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*To ensure access to high-quality,
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community and university partners.*



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March 19, 2013

The Honorable Board of Supervisors
County of Los Angeles
383 Kenneth Hahn Hall of Administration
500 West Temple Street
Los Angeles, California 90012

Dear Supervisors:

**APPROVAL OF ORDINANCE AMENDING THE COUNTY CODE, TITLE (5) -
PERSONNEL, CHAPTER 5.44, ADDITIONAL EMPLOYMENT AND
COMPENSATION
(ALL SUPERVISORIAL DISTRICTS)
(3 VOTES)**

SUBJECT

Request approval of an ordinance to amend County Code, Title 5 - Personnel, Los Angeles County Code, Chapter 5.44, Additional Employment and Compensation to add a new clarifying subsection related to loan repayment and scholarship programs.

IT IS RECOMMENDED THAT THE BOARD:

1. Approve the ordinance (Exhibit I) to amend Los Angeles County Code, Title 5 - Los Angeles County Code, Chapter 5.44, by adding a new subsection C to Section 5.44.020 Officers or employees -- No extra fees allowed for County services, to clarify that Section 5.44.020 does not preclude County employees or officers from participating in a student loan repayment program or a scholarship program that requires the participant to provide services, at the time of the award or in the future, as an employee of a qualified entity or site, which may be a County facility.
2. Introduce, waive reading and adopt the Ordinance.

3. Delegate authority to the Director of Health Services, or his designee, to execute all required applications and agreements for student loan repayment programs or scholarships which do not require a County contribution or which require County contributions of less than \$100,000 in the aggregate annually for all such programs involving Department of Health Services (DHS) personnel, offered to health professionals employed at a County facility.
4. Delegate authority to the Director of Public Health (DPH), or his designee, to execute all required applications and agreements for student loan repayment programs or scholarships which do not require a County contribution or which require County contributions of less than \$100,000 in the aggregate annually for all such programs involving DPH personnel, offered to health professionals employed at a County facility.
5. Delegate authority to the Director of Mental Health (DMH), or his designee, to execute all required applications and agreements for student loan repayment programs or scholarships which do not require a County contribution or which require County contributions of less than \$100,000 in the aggregate annually for all such programs involving DMH personnel annually offered to mental health professionals employed at a County facility.

PURPOSE/JUSTIFICATION OF RECOMMENDED ACTION

Currently, Section 5.44.020 of the County Code restricts the ability of County Officers or employees to accept compensation or other reward from any person or entity except the County for work performed as County personnel. Approval of the first recommendation will amend the County Code to clarify that it is not intended to preclude County officers or employees from participating in student loan repayment or scholarship programs where the programs may require employment at an eligible site or entity, which can include a County facility, as a condition of receiving benefits under such a program. Loan repayment programs are programs which provide funds to selected professionals who are employed for certain minimum periods of time to provide services at qualified sites in Medically Underserved Areas, Health Professional Shortage Areas or who work with Medically Underserved Populations. The funds are to be used to pay down student debt incurred in connection with achieving a professional degree or license.

Approval of the third, fourth, and fifth recommendations will allow the Directors of DHS, DPH, and DMH (collectively "Departments"), or their designees, to execute required student loan repayment program or scholarship applications and agreements as needed to allow County personnel to participate in those programs. This will enable the Departments to offer the opportunity to participate in student loan repayment or scholarship programs in an effort to increase recruitment and/or retention of qualified, health professionals to work in County facilities that are located in Medically Underserved Areas, areas with Medically Underserved Population or Health Professional Shortage Areas (HPSA).

Implementation of Strategic Plan Goals

The recommended actions support Goal 1, Operational Effectiveness, of the County's Strategic Plan.

FISCAL IMPACT/FINANCING

Except for expenses related to administering the program and achieving HSPA designations, there are no County costs associated with these actions for programs that provide loan repayment or scholarship without matching funds. However, some loan repayment programs require matching contributions. The Directors could, at their discretion, spend up to \$100,000 in the aggregate annually per Department to provide such match. Should a Department choose to expend more than that amount to participate in such a program or programs, that Department will return to your Board to request permission to participate. The Departments are hopeful that private donations to provide these matching funds can be received so that ordinary County revenue does not have to be used.

