance Program (EAP)

The County provides an EAP through Wellspring Family Services. The EAP provides free confidential counseling and referral services to help address work, personal, legal, and financial issues that may appear up in life. You and your dependents are eligible for 3 free one-hour counseling sessions per issue per year.

### Wellness Program

The County offers an employee wellness program that provides a variety of tools including fitness center discounts, classes, and incentive programs. You may also earn incentives for participating in the annual Healthy Habits Program.

## Retirement Benefits

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### Retirement Plans

As a public employee, you will participate in the applicable PERS (Public Employee's Retirement System), LEOFF (Law Enforcement Officer's & Fire Fighters), or PSERS (Public Safety Employee's Retirement System) plan administered by Washington State Department of Retirement Systems (DRS). Participation is required for eligible employees. We encourage new or prospective employees to review the information about these plans on the DRS website at [www.drs.wa.gov/new](http://www.drs.wa.gov/new).

### Deferred Compensation 457(b) Plans

The County also offers an optional Deferred Compensation 457(b) retirement savings plans administered by Nationwide. Traditional (pre-tax) and Designated Roth (after-tax) options are available. Many employees are also eligible to receive a matching contribution made by the County, which may vary depending on your work rules and/or union affiliation.

## Life Insurance & LTD Benefits

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### Long Term Disability (LTD)

The County provides Long Term Disability (LTD) insurance administered through The Hartford. LTD is income protection insurance in the event you become disabled and unable to continue to perform your occupation. The benefit provides up to 60% of your covered monthly earnings, not to exceed \$7,500 a month. There is a 90-day waiting period before receiving benefits. The County 100% of the monthly premium for regular employees working 20 or more hours per week. Note: Airport Firefighters and Sheriffs represented by the DSA or SOMT are not eligible for this LTD insurance, as other LTD coverage is available through the respective unions.

### Basic Life Insurance and AD&D

The County provides employee Basic Term Life and Accidental Death and Dismemberment (AD&D) Insurance administered through The Hartford. The County pays 100% of the premium for employees working 35 or more hours per week. Coverage amounts vary depending upon your assignment and/or union affiliation:

- Most County Employees: \$40,000 Basic Life / \$40,000 AD&D.
- Sheriffs represented by the DSA or SOMT: \$60,000 Basic Life / \$20,000 AD&D
- Corrections represented by the Guild/Teamsters & Airport Fire Fighters: \$40,000 Basic Life / \$20,000 AD&D

### Supplemental Life & AD&D

The County also offers Supplemental Life & AD&D Insurance administered through The Hartford. Premiums for enrolled coverage are paid by the employee. Newly eligible employees and dependents are eligible for a Guarantee Issue (GI) Life Insurance, which is the amount of coverage not subject to Evidence of Insurability. Coverage limitations may apply.

Benefit	Coverage Maximum	Monthly Cost	Enrollment Limits
Employee Life	\$500,000	Based on age/coverage	Anytime. <sup>2</sup>
<i>Employee Life – GI</i>	\$200,000	Based on age/coverage	New Hire/Qualifying Event
Spouse Life	\$250,000	Based on age/coverage	Anytime. <sup>2</sup>
<i>Spouse Life – GI</i>	\$30,000	Based on age/coverage	New Hire/Qualifying Event
Child(ren) Life	\$5,000 or \$10,000	Flat \$.50 or \$1.00	Anytime.
AD&D – Employee	\$250,000 <sup>3</sup>	\$.03 x every \$1,000	Anytime.
AD&D – Family	\$250,000 <sup>3</sup>	\$.05 x every \$1,000	Anytime.

## Leave & Holidays

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### Holidays

The County observes 11 paid holidays annually. Full-time classified employees will also earn 2 floating holidays annually in January of each year. New employees hired after June 30th will earn 1 floating holiday for that year. Floating Holidays must be used in the calendar year they are earned, or they are forfeited.

### Vacation & Sick Leave (Classified Employees Only)<sup>1</sup>

Classified full-time employees will accrue monthly Vacation and Sick leave upon hire. Sick leave accrues at a rate of 8 hours per month, and Vacation accrual amounts vary based upon an employee's assigned Collective Bargaining Agreement (Union) or applicable section of County Code (Non-Represented). Monthly Leave accruals will be pro-rated for employees working less than 40 hours per week, including part-time or those on leave without pay. Please refer to your applicable [Bargaining Agreement](#) or [County Code](#) for additional information.

### Leave with Pay (Management Exempt Employees Only)

Employees hired into a position governed by County Code Chapter 3.68 Exempt Personnel are granted leave with pay days based on the number months of County service completed in a Management Exempt position as of January 1<sup>st</sup> of each year. The days initially granted when newly hired will be pro-rated based on your date of hire or entry into an eligible position. Leave with pay is granted starting at 25 days per year up to 40 days per after 37 months of completed service.

## Other Employee Benefits

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### 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 via payroll deduction. Other commuting benefits available 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

The County offers 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, AT&T, and Verizon wireless discounts, Microsoft Office Home Use Program, bike locker, showers, medical room, and café at the Main campus.

<sup>1</sup>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 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 full-time if you work 35+ hours per week. You considered part-time if you work between 20-34 hours per week and will pay pro-rated monthly premiums based on your FTE for medical, dental, vision, and basic life insurance.

<sup>2</sup>Amounts requested above the GI, or outside a GI enrollment window will be subject to underwriting and approval by the Hartford.

<sup>3</sup>Sheriff Deputies, Sergeants, Captains, & Lieutenants are limited to a maximum of \$75,000 in AD&D Coverage.

Disclaimer: This summary contains a brief description of benefits. If there is any discrepancy between this summary and the official benefit plan documents, summary plan descriptions, insurance contracts, [Snohomish County Code Chapter 3A.06](#) (Classified employees), [County Code Chapter 3.68.060/.070](#) (Management/Exempt), or applicable [Collective Bargaining Agreements](#) (Represented employees) - the official documents will always govern.