



EMPLOYEE BENEFITS

Management & Professionals

The City of Snoqualmie offers generous employee benefits packages, competitive wages and salaries, and a dedication to work/life balance. Our employment priorities are to provide a healthy work environment, employee well-being, and support of personal and professional growth. Full and pro-rated benefits available.

HEALTHCARE & LEAVE BENEFITS

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| <input type="checkbox"/> MEDICAL & PRESCRIPTION

100% paid premiums for employee and dependents. <ul style="list-style-type: none">✓ Regence 250 (PPO)✓ Kaiser 200 (HMO)✓ Express Scripts Pharmacy Home Delivery | <input type="checkbox"/> FLEXIBLE SPENDING ACCOUNT (FSA)

Optional Flexible Spending Accounts to save pre-tax dollars to pay for qualified medical expenses. <ul style="list-style-type: none">✓ Limited Health Care FSA✓ Day Care FSA✓ Health Care FSA |
| <input type="checkbox"/> DENTAL & ORTHODONTIA

100% paid premiums for employee and dependents. <ul style="list-style-type: none">✓ Delta Dental of Washington | <input type="checkbox"/> PAID TIME OFF (PTO)

PTO accruals based on years of service, plus 11 paid holidays and 2 paid floating holidays per year. |
| <input type="checkbox"/> VISION

100% paid premiums for employee and dependents. <ul style="list-style-type: none">✓ VSP Vision Care | <input type="checkbox"/> LEAVE

Family, medical, military, & jury duty leave available. <ul style="list-style-type: none">✓ Paid Management Leave each year |
| <input type="checkbox"/> OPT-OUT MEDICAL PLAN

Opt-out of Medical Plan and share in savings with proof of other insurance plan <ul style="list-style-type: none">✓ Incentivized monthly stipend | <input type="checkbox"/> EMPLOYEE ASSISTANCE PROGRAM (EAP)

24/7 online and no-cost support, resources, and information for employee and dependents to assist with all of life's challenges. <ul style="list-style-type: none">✓ CompPsych Guidance Resources |
| <input type="checkbox"/> HEALTH REIMBURSEMENT ARRANGEMENT (HRA)

100% funded account set up for employee to reimburse qualified medical expenses. <ul style="list-style-type: none">✓ \$3,000 per employee or \$6,000 per family | <input type="checkbox"/> DISABILITY INSURANCE

Short-term and long-term disability insurance benefits provide supplemental income if employee is disabled or unable to work. |



RETIREMENT SAVINGS & DEFERRED COMPENSATION

☐ **PUBLIC EMPLOYEES' RETIREMENT SYSTEM (PERS)**

Required retirement plan for all public employees, with the option to enroll in either Plan 2 or Plan 3. Both plans offer a lifetime pension benefit.

- ✓ Washington State Department of Retirement Systems (DRS)

☐ **DEFERRED COMPENSATION PROGRAM (DCP)**

Optional tax-deferred savings program for employees.

- ✓ City matches up to \$200 per month
- ✓ Washington State Department of Retirement Systems (DRS) or MissionSquare

☐ **LIFE INSURANCE**

100% paid life insurance for employee.

- ✓ \$50,000 base policy for employee
- ✓ Option to add additional policies for employee or spouse

