



PTO (paid time off)

Yellowstone Boys and Girls Ranch believes that its employees are the key to what makes a great company. Although work makes up a large portion of an employee's life, we believe that a balance between work and nonwork activities is essential to maintain quality performance and a positive work atmosphere. To support this philosophy, YBGR has designed a paid time off (PTO) plan that incorporates vacation, personal and sick leave into one program.

Full-time employees accrue paid time off as follows:

PTO Accrual	PTO Ceiling	Accrual per hours worked (paid)
Hire	24 hours	One-Time Bonus 24 hours
3 months	112 hours	.0539
1 st Anniversary	132 hours	.0635
3 rd Anniversary	176 hours	.0847
5 th Anniversary	228 hours	.1097
10 th Anniversary	240 hours	.1154
15 th Anniversary	260 hours	.1250
20 th Anniversary	268 hours	.1289

Part-time staff regularly scheduled to work at least 20 hours per week will accrue PTO at 50% of the full-time staff rate.

TUITION REIMBURSEMENT

Yellowstone Boys and Girls Ranch Foundation has established a scholarship endowment fund to provide YBGR employees the opportunity to develop personally and professionally and to further their education and/or training while employed within the agency. To find out more including eligibility criteria speak with human resources or your supervisor.

CELL PHONE DISCOUNTS

YBGR employees are eligible for discounts on their personal phone services at the following:

- Verizon
- AT&T

ACTIVITIES CENTER (Billings Campus)

Free access to our onsite recreation center, including a full-court indoor gymnasium, a heated indoor swimming pool, cardio, weightlifting equipment, and even a bowling alley.

Outdoor recreational equipment (cross-country skis, snowshoes, canoes, and camping equipment) is available to be checked out by staff members.