

Benefits



As Sno-Isle Libraries is committed to the social, cultural and intellectual well-being of the communities we serve, we're just as committed to taking care of our valued staff. We offer a stimulating environment that promotes a healthy attitude towards learning, and a generous benefits package featuring:

Medical, Dental and Vision Coverage

Our health insurance plans are paid by Sno-Isle for all employees working 20 or more hours per week. Employees may also purchase benefits for dependents and domestic partners.

Retirement Savings

Employees working 16 hours per week or more are automatically enrolled in the Washington State Public Employees' Retirement System (PERS). Both Sno-Isle and employees contribute toward PERS retirement benefits.

457 Deferred Compensation Plan

All employees are eligible to participate in this voluntary tax-deferred compensation plan. You can supplement any other retirement benefits you may have by setting aside pre-tax dollars in this retirement savings account.

Life and Accidental Death Insurance

All full-time employees qualify for the group term life insurance benefit equal to one times their annual salary. Employees working 20-39 hours receive \$10,000 in coverage.

Employee Assistance Program

This employer-sponsored program is a confidential counseling assessment and referral service. The EAP offers employees and their families personal and professional counseling, legal and financial consultation services, and more.

Paid Time Off

Full-time employees receive 14 to 24 days of vacation per year, based on years of service, and earn up to 8 hours of sick time per month. Part-time employees accrue pro-rated vacation and sick leave hours based on their weekly allocated hours. Sno-Isle also offers 11 paid holidays per year.

Flexible Healthcare and Daycare Spending Accounts

Employees working 20 hours or more can set aside a portion of their salary on a pre-tax basis to pay for up to \$2,700 in family medical expenses and up to \$5,000 in child care needs.