



FOR YOUTH DEVELOPMENT®
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

2026 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.					
DAILY PAY	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.