

Counseling Department Structure – Pay – and Misc Questions to the Network – May 2022

From: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>
Sent: Tuesday, May 24, 2022 4:54 PM
To: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>
Cc: Rebecca Rosenau <rrosenau@jfedsnj.org>
Subject: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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We are evaluating our Counseling Department which has primarily been set-up with a fee-for-service model for the last five years. We have found that many of the staff are recruited as they see it as a huge benefit to receive Clinical Supervision as part of their work experience here, but for many, once they receive their LCSW or equivalent license, they may leave to start their own practice, or to join a practice that perhaps does not take insurance and pays more.

Is it possible to share any feedback on the above, recruiting and retaining staff, including any benefits or incentives offered? Additionally, what is each agency paying their fee-for-service clinicians? Are they paying the same for every hour of worked, or is there a separate, lower hourly pay for administrative work (such as documentation, staff meetings, supervision)?

With great appreciation,

Rebecca

Rebecca Rosenau, MSW, LCSW, CDP
Director of Senior Services / Director of Clinical Services.

From: Shaida Hossein <shossein@jfsseattle.org>
Sent: Tuesday, May 24, 2022 4:59 PM
To: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>
Cc: Rebecca Rosenau <rrosenau@jfedsnj.org>
Subject: RE: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Hello there!

Thanks for sending this out! I can share on the benefits we offer our licensed social workers:

- Jewish Family Service Seattle offers a generous benefits package including:
 - JFS provides 18 free NASW continuing education credits per calendar year for staff during work hours.
 - JFS will pay the annual cost for the mental health license renewal.
 - There is additional professional development funding (for continuing education) that each clinician has access to annually.
 - Approved supervision for associated licensed mental health professionals.
 - 100% employer-paid premiums for employee medical, dental, life insurance, long-term disability, and employee assistance program.
 - 15 annual vacation days increasing to 20 after 2 years, and generous paid sick time.
 - Paid Federal and Jewish holidays.
 - 5% employer contribution to 401k retirement plan (no employee contribution required).

- Additional benefits include: vision coverage and FSA enrollment.
- JFS values and provides opportunities for continued growth and learning for all team members.

Shaída Hossein, OTD | Director of Mental Health Education | JEWISH FAMILY SERVICE

Pronouns: she/her

1601 16th Avenue, Seattle, WA 98122 | P (206) 726-3604 | F (206) 461-3696 | www.jfsseattle.org #override

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From: Shaída Hossein <shossein@jfsseattle.org>

Sent: Wednesday, May 25, 2022 11:41 AM

To: Rebecca Rosenau <rrosenau@jfedsnj.org>; Lisa-Lorraine Smith <LLSmith@networkjhsa.org>

Subject: RE: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Hello Rebecca,

I feel we might have different credentials based on our states; ours is LICSW and LSWAIC. Everyone is salaried. The salary ranges right now (they will be increasing in July) is \$28.74-\$36 per hour, and there isn't different rates for administrative items.

An additional thing I would share is that we have always had an associate licensed social worker (LSWAIC) in the role as intake specialist. Their title is "Mental Health Therapist and Intake Specialist." In this role they carry half a caseload and do intakes. In the past, folks holding that role have stayed on as full time therapists when they receive their independent licensure. The rest of our clinicians are fully licensed social workers (LICSW).

Do you mind me asking how you all approach pay (hourly/salaried) and pay rates for clinical vs. administrative work?

Let me know if you want to discuss anything further!

Shaída Hossein, OTD | Director of Mental Health Education | JEWISH FAMILY SERVICE

Pronouns: she/her

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This message is for the intended recipient only. If you received this message in error, please inform me and then delete and disregard. Thank you.