FACTS AND PROVISIONS/LEGAL REQUIREMENTS

On August 28, 2012, the Board requested that the Directors of DHS, DMH and DPH develop a plan, including, as necessary, revised ordinances, that would enable the Departments to address more strategically health professional shortages with available federal, State, and philanthropic health provider student loan repayment and scholarship program funds.

Generally, the Section 5.44.020 of the County Code precludes officers and employees from receiving supplemental fees, rewards or payment for services provided as County personnel. County Counsel had advised that technical clarification of Section 5.44.020 of the County Code would be desirable to assure that officers and employees could accept the loan repayment and scholarship funds while providing services at County facilities and drawing County salaries.

On October 17, 2012, DHS responded to the Board on behalf of the Departments with a plan to address health professional shortage areas with student loan repayment and scholarship programs. To date, the Departments have identified 18 scholarship and student loan repayment programs, only one of which requires matching funds (Exhibit II).

Programs that do not require matching funds will be pursued by each Department as appropriate for their scope of service. Their respective Human Resources staff will advise employees on program availability and selection criteria as well as provide guidance to employees on the application process.

Each Department will determine if it wishes to have employees participate in loan repayment/scholarship programs that require matching funds. To the extent possible, Departments will attempt to utilize external funds for the match. If County funds are requested, and the number of applicants exceeds the available match pool, each Department will establish a loan repayment/scholarship committee to prioritize applicants for matching funds. Further, if aggregate contributions by any Department will exceed \$100,000 for the year, that Department will seek Board authority for the additional expenditure.

DHS, DMH and DPH will support their respective facilities with the process of HPSA designation, promote the availability of student loan repayment and scholarship programs in connection with recruitment and retention efforts, and ensure compliance with the use of awards.

County Counsel has approved Exhibit I as to form.

CONTRACTING PROCESS

Not applicable.

IMPACT ON CURRENT SERVICES (OR PROJECTS)

Recruitment and retention of highly qualified health professionals remains a challenge for the Departments. Approval of the recommendations will enhance the Departments' ability to provide a more competitive compensation package for staff with substantial student debt by leveraging federal and State programs. The ability to recruit high quality health professionals will enhance timely delivery of patient-centered care.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Mitchell Katz". The signature is fluid and cursive, with the first name "Mitchell" written in a larger, more prominent script than the last name "Katz".

Mitchell H. Katz, M.D.

Director

MHK:ja

Enclosures

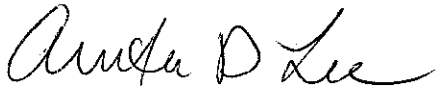
c: Chief Executive Office
County Counsel
Executive Office, Board of Supervisors

ANALYSIS

This ordinance amends Title 5 – Personnel of the Los Angeles County Code, Chapter 44, relating to Additional Employment and Compensation by the Department of Health Services by adding a new subsection C to section 5.44.020:

The addition of subsection C confirms that a county officer or employee may participate in a student loan repayment program or a scholarship program that requires the participant to provide services, at the time of the award or in the future, as an employee of a qualified entity or site. A qualified entity or site may include a county facility.

JOHN F. KRATTLI
County Counsel

By 
ANITA D. LEE
Principal Deputy County Counsel
Health Services Division

ADL:vn

Requested: 07/24/12
Revised: 12/07/12

ORDINANCE NO. _____

An ordinance amending Title 5 - Personnel of the Los Angeles County Code, relating to Additional Employment and Compensation.

The Board of Supervisors of the County of Los Angeles ordains as follows:

SECTION 1. Section 5.44.020 is hereby amended to read as follows:

5.44.020 Officers or employees -- No extra fees allowed for county services.

A. No officer or employee of the county shall charge, request or receive for his own use any fee, reward or payment of any kind from any person, firm or corporation other than the county of Los Angeles for any services rendered by him as such officer or employee, or render during his office hours or hours of work for the county any service to anyone other than such services as he is employed by the county to render; provided, however, that officers and employees of the county are authorized, and it is made their duty, to make and furnish copies of public records to private persons during office hours and to charge and collect the fees prescribed by law, or to charge and collect a reasonable fee not exceeding the actual cost of providing such copies, whichever is less. All such fees and charges shall be paid into the county treasury, and no officer or employee of the county shall retain any such fee or charge for his own use.

B. No officer or employee of the county shall make copies of public records outside of office hours and make a charge therefor; nor shall any county officer or employee make a charge or retain for his own use any compensation for permitting any person other than a county employee to make or furnish copies of any public records.

