



**FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY**

RIVER VALLEY REGIONAL YMCA

Summary of Benefits for Full-time Employees

Upon date of hire:

- Retirement Plan-Voluntary 403(b) plan. See www.yretirement.org for details.
- YMCA Membership-Free Family membership and 50% off the member rate for most programs including Childcare rates for Preschool and After-school programs, please note exceptions may apply. Example: Full-time Infant care would be a savings of \$300/month. This is an example only so please ask for specific details for confirmation.
- Wireless Service Provider Phone Discounts available through Verizon, AT&T, Sprint and T-Mobile on service plans, phones and accessories starting from 15%, subject to change by the wireless phone providers.
- Discounts on Supplemental Insurance such as Accident Insurance, Short Term Disability, Life Insurance, etc. through AFLAC.
- Paid Time Off (PTO)-vacation, sick and personal days are combined in this system. PTO is accrued and awarded based on years of service. First year accrual equals six (6) days.
- Holidays: Seven (7) New Year's Day, Easter Sunday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day.

Upon the completion of the first 60 calendar days of employment:

- Health Insurance-Choice of three plans plan, with various plan coverage, through Highmark Blue Cross/Blue Shield Health Plan. Employee pays 45% and the YMCA pays 55% of premium. Plan year is August 1st to July 31st, currently employee portion of single coverage is dependent on plan choice.
- Short-Term Disability (66 2/3% of Basic Weekly Earnings with a Maximum Monthly amount of \$750.00) and Life Insurance (one time salary). Coverage may change annually. The YMCA pays 100% of premium.
- Dental Insurance- Employee pays \$5.00 per month for single and \$10.00 per month for Family dependent on type of coverage.
- Vision Insurance-Single and Family plan coverage. Employee pays 100% of premium.

Benefits with Additional Requirements:

- Retirement Plan- Defined contribution plan with a mandatory contribution requirement from the employee. The YMCA not only matches your contribution but more than doubles it by contributing 8% to the Retirement Fund, while the employee is only required to contribute 3%. Information subject to change per YMCA policy. Must complete two (2) years of service, having worked over 1,000 hours each year and are 21 years of age or older to be eligible.
- Career Development-when funds are available, the YMCA may help with the costs of trainings and/or programs.

The Y: We're for youth development, healthy living, and social responsibility.