From: Green, Rachel <Rachel.Green@JFSCharlotte.org>
Sent: Tuesday, May 24, 2022 5:02 PM
To: Rebecca Rosenau <rrosenau@jfedsnj.org>
Subject: RE: Question from a sister agency re: Clinical fee-for-service staff reimbursements

This email is from an external source. Only open links and attachments from a Trusted Sender.
Hi Rebecca,

I would be happy to tell you about how we have set-up our therapy program at JFS Charlotte. We have mostly full time salaried therapists (four positions) although we are about to experiment with one part time W-2 employee therapist. But generally, our therapists are full time, exempt employees who see clients (we bill insurance and have a sliding scale) and also do programming (workshops, groups, etc.) Therapist recruitment and retention is an on-going challenge- especially after investing the time to get them credentialed on insurance panels and money having them trained in evidence based practices! We also provide supervision for therapists working towards full licensure. I would love to discuss this more- would you want to set up a time to meet virtually? I hope this information has been helpful as a starting place! ☺

Rachel Green, MSW, LCSW
Pronouns: she, her, hers ([What is this?](#))
Director of Programs and Services
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From: Michelle Beard <michelle@jfsneworleans.org>
Sent: Tuesday, May 24, 2022 5:19 PM
To: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>
Cc: Rebecca Rosenau <rrosenau@jfedsnj.org>
Subject: Re: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Hi Lisa-Lorraine and Rebecca,

We actually do not pay our clinicians fee for service. They are salaried. We also do not hire clinicians that are not independently licensed to accept insurance. We will only hire LCSWs, LPCs, or LMFTs.

We do provide a generous amount of time off (20 days for FT clinicians) plus all federal and most Jewish holidays. We are also pretty flexible as far as whether our clinicians would like to be FT or PT. Right now we have 2 PT clinicians (one is 4 days a week, and one is 3 days a week). We also offer many hours of free CEUs, a professional development stipend of \$500, LT Disability Insurance, and 403(b) with 4% match after 1 year (up to 5.5%).

We are a much smaller organization, so it is pretty easy to see if someone is taking advantage of any of the benefits or policies. I hope this is helpful.

Thanks,

From: Joan Grayson Cohen <jcohen@jcsbaltimore.org>

Sent: Tuesday, May 24, 2022 5:23 PM

To: Claire Fultz <cfultz@jcsbaltimore.org>

Cc: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>; Rebecca Rosenau <rrosenau@jfedsnj.org>

Subject: FW: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Claire,

I am forwarding you a message from one of our sister agencies in the Network. Please see below. I have included Lisa and Rebecca on this email to make the connection. I am hoping, you and Rebecca can connect, and you can share with her some information about our incentive programs to recruit and retain our therapy staff.

Joan

Joan Grayson Cohen, Esq. LCSW-C

Executive Director

Jewish Community Services

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jcohen@jcsbaltimore.org | jcsbalt.org

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From: Ali DeCamillis <ADeCamillis@jfcsmpls.org>
Sent: Tuesday, May 24, 2022 6:04 PM
To: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>
Cc: Rebecca Rosenau <rrosenau@jfedsnj.org>; Jill Kozberg <Jkozberg@jfcsmpls.org>
Subject: RE: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Hello!

I am sharing some insights from our department as well as including Jill Kozberg in on this as she might have some additional thoughts/context. **See comments below in red.** I'm not sure this will be totally relevant because our team is salaried. Although we do have someone who is hourly and works part-time. However, her rate does not change based on what she is doing (clinical vs. admin).

Ali DeCamillis, MS, ATR-BC, LPCC

Pronouns: She/Her/Hers
Counseling Manager & Therapist
952-417-2142 | adecamillis@jfcsmpls.org



Jewish Family and Children's Service of Minneapolis

5905 Golden Valley Road, Golden Valley, MN 55422

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We are evaluating our Counseling Department which has primarily been set-up with a fee-for-service model for the last five years. We have found that many of the staff are recruited as they see it as a huge benefit to receive Clinical Supervision as part of their work experience here, but for many, once they receive their LCSW or equivalent license, they may leave to start their own practice, or to join a practice that perhaps does not take insurance and pays more.

Is it possible to share any feedback on the above, recruiting and retaining staff, including any benefits or incentives offered?

