



PAID TIME OFF

Full Time & ATF Employees

PAID TIME OFF ACCRUAL

6.5 HOUR EMPLOYEES PTO G

60 DAYS = 19.5 HOURS OR .89 HRS. PER PAY
 1 YEAR = 39 HOURS OR 1.5 HRS. PER PAY
 2-5 YEARS = 65 HOURS OR 2.5 HRS. PER PAY
 6-10 YEARS = 98 HOURS OR 3.77HRS. PER PAY
 11-15YEARS = 130 HOURS OR 5 HRS. PER PAY
 16+ YEARS = 156 HOURS OR 6.00 HRS. PER PAY

7.5 HOUR EMPLOYEE PTO F

60 DAYS = 22.5 HOURS OR 1.02 HRS PER PAY
 1 YEAR = 45 HOURS OR 1.73 HRS. PER PAY
 2-5 YEARS = 75 HOURS OR 2.88 HRS. PER PAY
 6-10 YEARS = 113 HOURS OR 4.35 HRS. PER PAY
 11-15 YEARS = 150 HOURS OR 5.77 HRS. PER PAY
 16+ YEARS = 180 HOURS OR 6.92 HRS. PER PAY

8.0 HOUR EMPLOYEES PTO E

60 DAYS = 24 HOURS OR 1.09 HRS PER PAY
 1 YEAR = 48 HOURS OR 1.84 HRS PER PAY
 2-5 YEARS = 80 HOURS OR 3.07 HRS PER PAY
 6-10 YEARS = 120 HOURS OR 4.61 HRS PER PAY
 11-15 YEARS = 160 HOURS OR 6.15 HRS PER PAY
 16+ YEARS = 192 HOURS OR 7.38 HRS PER PAY



MAKE AN IMPACT

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Employee Benefits



Our mission is to put Christian principles into practice through programs that build a healthy spirit, mind and body for all.

RETIREMENT PROGRAM

All staff become eligible and are **required** to participate once they are age 21 or older with 1,000 hours of service per year for 2 years (do not need to be consecutive years)

- YMCA contributes 7% of the employee's base salary.
- Employees share is currently 5% of the employee's base salary.

FULL TIME EMPLOYEES

BENEFITS

- Free Family Membership
- A minimum of 25% discount on all programs (except aquatics/gymnastic teams)
- A minimum of 25% discount on enrollment in the Child Care Department (including Summer Camp, BASE, ECLC)
- Child Care Staff are eligible for double their discount based on their employment status. (Must not exceed 50% on ECLC, Camp, and BASE)
- Retirement (with requirements met)
- Paid Time Off
- Medical coverage (the first of the month following sixty (60) day probationary period) Employer pays 70% of premium cost. Employee is responsible for 30% of individual premium cost
- Dental and Vision coverage (the first of the month following sixty (60) day probationary period) Employer pays 70% of premium cost. Employee is responsible for 30% of individual premium cost
- Life Insurance amount equal to one and one half times the earned salary (the first of the month following sixty (60) day probationary period)

ATF EMPLOYEES

BENEFITS

- A minimum Individual Membership
- A minimum of 25% discount on all programs (except aquatics/gymnastic teams)
- 25% discount on enrollment in the Child Care Department (including Summer Camp, BASE, ECLC)
- Retirement (with requirements met)
- Paid Time Off
- Medical coverage (the first of the month following sixty (60) day probationary period) Employer pays 70% of premium cost. Employee is responsible for 30% of individual premium cost
- Dental and Vision coverage (the first of the month following sixty (60) day probationary period) Employer pays 70% of premium cost. Employee is responsible for 30% of individual premium cost
- Life Insurance amount equal to one and one half times the earned salary (the first of the month following sixty (60) day probationary period)

PART TIME EMPLOYEES

(working 20+ hrs/week)

BENEFITS

- Free Individual Membership
- 25% discount of all programs (except aquatics/gymnastics teams)
- 15% discount on enrollment in the Child Care Department (including Summer Camp, BASE, ECLC)

PART TIME EMPLOYEES

(working less than 20 hrs/week)

BENEFITS

- Free Individual Membership
- 25% discount on all programs except aquatics/gymnastics teams, Child Care Department (summer camp, ECLC and/or BASE)