

Benefits Highlights

Represented/Union Staff (Dispatchers & Supervisors)



Medical Insurance

SNO911 offers medical coverage options through Regence (PPO) or Kaiser Permanente (HMO) to all full-time employees beginning the 1st of the month following date of hire.

SNO911 pays 85-95% of medical premiums, determined by coverage level (# of enrolled dependents).

Dental Insurance

SNO911 offers dental coverage through Delta Dental to all full-time employees beginning the 1st of the month following date of hire.

SNO911 pays 85-95% of dental premiums, determined by coverage level (# of enrolled dependents).

Vision Insurance

SNO911 offers vision coverage through VSP to all full-time employees beginning the 1st of the month following date of hire.

SNO911 pays 85-95% of vision premiums, determined by coverage level (# of enrolled dependents).

State Pension Plan

Full-time employees are enrolled in the Washington State Department of Retirement System, Public Employees' Retirement Plan (PERS), transitioning to Public Safety Employees' Retirement Plan (PSERS) in June 2024. We do not participate in Social Security.

Life and AD&D Insurance

SNO911 pays 100% of the premiums for employee-only basic life insurance (up to \$50,000 benefit).

Accidental Death and Dismemberment (AD&D) is also included at no cost to the employee.

Coverage effective the 1st of the month following date of hire.

Long-Term Disability Protection

SNO911 employees are provided with LTD of 60% of gross wages after a 90-day waiting period.

The premiums for this coverage are 100% employer-paid (no cost to employee).

Coverage effective the 1st of the month following date of hire.

Employee Assistance Programs (EAP)

SNO911 employees receive access to two separate EAP plans at no cost to the employee.

Paydays

SNO911 employees are paid two times per month via direct deposit, on the 7th and 22nd unless those dates fall on weekends or holidays, in which case pay date may be adjusted by 1 day.

Sabbatical Leave

Regular employees who reach a five-year service milestone will receive 84 hours of paid sabbatical leave awarded on their anniversary date to be used in the 12 months following the employee's anniversary for a single, continuous block of leave or may, at employee's option, be cashed out.

Deferred Compensation & Employer Matching

Employees are given the option of four (4) deferred compensation plans to choose from. SNO911 will contribute 3.5% of the employee's gross monthly wages per month to 1 plan choice.

Employees who elect to contribute to their deferred compensation plan are also eligible to receive up to another 2.9% employer match (match limited to one plan).

All employees are eligible to contribute to a deferred compensation plan, however only full-time employees are eligible for contributions or matching benefits from the employer.

Vacation/Sick Leave (PTO)

SNO911 regular employees will begin accruing 192 hours of PTO (vacation/sick leave combined bank) at the start of employment. This increases to up to 324 hours per year with longevity over time. This rate is pro-rated down for part-time employees.

Holidays

Longevity holidays and Holiday PTO accruals are provided to employees within the restrictions outlined in the Collective Bargaining Agreement.