



# Clinical Licensure and Certification Compensation Policy

Effective November 25, 2025

## I. Purpose and Philosophy

Maine Township recognizes that the quality of care provided to our residents is directly dependent on the expertise, dedication, and professional growth of our clinical staff. This policy is established to:

1. **Enhance Quality of Care:** Incentivize the acquisition of advanced clinical skills and evidence-based modalities that directly improve client outcomes and safety.
2. **Retain Talent:** Provide a competitive compensation structure that rewards tenure and professional achievement, thereby reducing turnover and its associated costs.
3. **Promote Professional Development:** Foster a culture of lifelong learning by financially recognizing the significant time and effort required to obtain specialized credentials.
4. **Ensure Market Competitiveness:** Maintain salary benchmarks that align with industry standards for highly qualified clinicians.

## II. Policy Statement

It is the policy of Maine Township to provide a permanent increase to the base salary of eligible clinicians upon the verification of specific licensure and specialized certifications as detailed below.

### A. Clinical Licensure Adjustment

Clinicians who obtain full, independent clinical licensure shall receive a base salary increase of \$4,000.

- **Eligible Licenses:** This includes, but is not limited to:
  - Licensed Clinical Professional Counselor (LCPC)
  - Licensed Clinical Social Worker (LCSW)
  - Licensed Marriage and Family Therapist (LMFT)
- **Conditions:**
  - The license must be issued by the Illinois Department of Financial and Professional Regulation (IDFPR).
  - The license must be active and in good standing.
  - This increase is a one-time salary adjustment upon reaching independent licensure status.

### B. Specialized Certification Adjustment

Clinicians who complete a specialized, recognized certification relevant to their job responsibilities shall receive a base salary increase of \$2,000 per approved certification.

- **Eligibility Criteria:**
  - The certification must be issued by a state or nationally recognized credentialing body.
  - The training program must require a minimum of 85 hours of direct training, education, and supervision to complete.
  - The certification must be directly related to the clinician's current role and scope of practice.
- **Approved Certifications:** Examples include, but are not limited to:
  - Registered Play Therapist (RPT)
  - Synergetic Play Therapy Certification (CSPT)
  - Eye Movement Desensitization and Reprocessing (EMDR) Certified Therapist
  - Certified Alcohol and Other Drug Abuse Counselor (CADAC)
  - Dialectical Behavior Therapy Certification (DBT-LBC)
  - Certified Internal Family Systems (IFS) Therapist
  - Certified Somatic Experiencing Practitioner (SEP)
  - Illinois Certified Domestic Violence Professional (ICDVP)
- **Approval Process for New Certifications:** Certifications not listed above must be pre-approved by the MaineStay Director to ensure they meet the 85-hour training threshold and organizational needs.

### III. Procedures

1. **Verification:** The employee must submit official documentation (certificate, license copy, or online verification link) to the Township Administrator.
2. **Effective Date of Increase:**
  - Employees employed as of the policy effective date who have already obtained and currently hold eligible independent licensure or approved specialized certifications shall be entitled to the specified salary increases.
  - The salary adjustment for these employees will be applied the first full pay period following the submission and verification of the credential.
  - For credentials obtained after the policy effective date, salary adjustments will also become effective the first full pay period following the submission and verification of the credential.
  - This policy does not provide for retroactive compensation for any period of time prior to the policy effective date, regardless of the duration for which the employee has held the credential.

### IV. Conditions and Limitations

- **Good Standing:** Employees must be in good standing (not on a Performance Improvement Plan or disciplinary probation) to be eligible for these adjustments at the time of submission.
- **Maintenance of Credential:** Employees are responsible for maintaining the validity of their license or certification (e.g., completing CEUs, renewal process). Failure to maintain the credential may result in the removal of the salary differential.
- **Maximum Adjustments:** An employee may receive the Certification Adjustment for a maximum of 3 specialized certifications, unless a specific exception is granted by Maine Township due to critical organizational need.
- **Budgetary Authority:** All salary adjustments are subject to the annual budget approval process.