C. Nothing in this section is intended to preclude any officer or employee of the county from participating in and benefiting from a federal, state or privately

sponsored student loan repayment program or scholarship program which establishes, as a condition for receiving loan repayment program or scholarship benefits, that the individual provide services, either at the time of the award or in the future, as an employee of a qualified entity or site. A qualified entity or site may include a county facility.

[544020ALCC]

LOS ANGELES COUNTY
SCHOLARSHIP AND LOAN REPAYMENT PROGRAMS
MATCHING FUNDS NOT REQUIRED

PROGRAM	ELIGIBLE PERSONS	REQUIREMENTS	SITE ELIGIBILITY	AWARD/SERVICE COMMITMENT
<p>Allied Healthcare Scholarship (AHSP) OR Allied Healthcare Loan Repayment (AHLRP) Sponsor: Health Professions Education Foundation</p>	<p>-Diagnostic Medical Sonography -Clinical Laboratory Science -Medical Assistant -Medical Imaging -Medical Laboratory Technology -Nuclear Medicine Technology -Occupational Therapy -Pharmacy/Pharmacy Technician -Physical Therapy/Assistant -Radiation Therapy Technology -Radiologic Technology -Respiratory Care -Social Work -Speech Therapy -Surgical Technician -Ultrasound Technician</p>	<p>-Have valid legal presence and ability to work and provide care in the State of California. Scholarship program: -Priority will be given to students accepted or enrolled in one of the listed programs. -Be willing to work in a medically underserved area for two years. Loan Repayment program: -Work in a medically underserved area for two years. -Have outstanding educational debt from a commercial or U.S. governmental lending institution.</p>	<p>-HPSA, MUA/MUP, County, State or Veterans Facility</p>	<p>-Eligible to receive up to receive \$4,000. Scholarship program: -One year service obligation OR 100 volunteer hours practicing direct patient care in a HPSA or MUA/MUP. Loan Repayment program: -One year service obligation practicing direct patient care in a HPSA or MUA/MUP.</p>
<p>Associate Degree Nursing Scholarship (ADN) Sponsor: Health Professions Education Foundation</p>	<p>Students who are currently enrolled or accepted into an Associate Degree Nursing Program</p>	<p>-Have valid legal presence and ability to work and provide care in the State of California. -Free from any other service obligation. -Graduate after January 31, 2013.</p>	<p>-HPSA, MUA/MUP, County, State or Veterans Facility</p>	<p>-Eligible to receive up to \$10,000 -Two-year service obligation practicing direct patient care at a qualified facility in CA</p>
<p>Bachelor of Science Nursing Scholarship (BSN) OR Bachelor of Science Nursing Loan Repayment Program (BSNLRP) Sponsor: Health Professions Education Foundation</p>	<p>Scholarship program: Students who are currently accepted or enrolled in a Bachelor Degree nursing program in California Loan Repayment program: currently licensed as a Registered Nurse in California and have a BSN degree</p>	<p>-Have valid legal presence and ability to work and provide care in the State of California. -Be free from any other service obligation. -Be willing to work in a medically underserved area for two years. Scholarship program: -Graduate after January 31, 2013. Loan Repayment program: -Currently licensed as a RN in California and have BSN -Practicing as an RN providing direct patient care in a MUA, HPSA in a County, State, prison, or Veteran's facility. -Have outstanding educational debt from a commercial or U.S. governmental lending institution.</p>	<p>-HPSA, MUA/MUP, County, State or Veterans Facility</p>	<p>Scholarship program: -Awards scholarships up to \$13,000 per year Loan Repayment program: -May receive up to \$8,000. If previously awarded, may be awarded a second time for up to an additional \$11,000. -If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California. Each award requires an additional two year service obligation.</p>