Our team members do have access to clinical supervision and we also provide clinical supervision to other agency staff. I believe it is up to 4 hours/month that will be covered by the agency when working toward licensure. Our team also gets a CE reimbursement up to \$250/year for trainings that help support our department and professional goals. We offer weekly supervision to team members (even when they are credentialed) and a weekly team consult. Many of our clinicians view this as a support and benefit. We are offering a work from home up to three days a week and flexibility in scheduling. Each team member has their own office space and we have a counseling wing that has a good energy and positive

culture. I believe we offer good benefits through HR. We also do triannual performance check-ins and team members receive coaching toward their goals, some of which support our departmental and organizational strategic plan. This past year we did a off-site team building retreat to help create cohesion with our new and existing team members which was really appreciated and jumpstarted the process to feeling connected as a staff. Team members are encouraged to get involved with other groups in the organization.

Additionally, what is each agency paying their fee-for-service clinicians?

Our clinicians are salaried. I have attached a job description. We recently hired two new staff members at \$51k and have some additional team members who make about \$67k

Are they paying the same for every hour of worked, or is there a separate, lower hourly pay for administrative work (such as documentation, staff meetings, supervision)?

Since we are salaried, there is no differentiation.

With great appreciation,

Rebecca

Hello Rebecca,

You are so welcome. My apologies, we do NOT have different rates. In a previous agency I worked at, I did with contract facilitators but I don't think those rates would be relevant in this situation as they ran groups.

Have a good day! -Ali

Ali DeCamillis, MS, ATR-BC, LPCC

Pronouns: She/Her/Hers

Counseling Manager & Therapist

952-417-2142 | adecamillis@jfcsmpls.org



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From: Jill Kozberg <Jkozberg@jfcsmpls.org>

Sent: Thursday, May 26, 2022 9:28 AM

To: Rebecca Rosenau <rrosenau@jfedsnj.org>; Ali DeCamillis <ADeCamillis@jfcsmpls.org>; Lisa-Lorraine Smith <LLSmith@networkjhsa.org>

Subject: RE: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Hello everyone,

Ali did a great job of capturing our current structure and practice. Here are a few additional thoughts:

1. We have a 37.5 hour work week and staff are strongly encouraged to keep to that for the purposes of good work-life balance.
2. Our clinicians have a 65% productivity expectation and work hard to achieve/maintain in. However, there have never been any financial repercussions if a clinician has not met the expectation. Our staff regularly engage in networking activities (e.g., writing articles, meeting with people in the community, conducting workshops/presentation, etc.) when they are building up caseloads.
3. In addition to a CEU allowance, and various free CEU offerings during the year hosted by the agency, we also cover the cost of license renewals for our staff. These cost approximately \$550 every two years, depending on the licensing board.
4. Part of our triannual check-ins with staff include stay interviews. We work at ongoing communication with staff about their professional development goals and want to understand what keeps them fulfilled at JFCS.
5. Finally, we encourage our staff to dream big and propose program/service ideas that will meet staff and client needs. We've recently had the exciting opportunity to really get behind one of our therapists and support her in rolling out a new therapy modality.

Please let us know if you have any further questions, or if we can help in any way.

Thanks,
Jill

Jill Kozberg, MA, LP

Mental Health and Senior Services Director
952-542-4842 | jkozberg@jfcsmpls.org



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SEE JOB DESCRIPTION ALSO FROM MINNEAPOLIS SENT TO ME!!!

From: Rachel Kornfeld <rkornfeld@jfsgrgreenwich.org>

Sent: Tuesday, May 24, 2022 6:30 PM

To: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>

Cc: Rebecca Rosenau <rrosenau@jfedsnj.org>

Subject: Re: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Rebecca,

This is my favorite program to talk about! I have some availability on Friday if you'd like to schedule a zoom. Or a day next week. Happy to tell you what worked here, and what didn't.

Talk Soon,

Rachel Kornfeld, LCSW, SBL
CEO
Jewish Family Services of Greenwich
(203)622-1881
www.jfsgreenwich.org

