

# Employee Benefits



## Salary Increase Every

**Six Months** As a clinician with KVC you can increase your salary every 6 months by meeting outcome measures. These measures are the same for each clinician and will be determined by your Team Leader and Director using reports from our charting system. This continues until the clinician reaches the cap of a Clinician III, then will receive annual increases determined by the Health Systems.

## Trainings in Evidenced Based

**Practices** KVC provides in-house trainings for new clinicians that builds a clinical foundation and a toolbox of clinical interventions to utilize with clients of all ages. KVC trains in Motivation Interviewing (MI), Managing and Adapting Practices (MAP), CARE skills (adapted from PCIT), Nurturing Parenting, and Trauma System Therapy (TST). As the clinician gains experience, they are exposed to learning collaboratives that will increase their clinical growth.

## Flexible Work Schedules

KVC allows staff to develop their own weekly schedules around what works best for the client and clinician. This could be working a variation of morning, afternoon, evening and weekend appointments. With a flexible schedule staff can schedule personal appointments while still meeting their work expectations. KVC does not demand traditional work hours, e.g. 8am-5pm.

## Chromebooks and iPhones

Technology to complete required tasks and documentation is provided to each staff member. This allows for the new clinician to start their employment with no additional cost to themselves.

## Clinical Supervision

KVC provides in-house clinical supervision from licensed staff who have years of experience growing clinicians, providing positive support and feedback. All clinicians working toward licensure receive this benefit at no extra cost coming from the clinicians pocket.

**403b** Eventually everyone gets to retirement, and here at KVC we want to assist you with getting the most out of that stage in your life. That is why KVC partners with Principal to allow employees to participate in a 403b retirement plan. Guaranteed matched retirement contribution by KVC up to 1.5% maximum of each paycheck. You must contribute at least 1.5% of each paycheck to the new retirement account to get the 1.5% matching funds.

## Short term/Long Term Disability and Life Insurance

KVC offers short-term/long-term disability and life insurance at no cost to the employee.

## Employee Assistance Program

**(EAP)** Offered to all staff, this is a service provided by KVC to help employees maintain their wellbeing in an increasingly complicated world. Counseling can assist with anyone dealing with personal and work-related problems.

**Medical Insurance** KVC provides its benefit eligible employees with health insurance on the first of the month following thirty days of employment.

**Dental Insurance** All regular full-time or regular part-time employees are eligible for the KVC dental plan which is at no cost to the employee.

## Vision Care Insurance

All benefit eligible employees are eligible for the KVC vision care plan.

## PTO/Floating Holidays

Paid time off (PTO) provides you with the flexibility to use your time off to meet your personal needs, while recognizing your individual responsibility to manage your paid time off. You will accumulate PTO each pay period worked and it is up to you to allocate how you will use it — for vacation, illness, caring for children, school activities, medical/dental appointments, personal business, or emergencies. PTO hours will be available to use as soon as they are accrued. KVC requires you to use any unused PTO during disability or family medical leave, or any other leave of absence, when permissible according to applicable state and federal law. The amount of PTO earned will depend on your length of service with KVC. PTO does not replace our holiday schedule. We will continue to have designated paid holidays each year.

## KVC offers the following paid holidays each year to all benefit eligible employees:

- New Year's Day
- Martin Luther King, Jr. Day
- Memorial Day
- Juneteenth
- Independence Day
- Labor Day
- Thanksgiving
- The Day after Thanksgiving
- Christmas Eve
- Christmas Day
- Two Additional Floating Holidays (used at your discretion)