Health & Welfare Benefits
• Full benefits program including:
  ✓ Medical plans
  ✓ Dental plans
  ✓ Vision plan
  ✓ Basic term life insurance
  ✓ Long-term disability insurance
  ✓ Health care & dependent care flexible spending accounts
  ✓ Accidental death & dismemberment insurance
  ✓ Voluntary term life insurance
  ✓ Domestic partner coverage on selected plans
• On-site flu shots
• Exercise equipment at the Electric Building and the Operations Center
• Health and wellness fairs

Additional Benefits
• Extended sick-leave
• Short-term disability & leave-sharing program
• Ten paid holidays per year
• Twenty-one days of Paid Time Off per year
• Equipment allowance for eligible employees

Savings & Retirement Benefits
• Deferred compensation plans
  ✓ 401(k) plan with employer match (subject to limits)
  ✓ 457 plan (subject to limits)
• Public Employees’ Retirement System (PERS)
• Retirement savings fairs
• Retirement Health Savings Plan
• Access to financial planner

Note: Benefits are available based on eligibility. Snohomish County PUD is not a Social-Security-covered employer.
Programs

- Charitable Giving Program – optional payroll deductions
- Educational assistance
- Employee Assistance Program (EAP)
- Elder-care resource & referral program
- Employee of the Month award & other recognition programs
- Rideshare program
- Savings bond purchase program
- Service award program

Resources & Opportunities

- A weekly employee newsletter and intranet site for up-to-date news about the energy industry and the PUD
- Check-cashing facilities at the Electric Building
- Direct deposit of your paycheck into your bank account(s)
- Free parking (including an annual drawing for a covered parking stall at the Electric Building)
- Great people and a fun working environment
- Discounted book fairs
- On-site deli at the Electric Building and the Operations Center
- Outlet store featuring PUD-logo items
- PUD Employee Association (PUDEA)
- Skill-enhancing employee training for Microsoft Office programs (including Word, Access, Excel, and PowerPoint), and employee training (including diversity, sexual harassment prevention, first aid, workplace violence awareness, drug-free workplace and defensive driving)

This publication includes key features and brief summaries of employee benefits (e.g., medical coverage). If you have questions about specific plan details, contact Employee Resources – Benefits.

If there is any difference between this publication and the insurance contracts or other legal documents, the legal documents/insurance contracts will always govern.

Snohomish County PUD reserves the right to amend or terminate them at any time, for any reason, according to the amendment and termination procedures described in the legal documents/insurance contracts.

This publication is informational in nature and does not create a contract of employment with Snohomish County PUD.

Snohomish County PUD has a continuing commitment to the diversity of its workforce and equal employment. The PUD recruits, hires, trains, promotes and compensates individuals at all levels without regard to race, color, national origin, sex, sexual orientation, religion, creed, ethnic background, marital status, veteran or military status, age (40 years or older), the use of a trained dog guide or service animal, the presence of any sensory, mental, or physical disability, HIV/AIDS/Hepatitis C status, genetics, or any other basis prohibited by local, state or federal laws.