Certification Bonus Program

**Purpose:**
To reward employees who enhance their professional growth and their value to the organization by obtaining a selected certification. This does not include certifications that are required for the position.

**Eligibility Criteria:**
- Certification bonuses must be approved by the Director over the area
- Certification must be relevant to the current position and not result in an automatic wage rate increase
- Certifications not requiring CEU’s to maintain will receive a one time bonus; certifications requiring CEU’s to maintain will receive an annual bonus
- If an employee has more than one relevant certification, they will only receive one bonus per year
- Directors and Executives are not eligible
- CPT employees, agency employees, travelers and physicians are not eligible
- The list of approved certifications will be periodically revised
- Certification exams will continue to be reimbursed, regardless of whether or not obtaining the certification resulted in a bonus

**Procedure:**
1. Employees should complete the Certification Bonus Form, attach a copy of their certification, and submit it to their Director.
2. If approved, the Director will forward the completed form and proof of certification to Brandy Merson in Human Resources, Wayson Pavilion, Suite 350.
3. The bonus of $500 for a new certification or $250 for recertification will be included in your paycheck minus all necessary deductions.
Eligible Certifications

**Nursing**
Ambulatory Care  
Breast Care  
Cardiac and Vascular  
Cardiac Rehabilitation  
Childbirth Educator  
Chemical Dependency  
Critical Care – Adult  
Critical Care – Neonatal  
Critical Care – Pediatric (CCRN: Critical Care Registered Nurse – Pediatrics)  
Diabetes Educator  
Diabetes Management, Advanced  
Electronic Fetal Monitoring  
Emergency  
Pediatric Emergency (CPEN – Certified Pediatric Emergency Nurse)  
Gerontology  
Infection Control  
Infusion  
Inpatient Obstetric  
High Risk Obstetric  
Lactation Consultant  
Low Risk Neonatal  
Maternal Newborn  
Medical-Surgical  
Neonatal Intensive Care  
NICU Network Neurobehavioral Scale (NNNS)  
Neonatal Oral-Motor Assessment Scale (NOMAS)  
Occupational Health  
Occupational Health, Advanced  
Hospice/Palliative  
Oncology  
Pediatric Oncology  
Operating Room  
Orthopedic  
Pain Management  
Pediatric  
Perioperative First Assist  
Perinatal  
Progressive Care  
Radiologic Nurse  
Registered Cardiovascular Invasive Specialist (RCIS)  
Neuroscience

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Wound, Ostomy, and Continence
Wound, Ostomy, and Continence, Advanced
Nursing Administration
Nursing Administration, Advanced
Nursing Professional Development
Case management
Telephone Nursing Practice
Post Anesthesia
Ambulatory Perianesthesia
Holistic
Transport (Emergency nursing)
Flight Nurse (Emergency nursing)
Gastroenterology
First Assist OR
Hospice/Palliative
Hospice/Palliative, Advanced
Ophthalmic
Otohyolaryngology/Head/Neck
Nephrology
Dialysis
Rehabilitation
Plastic Surgery
Informatics
Psychiatric/Mental Health-
Nurse Practitioners:
  - Acute care
  - Adult
  - Adult Critical Care
  - Adult Psychiatric/Mental Health
  - Family
  - Family Psychiatric/mental Health
  - Gerontology
  - Neonatal
  - Neonatal Critical Care
  - Pediatric
  - Pediatric Critical Care
  - Women’s Health Care
  - Reproductive Endocrinology/Infertility
  - Cardiac Medicine
  - Cardiac Surgery
  - Nephrology
  - Advanced Oncology

Clinical Nurse Specialists:
  - Acute and Critical Care

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- Adult Health
- Adult Psych/Mental Health
- Child/Adolescent Psychiatric/Mental Health
- Gerontology
- Neonatal or Pediatric Critical Care
- Pediatric
- Public/Community Health
- Advanced Oncology

Orthopedic Tech
Surgical Technologist
Surgical Assistant

Pathways
Certified Associate Counselor – Alcohol and Drug
Certified Supervised Counselor – Alcohol
Certified Alcohol and Drug Counselor

Ancillary Services
PT/OT
- Newborn Individualized Developmental Care and Assessment
- Ergonomics Assessment Specialist
- Instructor-Alaryngeal Speech
- Hanen Certification
- Certified Hand Therapist PT/OT
- Lymphedema for OT/PT
- Certified Strength and Conditioning Specialist (CSCS)
- Driving and Community Mobility OT/OTA
- Environmental Modification OT/OTA
- Feeding, Eating and Swallowing OT/OTA
- Low Vision OT/OTA

Respiratory Therapy
- Adult Critical Care Specialty (ACCS)
- Asthma Educator Certification
- Certified Pulmonary Function Technologist
- Registered Pulmonary Function Technologist
- Neonatal – Pediatric Specialist
- Registered Polysomnology Technologist
- Registered Cardiovascular Invasive Specialist (RCIS)

Food and Nutrition
- Board Certified Specialist in Geriatrics
- Board Certified Specialist in Sports Dietetics
- Board Certified Specialist in Pediatrics