From: Mauri Malka <MMalka@jfclouisville.org>
Sent: Tuesday, May 24, 2022 7:07 PM
To: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>
Cc: Rebecca Rosenau <rrosenau@jfedsnj.org>
Subject: RE: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Over the last few years we had several long-term therapists retire. It has been more challenging to recruit new ones for the reasons you mentioned. We have generally been able to retain therapists because they enjoy the flexibility, benefits and collegial culture. We currently are working on a hybrid model and therapists have the opportunity to work both at the office or at home for telehealth visits. This has been a plus for many. Most of our therapists are paid salary and one is paid hourly (by preference because they do not want to work fulltime) We pay for meetings and documentation time. They could definitely make more in private practice but the cost of office space, insurance, no paid leave or benefits can be a consideration. We also pay for CEU's and re-credentialing fees. We also promote ourselves as a supportive group practice and that is a plus for some. We currently have an expectation that therapists spend 50% of their time in direct service. We may increase this to 65% but that is still manageable and does not feel overburdensome. There are also opportunities to vary the work and work with different populations. We try to maintain a steady flow of Master's level student interns to provide therapy for self-pay clients. This extends our capacity and provides opportunities for hiring.

Hope this helps. Mauri

From: JERRY STARR <JSTARR@jewishfamilysvc.org>
Sent: Wednesday, May 25, 2022 11:01 AM
To: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>
Cc: Rebecca Rosenau <rrosenau@jfedsnj.org>
Subject: RE: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Rebecca,

Hi, recruitment and retention is becoming more difficult given the shortage of skilled professionals and the increase in Mental Health counseling needs in the community. We pay between \$35-\$45 per session. We also pay for any supervisory time staff need and we hold 2 clinical meetings per month and will pay the staff to attend. We use only one hourly rate . I hope this information is helpful.

Jerry

Jerry Starr, lcsw
Executive Director
Jewish Family Service of Somerset,
Hunterdon and Warren Counties
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Somerville, New Jersey 08876
908 725-7799 x104
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Mauri Malka, LCSW
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She/Her
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From: Toni Jacobsen <ToniJacobsen@jfsnashville.org>

Sent: Wednesday, May 25, 2022 1:30 PM

To: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>

Cc: Rebecca Rosenau <rrosenau@jfedsnj.org>

Subject: Re: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Our clinicians are salary employees with benefits. Without benefits and a steady salary, a clinician is basically in private practice working for someone else. With this model, you should

expect a high turnover rate. As a clinician, I know I always have the option of being in private practice, but I want the benefits of working with an agency that include peer support, billing, vacation time, retirement match, health insurance, etc. We do lots of other programs in addition to counseling so the funding for those programs offset the cost.

I hope this was helpful.

Toni Jacobsen
JFS Nashville

From: Michael Gershuny <mgershuny@jfsottawa.com>
Sent: Thursday, May 26, 2022 7:28 AM
To: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>
Cc: Rebecca Rosenau <rrosenau@jfedsnj.org>
Subject: Re: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Hi Rebecca,

JFS Ottawa has a similar model and similar struggles. I would be happy to share experiences and learnings.

Michael

Michael Gershuny
Director of Counselling and Mental Health
Jewish Family Services of Ottawa

From: Ada Cheung <ACheung@jfshouston.org>
Sent: Wednesday, May 25, 2022 12:04 PM
To: Rebecca Rosenau <rrosenau@jfedsnj.org>
Subject: Fw: {E}Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Hi Rebecca,

Thanks for reaching out.

Recruiting is hard. We have a hard time hiring the right person with the background needed to cover the services.

In terms of retention, we get 50% luck by offering flexible schedules, adjusted caseloads, and adequate training to prevent from more burnout.

We do have LMSWs who receive clinical supervision with us. Their salary ranges from 43k to 50k (in Texas). I know some agencies ask LMSWs to sign contract about staying in the agency for minimally 2 more years once they get their LCSW or else they have to pay back the agency about the cost of clinical supervision. We yet concern about funding to continue to fund a position and absorb the costs of getting the new LCSW in-panel with insurance. Hope it gives you a general picture of what we have and how we do. Please feel free to reach out.

Warmly,

ADA CHEUNG, PhD, LCSW-S, RPT (*she/her/hers*)
Chief Clinical Officer
Jewish Family Service Houston
4131 S. Braeswood Blvd.
Houston, TX 77025

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acheung@jfshouston.org



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From: Katie Hanley <khanley@jfshartford.org>

Sent: Thursday, May 26, 2022 12:54 PM

To: Rebecca Rosenau <rosenau@jfedsnj.org>

Subject: FW: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Hi Rebecca,

I share your experience. We have lost several clinicians to private practice.

