



EMPLOYEE BENEFITS ALTAVISTA AREA YMCA

Full-Time Employees

Part-Time Employees

Seasonal Employees

<p>Medical Insurance Y pays a portion of the individual employee's monthly cost. 3 different plans available. Eligibility: full time</p>	<p>YMCA Retirement Fund 401(a) defined contribution pension plan paying 9% of your salary. Employee pays 3% Eligibility: all employees over the age of 21, 2 years of service and 1,000 working hours for each year</p>	<p>Employee Full Facility Membership For employee while working at the Y</p>
<p>Short Term Disability After 7 day waiting period, employee eligible for 12 weeks of short-term disability Eligibility: full time</p>	<p>403(b)Smart Savings Account Employee contributions deducted from paycheck pre-taxed Eligibility: all employees</p>	
<p>YMCA Retirement Fund 401(a) defined contribution pension plan paying 9% of your salary. Employee pays 3% Eligibility: all employees over the age of 21, 2 years of service and 1,000 working hours for each year</p>	<p>Employee Assistance Program (EAP) Free resources and counseling services provided to employee and family members. Eligibility: all employees</p>	
<p>403(b)Smart Savings Account Employee contributions deducted from paycheck pre-taxed Eligibility: all employees</p>	<p>Paid Vacation Vacation includes medical time off. Vacation is paid based on the employee's current hourly rate of pay, excluding overtime and other compensation. You must have accrued the number of vacation hours you wish to take (no borrowing).</p>	
<p>Life Insurance, Accidental Death & Dismemberment Insurance Y provides up to \$25,000 and doubles for an accident. Y pays the premium. Eligibility: full-time</p>	<p>Child Care Services Benefit may be available for part-time staff, while working</p>	
<p>Bereavement Leave 3 days off for in-state and 5 days off for out of state Eligibility: full-time</p>	<p>Employee Full Facility Memberships Individual use of the Y facilities at no extra charge. Eligibility: all employees. Family receives a basic membership</p>	
<p>Dental and Vision Insurance Discounted rates for employees and eligible dependents Eligibility: full time employees</p>	<p>Program Discounts If you (or your family member) wish to enroll in a program, you may register for the program at 50% of the regular fee, or pay the direct costs, whichever is more.</p>	
<p>Employee Assistance Program (EAP) Free resources and counseling services provided to employee and family members. Eligibility: all employees</p>		
<p>Vacation Vacation includes medical time off. The period of service is based on all periods of employment. Employees with previous employment at another Y will be entitled to earn vacation benefits based on their total years of continuous, full-time Y service. Vacation is paid based on the employee's current hourly rate of pay, excluding overtime and other compensation. You must have accrued the number of vacation hours you wish to take (no borrowing). Eligibility: full-time</p>		
<p>Federal Holidays 11 paid holidays for salary Restrictions apply for hourly Eligibility: full-time</p>		
<p>Child Care Services Up to no fees, depending on age of child. Eligibility: all employees (salary vs hourly)</p>		
<p>Employee Full Facility Membership Individual use of the Y facilities at no extra charge. Eligibility: all employees. Family receives a basic membership</p>		
<p>Program Discounts 50% off of program with direct cost to the Y Free with programs with no direct cost to the Y. Eligibility: full-time</p>		

For a complete list of employee benefits, please refer to the employee handbook