

Employee Benefits Package

Full-Time Employees

- **Health Care, Dental, and Vision Benefits Plans:** Starts on the first of the month, following the first 60-days of employment. **CFCC contributes 85% financially for employee's Florida Blue HMO plan, Option 1.**
- **AFLAC Benefit Plans:** Eligible on the 1st of the month following the first 60 days of employment. Note: this is supplemental reimbursement insurance.
- **403(B) Retirement Plan:** Eligible on the first of the month, following 90-days of employment (Company Match: 25% up to 6%; If you contribute at least 6% of your pay, you will max out company match at 1.5%)
- **Monthly Cell Phone Reimbursement:** \$40 monthly reimbursement (if position requires use of a cell phone).
- **Mileage Reimbursement:** Reimbursed at the approved federal mileage rate, after commuter deduction (if your position requires travel).
- **Laptop or Desktop:** Issued to use while working at CFCC, for work related use only.
- **Finger Printing Fees:** Reimbursement for fees for Level 2 background check - after first 90 days of employment.
- **Flexible, Warm Work Environment:** We value our employees' wellbeing, providing a culture that encourages self-care, learning, and growth.

Paid Time Off and Holidays

Years Employed	Granted Every Two Weeks	Annualized Total
Zero (0) to Two (2) Years	3.08 Hours	10 Days (80 Hours): 2 Weeks
Two (2) Years and Over	4.62 Hours	15 Days (120 Hours): 3 Weeks
New Supervisors and Directors	4.62 Hours	15 Days (120 Hours): 3 Weeks
All Supervisors and Directors 2+ Years	6.15 Hours	20 Days (160 Hours): 3 Weeks

**All employees hired prior to the effective date are grandfathered in with the policy in place at time of hire.*

Vacation Leave: See chart above.

Personal Leave: 2 personal days (16 hours)

Sick Leave: A pool of 4 days of sick leave per year (32 hours)

Sick and personal leave are provided in January for employee use as needed throughout the year. **New hires complete the 90-day probationary period first and then receive the prorated number of hours, from the month employment began until the end of December.*

Holidays: 11 paid holidays off (includes 1 floating holiday)

Training

Center for Child Counseling provides an array of internal and external training opportunities for staff to promote ongoing learning.

\$350 personal allowance: Annual stipend to take training that enhances growth, wellbeing, and specific skills. Please note, this is an additional benefit for staff meeting position requirements. Programs may have additional training budgets, based on grant funding and training requirements. In addition, CFCC brings in external presenters to enhance skills and practice.

Eligible for stipend after the first 90 days of employment. Must be pre-approved by Department Lead or Director.

Salary

CFCC has a salary rate sheet for each position that takes into account education, years of experience, training, and certifications. There is a base rate for each position, with increases related to these areas. For example: + \$1,000 annually for speaking a second language (for direct service staff only) and + \$5,000 annually for licensure.

A Learning Plan is created for each employee, with specific annual increases related to overall performance, plus achievements, such as becoming a Registered Play Therapist.

As a nonprofit, we continue to work on creating long-term financial sustainability and growth, including continual reassessment of salaries and benefits package.

Benefits for Clinical, Direct Service Positions

For Full and Part-Time Employees

- **E-Learning:** Free, ongoing access to Center for Child Counseling's Learning Management System, which includes clinical workshops with 20 CEUs (and growing!) for licensure and APT credits (12 credits) toward becoming a Registered Play Therapist.
- **A Way of Being with Children:** Free access to ongoing learning and resources, including a copy of *A Way of Being with Children: A Trauma-Informed Approach to Building Resilience* Manual
- **Qualified Supervisor for Licensure Supervision Requirements:** Free, weekly Individual and Group Supervision (100 hours @ \$100 rate per hour) **An estimated annual value of \$10,000.00.**
- **RPT-S to become a Registered Play Therapist:** Free, weekly access to a Registered Play Therapist Supervisor (35 hours @ \$150 rate per hour) **An estimated annual value of \$5,200.00.**
- **Clinical Workshops:** Free access, with CEUs, to attend clinical workshops for ongoing professional development. CFCC hosts an array of external experts to improve evidence-based, trauma-informed practice with children, teenagers, and families. **An estimated annual value of \$1,500.00.** Pre-approval by Director is required.
- **Play and Art Therapy Mobile Kits:** Improve your daily practice! Toys, books, and art supplies for all age groups. Available to be used while working at CFCC.
- **Lending Library:** The CFCC lending library has an array of clinical books that can be checked out each month.

Qualified Supervisors

Bi-annual Reimbursement for licensure fees for Qualified Supervisors providing clinical supervision for CFCC therapists and interns.