I don't have a magic answer for you, but please know you are not alone! We just did a market analysis for our salaries and we believe we are paying our clinicians competitively for other orgs like ours – but again, that may not be competitive when held against private practice or group practices that charge (and receive) private rates.

This is what we found:

Min: \$30.52/hour

Mid: \$36.62/hour

Max: \$51.27/hour

Our benchmark is \$35.13, which is what our market average is right now. Our clinicians are a little below that (\$35.00/hour) or a little above that right now (\$39.00/hour).

We do not pay any differential for administrative or clinical work. We offer the hourly rate for xx amount of hours worked and we expect them to see clients 70% of the time they're working – so 30% for staff meetings, clinical supervision, and paperwork.

Also the NJHSA just put out [their 2021 compensation report](#) – several pages in is the salary data for clinical social workers. You may want to take a look at that.

Don't hesitate to reach out if you have any further questions! I'd also love to hear what you do for all these things...especially if you find it be successful.

Sincerely,
Katie

Katie Hanley, LMSW (She/Her)
Chief Executive Officer

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From: Terri Bonoff <tbonoff@jfcsatl.org>
Sent: Monday, May 30, 2022 3:05 PM
To: Rebecca Rosenau <rrosenau@jfedsnj.org>
Cc: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>; Loraz A. Mutch <lmutch@jfcsatl.org>
Subject: Re: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Rebecca,
This is such a relevant conversation! We wrestle with the same issue. We provide salaries for clinicians and it does not vary- we are paying \$55,000-\$65,000 depending on tenure and management responsibilities. We think it's insufficient to recruit and retain them in today's environment. Copying Loraz our Director of HR who can elaborate. What is your current salary schedule?

Warm regards,
Terri



Terri Bonoff
Chief Executive Officer

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P: 770.677.9307 | M: 612.360.0035
4549 Chamblee Dunwoody Rd., Atlanta, GA, 30338



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From: Loraz A. Mutch <lmutch@jfcsatl.org>

Sent: Tuesday, May 31, 2022 10:11 AM

To: Rebecca Rosenau <rrosenau@jfedsnj.org>; Terri Bonoff <tbonoff@jfcsatl.org>

Cc: Lisa-Lorraine Smith <LLSmith@networkjhsa.org>

Subject: RE: Question from a sister agency re: Clinical fee-for-service staff reimbursements

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Hi Rebecca,

In addition, our clinical services department has weekly staff development that offers training that can also be applied to their hours. We also offer an additional \$1000 to staff when they obtain their license.

For our Pay for Performance (fee-for-service), we pay \$41.54 per "Unit of Service." A Unit of Service is defined as a face-to-face client appointment. In addition:

- They are paid 1.25 units for each unit of service provided in a client's place of residence; paid 2 units for each hour of a group session.
- They are expected to complete all paperwork associated with each Unit of Service provided as part of the fee-for-service rate.
- As part the unit rate, P4Ps are expected to attend staff meetings, mandatory training and one hour of supervision per month with their LCSW Supervisor. They are paid for attending two hours of meetings within a given month with supervisor approval.

Regarding our benefits, our agency offers the following to our full time salaried/hourly staff:

Paid Time Off:

- 20 days of PTO every January to use by year end.

Holidays:

- JF&CS employees receive holiday pay for specified secular and Jewish holidays. This is not applicable to hourly.

Medical, Dental and Vision insurance:

- Full time salaried/hourly employees are eligible for medical, dental and vision insurance coverage on their first day of employment.

After one year of continuous employment, staff are eligible for company paid life and long-term disability insurance.

401K Plan.

Other Benefits:

- AFLAC Supplemental Benefits (Optional)
- Flexible Spending (Section125)
- Paid Parental Leave Policy
- Employee Assistance Plan
- Long Term Care (Optional)
- Direct Deposit

I hope this is helpful. Please do not hesitate to reach out if you have any other questions.

