

At the YMCA of Orange County, we are committed to our employees. We offer exceptional benefits including medical, dental, and vision insurance options for full-time staff, retirement, YMCA membership, paid time for training and many opportunities for career and personal growth.

Benefits Offered to All Employees*	Effective Upon Date Of Hire
Retirement Programs - Company contribution	11% contribution fully funded by employer after 2 years of service.**
Voluntary retirement option – 403B	Eligible to enroll on your first day of employment. Contributions are deducted from your paycheck before taxes.
Complimentary use of all YMCA facilities	Employee granted access to fitness facilities at no charge.
Program Discounts	50% - 100% discount on Child Care and up to 20% discount on Programs.
Social Security (Federal)	Benefits paid for retirement and disability.
California State Disability Insurance	Benefits paid when employee is unable to work due to non-occupational illness or injury.
Direct Deposit	Immediate electronic transfer of paycheck available.
Employee Assistance Program (EAP)	We can provide information and resources to help you and your household members deal with a variety of issues. The EAP offers confidential services by experienced counselors such as Relationship, Marital, or Family Issues, Child Care and Senior Care needs, Alcohol/Drug Abuse, or Loss or Grief. Services are available in-person, by phone, or online.
Pet Insurance	VPI Pet Insurance offers health and accident insurance for a variety of pets.

\* Details including eligibility requirements contained in Employee Handbook.

\*\* Must work 1,000 hours in each of the two years and be 21 years of age.

Equal Opportunity Employer

## Additional Benefits Offered to Full-Time Employees

Vacation	From 13 to 23 days per year (depending on years of service) with optional annual vacation buyout plan.
Holidays	7 designated paid holidays per year.
Health Insurance	2 Medical options 2 Dental options Vision Life insurance/Accidental Death & Dismemberment Insurance Short Term Disability (STD) / Long Term Disability (LTD)/Whole Life Up to 100% of benefit premium paid by company
Sick Pay	5 Days / 40 hours per year.
Upgraded Family Membership	Employee and immediate family allowed use of facility.
Flexible Spending Accounts	The Dependent Care & Health Care Flexible Spending Account allows you to set aside before-tax dollars to pay for certain eligible dependent care expenses.