



YGS Employee Total Rewards— 2021

The YMCA of Greater Seattle (YGS) seeks to be the “employer of choice” in King County. Our employees are the backbone of our work and their expertise, skills, talents, and creativity in the workplace deserve to be nurtured as active and engaged members of the YGS team. YGS recognizes every employee must have access to compensation, time, and resources that not only appropriately recognize their work, but also allow our employees to provide and care for themselves and their loved ones. Every employee needs to be able to rest and rejuvenate, to personally invest in their whole person health, and to continue to grow and develop as individuals. The intrinsic benefits of working at YGS include our commitments to a transparent and supportive work culture, clear steps to career growth and learning, and consistent recognition. YGS Employee Total Rewards represent the full-weighted financial investment YGS makes into each of our employees.

The following components reflect the package available to YGS full-time employees:

- **Compensation**— YGS strives to establish compensation levels based on *external competitiveness within our sector and internal equity*.
- **Y Retirement**— For employees who are 21 years of age or older and complete two 12-month periods of Y service, working at least 1,000 hours in each beginning with the date of hire, YGS contributes on behalf of each eligible employee an amount equal to **12% of their gross compensation**.
- **403(b) Tax-Deferred Savings Plan**— Available to all employees, this plan allows employees to save additional *pre-tax amounts* through payroll deduction
- **Health Benefits**— Access to **medical, dental, and vision insurance for employees and their eligible dependents**.
- **Life Insurance**— On the first of the month following or coincident with completion of 2 months of full-time employment, **YGS pays 100% of the premium** for life insurance for one time the employee’s annual salary.
- **Long term disability insurance**— On the first of the month following or coincident with completion of 2 months of full-time employment, **YGS pays 100% of the premium** for this benefit
- **Flexible Spending Accounts for Healthcare and Childcare**— Full-time employees can put aside money on a *pre-tax basis* for eligible expenses not covered or reimbursed by other insurance to include childcare, and elder care expenses.
- **Banking Benefit**— YGS employees can access **free banking** through Bank of America, including checking and savings accounts and access to other banking benefits.
- **Employee Child Care Discount Plan**— The employee discount for Y childcare is currently **34% of the member rate**, not to exceed \$5,000 a year.
- **Employee Assistance Program**— Free confidential counseling and educational resources through Wellspring.
- **YGS membership**—**All full-time employees and their immediate family qualify** for free Y Membership
- **Paid time off (PTO)**—increasing accrual levels based on time of service. Although there is no PTO cash-out upon separation, employees may carry over up to 80 hours of PTO into 2022 and up to 40 hours carry-over into 2023.
- **Personal Holidays** – Scheduling of 8 Paid holidays (PHOL)—employees may choose to take **8 paid holidays according to the days they wish to celebrate**; December 25 is a holiday designated for all staff; PHOL is allocated 2 days per quarter



- **Bereavement Leave**—In the event of the death of an immediate family member, the Y allows full-time employees up to ***three days off with pay***
- **Extended Sick Leave Bank (ESLB)**—No more accrual in 2020; however, accrued ESLB continues to be available to employees hired before 12/31/2019
- **Shared Leave Bank**—Leave available to staff who have exhausted PTO/ESLB and need short term time off for COVID related reasons
- **ORCA Business Passport**—Available to those working at Association Office and Downtown Branch, with a small fee paid by the participating employee.
- **Severance Agreement**— Severance of up to 4 weeks' pay may be available to employees whose positions have been eliminated and have sought to obtain another comparable YGS position
- **Access to Pet Insurance**
- **Y-USA Education Benefits** – Available to all YMCA staff, Y-USA offers a variety of learning and development opportunities, from taking skills training classes to earning a Y-USA Professional Certification to obtaining a graduate degree.
- **Tuition Reimbursement**—Available to all employees through an application process until financial cap is reached
- **Remote Work Opportunities**—Availability to work from home during COVID (based on position requirements); after Phase 4 of COVID, remote work will be approved on a limited basis
- **Employee Resource Groups**