

Planned Parenthood of Greater New York

Benefits Summary

Holidays

- PPGNY observes ten (10) fixed holiday per year – New Year’s Day, Martin Luther King Day, Presidents’ Day, Memorial Day, Juneteenth, Independence Day, Labor Day, Thanksgiving Day and Thanksgiving Friday, and Christmas Day

Floating Holidays

- PPGNY offers 3 floating holidays to be used within the calendar year.

Paid Time Off *

- All benefits-eligible employees (exempt and non-exempt) of PPGNY working 21 or more hours per week are entitled to paid time off based on the schedule below:

Length of Service	Total PTO	Accrual hours per pay
Date of hire up to 1 year	23 days, prorated	6.635 hrs/pay
1 - 3 years	23 days	6.635 hrs/pay
Between 4 and 6 years	25 days	7.212 hrs/pay
Between 7 and 10 years	28 days	8.077 hrs/pay
11+ years	30 days	8.654 hrs/pay

* Regular part-time staff working a minimum of 21 hrs per week earn paid time off on a pro-rated basis.

Extended Illness Bank

- PPGNY offers 10 days annually towards extended illness bank to help employees build up time specifically for use in the event of an extended illness. Maximum of six months of total time off is permitted.

401k Retirement Benefits (Fidelity Investments)

- Employees may contribute up to the maximum amount allowed annually based on IRS guidelines.
- PPGNY offers a Safe Harbor 401(K) non-elective contribution of 4% of the employee’s annual gross earnings after one year of employment and meeting 1,000 hours.

Medical Insurance

- Medical insurance is offered through Empire Blue Cross Blue Shield, with a choice between three plans – EPO, PPO and HDHP (high deductible health plan)
- This benefit is offered on a cost-share basis with employees contributing toward the premium based on a salary scale.
- Individual, Two-person, and Family plans are available, including coverage for domestic partners.
- Discount programs are available for participants, including fitness and healthy bonus programs.

Dental Insurance

- Dental insurance is offered through Delta Dental, with a choice between a PPO Basic or Enhanced plan.
- This benefit is offered on a cost-share basis with employees.
- Individual, Two-person, and Family plans are available, including coverage for domestic partners.

Vision Insurance (through VSP Choice)

- Insurance for well vision exam, prescription glasses, and contacts
- Employees covers 100% of the cost
- Individual, Two-person, and Family plans are available, including coverage for domestic partners.

Other Benefits

- Commuter Benefit Plans – pre-tax transit benefit program that includes both mass transit and/or parking expenses
- Flexible Spending Accounts – pre-tax benefit for eligible medical and/or dependent child care expenses
- Health Savings Account - pre-tax saving account you can use to pay for eligible health expenses even in retirement. Must be enrolled in a high deductible health plan
- Short-Term Disability up to a maximum of \$1,000/week
- Life Insurance in the amount of one times the employee's annual salary
- Employee Assistance Program through LifeWorks
- Tuition Assistance reimbursement up to \$1,500 annually
- Influenza Vaccine Program for all staff
- Employee discount programs through Plum Benefits

Additional ancillary benefits available at 100% cost to employees

- Long-Term Disability (employee only)
- Supplemental Life Insurance for employee, spouse, domestic partner, or dependent children. You may elect coverage up to \$500,000 for employee; up to \$250,000 for spouse/domestic partner (not to exceed 50% of your coverage).