



**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](http://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 and Sprint on service plans, phones and accessories.
- Supplemental Insurance Policies covered by Aflac – Accident, Hospital Indemnity, Cancer and an Aflac Plus Ryder.
- 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. *Available for use after sixty days.*
- Holidays: Seven (7) New Year's Day, Easter Sunday, Memorial Day, Fourth of July, Labor Day, Thanksgiving Day and Christmas Day. *Christmas Eve and New Year's Eve are observed but not paid – as the branch will be shut-down for ½ day.*

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

All policies are offered to employees with the option of having single or dependent coverage, to include spouses.

- Health Insurance - Choice of two qualified plan options with UPMC that meet both minimum value and essential coverage standards. Plan year is August 1<sup>st</sup> to July 31<sup>st</sup> with the 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 - Choice of two plans offered by Guardian Insurance.
- Vision Insurance – Vision Insurance is offered by VBA.

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.**