EMPLOYEE BENEFITS AT A GLANCE
"THE WELLBEING OF OUR EMPLOYEES IS AS IMPORTANT AS THAT OF THE CLIENTS WE SERVE. WE ARE PROUD TO INVEST IN OUR EMPLOYEES BY PROVIDING NOT ONLY A GREAT MIX OF BENEFITS AND COMPETITIVE SALARIES, BUT ALSO BY SUPPORTING THEIR PROFESSIONAL GROWTH."
-DEBBIAN FLETCHER-BLAKE, PRESIDENT AND CEO

"IT MAKES ME FEEL GOOD TO BE PART OF AN AGENCY THAT CARES ABOUT HELPING PEOPLE. I CAME BACK BECAUSE I REALIZED THAT EVEN THOUGH I WAS MAKING MORE MONEY AT THE PLACE THAT I DECIDED TO GO TO, I DIDN'T GET THE KIND OF COMRADERY THAT I GOT HERE."
-MARION OGUNUSI, OTP VOCATIONAL & CLINICAL COUNSELOR

HOLIDAYS & PAID TIME OFF

HOLIDAYS
11 paid holidays.

ANNUAL LEAVE
Full-time employees get 25 days of paid time off. VIP believes that our employees are key to our success, and while we recognize that work takes up a substantial amount of your time, we also support your taking time off to attend to your personal life. To give you as much flexibility to use your time off for whatever you may need, VIP provides our staff with a single “paid time off,” or PTO, bank. Employees accrue PTO starting on their first day of employment. Up to 10 accrued unused PTO days can be carried over into the next calendar year.
Insurance coverage
VIP offers health insurance for employees working 28 or more hours per week, which includes medical, hospitalization, pharmacy, vision and dental coverage for you and your family. Employees contribute a portion of the cost, which varies depending on your salary and family composition.

Health Reimbursement Arrangement (HRA)
To help offset out-of-pocket medical expenses, you are automatically enrolled in VIP’s HRA plan at no cost to you.

Life insurance coverage (100% employer paid)
Life insurance is an important part of your financial security, especially if others depend on you for support. That’s why VIP provides Life and Accidental Death and Dismemberment Insurance.

VIP CHANGES LIVES IN SO MANY DIFFERENT WAYS BY PROVIDING THE DIFFERENT SERVICES THAT WE DO. THE MANAGEMENT REALLY HELPS US TO GROW HERE."

-Luis Roman, Clinician
Referral Bonus
Staff who refer successful candidates can receive between $100 and $500 gift cards, depending on the position filled.

Other Benefits
- Dress down Fridays
- Discounted gym membership
- Tuition reduction rate on continuing education
- Annual holiday party
- Annual staff appreciation day
- Annual wellness week* where employees are encouraged to join events such as activities for self-care, nutrition, mental health, and physical health
- 1199 Union for employees who work in our Opioid Treatment Program
- Plum benefits
- Ongoing training for staff
- Annual staff surveys to recommend changes and share suggestions
- AFLAC

Scan QR code for our open positions:

CONTACT
hrmailbox@vipservices.org
718-583-5150

MISSION
VIP COMMUNITY SERVICES OFFERS COMPREHENSIVE AND INTEGRATED MEDICAL, BEHAVIORAL HEALTH, HOUSING, AND WRAPAROUND SERVICES THAT ARE EQUITABLE AND PROMOTE POSITIVE OUTCOMES FOR THE PEOPLE SERVED, THEIR FAMILIES, AND THE COMMUNITY.