

Approved Professional Certifications for Salary Increase

Certification/License	Abbreviation	Organization	Date Added	Eligible Classes <i>Note: Proposals for the inclusion of any other job classifications or for increases for individual employees in other job classifications will be reviewed on a case-by-case basis</i>
Accredited Financial Examiner	AFE	Society of Financial Examiners (SOFE)	9/1/1992	INSURANCE EXAMINER 1* (075654), INSURANCE EXAMINER 2* (075682), INSURANCE EXAMINER 3 (075683), Incumbents in Financial Institutions
Accredited Health Care Fraud Investigator	AHFI	National Health Care Anti-Fraud Association (NHCAA)	7/1/2020	TBI SP AGENT-CRIMINAL INV 1** (038691), TBI SP AGENT-CRIMINAL INV 2* (038692), TBI MEDICAID FRAUD NURSE CONS (077859), TBI MEDICAID FRAUD AUDITOR (077870), TBI MEDICAID FRAUD MANAGER (077858)
Advanced Force Science Specialist Course	AFSSC	Force Science	12/25/2022	TBI SP AGENT-FORENSIC SCI 1* (077867), TBI SP AGENT-FORENSIC SCI 2* (077868), TBI SP AGENT-FORENSIC SCI 3* (038704), TBI SP AGENT-FORENSIC SCI 4 (038705), TBI SP AGENT-FORENSIC SCI SPV (077869), TBI SP AGENT-FORENSIC TECH LDR (077864), TBI SP AGENT-FORENSIC SCI MGR (077885)
AFTE - Firearm Evidence Examination and Identification	FA-AFTE	The Association of Firearm and Tool Mark Examiners (AFTE)	8/9/2021	TBI SP AGENT-CRIMINAL INV 1** (038691), TBI SP AGENT-CRIMINAL INV 2* (038692), TBI SP AGENT-CRIMINAL INV 3* (038686), TBI SP AGENT-CRIMINAL INV 4 (038703), TBI SP AGENT-FORENSIC SCI 1** (077867), TBI SP AGENT-FORENSIC SCI 2* (077868), TBI SP AGENT-FORENSIC SCI 3* (038704), TBI SP AGENT-FORENSIC SCI 4 (038705)
AFTE - Gunshot Residue Evidence Examination and Identification	GSR-AFTE	The Association of Firearm and Tool Mark Examiners (AFTE)	8/9/2021	TBI SP AGENT-CRIMINAL INV 1** (038691), TBI SP AGENT-CRIMINAL INV 2* (038692), TBI SP AGENT-CRIMINAL INV 3* (038686), TBI SP AGENT-CRIMINAL INV 4 (038703), TBI SP AGENT-FORENSIC SCI 1** (077867), TBI SP AGENT-FORENSIC SCI 2* (077868), TBI SP AGENT-FORENSIC SCI 3* (038704), TBI SP AGENT-FORENSIC SCI 4 (038705)
AFTE - Toolmark Evidence Examination and Identification	TM-AFTE	The Association of Firearm and Tool Mark Examiners (AFTE)	8/9/2021	TBI SP AGENT-CRIMINAL INV 1** (038691), TBI SP AGENT-CRIMINAL INV 2* (038692), TBI SP AGENT-CRIMINAL INV 3* (038686), TBI SP AGENT-CRIMINAL INV 4 (038703), TBI SP AGENT-FORENSIC SCI 1** (077867), TBI SP AGENT-FORENSIC SCI 2* (077868), TBI SP AGENT-FORENSIC SCI 3* (038704), TBI SP AGENT-FORENSIC SCI 4 (038705)
Airline Transport Pilot Certification	ATP	-	5/5/2017	AIRCRAFT LEAD PILOT (091353), AIRCRAFT CHIEF PILOT (091354)
American Board of Criminalistics	ABC	-	5/7/2014	TBI SP AGENT-FORENSIC SCI 1** (077867), TBI SP AGENT-FORENSIC SCI 2* (077868), TBI SP AGENT-FORENSIC SCI SPV (077869), TBI SP AGENT-FORENSIC TECH LDR (077864), TBI FORENSIC QA MANAGER (077865), TBI CRIME LAB REGIONAL ADMIN (077891)
American College of Veterinary Pathologists	ACVP	-	12/23/2014	VETERINARIAN DIAGNOSTIC LAB DR (077184), VETERINARIAN DIAGNOSTICIAN 1* (077181), VETERINARIAN DIAGNOSTICIAN 2* (077182)
American Institute of Certified Planners	AICP	American Planning Association (APA)	6/20/2019	TDOT PLANNING SPEC-TRAINEE* (076245), TDOT PLANNING SPECIALIST* (076246), TDOT PLANNING SPEC-ADV (076247), TDOT PLANNING SUPERVISOR (076248), TDOT PLANNING MANAGER (076249)
Assistive Technology Professional	ATP	Rehabilitation Engineering and Assistive Technology Society of North America (RESNA)	8/30/2022	MEDICAL EQUIPMENT FABRICATOR (062940), SEAT/POSITION CLINICIAN (077615), SEAT/POSITION SHOP SUPERVISOR (077618)
Associate Emergency Manager	AEM	International Association of Emergency Managers (IAEM)	6/12/2018	TEMA employees in the following classifications: ADMIN SERVICES ASSISTANT 2* (073162), ADMIN SERVICES ASSISTANT 3 (073163), ADMIN SERVICES ASSISTANT 4 (073166), COMMUNICATIONS SYS ANALYST 2* (075502), EMER MGMT ADMINISTRATOR 1 (038383), EMER MGMT ADMINISTRATOR 2 (038382), EMER MGMT DIST COORDINATOR 2* (038350), EMER MGMT ASSISTANT DIRECTOR (038384), EMER MGMT DIRECTOR (038385), EMER MGMT OPS OFFICER 2* (038310), EMER MGMT OPS OFFICER 3 (038312), EMER MGMT PLANNER 2* (038342), ENV SPECIALIST 3* (072922), ENV SPECIALIST 4 (072923), ENV SPECIALIST 5 (072926), EXECUTIVE ADMIN ASSISTANT 1 (073171), EXECUTIVE ADMIN ASSISTANT 2 (073172), FACILITIES MANAGER 2 (062692), GIS ANALYST 3 (075587), RADIO COMMUNICATIONS TECH 3 (098363), RADIO COMMUNICATIONS TECH SUPV (098364), RADIO SYSTEMS ANALYST (098365), TEMA CHIEF OF STAFF (038379)
