



BUSINESS OF THE CITY COUNCIL CITY OF SNOQUALMIE

AB22-156
November 14, 2022
Discussion

AGENDA BILL INFORMATION

TITLE:	Benefits for Non-Represented Management & Professional Employee Group	<input checked="" type="checkbox"/> Discussion Only
PROPOSED ACTION:	Approve Resolution (provided at later date) establishing Benefits for non-represented management & professional employees	<input type="checkbox"/> Action Needed: <input type="checkbox"/> Motion <input type="checkbox"/> Ordinance <input type="checkbox"/> Resolution

REVIEW:	Department Director/Peer	Jen Ferguson	10/10/2022
	Finance	Drew Bouta	10/12/2022
	Legal	Bob Sterbank	10/12/2022
	City Administrator	Mike Sauerwein	10/12/2022

DEPARTMENT:	Human Resources		
STAFF:	Jen Ferguson, Finance & HR Director		
COMMITTEE:	Finance & Administration	COMMITTEE DATE: November 8, 2022	
MEMBERS:	James Mayhew	Cara Christensen	Bryan Holloway
EXHIBITS:	1. Proposed Benefits Matrix for Non-Represented Management & Professional Employee Group		

AMOUNT OF EXPENDITURE	\$ n/a
AMOUNT BUDGETED	\$ n/a
APPROPRIATION REQUESTED	\$ n/a

SUMMARY

INTRODUCTION

The purpose of this agenda bill is for Council consideration and approval of the fringe benefits package for non-represented management & professional employees. The AB is a partner to AB22-76: 2023-2024 Biennial Budget.

LEGISLATIVE HISTORY & BACKGROUND

The City Council approves compensation, such as a salaries, for non-represented and represented employees either through the approval of an annual resolution for the non-represented group or through the approval of a collective bargaining agreement for represented employees. Fringe benefit packages are part of compensation and the Administration has reviewed those benefits as part of the 2023-2024 biennial budget development and has proposed modifications to the overall insurance coverages offered, as well as, the leave programs. The city is currently in the process of studying salary and benefits and has contracted with GovHR in 2022. The study includes the comparison of benefits.

ANALYSIS

The City provides fringe benefits to employees which include medical, dental, vision, and life insurance, Health Reimbursement and Flexible Spending Accounts, Employee Assistance Program, the required contributions to the Public Employees Retirement System, a Deferred Compensation Program contribution match. Additionally, the city offers vacation, sick and other paid and unpaid leave programs.

As an employee recruitment and retention tool, changes to the fringe benefits program for non-represented employees include (See Exhibit 1):

- Add Long-term and Short-term Disability insurance coverage. The City is the only one in the region who does not offer this type of insurance coverage.
- Offer an Opt-out Medical Plan Cost Share program to employees who may have coverage through another provider or source. This program would share the cost of the savings with the employee but also serves as an overall avenue to reduce the cost of benefits.
- Eliminate Comp-time hourly accrual tracking for salaried employees who are exempt from FLSA.
- Add Management & Professionals Leave Program to provide a set amount of leave each year to acknowledge the extra and significant hours that management and professional staff spend in meetings.
- Eliminate separate Vacation Leave and Sick Leave Program
- Add Paid-Time-Off (PTO) Leave Program to replace vacation and sick leave accrual program and allow for a flexible leave program for any purpose.

BUDGET IMPACTS

Proposed benefit adjustments are included in the 2023-2024 Biennial Budget except for the new opt-out medical plan program which would have a positive impact on ending fund balances.

NEXT STEPS

This Agenda Bill is a partner bill with AB22-076: 2023-2024 Biennial Budget which is adopted through an Ordinance of the City Council. The Benefits Programs are planned for final approval November 28, 2022 along with the budget adoption.

PROPOSED ACTION

None at this time.