

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 ([Click here](#)) for the 2026-2027 Cost Sheet

Medical Benefits

There are two medical plan options offered through Meritain/Aetna, and prescription drug coverage through Optum Rx. Both plans include in-network and out-of-network coverage.

- **POS Plan** includes lower deductibles and out-of-pocket amounts with higher employee contributions;
- **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 HDHP Plan, York College will make a yearly contribution to your HSA.

BENEFIT Meritain/Aetna	POS PLAN		HDHP PLAN	
	In-Network	Out of Network	In-Network	Out of Network
Annual Deductible Individual/Family	\$250 / \$500	\$1,000 / \$2,000	\$1,700 / \$3,400	\$3,000 / \$6,000
Coinsurance	90%	70%	90% after deductible	70% after deductible
Total Max Out of-Pocket Individual/Family	\$4,500 / \$9,000		\$4,500 / \$9,000	
Office Visits Primary Care	100% after \$25 copay	70% after deductible	100% after deductible	70% 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 the links to access the full Meritain/Aetna Benefit Summaries:

- [POS Plan](#)
- [High Deductible Health Plan-HDHP](#)



Dental Benefits

There is one dental plan option offered through United Concordia. The dental plan provides orthodontia coverage for children and adults. [Click here](#) to access the full United Concordia 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 college-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 for themselves, as well as their spouse and children.

Disability Benefits

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

Flexible Spending Accounts

York College allows employees to redirect a portion of their pay, through pre-tax payroll 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 Universal Life Insurance with Long Term Care benefit
- Voluntary Accident, Critical Illness, and Hospital Indemnity 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 the Spartan Store and campus 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 or 717-815-6871. This Benefits Summary describes the highlights of York College benefits program in non-technical language. Your specific rights to benefits under the plan are governed solely, and in every respect, by the official plan documents, and not the information in this summary.