



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



Program Discounts

Receive a discount on all of our program registration fees
Eligibility: all employees



Free Fitness Memberships

Individual use of any YMCA fitness facility at no charge Eligibility: all 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 100% discount Eligibility: all employees
*temporary benefit

PLUS MORE!

Full-Time Employees



Medical Insurance

3 medical HMO plan options, 1 medical PPO plan option Eligibility: full-time staff and their eligible dependents *Employee/employer paid



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



HRA

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*

7 paid holidays + 2 floating 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