

Boys and Girls Clubs of Elko

Elko County, Nevada

Tel 775.738-2759

Bgcelko.org



EMPLOYEE BENEFITS SUMMARY

- **FULL-TIME REQUIRES AN AVERAGE OF 35 HOURS OR MORE OVER THE LAST 90 DAYS.**
- **Health Insurance - Regular Full-Time employees only**
 - Eligibility follows 30 days continued employment.
 - The Club will contribute 50% of the premium of employees as well as dependents.
 - Premium to be deducted from employee's paycheck.
 - Open enrollment is October.
- **Vision/Dental Insurance - Regular Full-Time employees only**
 - If health option is selected. The Club will pay 100% of Dental and Vison premium for employee and dependents.
 - Eligibility follows 30 days continued employment.
 - Open enrollment is October.
- **SIMPLE IRA (Retirement Plan) – All Employees**
 - Eligibility follows 1-year continued employment and 1000 hours.
 - Deducted from employee's paycheck
 - Currently up to 3% Employer match – subject to change
- **Life Insurance Policy - \$50,000 – 100% paid by the club. Regular Full time Employees only**
- **Long-Term and Short-Term Disability - 100% paid by the club. Regular Full time Employees only**
- **Uniforms – All Employees**
 - The club will provide 2-5 BGC shirts depending on how many hours/week you will work.
 - THESE ARE REQUIRED BY NATIONAL TO BE WORN AT ALL TIMES
- **Discounted Program costs Regular Full time Employees only**
 - The club will provide 100% discount on all membership and program costs for spouses and dependents except for childcare.
 - Childcare will provide 50% discount for weekly rates.
- **Sick and Vacation Pay**
 - Sick time is for **All Employees**,
 - Vacation is for **Regular Full-Time Employees Only**
 - Eligibility follows 90 days of continued employment.
 - Sick/Vacation days accrue at 1/24 of your benefit per pay period.
 - Unused Sick/Vacation Pay will NOT be paid out at your anniversary date.
 - Sick Time for all will accrue at: 6 days per year 2 Hours/Pay Period
 - PTO will accrue at a rate of:
 - 0 to 2 year of service 10 days per year 3.33 Hours/Pay Period
 - 3 to 5 years of service 15 days per year 5 Hours/Pay Period
 - 6 to 9 years of services 20 days per year 6.67 Hours/Pay Period
 - 10 years and up 25 days per year 8.33 Hours/Pay Period
- **Paid Holidays - Regular Full-Time employees only**
 - The club will be closed on the following dates. Regular full-time employees are eligible for paid holidays.
 - Memorial Day
 - Independence Day
 - Labor Day
 - Nevada Day (Observed)
 - Thanksgiving Day
 - Day after Thanksgiving
 - Christmas Eve
 - Christmas Day
 - New Year's Eve
 - New Year's Day