

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 at zero cost to employee only, 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**