

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- 403(B)	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% tuition discount on Child Care and up to 20% discount on branch programs
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.
Sick Pay- Part-time employees	3 days/ 24 hours***
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.

*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 to become eligible.

***Part-time employees accrue 1 hour of Sick Pay for every 30 hours worked. Eligible to use sick pay after completing 90 days of employment with the company.

Additional Benefits offered to Full-Time Employees	
Vacation	13 to 23 days per year (depending on years of service) with optional annual vacation buyout plan
Holidays	9 designated paid holidays per year
Sick Pay	5 days/ 40 hours per year
Medical Benefits	2 Medical Options 2 Dental options Vision Life and Accidental Death and Dismemberment Insurance Short Term Disability (STD)/Long Term Disability/Whole Life
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.