LOS ANGELES COUNTY
SCHOLARSHIP AND LOAN REPAYMENT PROGRAMS
MATCHING FUNDS NOT REQUIRED

PROGRAM	ELIGIBLE PERSONS	REQUIREMENTS	SITE ELIGIBILITY	AWARD/SERVICE COMMITMENT
Health Professions Education Scholarship (HPSP) OR Health Professions Education Loan Repayment Program (HPLRP) Sponsor: Health Professions Education Foundation	Scholarship program: Students who are currently accepted or enrolled into a field of Dentist, Dental Hygienists, Nurse Practitioners, Certified Nurse Midwives, Physician Assistant or Clinical Nurse Specialists in California Loan Repayment program: currently licensed as a Dentist, Dental Hygienists, Nurse Practitioners, Certified Nurse Midwives, Physician Assistant or Clinical Nurse Specialists in California	-Have valid legal presence and ability to work and provide care in the State of California. -Be free from any other service obligation. -Be willing to work in a medically underserved area for two years. Scholarship program: -Graduate after January 31, 2013 Loan Repayment program: -Practicing as a licensed Dentist, Dental Hygienists, Nurse Practitioners, Certified Nurse Midwives, Physician Assistant or Clinical Nurse Specialists providing direct patient care in a HPSA or MUA/MUP in a County, State, prison, or Veteran's facility.	-HPSA, MUA/MUP, County, State or Veterans Facility	Scholarship program: -Award scholarship may receive up to \$10,000 Loan Repayment program: -May receive up to \$20,000. -If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California
Licensed Mental Health Services Provider Education Program (LMHSPEP) Sponsor: Health Professions Education Foundation	-Registered or Licensed Psychologists -Postdoctoral Psychological Assistants -Postdoctoral Psychological Trainees -Registered or Licensed Marriage and Family Therapists -Registered or Licensed Clinical Social Workers	-Must be both a permanent resident of California and U.S. citizen. -Be free from any other service obligation to another entity.	-Work in a publicly funded or public mental health facility, a non-profit mental health facility, a mental health professions shortage area, or in a Public Mental Health System.	Awardee may receive up to \$15,000 to repay educational loans over a two-year period in exchange for a two year commitment to practicing and providing direct care in a publicly funded or public mental health facility, a non-profit mental health facility, a mental health professions shortage area, or in a Public Mental Health System.
Licensed Vocational Nurse Loan Repayment Program (LVNLRP) Sponsor: Health Professions Education Foundation	Currently a Licensed Vocational Nurse in CA	-Be practicing as a LVN providing direct patient care. -Have valid legal presence and ability to work and provide care in the State of California. -Be free from any other service obligation. -Be willing to work in a medically underserved area for two years.	-HPSA, MUA/MUP, County, State or Veterans Facility'	-Awardee may receive up to \$6,000. If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California.
Licensed Vocational Nurse to Associate Degree Nursing Scholarships Program (LVN to ADN) Sponsor: Health Professions Education Foundation	Currently accepted or enrolled in a Licensed Vocational Nurse to Associate Degree Nursing program in CA	-Have valid legal presence and ability to work and provide care in the State of California -Free from any other service obligation. -Graduate after January 31, 2013.	-HPSA, MUA/MUP, County, State or Veterans Facility	-Awardee may receive up to \$8,000. If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California.
Mental Health Loan Assumption Program (MHLAP) Sponsor: Health Professions Education Foundation	Eligible professions include, but are not limited to: -Registered or Licensed Psychologists -Registered or Licensed Psychiatrists -Postdoctoral Psychological Assistants -Postdoctoral Psychological Trainees -Registered or Licensed Marriage and Family Therapists -Registered or Licensed Clinical Social Workers -Licensed Professional Clinical Counselors -Licensed Professional Clinical Counselor Interns -Registered/Licensed Psychiatric Mental Health Nurse Practitioners in CA	-Have valid legal presence and ability to work in the state of California. -Have no outstanding service obligation to an entity other than the Health Education Profession Foundation. -Have outstanding educational debt from a commercial or U.S. governmental lending institution. -Work or volunteer in the Public Mental Health System for a minimum of 20 hours per week.	-Must be working in or have entered into agreement to work at a Public Mental Health System.	-Awardee may receive up to \$10,000 to repay educational loans in exchange for a 12-month service obligation in a hard-to-fill or retain position within the County PMHS.

