



Santa Anita Family YMCA

Employee Benefit Highlights

Santa Anita Family YMCA (SAFY) values its employees, so we offer a benefits package that promotes physical, emotional, and financial health for employees and their families. Our insurance plans and support programs cover the full spectrum of personal needs.

SAFY employees may choose from a variety of benefits under our comprehensive benefit programs. Employees may design the best healthcare and other benefits packages to suit their individual needs.

Listed below are some of the excellent benefits each regular, full-time employee may enjoy (benefits vary for schedules less than full-time) and a few of the many reasons why Santa Anita Family YMCA is where people want to work:

- **Medical Insurance**
Choice of plans (HMO and PPO), including prescription service and vision
- **Dental Insurance**
Discount plan for dental services from directory of providers.
- **Vision**
Program that offers discounts for eye exams, glasses and frames, and contact lenses.
- **YMCA Membership**
Free membership to use of the entire facility and discounts on a variety of class enrollments
- **Pre-tax payroll deductions**
Pre-tax payroll deductions that result in reduced taxable income for some benefits
- **Life Insurance**
Employer-paid employee life insurance
- **Accidental Death & Dismemberment Insurance (AD&D)**
Employer-paid employee insurance for death or dismemberment due to accidental cause
- **Voluntary Life Insurance**
Employee-paid plan that provides employee and dependent coverages
- **Short Term Disability**
California State Disability benefits for short-term disabilities if you are injured or ill
- **Safety Program and Equipment**
It is every employee's responsibility to maintain a safe work environment. Safety equipment and supplies are available to all employees
- **403(b) Plan**
Pre-tax contribution up to legal limits in a 403(b) savings plan in the YMCA Retirement Fund
- **YMCA Retirement Fund**
YMCA fully funded retirement plan that rewards long service. Eligibility is 1,000 hours in each of 2 years; immediate 100% vesting upon enrollment.

- **Paid Holidays**
11 paid holidays annually—New Year's Day, Martin Luther King's Birthday, President's Day, Easter, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, Day after Thanksgiving Day and Christmas and employee birthday
- **Vacation**
Accrue 10 days (80 hours) during first through five years of employment; accrue 15 days (120 hours) during sixth through tenth year of employment; accrue 20 days (160 hours) for eleven and more years of employment
- **Educational Opportunities**
Improve your current skills and learn new ones
- **Semi-Monthly Payroll**
Paychecks or direct deposits on the 5th (for 16th thru last day of the month) and 20th (for 1st thru 15th day of each month)--24 pay periods per year
- **Recognition and Celebrations**
For employees' birthdays and company service anniversaries
- **Performance Reviews**
Annual performance reviews delivered in a timely, personal and professional manner
- **Employee Appreciation and Recreation Activities**
Activities that provide employees opportunities to have fun together
- **Fair Treatment**
An environment that treats every employee with respect and dignity and values all members of the Y's team
- **Team-Oriented Culture**
A hands-on and entrepreneurial environment where the focus is on all employees pulling together to deliver truly great service to our members and community
- **Ethics Program**
Core values and mission that emphasize commitment to ethical behavior and business dealings
- **A Team Committed to its Mission, Members, Employees**
Talented and creative employees as partners with our members. Each employee makes a difference to improving our member service.

This is a brief description of benefits offered by Santa Anita Family YMCA.. Not all plan provisions, limitations and exclusions are included in this publication. In the event of any conflict between the information contained in this publication and the plan provisions, the Plan Documents and insurance contracts will govern. Copies of these documents are available in the Human Resources Office. Santa Anita Family YMCA reserves the right to change benefits at any time.