



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

2024 Summary of Benefits

BENEFIT	FULL TIME 40 HR/WK	PART TIME 30-39 HR/WK	PART TIME 20-29 HR/WK	PART TIME 10-19 HR/WK
Y MEMBERSHIPS	NO-FEE INDIVIDUAL MEMBERSHIP			
	NO-FEE FAMILY MEMBERSHIP		N/A	
KIDS CENTRAL BABYSITTING	UP TO 3 HOURS NO-FEE BABYSITTING IN KIDS CENTRAL DURING WORK; OTHERWISE PROGRAM DISCOUNTS APPLY			
KIRBY CENTER & FAMILY CENTER PROGRAMMING DISCOUNTS	50% pretax discount on Kirby Center tuition (restrictions apply) 50% discount on Family Center classes/programs	25% discount on Kirby Center tuition (restrictions apply) 25% discount on Family Center classes/programs		
403(b)	Tax-Deferred and Roth Savings Plan available to all staff.			
Y RETIREMENT FUND fully paid by the YMCA	12% CONTRIBUTION BY YMCA Eligibility rules apply: 21 yrs of age or older, and completed 1000 hours of work during each of 2 years, beginning with date of hire.			
PAID TIME OFF	HOURLY EMPLOYEES		N/A	
	0-5 years: Starting at 6th anniversary:	5.85 hours accrued per pay period 8 hours accrued per pay period		
		SALARIED EMPLOYEES 8 hours accrued per pay period		
HEALTH BENEFITS	Eligible to participate		N/A	
DENTAL BENEFITS	Eligible to participate		N/A	
VISION BENEFITS	Eligible to participate		N/A	
EMPLOYEE ASSISTANCE PROGRAM (EAP)	Available to ALL STAFF.			
FSA	Available at Open Enrollment			N/A
NJ SICK TIME	N/A		HOURLY EMPLOYEES 1 hour accrued for every 30 hours worked	
LIFE INSURANCE fully paid by the YMCA	Eligible starting the 1st day of employment, and equal to 1.5 times base salary.	N/A		
LONG-TERM DISABILITY & ADD fully paid by the YMCA	Eligible starting 1st day of employment	N/A		
VOLUNTARY DEPENDENT LIFE & ADD INSURANCE	Eligible the 1st day of the month following 60 days of employment, up to \$5k per dependent.	N/A		
HOSPITAL, CRITICAL ILLNESS & ACCIDENT INSURANCE	Eligible at Open Enrollment			N/A