



# OUR EMPLOYEE BENEFITS PROGRAM

York College of Pennsylvania provides a comprehensive benefits package that includes choices designed to meet your benefit needs. We work hard to offer plans that are affordable and responsive to your lifestyle. Your benefits are the College’s way of saying “thank you” for your commitment and dedication. Our benefit plans include:

- Freedom of plan selection and doctor choice
- Tax advantages through pre-tax payroll deductions
- Competitive cost sharing for the 2024-2025 Cost Sheet

## Medical Benefits

There are two medical plan options offered through Highmark BlueShield, and prescription drug coverage through Optum Rx. Both plans include two levels of in-network coverage: the Enhanced Value and the Standard Value, with the Enhanced Value offering lower out-of-pocket costs.

- **Choice Blue PPO Plan** includes lower deductibles and out-of-pocket amounts with higher employee contributions;
- **Choice Blue HDHP Plan** includes higher deductibles and out-of-pocket amounts with lower employee payroll contributions.

A Health Savings Account (HSA) is available to you if you are enrolled in a high deductible health plan. HSAs are tax-advantaged savings accounts for qualified medical expenses. If you are enrolled in the Choice Blue HDHP Plan, York College will make an initial contribution to your HSA.

BENEFIT (IN-NETWORK ONLY)	Choice Blue PPO		Choice Blue HDHP	
	In-Network Enhanced Value	In-Network Standard Value	In-Network Enhanced Value	In-Network Standard Value
<b>Annual Deductible</b> Individual / Family	\$150 / \$300	\$300 / \$600	\$1,600 / \$3,200	\$2,000 / \$4,000
<b>Coinsurance</b>	100%	95%	100%	95%
<b>Total Max Out-of-Pocket</b> Individual / Family	\$4,000 / \$8,000		\$4,000 / \$8,000	
<b>Office Visits – Primary Care</b>	100% after \$20 copay	95% after \$20 copay	100% after deductible	95% after deductible

Medical Waiver Bonus: If you waive medical/prescription coverage, you will receive a per pay waiver bonus. Please note you are required to provide evidence of other medical coverage.

Looking for more details around the plans being offered? Click here to access the full Highmark Blue Shield Benefit Summaries:

[Choice Blue PPO Plan](#)

[Choice Blue High Deductible Health Plan](#)



## Dental Benefits

There is one dental plan option offered through Delta Dental—a Dental PPO Plan. The Dental PPO Plan provides comprehensive dental coverage and includes orthodontia coverage for children and adults. [Click here](#) to access the full Delta Dental PPO Benefit Summary.

## Vision Benefits

The vision plan offered through NVA provides comprehensive coverage for exams and eyewear. [Click here](#) to access the full NVA Benefit Summary.

## Basic Life and AD&D Insurance

This company-paid coverage provides employees with equal amounts of life and AD&D coverage of one and a half times (1.5x) annual basic earnings up to \$150,000 through Cigna/New York Life. Employees may also purchase additional voluntary life and AD&D coverage.

## Disability Benefits

Short-term and long-term disability benefits are provided to full-time employees by York College at no cost to you.

## Flexible Spending Accounts

York College allows employees to redirect a portion of their pay, through pre-tax pay roll deductions into Flexible Spending Accounts (FSAs). There are three FSA options available to you:

1. Health Care FSA for eligible medical, dental and vision expenses (cannot be used in conjunction with Health Savings Account)
2. Limited Purpose FSA for eligible dental and vision expenses only (can be used with in conjunction with Health Savings Account)
3. Dependent Care FSA for eligible dependent day care expenses.

## Retirement Savings Plan

The 403(b) Plan through TIAA is available for payroll periods beginning on or after the date the employee first completes one hour of service. The plan includes voluntary pre-tax employee contributions and an employer match component. Employer match component is dependent on employee eligibility. York College currently matches \$1 for \$1 up to 4%, however if you contribute 5% the College will contribute 8%.



## Vacation Time

**For a New Staff Employee**, vacation is accrued at a rate of 5/6 day per full month of service, or a total of 10 days after 12 months. Maximum accrued vacation allowable in this case would be 15 days after 18 months worked.

Full Years of Service	Vacation Days
1 - 3	10
4 - 9	15
10 +	20

**For a New Administrative Employee**, vacation is accrued at a rate of 9.375 hours per month of service, or a total of 15 days after 12 months. Maximum accrued vacation allowable in this case would be 22.5 days after 18 months worked.

Full Years of Service	Vacation Days
1 - 4	15
5 - 9	20
10 +	22

## Other Benefits:

- Employee Assistance Program (EAP)
- Voluntary Group Legal Plan
- Voluntary Credit Monitoring and Identity Theft Insurance
- Voluntary Long Term Care Insurance
- Voluntary Supplemental Insurance
- Holidays
- Sick Time
- Tuition Exchange and Remission Program
- Tuition Discount at York Country Day School
- Credit Union Membership
- Access to Grumbacher Sports and Fitness Center and the Schmidt Library
- Free admission to most college athletic and recreation events
- Discounts on-site, including York College Bookstore and Chartwells dining options
- Other discounts (*found on the HR portal*), including technology discounts and a Pet Insurance Program.

*PLEASE NOTE: Eligibility varies by position and line of coverage. For specific details regarding your eligibility for benefits, please contact Human Resource at [benefits@ycp.edu](mailto:benefits@ycp.edu) or 717-815-6871.*