

## Winona Family YMCA Employee Benefits Schedule (Effective June 15, 2024)

	Exempt	FT Nonexempt	PT Coordinator	PT Regular (1+ shift/wk)	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
401(k) Retirement	7% YMCA match when employee contributes 5%. Automatic after 1,000 hrs of service during each of any 2 12-month periods				
403(b) Savings Plan	Start, stop, or change the amount of your contributions at any time				
Membership & Program Discounts	Exempt	FT Nonexempt	PT Coordinator	PT Regular (1+ shift/wk)	Seasonal
Membership	Free self & family	Free self & family	Free self & family	Free self or difference off family membership. Include family if avg 15+ hrs/week	Free self or difference off family membership. Include family if avg 15+ hrs/week
Locker, towel service, coffee service, 24/7	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	10% discount
After School Care	Free	50% discount	25%	10%	10%
Camp Wenonah, Summer Child Care, No School Day Care	50% discount	50% discount	25%	10%	10%
Child Watch/Kids Corner	Up to 3 hrs/day (must be <u>working onsite</u> if using 3 hours, otherwise 2 hours if using for recreation purposes)				
CPR, Lifeguard*, WSI*, PT* Cert & Re-Cert	Free				
Cell Phone Reimbursement	Based on position	Based on position	Based on position	-	-
Personal Training	15% discount	15% discount	15% discount	10% discount	10% discount
Specialty Adult Fitness	15% discount	15% discount	15% discount	10% discount	10% discount
Facility Rental	50% discount	50% discount	50% discount	10% discount	10% discount
Wellness - 1 hour a week paid	Immediate	Immediate	-	-	-
Holidays	Exempt	FT Nonexempt	PT Coordinator	PT Regular (1+ shift/wk)	Seasonal
New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Christmas Eve half day, Christmas Day	Paid	Paid	Paid if avg 15+ hrs/week in that role	-	-
PTO	See Employee Handbook				

\* Personal Training certification through Y-USA, and Lifeguard and Water Safety Instructor certifications through the American Red Cross, are reimbursable after 2 months of consecutive employment with the Winona Family YMCA, unless already on staff. Original or copy receipt must be provided