

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.

Flexible Work Schedule

Schedule to promote work life balance.

403(b) Tax - Deferred Account

Optional employee contributions deducted from paycheck pre- or post-tax.

Sick Leave

40 hours accrued annually; paid sick leave can be used after 90 days of employment.

Employee Entertainment Discounts

Access to discounts at local amusement parks and other entertainment activities.

YMCA Retirement Fund (Employer paid)

401(a) defined contribution pension plan paying 10% of your salary.

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.

Spot Pet Insurance

Discounted coverage for your dogs and cats with no upper age limits or breed restrictions.

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. 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

Employee Assistance Program (EAP)

Free resources and counseling services provided to employee and family members. Eligibility: 40 hour full-time staff

