



Benefits at a Glance

Full Time and ATF Employees

8 Paid Holidays

New Year's Day
Good Friday
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Eve Day
Christmas Day

Paid Time Off

1-5 Years	10 Days
6-10 Years	15 Days
11-15 Years	20 Days
16+ Years	24 Days

Membership and Discounts

- Free Family Membership
- 25% discount on all programs (exceptions include Swim and Gymnastics teams).
- Child Care Employees may be eligible for an additional 25% Keystone Stars Discount

Insurance Coverage

Full Time and ATF Employees

Medical Insurance

- Your choice of 2 Highmark plans.
- Effective the first day of the month following 60 days of employment.
- Employee shares in the premium cost of this benefit at 30%.

Vision Insurance

- Plan offered through UPMC/NVA.
- Effective the first day of the month following 60 days of employment.
- Employee shares in the premium cost of this benefit at 30%.

Dental Insurance

- Plan offered through UPMC.
- Effective the first day of the month following 60 days of employment.
- Employee shares in the premium cost of this benefit at 30%.

403B Retirement Plan

- Plan offered through YERDI.
- All Staff become eligible and are required to participate once they are the age of 21 or older with 1000 hours of service per year for 2 years. (Does not need to be consecutive years).
- Employees share is 5% of base salary.
- Generous Employer match of 7%.

Life Insurance

- Plan offered through One America.
- Effective the first day of the month following 60 days of employment.
- 1 and 1/2 times annual salary
- Premium 100% paid by the employer.

Questions

Contact: Maryssa Matichko
mmatichko@westmorelandca.org
or 724-834-1260 ext. 1166