



**BOYS & GIRLS CLUBS
OF SONOMA-MARIN**

BGCSM offers a comprehensive benefits package to qualifying employees. Employees must work 30 hours per week to be eligible for the elective benefits, except for the 401(k) retirement benefits, which employees over the age of 21, are eligible for after one year and 1,000 hours of employment.

**SUMMARY OF ELECTIVE BENEFITS AVAILABLE TO FULL TIME STAFF
(30 HOURS PER WEEK)**

Benefit type:	Administered Through:	When Eligible:	Club pays:
Medical Insurance	Kaiser Permanente	First of month, after 60 days	Up to 100% of premium for EE
Dental/Vision Insurance	Guardian	First of month, after 60 days	Up to 100% of dental premium for EE
Life Insurance	UNUM	First of month, after 90 days	100% of premium
Long-Term Disability Insurance	UNUM	First of month, after 90 days	100% of premium
401(k) retirement plan	Principal Financial Group	One year and 1,000 hours	Up to 5% match

MEDICAL INSURANCE:

Employees may choose from one of three health plans to enroll in. A 100% BGCSM-paid option is available, or employees may choose from other plans, for which employee contributions vary. *BGCSM does not contribute to the premiums for spouses or dependents.*

DENTAL/VISION INSURANCE:

BGCSM pays 100% of monthly premiums for employees enrolled in the basic dental plan. Employees may upgrade to the “dental plus” plan by paying a small monthly contribution. Vision may be added a la carte and is at the employee’s cost.

LIFE INSURANCE

BGCSM pays 100% of monthly premiums for employees enrolled in the group life insurance plan, which provides \$50,000 in coverage.

DISABILITY INSURANCE:

BGCSM pays 100% of monthly premiums for employees enrolled in the disability insurance plan, which pays up to 66.66% of employee wages.

401(k) RETIREMENT PLAN:

BGCSM will match up to 5% of gross wages deferred by the employee to the plan.