



A Look At What We Offer



Thank you for your interest
in Snoqualmie Valley Health.

We take pride in the benefits package
we provide our team members.

BENEFITS OVERVIEW

MEDICAL

Snoqualmie Valley Health offers you one medical plan with multiple in-network tiers with Snoqualmie Valley Health, Eastside Health and First Choice/First Health providers/network. If a provider is part of one or more networks, claims for the provider will be processed at the most favorable to you.

	SNOQUALMIE VALLEY HEALTH	EASTSIDE HEALTH NETWORK	FIRST CHOICE OR FIRST HEALTH NETWORK
ANNUAL DEDUCTIBLE			
Individual	\$1,500	\$1,500	\$3,000
Maximum per family	\$3,000	\$3,000	\$6,000
OUT-OF-POCKET MAXIMUM			
Individual	\$4,000	\$4,000	\$6,900
Maximum per family	\$8,000	\$8,000	\$13,800
PREVENTIVE CARE			
Routine Exam	Covered at 100%		
Laboratory Services	Covered at 100%		
PHYSICIAN SERVICES	Primary Specialist	Primary Specialist	Primary Specialist
Office Visits	\$0 \$0 copay	\$25 \$35 copay	\$35 \$45 copay
Inpatient	\$0 \$0 copay	\$25 \$35 copay	\$35 \$45 copay
OUTPATIENT X-RAY/ LAB SERVICES	Deductible, then 10%	Deductible, then 15%	Deductible, then 20%
EMERGENCY SERVICES	\$150 copay, deductible waived, then 10%		
URGENT CARE	\$50 copay	\$50 copay	\$65 copay
HOSPITAL SERVICES			
Inpatient and Outpatient	Deductible, then 10%	Deductible, then 15%	Deductible, then 20%
OUTPATIENT REHABILITATION			
25 visits per calendar year, combined with physical, occupational and speech	\$0 copay	\$35 copay	\$45 copay
MENTAL HEALTH OUTPATIENT	\$0 copay	\$25 copay	\$35 copay
SPINAL MANIPULATIONS			
20 visits per calendar year	Deductible, then 10%	Deductible, then 15%	Deductible, then 20%
ACUPUNCTURE			
20 visits per calendar year	\$0 copay	\$35 copay	\$45 copay

Health Reimbursement Account (HRA) – We help you with your medical expenses!

Health Reimbursement Account (HRA) allows Snoqualmie Valley Health to set aside funds for you to spend on qualified medical expenses. Money not used in one calendar year can be rolled over from year-to-year up to \$500. The maximum amount that you can accumulate in your HRA is based on your enrollment level (Employee Only: \$3,000 / Employee + Family: \$6,000). Snoqualmie Valley Health will contribute the following amounts to each employee's account for 2025:

INDIVIDUAL	FAMILY
\$500 (Full Time Employee)/\$250 (Part Time Employee) Up to \$150 of the individual amount may be used for dental and vision expenses	\$1,000 (Full Time Employee)/ \$500 (Part Time Employee) Up to \$150 of the individual amount may be used for dental and vision expenses

DENTAL

Snoqualmie Valley Health offers the choice of two dental plans; a Core and Buy-Up dental plan through Delta Dental of Washington.

The core plan has a \$1,500 annual maximum; the buy-up \$2,000, each plan pays 100% for preventive services, 80% basic services, 50% for major services, and the buy-up plan has an orthodontia benefit for both adults and children. A \$50 deductible applies to both basic and/or major services.

VISION

Snoqualmie Valley Hospital offers a network vision plan through Vision Service Plan (VSP). Our in-network benefits cover eye exams once per year after a \$20 copay; frames up to \$160, lenses covered in full (lens copay combined with the eye exam copay) every other year.

COST OF COVERAGE

	1.0 to .75 FTE	.74 to .50 FTE	1.0 to .75 FTE	.74 to .50 FTE
	EE Pays Per Month	EE Pays Per Month	EE Pays Per Month	EE Pays Per Month
	MEDICAL		VISION	
Employees	\$0.00	\$431.75	\$0.00	\$3.66
EE & SP/DP	\$279.02	\$1,376.25	\$3.04	\$10.24
EE & Children	\$167.20	\$998.42	\$1.36	\$6.61
EE & Family	\$446.44	\$1,942.92	\$4.38	\$13.16
	1.0 to .75 FTE	.74 to .50 FTE	1.0 to .75 FTE	.74 to .50 FTE
	EE Pays Per Month	EE Pays Per Month	EE Pays Per Month	EE Pays Per Month
	DENTAL (Non-Ortho Core Plan)		DENTAL (Ortho Plan)	
Employees	\$0.00	\$17.55	\$8.99	\$26.54
EE & SP/DP	\$33.32	\$55.87	\$51.29	\$73.84
EE & Children	\$33.32	\$55.87	\$51.29	\$73.84
EE & Family	\$76.49	\$99.04	\$103.46	\$126.01

LIFE/AD&D BENEFITS

Snoqualmie Valley Health provides a Basic Life/AD&D plan that is equal to 1x your basic annual earnings up to \$500,000 benefit for full-time employees. We are proud to provide this benefit at no cost to you. Enrollment in this plan is automatic, but we do require you designate a beneficiary.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Our EAP through First Choice and Talkspace provides you and your family with free counseling support for relationship issues, depression and more. From checking off daily tasks to working on more complex issues, our EAP offers a variety of resources, tools and services.

FLEXIBLE SPENDING ACCOUNT (FSA)

Our Flexible Spending Accounts (FSAs) help employees save up to 40% on health and dependent care expenses. Health care FSAs are used to pay for prescription drugs, copays, deductibles, and other out-of-pocket costs. Dependent care FSAs are great options to save and pay for childcare.

TRAVEL ASSISTANCE & ID THEFT PROTECTION SERVICES

You and your family have access to worldwide medical emergency assistance from Assist America whenever you travel 100+ miles from home. Travel assistance does NOT replace your medical insurance. Identity Protection, is a program offered by Axa Assistance that helps prevent theft of an employee's personal data, and restores its integrity if it is used fraudulently.

DIGITAL ESTATE PLANNING

You can create key estate planning documents online in as little as 15 minutes. Documents include Last Will and Testament, Advance Healthcare Directive (Living Will) and Durable Financial Power of Attorney at no charge.