Associate in Captive Insurance	ACI	International Center for Captive Insurance Education (ICCIE)	12/1/2017	INSURANCE EXAMINER-CPA (075681), INSURANCE EXAM IN-CHARGE-CPA (075680), CAPTIVE INSURANCE SPEC 1** (073037), CAPTIVE INSURANCE SPEC 2* (073036), CAPTIVE INSURANCE SPEC EIC (073033), CAPTIVE INSURANCE PROGRAM DIR (075705), ATTORNEY 2* (079442), ATTORNEY 3 (079443)

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Associate Professional in Talent Development	APTD	Association for Talent Development (ATD)	2/22/2019	TRAINING OFFICER 1 (073771), TRAINING OFFICER 2 (073772), TRAINING SPECIALIST 2* (073770), LEARNING FACILITATOR (073778), LEARNING FACILITATOR SENIOR (073774), TRAINING & CURRICULUM DIR 1 (038839), TRAINING & CURRICULUM DIR 2 (038838), INSTRUCTIONAL DESIGNER (073769)
Automotive Service Excellence T2 &T8- Certified Mechanic	ASE T2 & T8-CM	National Institute for Automotive Service Excellence (ASE)	10/10/2017	EQUIPMENT MAINTENANCE SUPV 2 (062854), EQUIPMENT MAINTENANCE SUPV 1 (062853), EQUIPMENT MECHANIC 2 (062852), EQUIPMENT MECHANIC 1 (062851), TDOT MECHANIC* (076258), TDOT MECHANIC TRAINEE* (076257), TDOT OPERATIONS TECHNICIAN (076221), EQUIPMENT SERVICE WORKER (062850)
AWS Certified DevOps Engineer - Professional	-	Amazon Web Services (AWS)	12/29/2020	APPLICATION ADMINISTRATOR-ADV (076137), APPLICATION ADMINISTRATOR-ASC* (076135), APPLICATION ADMINISTRATOR-INT* (076136), APPLICATION ADMINISTRATOR-LEAD (076138), APPLICATION ARCHITECT (075577), BUSINESS SOLUTIONS ARCHITECT (075607), DATABASE ADMINISTRATOR-ADV (075617), DATABASE ADMINISTRATOR-INT* (075616), DATABASE ADMINISTRATOR-LEAD (075618), ENTERPRISE APPLICATION ADM ADV (075510), ENTERPRISE APPLICATION ADM INT (075509), ENTERPRISE BUS SOLUTIONS ARCH (075496), ENTERPRISE MIDDLEWARE SPEC-ADV (075556), ENTERPRISE MIDDLEWARE SPEC-INT (075555), ENTERPRISE SOLUTIONS ARCH SUPV (076149), ENTERPRISE SOLUTIONS ARCH-ADV (076148), ENTERPRISE SOLUTIONS ARCH-INT (076147), INFO SECURITY ANALYST-JR (075623), INFO SECURITY ANALYST-SR (075624), IT SECURITY PROGRAM COORD (075545), IT SECURITY PROGRAM MANAGER (075547), IT SECURITY PROGRAM SUPERVISOR (075546), NETWORK ARCHITECT-ADV (075634), NETWORK ARCHITECT-INT* (075633), NETWORK ARCHITECT-LEAD (075635), NETWORK DC OPS ADMIN-ADV (076124), NETWORK DC OPS ADMIN-INT (076123), NETWORK DC OPS ADMIN-LEAD (076125), NETWORK OPS & SEC CTR SPEC-ADV (075521), NETWORK OPS & SEC CTR SPEC-INT (075520), NETWORK OPS ADMINISTRATOR-ADV (075637), NETWORK OPS ADMINISTRATOR-INT* (075636), NETWORK OPS ADMINISTRATOR-LEAD (075638), SERVER ADMINISTRATOR-ADV (076109), SERVER ADMINISTRATOR-INT (076108), SERVER ADMINISTRATOR-LEAD (076110), SOFTWARE DEVELOPER-ADV (076112), SOFTWARE DEVELOPER-JR* (076111), SOFTWARE DEVELOPER-LEAD (076113), SYSTEMS ADMINISTRATOR-ADV (076127), SYSTEMS ADMINISTRATOR-INT (076126), SYSTEMS ADMINISTRATOR-LEAD (076128)
AWS Certified Solutions Archtiect - Professional	-	Amazon Web Services (AWS)	12/29/2020	APPLICATION ADMINISTRATOR-ADV (076137), APPLICATION ADMINISTRATOR-ASC* (076135), APPLICATION ADMINISTRATOR-INT* (076136), APPLICATION ADMINISTRATOR-LEAD (076138), APPLICATION ARCHITECT (075577), BUSINESS SOLUTIONS ARCHITECT (075607), DATABASE ADMINISTRATOR-ADV (075617), DATABASE ADMINISTRATOR-INT* (075616), DATABASE ADMINISTRATOR-LEAD (075618), ENTERPRISE APPLICATION ADM ADV (075510), ENTERPRISE APPLICATION ADM INT (075509), ENTERPRISE BUS SOLUTIONS ARCH (075496), ENTERPRISE MIDDLEWARE SPEC-ADV (075556), ENTERPRISE MIDDLEWARE SPEC-INT (075555), ENTERPRISE SOLUTIONS ARCH SUPV (076149), ENTERPRISE SOLUTIONS ARCH-ADV (076148), ENTERPRISE SOLUTIONS ARCH-INT (076147), INFO SECURITY ANALYST-JR (075623), INFO SECURITY ANALYST-SR (075624), IT SECURITY PROGRAM COORD (075545), IT SECURITY PROGRAM MANAGER (075547), IT SECURITY PROGRAM SUPERVISOR (075546), NETWORK ARCHITECT-ADV (075634), NETWORK ARCHITECT-INT* (075633), NETWORK ARCHITECT-LEAD (075635), NETWORK DC OPS ADMIN-ADV (076124), NETWORK DC OPS ADMIN-INT (076123), NETWORK DC OPS ADMIN-LEAD (076125), NETWORK OPS & SEC CTR SPEC-ADV (075521), NETWORK OPS & SEC CTR SPEC-INT (075520), NETWORK OPS ADMINISTRATOR-ADV (075637), NETWORK OPS ADMINISTRATOR-INT* (075636), NETWORK OPS ADMINISTRATOR-LEAD (075638), SERVER ADMINISTRATOR-ADV (076109), SERVER ADMINISTRATOR-INT (076108), SERVER ADMINISTRATOR-LEAD (076110), SOFTWARE DEVELOPER-ADV (076112), SOFTWARE DEVELOPER-JR* (076111), SOFTWARE DEVELOPER-LEAD (076113), SYSTEMS ADMINISTRATOR-ADV (076127), SYSTEMS ADMINISTRATOR-INT (076126), SYSTEMS ADMINISTRATOR-LEAD (076128)

