

YMCA of Orange County

Employee Benefits Summary **(Full-Time Employees)**

Refer to Employee Handbook for Further Details

Employee Benefit	Explanation	Eligibility	Coverage Effective Date	Administrator
Medical Insurance	Choice of medical coverage for employees and their eligible dependents. Both PPO and HMO plans are offered to eligible staff.	Full-time	First of the month following 30 days of continuous employment.	Anthem Blue Cross
Dental Insurance	Dental coverage for employees and their eligible dependents. Both PPO and HMO plans are offered to eligible staff.	Full-time	First of the month following 30 days of continuous employment.	Assurant
Vision Insurance	Vision coverage for employees and their eligible dependents.	Full-time	First of the month following 30 days of continuous employment.	Vision Service Plan (VSP)
Flexible Spending Accounts	Dependent Care: Pre-tax deduction for qualified dependent care expenses; maximum of \$5,000 for 2017. Health Care: Pre-tax deduction for qualified medical expenses; maximum of \$2,600 for 2017.	Full-time	First of the month following 30 days of continuous employment.	Igoe
Long Term Disability (LTD)	Employee can receive a monthly disability benefit if a disability persists over 90 days.	Full-time	First of the month following 30 days of continuous employment.	YMCA of Orange County

Basic Life and AD&D Insurance	Employer paid group-term life insurance for employees. The policy pays 1(x) your annual salary to a maximum of \$200,000.	Full-time	First of the month following 30 days of continuous employment.	Mutual of Omaha
Supplemental Life Insurance	Employees may elect from 1-5(x) their basic annual earning up to a maximum of \$300,000.	Full-time	First of the month following 30 days of continuous employment.	Mutual of Omaha
YMCA Retirement Fund	The YMCA automatically contributes eleven percent (11%) of an employee's compensation to the YMCA Retirement Fund upon eligibility. Participants are fully vested upon enrollment.	Full-time	First of the month after satisfying the following: <ol style="list-style-type: none"> 1. Two (2) years of employment; and 2. Completion of one thousand (1,000) hours of employment in any two (2) years; and 3. Having reached a minimum age of twenty-one (21) years. 	YMCA of Orange County
403(b) Smart Account	Employee contributions are deducted from paycheck on a pre-tax basis. Contributions are maintained by employee.	Full-time	Upon hire date.	YMCA of Orange County
Sick Leave	All employees who work thirty (30) or more days in California within twelve months of their day of employment are eligible for paid sick time, regardless of status. Employees can use paid sick leave after ninety (90) days of employment.	Full-time	Full-time employees will earn 5 days/40 hours of sick per year. New hire, or rehire, full-time employees hired January 1 st - June 30 th will receive a grant of 5	YMCA of Orange County

Sick Leave (cont.)			days/40 hours of sick leave upon hire. Employees hired July 1 st - December 31 st will receive an annual grant of 3 days/24 hours of sick leave upon hire.	
Vacation	Regular full-time employees accrue vacation based upon years of service. **Please see Employee Handbook for Accrual information.	Full-time	Accruals begin upon hire date and accrue each pay period.	YMCA of Orange County
Holiday Pay	Employees are provided with 7 paid holidays each year.	Full-time	Upon hire date.	YMCA of Orange County
Pet Insurance	Employee receives discounted rates for household pet insurance.	Full-time	Upon hire date.	VPI
Employee Memberships and Program Discounts	Upon request, employee and immediate family members residing in the same household are allowed use of any YMCA Facility. All employees are allowed individual use of any YMCA fitness facility at no charge.	Full-time	Upon hire date.	YMCA of Orange County
Employee Entertainment Discounts	Access to discounts at local amusement parks and other entertainment activities.	Full-time	Upon hire date.	FunEx.com
The Employee Assistance Program (EAP)	Free resources and counseling services provided to employee and family members	Full-time	Upon hire date.	Mutual of Omaha

Employee Benefits Summary (Part-Time Employees)

Refer to Employee Handbook for Further Details

YMCA Retirement Fund	The YMCA automatically contributes eleven percent (11%) of an employee's compensation to the YMCA Retirement Fund upon eligibility. Participants are fully vested upon enrollment.	Part-time	First of the month after satisfying the following: <ol style="list-style-type: none"> 1. Two (2) years of employment; and 2. Completion of one thousand (1,000) hours of employment in any two (2) years; and 3. Having reached a minimum age of twenty-one (21) years. 	YMCA of Orange County
403(b) Smart Account	Employee contributions are deducted from paycheck on a pre-tax basis. Contributions are maintained by employee.	Part-time	Upon hire date.	YMCA of Orange County
Sick Leave	All employees who work thirty (30) or more days in California within twelve months of their day of employment are eligible for paid sick time, regardless of status. Employees can use paid sick leave after ninety (90) days of employment.	Part-time	Full-time employees will earn 5 days/40 hours of sick per year. Part-time employees accrue one (1) hour of sick per every 30 hours worked. Maximum paid sick time which can be used in a year is 3 days/24 hours.	YMCA of Orange County

Pet Insurance	Discounted insurance rates.	Part-time		VPI
Employee Memberships and Program Discounts	All employees are allowed individual use of any YMCA fitness facility at no charge.	Part-time	Upon hire date.	YMCA of Orange County
Employee Entertainment Discounts	Access to discounts at local amusement parks and other entertainment activities.	Part-time	Upon hire date.	FunEx.com
The Employee Assistance Program (EAP)	Free resources and counseling services provided to employee and family members.	Part-time	Upon hire date.	Mutual of Omaha