



## ADAPP Full Employee Benefits

- **Competitive Salary**
  - Annual step increase based on years of service
- **Generous Time Off Package** - Approximately 72 paid days a year
  - Up to 40 vacation days (*depending on position*)
  - 8 PTO (personal/sick) days
  - 11 legal holidays
  - Christmas break
  - Easter break
  - 3 additional holidays (Day after Thanksgiving, Holy Thursday, Good Friday)
- **Benefits**
  - [Medical](#) Coverage
  - [Dental](#) Coverage – (*no out of pocket cost to employee*)
  - [Vision](#) Coverage
  - Total employer contributions to employee benefits \$12,490-\$40,969 per year based on your dependents.
  - [Life Insurance](#) -
    - Basic Life Insurance- 1 year salary paid by employer
    - Supplemental- Optional out of pocket for employee
  - Access to [AFLAC](#) insurance discounts
  - [Tax Deferred Annuity](#)
  - [P&A](#)
    - Flexible Spending Account
    - Commuter Benefits
- **Pension Benefits**- *Employer contributes between \$6,370-\$11,715 a year (fully vested after 5 years of service)*
- **Training & Professional Development**
  - Clinical supervision towards LMHC and LCSW
  - Structured individual and group supervision
  - [Relias](#) and specialized training sessions with continuing education credits to maintain professional licensure (LMSW, LCSW, LCSW-R, LMHC, CPP)
  - [Wellable](#) subscription- Employee wellness programs and health content
    - [Health](#) coaching
    - [Wellness](#) challenges
    - [Fitness, meditation, and nutrition](#) classes
  - [Therapist Aid](#) subscription- Therapy tools for mental health professionals
    - Worksheets, activities, videos and articles on various mental wellness topics
- Participation in the Advisory Committee to advocate for staff needs
- Participation in the annual staff survey to provide feedback