



## Benefits at a Glance

### Full Time and ACS 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 ACS 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

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