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Azure DevOps Engineer- Expert	-	Microsoft	12/29/2020	APPLICATION ADMINISTRATOR-ADV (076137), APPLICATION ADMINISTRATOR-ASC* (076135), APPLICATION ADMINISTRATOR-INT* (076136), APPLICATION ADMINISTRATOR-LEAD (076138), APPLICATION ARCHITECT (075577), BUSINESS SOLUTIONS ARCHITECT (075607), DATABASE ADMINISTRATOR-ADV (075617), DATABASE ADMINISTRATOR-INT* (075616), DATABASE ADMINISTRATOR-LEAD (075618), ENTERPRISE APPLICATION ADM ADV (075510), ENTERPRISE APPLICATION ADM INT (075509), ENTERPRISE BUS SOLUTIONS ARCH (075496), ENTERPRISE MIDDLEWARE SPEC-ADV (075556), ENTERPRISE MIDDLEWARE SPEC-INT (075555), ENTERPRISE SOLUTIONS ARCH SUPV (076149), ENTERPRISE SOLUTIONS ARCH-ADV (076148), ENTERPRISE SOLUTIONS ARCH-INT (076147), INFO SECURITY ANALYST-JR (075623), INFO SECURITY ANALYST-SR (075624), IT SECURITY PROGRAM COORD (075545), IT SECURITY PROGRAM MANAGER (075547), IT SECURITY PROGRAM SUPERVISOR (075546), NETWORK ARCHITECT-ADV (075634), NETWORK ARCHITECT-INT* (075633), NETWORK ARCHITECT-LEAD (075635), NETWORK DC OPS ADMIN-ADV (076124), NETWORK DC OPS ADMIN-INT (076123), NETWORK DC OPS ADMIN-LEAD (076125), NETWORK OPS & SEC CTR SPEC-ADV (075521), NETWORK OPS & SEC CTR SPEC-INT (075520), NETWORK OPS ADMINISTRATOR-ADV (075637), NETWORK OPS ADMINISTRATOR-INT* (075636), NETWORK OPS ADMINISTRATOR-LEAD (075638), SERVER ADMINISTRATOR-ADV (076109), SERVER ADMINISTRATOR-INT (076108), SERVER ADMINISTRATOR-LEAD (076110), SOFTWARE DEVELOPER-ADV (076112), SOFTWARE DEVELOPER-JR* (076111), SOFTWARE DEVELOPER-LEAD (076113), SYSTEMS ADMINISTRATOR-ADV (076127), SYSTEMS ADMINISTRATOR-INT (076126), SYSTEMS ADMINISTRATOR-LEAD (076128)
Azure Solutions Architect - Expert	-	Microsoft	12/29/2020	APPLICATION ADMINISTRATOR-ADV (076137), APPLICATION ADMINISTRATOR-ASC* (076135), APPLICATION ADMINISTRATOR-INT* (076136), APPLICATION ADMINISTRATOR-LEAD (076138), APPLICATION ARCHITECT (075577), BUSINESS SOLUTIONS ARCHITECT (075607), DATABASE ADMINISTRATOR-ADV (075617), DATABASE ADMINISTRATOR-INT* (075616), DATABASE ADMINISTRATOR-LEAD (075618), ENTERPRISE APPLICATION ADM ADV (075510), ENTERPRISE APPLICATION ADM INT (075509), ENTERPRISE BUS SOLUTIONS ARCH (075496), ENTERPRISE MIDDLEWARE SPEC-ADV (075556), ENTERPRISE MIDDLEWARE SPEC-INT (075555), ENTERPRISE SOLUTIONS ARCH SUPV (076149), ENTERPRISE SOLUTIONS ARCH-ADV (076148), ENTERPRISE SOLUTIONS ARCH-INT (076147), INFO SECURITY ANALYST-JR (075623), INFO SECURITY ANALYST-SR (075624), IT SECURITY PROGRAM COORD (075545), IT SECURITY PROGRAM MANAGER (075547), IT SECURITY PROGRAM SUPERVISOR (075546), NETWORK ARCHITECT-ADV (075634), NETWORK ARCHITECT-INT* (075633), NETWORK ARCHITECT-LEAD (075635), NETWORK DC OPS ADMIN-ADV (076124), NETWORK DC OPS ADMIN-INT (076123), NETWORK DC OPS ADMIN-LEAD (076125), NETWORK OPS & SEC CTR SPEC-ADV (075521), NETWORK OPS & SEC CTR SPEC-INT (075520), NETWORK OPS ADMINISTRATOR-ADV (075637), NETWORK OPS ADMINISTRATOR-INT* (075636), NETWORK OPS ADMINISTRATOR-LEAD (075638), SERVER ADMINISTRATOR-ADV (076109), SERVER ADMINISTRATOR-INT (076108), SERVER ADMINISTRATOR-LEAD (076110), SOFTWARE DEVELOPER-ADV (076112), SOFTWARE DEVELOPER-JR* (076111), SOFTWARE DEVELOPER-LEAD (076113), SYSTEMS ADMINISTRATOR-ADV (076127), SYSTEMS ADMINISTRATOR-INT (076126), SYSTEMS ADMINISTRATOR-LEAD (076128)
Barret School of Banking	-	-	8/11/2017	Financial Institutions Credit Union Division
Basic Clandestine Laboratory Safety Certification	-	NES	5/19/2021	TBI SP AGENT-CRIMINAL INV 1** (038691), TBI SP AGENT-CRIMINAL INV 2* (038692), TBI SP AGENT-CRIMINAL INV 3* (038686), TBI SP AGENT-CRIMINAL INV 4 (038703), TBI ASST SP AGENT IN CHARGE (038699), TBI SPECIAL AGENT-IN-CHARGE (038694), AGRICULTURE ENF OFFICER (032231), AGRICULTURE ENF OFFICER SUPV (032232)
