

City of Snoqualmie

**Benefits Program**

**Non-Represented Group:**

Management & Professionals

**Proposed**

Beginning January 1, 2023

Benefit Type	Description	Budget Impact	
Medical Insurance	AWC Benefit Trust Providing BCBC HealthFirst 250 Plan and Kaiser Plan	No Plan changes; routine premium increases included in proposed budget	
Dental Insurance	AWC Benefit Trust Providing Delta Dental Plan F	No Plan changes; routine premium increases included in proposed budget	
Vision Insurance	AWC Benefit Trust Providing VisionPlus Plan	No Plan changes; routine premium increases included in proposed budget	
Life Insurance	AWC Benefit Trust Providing Standard Life Plan \$10,000	No Plan changes; routine premium increases included in proposed budget	
Long-term Disability Insurance	AWC Benefit Trust Providing Standard LT DI Plan 60%/90 day	New Plan	\$ 17,500
Short-term Disability Insurance	TBD Plan Providing Plan 60%/7 day	New Plan	\$ 6,200
Medical Opt Out Program	50/50 Premium Cost sharing with employees who opt out of medical coverage due to coverage available from other provider	New Program; max of 25% of eligible employees may participate-estimate 10% of employees to participate initially	\$ (75,000)
Comp Time Leave	Current leave accrual based on 1 for 1 hour of time worked over 40 hours; Max accrual at any month 40 hours; No carryover of hours at year end; Payout of full balance upon termination	Eliminate leave program as this employee group is salaried and exempt from FLSA	Unfunded liability
M&P Leave	Proposed executive leave program to replace comp time leave ; No carryover of hours at year end; Leave days range 8 to 16	New Program - Transition from Comp Time tracking	Unfunded liability
Vacation Leave	Current leave accruals based on years of service; Max accrual 2x employees service; Payout of full balance upon termination	Transition to PTO	Unfunded liability
Sick Leave	Current leave accrual 8 hours per month; Max accrual 720 hours; No payout of leave upon termination	Transition to PTO	Unfunded liability
Paid-Time Off (PTO)	Proposed flexible leave for time off; accruals based on years of services; Max accrual 760 Director; 680 Manager & Professional; Payout of full balance with years of services	New Program - Transition from Vacation & Sick Leave	Unfunded liability