

BENEFITS 2026

HHA/PCA-Westchester County

Hourly rate is \$19.85.

PTO, Sick, Safe and Bereavement

Employees start accruing PTO from their first day of employment at a rate of one paid hour for every 26 hours worked. Employees can use up to 80 hours of PTO per year. Up to 40 hours of unused time will be carried over to the following year and any additional accumulated time will be paid out at the end of the year.

Benefits Card

For every hour worked, employees accrue \$0.48. Employees receive a flex card by the 15th of the month, which will be loaded every month based on the regular hours they were paid for in the previous month. The card can be used to pay for licensed daycare centers, cell phone bills, and limited HRA like dental and vision care.

*There is a \$6 monthly administrative fee for the card.

**This benefit does not apply to employees opting for health insurance coverage.

Legal Holidays

Employees receive time-and-a-half pay for working on the six major legal holidays: New Year's, Martin Luther King Day, Independence Day, Labor Day, Thanksgiving, and Christmas.

Optional Health Benefits

Employees can contact our benefits specialist to learn about our optional benefits plan.

Reach out to us with any questions!