Board Certified Pharmacotherapy Specialist	BCPS	Board of Pharmacy Specialties (BPS)	8/21/2014	PHARMACIST 1 (072431), PHARMACIST 2 (072432)
Board Certified Psychiatric Pharmacist	BCPP	Board of Pharmacy Specialties (BPS)	8/21/2014	PHARMACIST 1 (072431), PHARMACIST 2 (072432)

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Certified Amusement Ride Inspector - Level 1	-	National Association of Amusement Ride Safety Officials (NAARSO)	11/2/2018	AMUSEMENT DEVICE MANAGER (036661), AMUSEMENT DEVICE SAF COMP OFF (036662)
Certified Anti-Money Laundering Specialist	CAMS	Association of Certified Anti-Money Laundering Specialists (ACAMS)	4/18/2016	
Certified Business Analysis Professional	CBAP	International Institute of Business Analysis (IIBA)	1/15/2020	BUSINESS ANALYST (076486), BUSINESS ANALYST-ADV (075602), BUSINESS ANALYST-JR* (075601), BUSINESS ANALYST-SR (075603), ENTERPRISE BUSINESS ANALYST (075493), ENTERPRISE BUSINESS ANALYST-SR (075491)
Certified Business Intelligence Professional	CBIP	Institute for Certification of Computing Professionals (ICCP)	1/15/2020	BUSINESS INTELLIGENCE SPEC-INT (075604), BUSINESS INTELLIGENCE SPEC-ADV (075605), BUSINESS INTELLIGENCE SPEC-LD (075606)
Certified Change Management Professional	CCMP	Association of Change Management Professionals (ACMP)	9/27/2022	
Certified Chaplain	-	Chaplaincy Training Institute	10/10/2023	TBI CHIEF CHAPLAIN (078874), PSYCHIATRIC CHAPLAIN 1 (078871), PSYCHIATRIC CHAPLAIN 2 (078872), PSYCHIATRIC CHAPLAIN 3 (078873)
Certified Corrections Officer	CCO	American Correctional Association (ACA)	6/2/2022	CORRECTIONAL OFFICER 1* (045741), CORRECTIONAL OFFICER 2* (045749)
Certified Crime Scene Investigator	CCSI	International Association of Identification (IAI)	2/4/2020	TBI SP AGENT-FORENSIC SCI 1** (077867), TBI SP AGENT-FORENSIC SCI 2* (077868), TBI SP AGENT-FORENSIC SCI 3* (038704), TBI SP AGENT-FORENSIC SCI 4 (038705), TBI SP AGENT-FORENSIC SCI SPV (077869)
Certified Criminalistics Examiner	CCE	American Board of Criminalistics (ABC)	9/16/2004	TBI SP AGENT-FORENSIC SCI 1** (077867), TBI SP AGENT-FORENSIC SCI 2* (077868), TBI SP AGENT-FORENSIC SCI 3* (038704), TBI SP AGENT-FORENSIC SCI 4 (038705), TBI SP AGENT-FORENSIC SCI SPV (077869), TBI CRIME LAB REGIONAL ADMIN (077891)
Certified Culinarian	CC	American Culinary Federations Inc. (ACF)	1/13/2020	COOK 1 (042231), COOK 2 (042232)
Certified Diabetes Care and Education Specialist	CDCES	Certified Board for Diabetes Care and Education (CBDCE)	10/24/2022	PUBLIC HEALTH EDUCATOR 2* (072812), PUBLIC HEALTH EDUCATOR 3 (072813), NUTRITION EDUCATOR (077380), NUTRITIONIST 2 (077382), NUTRITIONIST 3 (077383)
Certified Dietary Manager	CDM	Association of Nutrition & Food Service Professionals (ANFP)	7/31/2013	
Certified Electrical Inspector - Master	CEI-M	International Code Council (ICC) and Independent Alliance of the Electrical Industry (IAEI)	4/2/2024	MFD HOME INSPECTOR ASC (032440), MFD HOME INSPECTOR INT (032441), MFD HOME INSPECTOR ADV (032447), MFD HOME INSPECTOR CONSULTANT (032446), PLANS EXAMINER 2 (076563), PLANS EXAMINER SUPERVISOR (076565), PLANS EXAMINER MANAGER (076564), FIRE & BUILDING CODE INSP MGR (038434), FIRE & BUILDING CODE INSP SUPV (038433), FIRE & BUILDING CODE INSPEC 1* (038480), FIRE & BUILDING CODE INSPEC 2* (038481), FIRE & BUILDING CODE INSPEC 3 (038482)
Certified Emergency Manager	CEM	International Association of Emergency Managers (IAEM)	6/12/2018	TEMA employees in the following classifications: ADMIN SERVICES ASSISTANT 2* (073162), ADMIN SERVICES ASSISTANT 3 (073163), ADMIN SERVICES ASSISTANT 4 (073166), COMMUNICATIONS SYS ANALYST 2* (075502), EMER MGMT ADMINISTRATOR 1 (038383), EMER MGMT ADMINISTRATOR 2 (038382), EMER MGMT DIST COORDINATOR 2* (038350), EMER MGMT ASSISTANT DIRECTOR (038384), EMER MGMT DIRECTOR (038385), EMER MGMT OPS OFFICER 2* (038310), EMER MGMT OPS OFFICER 3 (038312), EMER MGMT PLANNER 2* (038342), ENV SPECIALIST 3* (072922), ENV SPECIALIST 4 (072923), ENV SPECIALIST 5 (072926), EXECUTIVE ADMIN ASSISTANT 1 (073171), EXECUTIVE ADMIN ASSISTANT 2 (073172), FACILITIES MANAGER 2 (062692), GIS ANALYST 3 (075587), RADIO COMMUNICATIONS TECH 3 (098363), RADIO COMMUNICATIONS TECH SUPV (098364), RADIO SYSTEMS ANALYST (098365), TEMA CHIEF OF STAFF (038379)

