

Winona Family YMCA Employee Benefits Schedule (Updated December 2022)

	Exempt	FT Nonexempt	PT Coordinator	PT Regular (5 hrs/wk OR 2 shifts/wk average)	Seasonal
Health Insurance & HRA (optional)	50% of premium covered by YMCA	50% of premium covered by YMCA	-	-	-
Dental & Vision Insurance (optional)	100% covered by employee	100% covered by employee	-	-	-
Life & STD Insurance	Free	Free	-	-	-
Employee Assistance Program	Free	Free	Free	Free	Free
401k Retirement (7% match from employer when employee contributes 5%)	Automatic enrollment after 2 years or 1,000 hours	Automatic enrollment after 2 years or 1,000 hours	Automatic enrollment after 2 years or 1,000 hours	Automatic enrollment after 2 years or 1,000 hours	Automatic enrollment after 2 years or 1,000 hours
Membership & Program Discounts	Immediate	Immediate	Immediate	Immediate	During season
Membership (includes 24/7 upgrade for employee's membership unit)	Free self & Family	Free self & Family	Free self & Family	Free self or difference off family membership	Based on hours or shifts per week. See PT Regular
Locker/Towel	Free self & Family	Free self & Family	Free self & Family	Free self	Free self
Program fees: Swim Lessons, Swim Team, Youth Sports, Special Events (excludes fundraising events)	Free	50% discount	50% discount	10% discount	Member rate
After School Care	Free	50% discount	Member rate	Member rate	Member rate
Camp Wenonah, Summer Child Care, No School Day Care	50% discount	50% discount	25% discount	Member rate	Member rate
Child Watch/Kids Corner (must be working onsite if using 3 hours)	3 hrs/day	3 hrs/day	3 hrs/day	3 hrs/day	3 hrs/day
CPR, Lifeguard, WSI Class Cert & Re-Cert	Free	Free	Free	Free	Free
Cell Phone Reimbursement	Based on position	-	-	-	-
Personal Training	15% discount	15% discount	15% discount	10% discount	Member rate
Specialty Adult Fitness	15% discount	15% discount	15% discount	10% discount	Member rate
Facility Rental or Birthday Party	50% discount	50% discount	50% discount	Member rate	Member rate
Wellness - 1 hour a week paid	Immediate	Immediate	-	-	-
Holidays	Immediate	Immediate	-	-	-
New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve 1/2 day (except on years in which Christmas Eve falls on a weekend), Christmas Day	Paid	Paid - 8 hours	-	-	-
PTO - see Employee Handbook	Accrual begins on the first of the month following date of hire	Accrual begins on the first of the month following date of hire	-	-	-