

# 2022 YGS EMPLOYEE TOTAL REWARDS



The YMCA of Greater Seattle (YGS) seeks to be the “employer of choice” in our region. 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 their own well-being, as well as their loved ones. Every employee deserves 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 transparent, inclusive, and supportive work culture, clear steps to career growth and learning, and consistent recognition. YGS Employee Total Rewards represent the financial investment YGS makes in each of our employees.

The following components reflect the entire package of benefits and rewards available to YGS employees:

## EMPLOYMENT BENEFITS (AVAILABLE TO EMPLOYEES AS IDENTIFIED)

**Compensation:** YGS strives to establish compensation levels based on external competitiveness within our region and internal equity. All employees are paid a base rate of pay that has been considered based on a current market analysis and YGS has developed and implemented a system to review all base compensation for pay equity.

**Internal Career Growth Opportunities:** within the Y Movement and YGS, the Y is invested in the professional growth of every employee. Opportunities for growth are available through posting all promotional opportunities, providing access for all employees to take temporary assignments or interim assignments, and by sharing publicly opportunities for employees to serve on various committees/cohorts/task forces.

**Cell Phone Stipend and Parking Reimbursement:** a \$50/month cell phone stipend is available and parking reimbursement up to the allowable amount based on IRS guidelines is available for all leadership positions.

**Cell Phone Discount Plans:** YGS has partnered with T-Mobile and Verizon to offer discounted wireless plans for all Y employees and their family members.

- **T-Mobile:** Call 1-888-256-5541 to get started and mention promo code: 37896TMOFAV. Orders cannot be placed online, and questions can be directed to Blaine Nixon at <https://go.business.t-mobile.com/BNixon>.
- **Verizon:** Visit any Verizon Store to receive a discount on plans, and discounts on some accessories. You must identify yourself as a YMCA employee, as this agreement is with Y-USA.

**Employee Child Care Discount Plan:** The employee discount for Y childcare is currently for all YGS employees and is 34% of the member rate, not to exceed \$5,000 a year.

**YGS Membership:** All full-time employees and their immediate family qualify for free Y Membership. Part-time staff qualify for free individual membership.

**Paid Time Off (PTO):** increasing accrual levels based on years of service for all YGS employees:

- **0-2.99 years:** 5 days up front and then 13 days accruing at 4 hours per pay period (based on 80 hours worked every 2 weeks for FT or 0.05h of PTO per 1 hour worked for PT)
- **3-4.99 years:** 23 days/accrual rate of 7.08 hours per pay period (based on 80 hours worked every 2 weeks for FT or 0.088h of PTO per 1 hour worked for PT)
- **4.99-10+years:** 28 days/accrual rate of 8.62 hours per pay period (based on 80 hours worked every 2 weeks for FT or 0.1076h of PTO per 1 hour worked for PT)
- PTO carry-over annually up to 120 hours

**Personal Holidays:** (Full time only) 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.

**ORCA Business Passport:** Staff at the Association Branch and Downtown Branch who work at least 2 shifts or teach 2 classes qualify for the ORCA Business Passport, with a small fee paid by the participating employee.

**Hybrid Work Opportunities:** For some positions, availability to work remotely for a portion of the work week with supervisor approval.

**Employee Referral Bonuses:** All active employees are eligible to receive \$150 for a successful employee referral.

**Employee Assistance Program:** Free confidential counseling and educational resources through Wellspring; our EAP program assists employees as they respond to stress, anxiety, depression, chemical dependency, relationship issues, legal issues, parenting questions, financial counseling, and dependent care resources. EAP is completely confidential, free and available to any member of the employee's immediate household.

**Employee Resource Groups (ERGs):** Y-USA and YGS Employee-led groups who aim to foster a diverse, inclusive workplace aligned with the organization's values and goals. The names of these resource groups in YGS are African American Resource Network, Asian Pacific Islander ERG, Y Pride ERG, Women's (ERG), Latinx/ Hispanic ERG, and Disability Justice ERG.

## **INSURANCE BENEFITS (AVAILABLE TO EMPLOYEES WHO WORK AT LEAST 32 HOURS A WEEK)**

**Health Benefits:** Access to medical, dental, and vision insurance for employees and their eligible dependents.

**Life Insurance:** YGS pays 100% of the premium for life insurance for one time equal to the employee's annual salary.

**Long Term Disability Insurance:** YGS pays 100% of the premium for life insurance for one time equal to the employee's annual salary.

**Flexible Spending Accounts for Healthcare and Childcare:** Full-time employees can set aside money from their pay, pre-tax, and use it for medical, dental and vision expenses any time during the plan year. Employees can use the account for themselves, their spouse, their children under the age of 27 as of the end of the tax year, and their legal tax dependents.

**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**.

### **Access to Pet Insurance**

## **RETIREMENT BENEFITS (AVAILABLE ALL EMPLOYEES WHO MEET CRITERIA)**

**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 year, 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.

## **LEARNING BENEFITS (AVAILABLE TO ALL EMPLOYEES)**

**Y-USA Education Benefits:** Available to all YGS 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. In addition, YGS offers job specific and employee trainings to include annual compliance trainings.

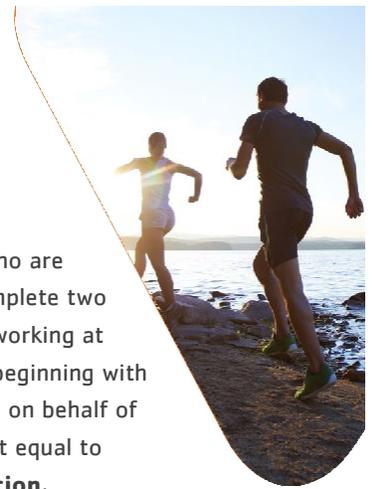
**LinkedIn Learning:** Offering additional external training avenues to staff, aiding in professional and personal developments. LinkedIn Learning offers a wide variety of career development skills and job growth with personalized content. LinkedIn Learning features more than 16,000 courses in seven different languages, all taught by industry experts to help users advance in their chosen fields.

**Performance Management:** Mid-year and End of year reviews with Goal Setting

**Behavioral Health Licensing Supervision** (available for specific positions)

**Paid Certifications** (available for specific positions)

**Diversity, Equity, and Inclusion Training:** Employees are provided access to countless learning opportunities designed to equip them with the knowledge and skills to embed culturally responsive and inclusive practices into their daily work.



For additional information add please visit [YMCA of Greater Seattle's Benefit Center](#) Username: YGS

Benefits available to those working 30 hours or more, starting the first of the month following 30 days of employment. Dependents are covered to age 26 regardless of student status. Your spouse or domestic partner may also enroll. This is meant to be informational only. If there are differences between this summary and the contract, the contract shall prevail.

