



# EMPLOYEE BENEFITS

YMCA OF ORANGE COUNTY • YMCA OF RIVERSIDE COUNTY • YMCA OF EAST SAN GABRIEL VALLEY • YMCA OF POMONA VALLEY

## All Employees



### Teladoc Health Services\*

Virtual care solution  
Eligibility: all employees



### Voluntary Cigna Plans

Accident Plan 1, Accident Plan 2, Critical Illness Plan,  
Hospital Stay Plan  
Eligibility: all employees



### YMCA Retirement Fund\*

401(a) defined contribution church pension plan paying 11% of  
your salary  
Eligibility: all employees



### 403(b) Smart Savings Account

Employee contributions deducted from paycheck pre-taxed  
Eligibility: all employees



### Employee Assistance Program (EAP)\*

Free resources and counseling services provided to employee and  
family members  
Eligibility: all employees



### Pet Insurance

Discounted rates for household and exotic pets  
Eligibility: all employees



### Employee Memberships & Program Discounts\*

Individual use of any YMCA fitness facility at no charge  
Eligibility: part-time employees



### Employee Entertainment Discounts

Access to discounts at local amusement parks and other  
entertainment activities  
Eligibility: all employees



### Sick Leave\*

Employees that work 30+ days within 12 months are eligible; paid  
sick leave can be used after 90 days of employment  
Eligibility: all employees



### Child Care Services\*

Up to 50% discount  
Eligibility: all employees

## Full-Time Employees



### Medical Insurance

3 medical HMO plan options, 1 medical PPO plan option  
Eligibility: full-time staff and their eligible dependents



### Dental Insurance

1 dental DMO plan, 1 dental DPPO plan  
Eligibility: full-time staff and their eligible dependents



### Vision Insurance

1 vision PPO plan  
Eligibility: full-time staff and their eligible dependents



### The Difference Card\*

Extra funds from YMCAOC to help reduce out-of-pocket expenses  
Eligibility: full-time staff and their eligible dependents



### Flexible Spending Accounts Health Care

Pre-tax deduction for qualified medical expenses  
Eligibility: full-time staff and their eligible dependents



### Flexible Spending Accounts Dependent Care

Pre-tax deduction for qualified medical expenses  
Eligibility: full-time staff and their eligible dependents



### Basic Life and AD&D\*

Employer paid life insurance for employees  
Eligibility: full-time staff



### Long Term Disability (LTD)\*

Monthly disability benefit if a disability persists over 90 days  
Eligibility: full-time staff



### Voluntary Life and AD&D

Employee, Spouse, Child  
Eligibility: full-time staff and their eligible dependents



### Employee Memberships & Program Discounts\*

Use of any YMCA facility and discounts on YMCA programs  
Eligibility: full-time staff



### Vacation\*

Accrue vacation based upon years of service  
Eligibility: full-time staff



### Holiday Pay\*

9 paid holidays each year  
Eligibility: full-time staff



### Child Care Services\*

Up to 100% discount for Child Care Directors, Site Leads,  
Administrators and Leadership Team  
Eligibility: full-time staff

\*Employer paid