LOS ANGELES COUNTY
SCHOLARSHIP AND LOAN REPAYMENT PROGRAMS
MATCHING FUNDS NOT REQUIRED

PROGRAM	ELIGIBLE PERSONS	REQUIREMENTS	SITE ELIGIBILITY	AWARD/SERVICE COMMITMENT
National Health Service Corps (NHSC) Sponsor: National Health Service Corps	Primary care Physicians (MD/DO) including: -Family practice -Internal medicine -Pediatrics -Ob Gyn -Gerontology -Psychiatry -Nurse practitioners -Physician assistant -Certified nurse mid-wives Dental care professionals: -Dentists (DDS/DMD) -Registered dental hygienist Mental Health professionals: -Psychiatrists -Health service psychologist -Licensed clinical social worker -Psychiatric nurse specialist -Marriage & family therapist -Licensed professional counselor	-U.S. citizen (U.S. born/naturalized) or U.S. National. -Participate or be eligible to participate as a provider in the Medicare, Medicaid, and Children's Health Insurance Programs, as appropriate. - Not have any outstanding service obligation for health professional or other service to the Federal government, State or other entity ¹ unless the obligation would be completed prior to receipt of the NHSC LRP award. -Not be in breach of a health professional service obligation to the Federal, State or local government. -Not have any judgment liens arising from Federal debt; Not be excluded, debarred, suspended, or disqualified by a Federal agency.	-located in a HPSA -Accept public insurance and have a sliding fee scale -All primary care, outpatient settings	-2-yr F/T² Clinical Practice in a NHSC approved service sites w/ HPSA score of 14 or higher Eligible to receive up to \$60,000* for an initial 2 years of full-time clinical practice to clinicians. HPSA scores of 13 or lower Eligible to receive up to \$40,000* for an initial 2 years of full-time clinical service. -4 yr Half-Time³ Clinical Practice in a NHSC approved sites w/ HPSA score of 14 or higher Eligible to receive up to \$60,000* for an initial 4 years of half-time clinical practice to clinicians. HPSA scores of 13 or lower Eligible to receive up to \$40,000* for an initial 4 years of half-time clinical service. -2-yr Half-Time Clinical Practice in a NHSC approved sites w/ HPSA score of 14 or higher Eligible to receive up to \$30,000* for an initial 2 years of half-time clinical service to clinicians. HPSA scores of 13 or lower Eligible to receive up to \$20,000 for an initial 2 years of half-time clinical service.
Nurse Corps Loan Repayment Program Sponsor: Health Resources Services Administration	Registered Nurse and advanced Registered Nurse such as an NP	-U.S. citizen -Have received a bachelor's degree, a master's degree, an associate degree, a diploma, or a doctoral degree in nursing -Be employed as a full-time RN, defined as at least 32 hours per week, at a public or private nonprofit Critical Shortage Facility -OR- -Be employed as a full-time nurse faculty member at an accredited, public or private nonprofit eligible school of nursing; -Have outstanding qualifying educational loans leading to a diploma or degree in nursing -Have completed the nursing education program for which the loan balance applies -Have a current, full, permanent, unencumbered, unrestricted license to practice as an RN in the State in which they intend to practice or be authorized to practice in that State pursuant to the Nurse Licensure Compact.	-Located in a Primary Care or Mental Health HPSA	Tiered funding requirements. See application and program guide for specific details.
Nursing Scholarship Program (NSP) Sponsor: Health Resources Services Administration	-Enrolled or accepted for enrollment in a professional nursing degree program (baccalaureate, graduate, associate degree, or diploma) at accredited school of nursing located in a U.S. state or territory.	-U.S. citizen (either U.S. born or naturalized), U.S. national, or a Lawful Permanent Resident. -Begin classes no later than September 30, 2012 -Free from any Federal judgment liens -Free from existing service commitments -Not delinquent on a Federal debt	-Located in a Primary Care or Mental Health HPSA	-In exchange for a minimum 2-year service commitment at a health care facility with a critical shortage of nurses, the Nursing Scholarship Program pays: -tuition -eligible fees -other reasonable costs, such as books, clinical supplies/instruments and uniforms. -monthly stipend (\$1,289 for the 2012-2013 school year)

