



FOR YOUTH DEVELOPMENT
FOR HEALTHY LIVING
FOR SOCIAL RESPONSIBILITY

STAFF BENEFITS – MEMBERSHIP & PROGRAMS

YMCA OF GREATER LOUISVILLE

NOTE: The number of staff slots may be limited if classroom/site/program is at capacity. Once the child care benefit exceeds \$5,000, values in excess of \$5,000 are a taxable fringe benefit.

MEMBERSHIP

- Full Time (hourly & exempt) staff receive complimentary Community-Wide Family Membership
- Part Time staff receive complimentary Community-Wide Individual Membership (youth or adult, based on age of employee). Part time employees may upgrade to a Family Membership by paying the monthly cost difference.

LICENSED CHILD CARE

- Pre-School Child Care (Southwest, Northeast, Chestnut Street)
Each Center will set their own staff discounts, based on their classroom availability and market considerations, using the following Association parameters:
 - Free care may be offered to the Center Director
 - Percentage discount for Full Time staff (exempt and non-exempt) not to exceed 75% off
 - Percentage discount for Part Time staff working in Center not to exceed 50%
 - No discount for Part Time staff not working in Center
 - Staff who qualify for 4C must use this subsidy in place of staff discount
 - Staff who do not qualify for 4C may apply for Y financial assistance
 - The number of staff slots **must** be limited if classroom is at capacity to no more than 15% of total classroom capacity. In this case, Center staff will have first priority on the waiting list for staff slots.
 - Child or children must be legal dependents of the staff receiving the benefit
- School-Age Child Care (includes CEP, Bullitt County, Private/Parochial programs for school-year, breaks & Summer CEP/Creative Adventures &, Bullitt County Cool Camps)
 - Full Time (hourly & exempt) staff: FREE
 - Part Time staff: FREE for all who work in a licensed child care program (must complete introductory period and work at least 20 hours per pay period). 50% off for Part Time staff who do not work in licensed child care and licensed child care staff who work less than 20 hours per pay period or are in introductory period)
 - Staff who qualify for 4-C must keep their 4-C and will still receive the staff benefit on any co-pays

PROGRAMS

- Summer Day Camps (branch day camps, CEP specialty camps, CEP Movin On)
 - Full Time staff pay \$25 per week
 - Part Time staff pay Facility Member rate
- Camp Piomingo
 - Full Time staff (hourly & exempt) receive a 30% discount
 - Part Time staff pay Facility Member Rate
- Youth Programs (Youth Sports, Aquatics, Karate, Tumbling, Kids Night Out, etc)
 - Full Time staff (hourly & exempt) receive 75% discount
 - Part Time staff pay Facility Member Rate
- Lifeguard Training FREE for all staff (staff who pay for class prior to hire will be reimbursed the full amount after 6 months successful employment)
- Adult Health & Wellness Programs FREE for all staff as long as they are not taking a spot away from a paying member (our intention here is to provide as much support as possible for our staff in their efforts to improve and maintain their health)
- Adult Programs & Special Events (personal training, massage, leagues, races, etc): Facility Member rate for all staff
- Diabetes Prevention Program
 - Full Time staff (hourly & exempt): FREE
 - Part Time staff receive 50% discount