



## HUNTERDON COUNTY YMCA PART TIME and FULL TIME EMPLOYEE BENEFITS OVERVIEW

This summary provides an overview of Hunterdon County YMCA's benefits program for part-time employees. Applicable benefit(s) become effective on various dates, depending on employee's date of hire, length of service and scheduled *and* actual hours worked. Please call the Y's Human Resources at 908 236 7879.

Please Note: Time-off is pro-rated for employee's normal scheduled hours in position & department	Part Time Employees Scheduled 1-19 hours/ week	Part Time Employees Scheduled 20-29 hours/ week	Full Time Employees Scheduled 30 hours or more/ week
Paid Birthday	N/A	✓	✓
Paid Bereavement	✓	✓	✓
Paid Jury Duty	✓	✓	✓
Employee Assistance Program	✓	✓	✓
Paid Time Off (Includes Holidays)	Eligibility and rate of accrual determined by accumulated hours in previous calendar year		
NJ Paid Sick Leave	Earned at a rate of 1 hour for every 30 hours worked, as defined by NJ-State		
Short Term Disability – State Mandated Plan	Employee deduction as set by NJ-DOL	Employee deduction as set by NJ-DOL	Employee deduction as set by NJ-DOL
Facility Use – <b>Adult</b>	✓	✓	✓
Facility Use – <b>Family</b>	N/A	✓	✓
Child watch – 3 hr limit	✓	✓	✓
Class fees discounts - Restrictions apply	✓	✓	✓
Program Discounts - Restrictions Apply	✓	✓	✓
Free Uniforms - Restrictions apply	✓	✓	✓
Tuition Assistance	N/A	N/A	✓
Direct Deposit	✓	✓	✓
Free CPR/First Aide, if required	✓	✓	✓
Retirement – 21 Yrs of age and 1000 hrs service requirements in 2 years of service (need not be consecutive); participation mandatory	Upon eligibility HCYMCA Contributes 8 % of employee's gross. Employee contribution optional.	Upon eligibility HCYMCA Contributes 8 % of employee's gross. Employee contribution optional.	Upon eligibility HCYMCA Contributes 8 % of employee's gross. Employee contribution optional.
Retirement 403 (B) Smart Account – employee contributes	Available to all on first day of employment	Available to all on first day of employment	Available to all on first day of employment

***\*This is a Summary of the benefits offered. It is only a guide. Certain restrictions apply to benefits eligibility and rates. Per IRS regulations, certain benefit amounts may be included as income and shown on the employee's W-2 Statement of Earnings. The statements contained herein do not constitute a contract and are not a guarantee of future benefits. The HCYMCA reserves the right to change their benefits policies at any time. Further explanation is provided in the Employee Handbook for a clarification of these benefits and how they may apply to part-time employees.***

***\*\*Takes affect after Feb 26, 2019, or 120 days of employment, whichever later. Terms of use apply, as described in the HCYMCA Employee Handbook.***