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Certified Evaluation & Management Auditor	CEMA	National Alliance of Medical Auditing Specialists (NAMAS)	10/4/2021	TBI MED FRAUD ASSOC COUNSEL (077861), TBI MEDICAID FRAUD AUDITOR (077870), TBI MEDICAID FRAUD NURSE CONS (077859)
Certified Financial Examiner	CFE	Society of Financial Examiners (SOFE)	9/26/2019	
Certified Fire and Explosion Investigator	CFEI	National Association of Fire Investigators (NAFI)	2/6/2015	
Certified Fire Investigator	CFI	International Association of Arson Investigators (IAAI)	2/6/2015	
Certified Firearms Examiner	CFE	-	9/16/2004	TBI SP AGENT-FORENSIC SCI 1** (077867), TBI SP AGENT-FORENSIC SCI 2* (077868), TBI SP AGENT-FORENSIC SCI 3* (038704), TBI SP AGENT-FORENSIC SCI 4 (038705), TBI SP AGENT-FORENSIC SCI SPV (077869), TBI CRIME LAB REGIONAL ADMIN (077891)
Certified Floodplain Manager	CFM	Association of Floodplain Managers (ASFPM)	10/15/2019	TEMA employees in the following classifications: ADMIN SERVICES ASSISTANT 2* (073162), ADMIN SERVICES ASSISTANT 3 (073163), ADMIN SERVICES ASSISTANT 4 (073166), COMMUNICATIONS SYS ANALYST 2* (075502), EMER MGMT ADMINISTRATOR 1 (038383), EMER MGMT ADMINISTRATOR 2 (038382), EMER MGMT DIST COORDINATOR 2* (038350), EMER MGMT ASSISTANT DIRECTOR (038384), EMER MGMT DIRECTOR (038385), EMER MGMT OPS OFFICER 2* (038310), EMER MGMT PLANNER 2* (038342), ENV SPECIALIST 3* (072922), ENV SPECIALIST 4 (072923), ENV SPECIALIST 5 (072926), EXECUTIVE ADMIN ASSISTANT 1 (073171), EXECUTIVE ADMIN ASSISTANT 2 (073172), FACILITIES MANAGER 2 (062692), GIS ANALYST 3 (075587), RADIO COMMUNICATIONS TECH 3 (098363), RADIO COMMUNICATIONS TECH SUPV (098364), RADIO SYSTEMS ANALYST (098365), TEMA CHIEF OF STAFF (038379)
Certified Forensic Toxicologist	CFT	American Board of Forensic Toxicology (ABFT)	9/16/2004	TBI SP AGENT-FORENSIC SCI 1** (077867), TBI SP AGENT-FORENSIC SCI 2* (077868), TBI SP AGENT-FORENSIC SCI 3* (038704), TBI SP AGENT-FORENSIC SCI 4 (038705), TBI SP AGENT-FORENSIC SCI SPV (077869), TBI CRIME LAB REGIONAL ADMIN (077891)
Certified Fraud Examiner	CFE	Association of Certified Fraud Examiners (ACFE)	10/1/2003	AUDITOR 2* (075282), AUDITOR 3 (075283), AUDITOR 4 (075284), AUDIT DIRECTOR 1 (075285), AUDIT DIRECTOR 2 (075286), AUDIT DIRECTOR 3 (075287), PROGRAM MONITOR 3 (079646)
Certified Government Auditing Professional	CGAP	The Institute of Internal Auditors (IIA)	8/12/2016	AUDITOR 3 (075283), AUDITOR 4 (075284), AUDIT DIRECTOR 1 (075285), AUDIT DIRECTOR 2 (075286), AUDIT DIRECTOR 3 (075287)
Certified Government Financial Manager	CGFM	Association of Government Accountants (AGA)	3/23/1999	
Certified Graphics Communications Manager	CGCM	In-Plant Printing and Mail Association (IPMA)	10/3/2016	DGS PUBLISH& DISTRIB EX DIR (062585), PRINTING SERVICES DIRECTOR (062587), PRINTING SERVICES A DIRECTOR (062586), PRINTING SERVICES PROD MGR (062583), DGS MAIL SERVICES DIRECTOR (002657), DGS PRODUCTION MANAGER (062510), DGS PRODUCTION ASSISTANT DIR (062511), DGS INVENTORY CONTROL MANAGER (007848), CUSTOMER SERVICE CENTER MGR 1 (073055), DGS DISTRIBUTION MANAGER (002655), DGS LOGISTICS ASSISTANT DIR (079428)
Certified Hazardous Materials Manager	CHMM	Institute of Hazardous Materials Management (IHMM)	6/25/2015	TDEC-ENV CONSULTANT 1 (073021), TDEC-ENV CONSULTANT 2 (073022), TDEC-ENV CONSULTANT 3 (073023), TDEC-ENV CONSULTANT 4 (073024), TDEC-ENVIRONMENTAL SCIENTIST1* (073018), TDEC-ENVIRONMENTAL SCIENTIST2* (073019), TDEC-ENVIRONMENTAL SCIENTIST 3 (073020), TDEC-ENVIRONMENTAL MANAGER 1 (073010), TDEC-ENVIRONMENTAL MANAGER 2 (073011), TDEC-ENVIRONMENTAL MANAGER 3 (073012), TDEC-ENVIRONMENTAL MANAGER 4 (073013), TDEC-ENV PROTECTION SPEC 1* (073015), TDEC-ENV PROTECTION SPEC 2* (073016), TDEC-ENV PROTECTION SPEC 3 (073017)

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Certification/License	Abbreviation	Organization	Date Added	Eligible Classes <i>Note: Proposals for the inclusion of any other job classifications or for increases for individual employees in other job classifications will be reviewed on a case-by-case basis</i>
