



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

2025 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. | | | |
| DAILYPAY | Access earned pay early; choose when to receive pay instead of waiting for payday. | | | |
| PAID TIME OFF | HOURLY EMPLOYEES 0-5 years: 5.85 hours accrued per pay period Starting at 6th anniversary: 8 hours accrued per pay period | | N/A | |
| | 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 |

*Eligible the 1st day of the month following 60 days of employment.

MADISON AREA YMCA