

## Counseling Agreement

Flagstaff Child and Family Counseling Center (FCFCC) agrees to provide counseling services for employees of the Health Start, Healthy Steps, and the NACASA programs at North Country Healthcare when pre-approved by the appropriate Program Manager.

### **Services Provided**

Staff members through the Health Start, Healthy Steps, and NACASA programs at North Country Healthcare may experience a great deal of emotional stress dealing with families and patients in distress. The purpose of counseling is to assist staff members in coping with emotional stressors and personal stressors that compound their ability to be effective in their work environment. While personal issues may be addressed in counseling, the overall purpose and goal is to enhance the employees' professional performance. Common issues would include vicarious trauma and personal safety concerns. Counseling notes will be kept to document service delivery.

Counseling services may be delivered either individually or in a group. The Health Start, Healthy Steps and NACASA programs at North Country Healthcare may choose to have a monthly group for staff members facilitated by a therapist from Flagstaff Child and Family Counseling Center.

### **Referral Procedures**

Staff members must seek authorization for consultation services through the Health Start, Healthy Steps, or NACASA Program Manager. For the Healthy Steps and Health Start programs, twelve sessions a year per staff employee is allowed (\$1,020). For the NACASA program, three debriefing sessions a year per staff employee is allowed (\$255) unless otherwise authorized by the Program Manager.

Staff members may schedule an appointment in two ways. First, the general phone number for Flagstaff Child and Family Counseling Center is 928/774-6364. The on call therapist will answer non-urgent calls within three hours during business days. Second, urgent requests, and evening weekend requests, should be handled by using the

emergency cellphone system. The cellphone number is 928/707-1169. The on call therapist will return emergency calls immediately.

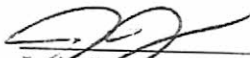
### **Fees and Billing**

The fee for counseling services is \$85 per hour, which applies to both individual and group counseling. If the appointment takes less than one hour, a minimum fee of one hour of service will be billed. The contract amount is not to exceed \$1,020 each fiscal year per employee for the Health Start and Healthy Steps programs. The contract amount is not to exceed \$255 each fiscal year per employee for the NACASA program. The usual fees for psychologists are \$120 per hour, and the fees for counselors and social workers are \$100 per hour. Thus, the \$85 per hour consultation fee is a significant discount for North Country Healthcare.

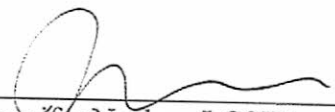
Health Start and Healthy Steps Programs will be billed for the cost of all services, including the \$50.00 "No Show" fee if the appointment is cancelled within 24 hours for a non-emergent reason. The NACASA program will be billed for the first non-emergent cancellation within 24 hours; however, if an employee cancels a second time for a non-emergent reason within 24 hours, the employee will be billed. The bookkeeper at FCFCC will bill on a monthly basis if any fees have been incurred. There are no fees to North Country Healthcare if the counseling services are not utilized.

### **Duration of the Contract**

This counseling contract will remain in effect from August 1, 2017 to July 31, 2019. The contract may be renegotiated or terminated by either party with thirty days written notice.

 7-24-17  
Julie Jorgenson  
Health Start/Healthy Steps Program Manager  
North Country Healthcare

  
Jennifer Runge  
NACASA Program Manager  
North Country Healthcare

  
Jennifer Nosker, LCSW  
Managing Partner  
Flagstaff Family and Child  
Counseling Center  
408 North Kendrick Suite 4  
Flagstaff, AZ 86001