Loraz



Loraz Mutch (she/her)
Director
Human Resources

lmutch@jfcsatl.org | jfcsatl.org
 P: 770.677.9430 | F: 770.677.9498
 4549 Chamblee Dunwoody Rd., Atlanta, GA, 30338



Job Description

I. Basic Information:			
Job Title:	Psychotherapist	Hours/week:	37.5
Program/Dept.	Counseling	Non-Exempt	<input type="checkbox"/>
Reports To:	Counseling Manager	Exempt	<input checked="" type="checkbox"/>
Supervises:	Supervises no other staff	Revised:	8/19/2021

II. Summary:

The Psychotherapist represents the values and mission of JFCS in consistently delivering excellent, person-centered psychotherapy to address the needs and goals of individuals across the lifespan. This includes addressing issues of depression, anxiety, relationships and attachment, trauma, gender identity, mindfulness, self-esteem, and grief & loss. In collaboration with each client, the psychotherapist will incorporate short-term, solution-focused, evidenced-informed approaches in order

to sustain healthy relationships, ease suffering, and offer support. The primary duties of this role include the assessment and treatment of individuals, couples, and families.

Team members will have the opportunity to identify and cultivate opportunities for innovative growth and to develop relationships within the agency and the larger community in an effort to build a vibrant and diverse caseload. As a member of the Counseling team, the psychotherapist will provide feedback, support, and consultation for other team members and agency staff, and will participate in supervision and training.

III. Job Requirements:

Education and Licensing

- Master's or doctoral degree in psychology, social work, or related field from an accredited graduate program
- Minnesota professional license at the LICSW, LP, LMFT, or LPCC level

Experience

- Minimum of two years of experience providing psychotherapy to individuals, couples, and families on a wide range of clinical issues
- Specific expertise with certain populations (e.g., children, adolescents, couples, families, substance abuse, ADHD, SPMI, LGBTQIA+) or specializations (e.g., DBT, somatic, trauma-informed, play therapy or expressive therapies) highly encouraged to apply
- Experience developing relationships with people from diverse backgrounds such as differences related to culture, religion, financial resources, race, national origin, age, gender, gender identity and expression, sexual orientation, and abilities
- Competence in client confidentiality and HIPAA practices
- Proficient user of electronic health record systems with ability to keep accurate and timely records
- Experience providing therapy in-person and virtually preferred

Skills and Qualities

- Sincere commitment to consistently reflecting JFCS's Values: compassion; inclusion; innovation; integrity; and collaboration
- Proven ability to compassionately engage with people from across all backgrounds, socioeconomic statuses, and mental and physical abilities
- Strong written and oral communication skills
- Strong clinical interviewing and assessment skills
- Ability to work creatively and collaboratively with colleagues
- Ethical and able to maintain healthy client boundaries
- Ability to manage a hybrid work model between in-office and work from home
- Strong time management and task prioritization skills
- Proficient user of Microsoft Office programs, including Word and Excel
- Clinicians who identify as Jewish strongly encouraged to apply, however clinicians of all backgrounds are welcome

IV. Essential Functions/Approximate Time:

- **Short- and Long-Term Psychotherapy:** Assess client needs and goals, develop a treatment approach, and provide psychotherapy to individuals, couples, families, and groups 65%
- **Documentation:** Maintain accurate and timely clinical records, correspondence and reports as required by JFCS. Coordinate care as needed 20%
- **Supervision/Administration:** Participate in weekly counseling team consult, weekly 1:1 supervision and periodic all-staff meetings. Additional duties as time and counseling department require 10%
- **Outreach:** Develop relationships within and outside of the agency to cultivate intentional referral and community partners. Engage in opportunities to showcase clinical expertise (e.g., presentations, blog posts or articles) 5%

V: Typical physical/mental demands:

Indoor office environment for most work, at JFCS and in the community. Combination of walking, sitting, and standing in an office setting. Frequent written and oral communication. Occasional lifting, stooping, kneeling, bending or climbing. Works with and around others. Daily use of computer, telephone, and other office equipment. Regular evening appointments one day per week. This position requires transportation to participate in occasional meetings and other appointments in the community.

Awareness of and ability to manage time to meet deadlines and complete work. Basic computer skills (Word, Excel, email, and case note data entry and oversight). Occasional lifting of up to 15 pounds.