

YMCA of the Rockies  
Off-Season Pay Rate  
Fall 2017

**Pay Rate:**

From August 19 through October 27, 2017, all on-grounds seasonal staff will get paid \$10/hour for all hours worked in Food Service, Housekeeping or Center Services. The \$10/hour wage will apply to all hours worked in Food Service, Housekeeping or Center Services regardless of primary department and regardless of current wage. Any hours worked in excess of 40 will be eligible for the overtime rate of \$15.00.

From August 19 through October 27, 2017, all off-grounds seasonal staff will get paid \$15/hour for all hours worked in Food Service, Housekeeping or Center Services. The \$15/hour wage will apply to all hours worked in Food Service, Housekeeping or Center Services regardless of primary department and regardless of current wage. Any hours worked in excess of 40 will be eligible for the overtime rate of \$22.50.

Year-round staff will be paid their current wage for all hours worked in Food Service, Housekeeping or Center Services up to 40 hours per week. Hours in excess of 40/week will be compensated at 1.5 times their regular wage, regardless of the department in which those overtime hours occur.

**Referral Bonus:**

Current staff will be eligible to receive a referral bonus for new staff that they refer. In order to receive the referral bonus the following conditions must be met:

- The referring employee must be a current employee of the YMCA of the Rockies in good standing
- The referred employee must have never been employed by the YMCA of the Rockies
- The referred employee must work in Food Service, Housekeeping or CSS as their primary department between the above dates

If the above conditions are met, the referring employee will receive a referral bonus of \$100 per full week the new employee works within the above date range. A week will be calculated as 40 regular, non-overtime hours.