Certified in Infection Control	CIC	Certification Board of Infection Control and Epidemiology (CBIC)	5/19/2021	REGISTERED NURSE 2* (072772), REGISTERED NURSE 3 (072773), REGISTERED NURSE 4 (072774), REGISTERED NURSE 5 (072775), PUBLIC HEALTH NURSING CON 1 (072711), PUBLIC HEALTH NURSING CON 2 (072712), PUBLIC HEALTH NURSING CON MGR (072714) , PUBLIC HEALTH NURSING DIR (072795), EPIDEMIOLOGIST 1 (072511), EPIDEMIOLOGIST 2 (072512), EPIDEMIOLOGIST 3 (072513), REG NURSE PSY HOSP UNIT MGR (072689)
Certified in Public Health	CPH	National Board of Public Health Examiners (NBPHE)	8/20/2019	EPIDEMIOLOGIST (072510), EPIDEMIOLOGIST 1 (072511), EPIDEMIOLOGIST 2 (072512), EPIDEMIOLOGIST 3 (072513), REGISTERED NURSE 2* (072772), REGISTERED NURSE 3 (072773), REGISTERED NURSE 4 (072774), REGISTERED NURSE 5 (072775), REGISTERED NURSE EXPAND SKILLS (072787), PUBLIC HEALTH NURSING CON 1 (072711), PUBLIC HEALTH NURSING CON 2 (072712), PUBLIC HEALTH NURSING CON MGR (072714), PUBLIC HEALTH NURSING DIR (072795), PUBLIC HEALTH COUNTY DIR (072353), NURSE PRACTITIONER (072786)
Certified Industrial Hygienist	CIH	Board for Global EHS Credentialing (BGC)	12/1/2003	OCC SAF SPECIALIST 1** (072901), OCC SAF SPECIALIST 2* (072902), OCC SAF SPECIALIST 3* (072903), OCC SAF SPECIALIST SUPERVISOR (072904), OCC SAF SPECIALIST MANAGER (072905), INDUSTRIAL HYGIENIST 1** (072891) , INDUSTRIAL HYGIENIST 2* (072892), INDUSTRIAL HYGIENIST 3* (072893), INDUSTRIAL HYGIENIST SUPV (072894), INDUSTRIAL HYGIENIST MANAGER (072895)
Certified Information Privacy Manager	CIPM	International Association of Privacy Professionals (IAPP)	9/27/2022	
Certified Information Privacy Professional	CIPP	International Association of Privacy Professionals (IAPP)	9/27/2022	
Certified Information Security Manager	CISM	Information Systems Audit and Control Association (ISACA)	9/27/2022	
Certified Information Systems Auditor	CISA	Information Systems Audit and Control Association (ISACA)	6/15/2022	EDP AUDITOR (075226)
Certified Information Systems Security Professional	CISSP	International Information System Security Certification Consortium (ISCC)	1/15/2020	INFO SECURITY ANALYST-JR (075623), INFO SECURITY ANALYST-SR (075624), TBI SP AGENT-CRIMINAL INV 1** (038691), TBI SP AGENT-CRIMINAL INV 2* (038692), TBI SP AGENT-CRIMINAL INV 3* (038686), TBI SP AGENT-CRIMINAL INV 4 (038703), TBI ASST SP AGENT IN CHARGE (038699), TBI SPECIAL AGENT-IN-CHARGE (038694), CHIEF INVESTMENT OFFICER (029340), IT SECURITY PROGRAM SPECIALIST (075540), IT SECURITY PROGRAM COORD (075545), IT SECURITY PROGRAM SUPERVISOR (075546), IT SECURITY PROGRAM MANAGER (075547), ENTERPRISE SECURITY OFFICER (075498),
Certified Insurance Fraud Investigator	CIFI	International Association of Special Investigation Units (IASIU)	2/21/2024	TENNCARE FRAUD INVESTIGATOR (072994), TENNCARE FRAUD INVESTIGATOR MG (072998), TENNCARE DEPUTY DIRECTOR (072950), TENNCARE DIR-PROGRAM INTEGRITY (072969), TENNCARE ASST DIR-MGD CARE OP (073119)
Certified Insurance Service Representative	CISR	The National Alliance for Insurance Education & Research	11/13/2023	CONSUMER INSURANCE INV 1 (032452), CONSUMER INSURANCE SVCS MGR (032453), INSUR INVESTIGATION DIRECTOR (032454)
Certified Internal Auditor	CIA	Institute of Internal Auditors (IIA)	10/1/2003	AUDITOR 2* (075282), AUDITOR 3 (075283), AUDITOR 4 (075284), AUDIT DIRECTOR 1 (075285), AUDIT DIRECTOR 2 (075286), AUDIT DIRECTOR 3 (075287)

Approved Professional Certifications for Salary Increase

Certification/License	Abbreviation	Organization	Date Added	Eligible Classes <i>Note: Proposals for the inclusion of any other job classifications or for increases for individual employees in other job classifications will be reviewed on a case-by-case basis</i>
Certified Lactation Counselor	CLC	Academy of Lactation Policy and Practice (ALPP)	7/21/2023	COUNSELING ASSISTANT (006825), REGISTERED NURSE 2 (072772), REGISTERED NURSE 3 (072773), REGISTERED NURSE 4 (072774), REGISTERED NURSE 5 (072775), REGISTERED NURSE EXPANDED SKILLS (072787), NURSE PRACTITIONER (072786), PHYSICIAN (072590), PUBLIC HEALTH EDUCATOR 2 (072812), PUBLIC HEALTH EDUCATOR 3 (072813), PUBLIC HEALTH NURSING CONSULTANT 1 (072711), PUBLIC HEALTH NURSING CONSULTANT 2 (072712), PUBLIC HEALTH NURSING CON MGR (072714), PUBLIC HEALTH NURSING DIRECTOR (072795), NUTRITION EDUCATOR (077380), NUTRITIONIST 2 (077382), NUTRITIONIST 3 (077383), SOCIAL WORKER 2 (079602), SOCIAL COUNSELOR 2 (079632), SOCIAL COUNSELOR SUPERVISOR (079633)
