

PAY PLAN POLICY

Professional Skills/Competency Development – Approved Certifications

Approved Certifications	Percentage Amount
Associate Professional in Insurance Regulations (APIR)	up to 5%
Basic Trainer Certification (DOP)	up to 5%
Certified Administrative Law Judge	up to 5%
Certified Administrative Professional	up to 7%
Certified Associate in Project Management	up to 5%
Certified Business Advisor (CBA)	up to 7%
Certified Examinations Manager (CEM)	up to 7%
Certified Fraud Examiner	up to 5%
Certified Government Financial Manager	up to 5%
Certified Grants Management Specialist (CGMS)	up to 7%
Certified Hearing Officer	up to 5%
Certified Information Systems Security Professional (CISSP)	up to 7%
Certified Inspector General (CIG)	up to 5%
Certified Inspector General Auditor (CIGA)	up to 5%
Certified Inspector General Investigator (CIGI)	up to 5%
Certified Money Service Business Examiner (CMBE)	up to 4%
Certified Personal and Executive Coach (CPEC)	up to 7%
Certified Professional Coder (CPC)	up to 7%
Certified Professional in Learning and Performance (CPLP)	up to 7%
Certified Professional Public Buyer (CPPB)	up to 7%
Certified Public Accountant	up to 7%
Certified Public Procurement Officer (CPPO)	up to 7%
Certified Safety Professional (CSP)	up to 5%
Certified Secure Software Lifecycle Professional (CSSLP)	up to 7%
Certified Tumor Registrar	up to 7%
Cisco Certified Entry Networking Technician (CCENT)	up to 5%
Cisco Certified Network Associate (CCNA) Routing and Switching	up to 5%
Cisco Certified Network Associate (CCNA) Security	up to 7%
Comp TIA Security +	up to 7%
Correctional Health Care Professionals	up to 5%
EEO Certification	up to 7%
Facility Management Professional (FMP)	up to 5%
FMLA Certification	up to 5%
Graduate Certification in Educational Technology and Online Instruction	up to 7%
ICD-10	up to 4%
International Public Management Association for Human Resources (IPMA-HR) Certified Professional	up to 7%
International Public Management Association for Human Resources (IPMA-HR) Senior Certified Professional	up to 5%

Keirsey Temperament Certification	up to 5%
Oracle Database Certified Associate (OCA)	up to 7%
Oracle Database Certified Professional (OCP)	up to 5%
PMI Professional in Business Analysis	up to 5%
Prison Rape Elimination Act (PREA) Auditor	up to 7%
Professional in Insurance Regulation (PIR)	up to 7%
Project Management Institute Agile Certified Practitioner (PMI-ACP)	up to 7%
Project Management Professional	up to 5%
Public Procurement Management Certificate	up to 7%
Red Hat Certified System Administrator (RHCSA)	up to 5%
SHRM (CP) & SHRM (SCP)	up to 7%
WV Procurement: Advanced Certification Program	up to 5%
WV Procurement: Basic Certification Program	up to 5%
WV Real Estate License from WV Real Estate Commission	up to 7%
A request for a discretionary increase for Professional Skills/Competency Development for the formal training, education, certification, or licensure must meet all other requirements as set forth in the Division of Personnel's Pay Plan Policy (DOP-P12).	
Updated – November 30, 2018	