

# EMPLOYEE BENEFITS AT THE Y

Channel Islands YMCA



## All Employees

### Employee Memberships

Family use of any YMCA fitness facility at no charge

### Childcare Services

Up to 20% discount for childcare programs

### Employee Program Discounts

Varies depending on facility and programs

### YMCA Retirement Fund (Employer paid)

401(a) defined contribution pension plan paying 8% of your salary  
Eligibility: all employees upon eligibility

### 403(b) Smart Savings Account

Optional employee contributions deducted from paycheck pre-taxed

### Employee Entertainment Discounts

Access to discounts at local amusement parks and other entertainment activities

### Sick Leave

1 hour accrued for every 30 hours worked; paid sick leave can be used after 90 days of employment

### Employee Assistance Program (EAP)

Free resources and counseling services provided to employee and family members

### Flexible Work Schedule

Schedule to promote work life balance

### Bereavement Leave

Paid time off to grieve the loss of an immediate family member

### Higher Education Assistance Program

Up to \$1,500 max per year, as it relates to your work

## Employees 30+ Hours Per Week

### Medical Insurance (Employer makes partial contribution)

2 medical HMO plan options, 1 medical PPO plan option  
Eligibility: all 30+ hour a week employees and their eligible dependents

### Vision Insurance (Employer makes partial contribution)

1 vision PPO plan.  
Eligibility: all 30+ hour a week employees and their eligible dependents

### Basic Life and AD&D (Employer paid)

Employer paid life insurance for employees  
Eligibility: all 30+ hour a week employees

### Voluntary Life and AD&D

Optional employee paid life insurance and AD&D for employee, spouse, and child(ren).  
Eligibility: all 30+ hour a week employees

### Voluntary Discovery Plans

Accident Plan 1, Accident Plan 2, Critical Illness Plan  
Eligibility: all 30+ hour a week employees and their eligible dependents

### Dental Insurance (Employer makes partial contribution)

1 dental DMO plan, 1 dental DPPO plan  
Eligibility: all 30+ hour a week employees and their eligible dependents

### Flexible Spending Accounts Health Care

Optional Pre-tax deduction for qualified medical expenses, dependent care and public transportation to and from work  
Eligibility: all 30+ hour a week employees and their eligible dependents

### Long Term Disability (LTD) (Employer paid)

Employer paid monthly disability benefit if a disability persists over 90 days  
Eligibility: all 30+ hour a week employees and their eligible dependents

### Vacation

Accrue vacation based upon years of service; new hires start at 15 days annually, max 25  
Eligibility: 40 hour full-time staff

### Holiday Pay (Employer paid)

10 paid holidays each year  
Eligibility: 40 hour full-time staff

### Sick Leave

Full-time employees get 10 days per year  
Eligibility: 40 hour full-time staff

### Jury Duty (Employer paid)

10 days annually for jury service  
Eligibility: 40 hour full-time staff