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**ADAPP Employment Benefits**

* **Competitive Salary**
	+ Annual step increase based on years of service
* **Generous Time Off Package** -
	+ 15 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](https://www.uhc.com/) Coverage
	+ [Dental](https://www.cigna.com/individuals-families/shop-plans/dental-insurance-plans/) Coverage
	+ [Vision](https://davisvision.com/) Coverage
	+ [Life Insurance](https://www.thehartford.com/account-access)
		- Basic Life Insurance- 1 year salary paid by employer
		- Supplemental- Optional out of pocket for employee
	+ Access to [AFLAC](https://www.aflac.com/) insurance discounts
	+ [Tax Deferred Annuity](https://myaccount.mutualofamerica.com/Account/Login)
	+ [P&A](https://padmin.com/)
		- 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
	+ Access to a vast training platform and specialized training sessions with continuing education credits to maintain professional licensure (LMSW, LCSW, LCSW-R, LMHC, CPP)
	+ Employee wellness programs and health content
	+ Therapy tools for mental health professionals
		- Worksheets, activities, videos and articles on various metal wellness topics
* Participation in the Advisory Committee to advocate for staff needs
* Participation in the annual staff survey to provide feedback