Certified Latent Print Examiner	CLPE	International Association of Identification (IAI)	9/16/2004	TBI SP AGENT-FORENSIC SCI 1** (077867), TBI SP AGENT-FORENSIC SCI 2* (077868), TBI SP AGENT-FORENSIC SCI 3* (038704), TBI SP AGENT-FORENSIC SCI 4 (038705), TBI SP AGENT-FORENSIC SCI SPV (077869), TBI CRIME LAB REGIONAL ADMIN (077891)
Certified Mail Manager	CMM	In-Plant Printing and Mail Association (IPMA)	10/3/2016	DGS PUBLISH& DISTRIB EX DIR (062585), DGS MAIL SERVICES DIRECTOR (002657), DGS MAIL SERVICES ASSIST DIR (002656), DGS DISTRIBUTION MANAGER (002655), PRINTING SERVICES DIRECTOR (062587), PRINTING SERVICES A DIRECTOR (062586), PRINTING SERVICES PROD MGR (062583), DGS PRODUCTION ASSISTANT DIR (062511), DGS PRODUCTION MANAGER (062510), DGS INVENTORY CONTROL MANAGER (007848), CUSTOMER SERVICE CENTER MGR 1 (073055), DGS DISTRIBUTION MANAGER (002655), DGS LOGISTICS ASSISTANT DIR (079428)
Certified Nurse Aide	CNA	-	2/14/2019	MHSAS employees in the following classifications: PSYCHIATRIC TECHNICIAN (044252), LEAD PSYCH TECHNICIAN (044253)
Certified Paralegal	CP	National Association of Legal Assistant (NALA)	4/22/2015	LEGAL ASSISTANT (002350), LEGAL ASSISTANT 2 (079436)
Certified Park and Recreation Professional	CPRP	National Recreation and Park Association (NRPA)	3/10/2021	
Certified Pastry Culinarian	CPC	American Culinary Federations Inc. (ACF)	1/13/2020	BAKER (042215)
Certified Payroll Professional	CPP	American Payroll Association (APA)	3/12/2019	Classifications that perform Payroll processing as their major job function
Certified Procurement Card Professional	CPCP	Institute of Commercial Payments (IOCP)	11/13/2023	DGS PROCUREMENT PROGRAM MGR (075718), DGS PURCHASING CARD PRGM SPEC (075714)
Certified Procurement Professional	CPP	National Institute of Governmental Purchasing (NIGP)	4/27/2023	Classifications with procurement as a major job function/ case-by-case basis
Certified Professional Coach	CPC	Institute for Professional Excellence in Coaching (iPEC)	1/3/2024	BUSINESS PROCESS TRANS DIR (073413), CFG DEPUTY DIRECTOR (073415), CFG-SENIOR MANAGEMENT CONS (073414), F&A MANAGEMENT CONSULTANT 3 (075230), GOVERNOR'S MANAGEMENT FELLOW (073203)
Certified Professional Coder	CPC	American Academy of Professional Coders (AAPC)	4/24/2023	
Certified Professional Compliance Officer	CPCO	American Academy of Professional Coders (AAPC)	2/20/2024	TENNCARE FRAUD INVESTIGATOR (072994), TENNCARE FRAUD INVESTIGATOR MG (072998), TENNCARE DEPUTY DIRECTOR (072950), TENNCARE DIR-PROGRAM INTEGRITY (072969), TENNCARE ASST DIR-MGD CARE OP (073119)
Certified Professional in Healthcare Quality	CPHQ	National Association for Healthcare Quality (NAHQ)	2/27/2023	CLINICAL APP COORDINATOR 1 (072821), CLINICAL APP COORDINATOR 2 (072822), CLINICAL APP COORDINATOR 3 (072823)
Certified Professional in Learning and Performance	CPLP	Association for Talent Development (ATD)	2/22/2019	TRAINING OFFICER 1 (073771), TRAINING OFFICER 2 (073772), TRAINING SPECIALIST 2* (073770), LEARNING FACILITATOR (073778), LEARNING FACILITATOR SENIOR (073774), TRAINING & CURRICULUM DIR 1 (038839), TRAINING & CURRICULUM DIR 2 (038838), INSTRUCTIONAL DESIGNER (073769)
Certified Professional Public Buyer	CPPB	-	10/16/2020	Fiscal Services

Approved Professional Certifications for Salary Increase

Certification/License	Abbreviation	Organization	Date Added	Eligible Classes <i>Note: Proposals for the inclusion of any other job classifications or for increases for individual employees in other job classifications will be reviewed on a case-by-case basis</i>
Certified Professional Soil Scientist	CPSS	Soil Science Society of America (SSSA)	11/2/2021	TDEC-ENVIRONMENTAL SCIENTIST1* (073018), TDEC-ENVIRONMENTAL SCIENTIST2* (073019), TDEC-ENVIRONMENTAL SCIENTIST 3 (073020), TDEC-ENVIRONMENTAL MANAGER 1 (073010), TDEC-ENVIRONMENTAL MANAGER 2 (073011), TDEC-ENVIRONMENTAL MANAGER 3 (073012), TDEC-ENVIRONMENTAL MANAGER 4 (073013)
Certified Public Accountant	CPA	-	8/27/1991	UNEMP ACCOUNTS AUD 1* (075210), UNEMP ACCOUNTS AUD 2* (075232), UNEMP ACCOUNTS AUD 3 (075233), UNEMP ACCOUNTS AUDITOR SUPV 1 (075234), UNEMP ACCOUNTS AUDITOR SUPV 2 (075235)
Certified Public Manager	CPM	Naifeh Center for Effective Leadership (NCEL)	9/22/2017	Employees must complete the CPM program, from the Naifeh Center (UT) program and must have completed the capstone project.