LOS ANGELES COUNTY
SCHOLARSHIP AND LOAN REPAYMENT PROGRAMS
MATCHING FUNDS NOT REQUIRED

PROGRAM	ELIGIBLE PERSONS	REQUIREMENTS	SITE ELIGIBILITY	AWARD/SERVICE COMMITMENT
Public Service Loan Forgiveness (PSLF) Sponsor: U.S. Department of Education	-Any public service organization employee OR must be serving in a full-time AmeriCorps or Peace Corps position	-Must be employed full-time in a public service job for each of the 120 monthly payments. -Eligible Loans: Eligible loans include Federal Direct Stafford Loans (Subsidized and Unsubsidized), Federal Direct PLUS Loans, and Federal Direct Consolidation Loans. Borrowers in the Direct Loan program do not need to consolidate in order to qualify for loan forgiveness. Borrowers in the FFEL program will need to consolidate into Direct Loans.	-Must be a public service organization.	-May qualify for forgiveness of the remaining balance due on a eligible federal student loan after 120 payments on those loans under certain repayment plans while employed full time by certain public service employers.
Steven M. Thompson Physician Corp Loan Repayment Program (STLRP) Sponsor: Health Professions Education Foundation	-Be an allopathic or osteopathic physician	-Be free of any contractual service obligations. -Have outstanding educational debt from a government or commercial lending institution. -Have a valid, unrestricted license to practice medicine in California. -Be currently employed or have accepted employment in a HPSA in California. -Commit to providing full-time direct patient care in a HPSA for a minimum of three years.	-HPSA, MUA/MUP, County, State or Veterans Facility	-Program authorizes a plan for repaying up to \$105,000 in educational loans in exchange for full-time service for a minimum of three years.
Vocational Nurse Scholarship Program (VNSP) Sponsor: Health Professions Education Foundation	-Be currently accepted or enrolled in a Vocational Nurse program in California	-Have valid legal presence and ability to work and provide care in the State of California. -Free from any other service obligation. -Graduate after January 31, 2013.	-HPSA, MUA/MUP, County, State or Veterans Facility	-Awardee may receive up to \$4,000. If awarded, recipients agree to a two-year service obligation practicing direct patient care at a qualified facility in California.

¹ Outstanding service obligations in other entities include active military, an NHSC Scholarship Program, a Nursing Education Loan Repayment Program, a State Loan Repayment Program, or a recruitment bonus that obligates you to remain employed at a certain site.

² Full-time clinical practice is defined as no less than 40 hours per week, for a minimum of 45 weeks per year.

³ Half-time clinical practice is defined as a minimum of 20 hours per week (not to exceed 39 hours per week), for a minimum of 45 weeks per year.

*2013 Application deadlines TBA

LOS ANGELES COUNTY
LOAN REPAYMENT PROGRAM
MATCHING FUNDS REQUIRED

PROGRAM	ELIGIBLE PERSONS	REQUIREMENTS	SITE ELIGIBILITY	AWARD/SERVICE COMMITMENT
State Loan Repayment Program (SLRP) Sponsor: Health Resources and Services Administration	Physicians (MD/DO) specializing in: -family practice -general internal medicine -general pediatrics -obstetrics/gynecology -gerontology -general psychiatry -physician assistants -nurse practitioners -certified nurse midwives Dental Care Professionals: -General practice dentists (DDS/DMD) -dental hygienists Mental Health Professionals: -clinical or counseling psychologists -clinical social workers -licensed professional counselors -psychiatric nurse specialists -marriage and family therapists	-Be U.S. citizen with a valid, unrestricted healthcare license or certificate for the State of California. -Have no other existing service commitment, including residency. -Free of judgements arising from Federal debt. -Current on all child support payments. -Currently employed or have accepted employment as a SLRP Certified Eligible site. -Commit to providing full-time (40 hours per week) primary care service in a California HPSA for a minimum of 2 years.	-Located in a California HPSA; Public or private non-profit; be on the SLRP Certified Eligible Site List. -Match the State loan repayment award, on a dollar-for-dollar basis, in addition to salary; agree to pay the match with non-federal funds. -Make the loan repayments directly to the provider commit to two-year employment. -Pay prevailing wages. -Enter into a Memorandum of Understanding with the Office of Statewide Health Planning and Development.	-Health professionals may be granted up to \$50,000 for a two-year initial award. The following amounts and payments are made directly to the awardee and are based on full-time status (part-time options are available): • For new applicants: \$50,000 for a two-year full-time obligation. \$50,000 for a four-year half-time obligation. \$25,000 for a two-year half-time obligation. • For extension applicants: \$40,000 for a one-year full-time extension (3rd or 4th yr). \$40,000 for a two-year half-time extension (3rd or 4th yr). \$30,000 for a one-year full-time extension (5th yr). \$30,000 for a two-year half-time extension (5th yr).

*2013 Application deadlines TBA

-clinical or counseling psychologists