

## II. Nutrition Services

### 2. Breastfeeding Peer Counseling

#### 2.2.040 Compensation of Peer Counselors

Authority WC-04-19-I, WC-05-17-I

Issued 10/2005

Revised 07/2009

**POLICY:** LAs may hire peer counselors as salaried employees or on a contractual basis (hourly or part-time contracts) and shall pay the peer counselor for their services and costs incurred while providing services as suggested by the SA.

#### **PROCEDURES:**

- A. LAs may hire peer counselors as salaried employees or contractual basis (hourly or part-time contracts) based upon the agency's policies.
  - 1. Contractual employees are paid based on the jobs they complete. When hiring peer counselors as part-time contractors, the following are to be considered:
    - a. Assign duties within clear parameters of the job assignment.
    - b. Document performance.
    - c. Monitor performance frequently.
    - d. Provide a standard time-keeping system.
- B. LA shall pay peer counselors to compensate for their services and costs used for providing services. All compensation must be monetary. No gift certificates, as a form of compensation, are allowed. The following are guidelines:
  - 1. Use the same general hourly part-time rate typical of other entry level positions such as WIC clerical positions or pay more based on experience and credentials to aid with retention is recommended.
  - 2. Reimburse mileage for home and hospital visits and long-distance telephone charges while peer counselors are providing services as requested by peer counselors.
  - 3. Reimburse costs for conducting group education sessions in the WIC clinic.
  - 4. Provide office supplies or reimburse cost for office supplies.
  - 5. Reimburse for registration and travel expenses for breastfeeding workshops and conferences as appropriate.