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Board Certified Specialist in Renal Nutrition

ACSM Certified Clinical Exercise Specialist (American College of Sports Medicine)
Cardiovascular Imaging
Cardiovascular/Interventional Radiology
Vascular Interventional Radiological Technologist
Third Grade Stationary Engineer
Phlebotomy
American Society of Clinical Pathology – PBT, DPT
National Healthcareer Association
National Credentialing Agency
Pharmacy Technician
Geriatric Pharmacy
Registered Diagnostic Medical Sonographer
Registered Diagnostic Cardiac Sonographer
Registered Vascular Technologist
American Society of Clinical Pathology (ASCP)

Specialists:
- Hemapheresis Practitioner - HP(ASCP)
- Blood Banking - SBB(ASCP)
- Chemistry – SC(ASCP)
- Hematology – SH(ASCP)
- Pathologists’ Assistant – PA(ASCP)
- Microbiology – SM(ASCP)
- Cytotechnology – SCT(ASCP)
- Laboratory Safety – SLS(ASCP)
- Diplomate in Laboratory Management – DLM(ASCP)

American Society for Quality
- Quality Auditor – CQA(ASQ)
- Certified Instrument Specialist
- Certified Registered Central Service Technician

**Radiation Oncology**
Radiation Oncology Coding Certification (ROCC)

**Development**
Fellow, Association for Healthcare Philanthropy
Certified Fundraising Executive

**Human Resources/Wellness**
Professional in Human Resources
Senior Professional in Human Resources
Certified Compensation Professional

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Certified Health Education Specialist
Certified Tobacco Treatment Specialist
American Dietetic Association Certificate in Adult Weight Management

**Quality and Patient Safety**
Certified Professional in Healthcare Quality
Medical Interpretation
Certified FMEA Investigator
Infection Control & Epidemiology

**Finance**
Certified Patient Account Manager
Certified Clinic Account Manager
Certified Public Accountant
Certified Payroll Professional
Certified Accounts Payable Professional
Certified Healthcare Finance Professional
Certified Professional Coder
Certified Coder Specialist
Registered Health Information Technician (RHIT/RHIA)
  - Coder I’s will receive a bonus if they have one of the following certifications (CCA, RHIT, RHIA, CCS or CPC)
  - Coder II’s are required to have ONE of the following: CCA, RHIT, RHIA, CCS or CPC; they will receive a bonus if they have ONE additional certification from this list
  - Coder III’s are required to have ONE of the following: CCA, RHIT, RHIA or CCS; they will receive a bonus if they have ONE additional certification from this list
  - Manager of Coding/Quality Data is required to have a RHIA or RHIT; they will receive a bonus for having ONE additional certification from this list
  - Radiation Oncology Coding Certification (ROCC)

**HCE**
American College of Medical Practice Executives

**Information Systems**
Cisco Certified Entry Networking Technician
CompTIA Security
Microsoft Certified Professional
Microsoft Certified Technology Specialist: Windows 7
Microsoft Exchange 2007, Configuration
Microsoft Certified Systems Administrator
Microsoft Certified Systems Engineer

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Cisco Certified Network Associate
Cisco Certified Network Professional
Cisco Certified Design Professional
Certified Wireless Network Expert
Check Point Certified Security Administrator NGX
Check Point Certified Security Expert NGX
Project Management Certification
Microsoft Certified Database Administrator
Certified Healthcare Access Management
Certified Professional in Healthcare Information and Management Systems
Certified Medical Transcriptionist
Registered Health Information Technician
Registered Health Information Administrator
Certified in Health Care Privacy and Security
Industrial Engineering Professional Skills Certificate
Lean enterprise Certificate Program
Six Sigma Certificate Program
Microsoft Certified Technology Specialist – Windows 2008
  ▪ Active Directory, Configuration
Microsoft Certified Technology Specialist – Windows 2008
  ▪ Network Infrastructure, Configuration
Microsoft Certified IT Professional: Server Administrator
Microsoft Certified IT Professional: Enterprise Administrator
Microsoft Certified Technology specialist – Exchange Server
  ▪ 2010, Configuring
VMware Certified Professional
Microsoft Certified Technology Specialist – Microsoft
  ▪ SharePoint 2010, Configuring
Microsoft Certified Technology Specialist – Microsoft System
  ▪ Center Configuration Manager 2007, Configuration
Microsoft Certified Technology Specialist – Microsoft System
  ▪ Center Operations Manager 2007, Configuration
GHX SCS Certification

**Medical/Clinical Research**
Certified Clinical Research Associate (CCRA)
Certified Clinical Research Coordinator (CCRC)
Certified Physician Investigator (CPI)
Certified Clinical Trial Investigator (non-physician) (CCTI)
Certified Clinical Research Professional (CCRP)
Certified Clinical Data Manager (CCDM)
Regulatory Affairs Certification (RAC)
Certified IRB Professional (CIP)

**Pharmacy**

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Pharmacy-Based Immunization Delivery