Certified Public Procurement Officer	CPPO	-	10/16/2020	Fiscal Services
Certified Rehabilitation Counselor	CRC	Commission on Rehabilitation Counselor Certification (CRCC)	6/1/2022	
Certified Rehabilitation Leadership	CRL	Commission on Rehabilitation Counselor Certification (CRCC)	9/14/2022	
Certified Safety Professional	CSP	Board for Global EHS Credentialing (BGC)	12/1/2003	OCC SAF SPECIALIST 1** (072901), OCC SAF SPECIALIST 2* (072902), OCC SAF SPECIALIST 3* (072903), OCC SAF SPECIALIST SUPERVISOR (072904), OCC SAF SPECIALIST MANAGER (072905), INDUSTRIAL HYGIENIST 1** (072891), INDUSTRIAL HYGIENIST 2* (072892), INDUSTRIAL HYGIENIST 3* (072893), INDUSTRIAL HYGIENIST SUPV (072894), INDUSTRIAL HYGIENIST MANAGER (072895)
Certified Scrum Developer	CSD	Scrum Alliance	1/15/2020	SOFTWARE DEVELOPER-JR* (076111), SOFTWARE DEVELOPER-ADV (076112), SOFTWARE DEVELOPER-LEAD (076113)
Certified ScrumMaster	CSM	Scrum Alliance	1/15/2020	SOFTWARE DEVELOPER-JR* (076111), SOFTWARE DEVELOPER-ADV (076112), SOFTWARE DEVELOPER-LEAD (076113)
Certified Technical Investigator	CTI	National Technical Investigators Association (NATIA)	5/19/2021	TBI SP AGENT-CRIMINAL INV 1** (038691), TBI SP AGENT-CRIMINAL INV 2* (038692), TBI SP AGENT-CRIMINAL INV 3* (038686), TBI SP AGENT-CRIMINAL INV 4 (038703), TBI ASST SP AGENT IN CHARGE (038699), TBI SPECIAL AGENT-IN-CHARGE (038694)
Certified Tenprint Examiner	-	International Association of Identification (IAI)	10/23/2014	
Certified Vocational Evaluation Specialist	CVE	Commission on Rehabilitation Counselor Certification (CRCC)	9/14/2022	
Certified Welfare Fraud Investigator	CWFI	United Council on Welfare Fraud (UCOWF)	10/22/2021	DHS CLAIMS COORDINATOR (036681), DHS CLAIMS COORDINATOR SUPV (036682), DHS CLAIMS INVESTIGATOR (036684), DHS SPECIAL INVESTIGATOR (036683), DHS DISTRICT INVN DIRECTOR (036685), DHS PROGRAM DIRECTOR 2 (079852)
Chartered Property Casualty Underwriter	CPCU	-	3/13/2014	ACTUARIAL&COMPLIANCE ANALYST 1 (075661), ACTUARIAL&COMPLIANCE ANALYST 2 (075662), ACTUARIAL&COMPLIANCE OFFICER (075663), ACTUARIAL & COMPLIANCE DIR (075664)
Cisco Certified Design Professional	CCDP	Cisco	1/15/2020	NETWORK ARCHITECT-INT* (075633), NETWORK ARCHITECT-ADV (075634), NETWORK ARCHITECT-LEAD (075635), NETWORK DC OPS ADMIN-INT (076123), NETWORK DC OPS ADMIN-ADV (076124), NETWORK DC OPS ADMIN-LEAD (076125), SYSTEMS ADMINISTRATOR-INT (076126), SYSTEMS ADMINISTRATOR-ADV (076127)
Cisco Certified Network Professional	CCNP	Cisco	1/15/2020	NETWORK ARCHITECT-INT* (075633), NETWORK ARCHITECT-ADV (075634), NETWORK ARCHITECT-LEAD (075635), NETWORK DC OPS ADMIN-INT (076123), NETWORK DC OPS ADMIN-ADV (076124), NETWORK DC OPS ADMIN-LEAD (076125), SYSTEMS ADMINISTRATOR-INT (076126), SYSTEMS ADMINISTRATOR-ADV (076127)
CISSP - Information Systems Security Architecture Professional	CISSP-ISSAP	International Information System Security Certification Consortium (ISCC)	9/27/2022	

Approved Professional Certifications for Salary Increase

Certification/License	Abbreviation	Organization	Date Added	Eligible Classes <i>Note: Proposals for the inclusion of any other job classifications or for increases for individual employees in other job classifications will be reviewed on a case-by-case basis</i>
CISSP - Information Systems Security Engineering Professional	CISSP-ISSEP	International Information System Security Certification Consortium (ISC2)	9/27/2022	
CISSP - Information Systems Security Management Professional	CISSP-ISSMP	International Information System Security Certification Consortium (ISC2)	9/27/2022	
CompTIA A+	-	Computing Technology Industry Association (CompTIA)	1/23/2024	BUSINESS TECH SUPPORT-ADV (075609), BUSINESS TECH SUPPORT-INT (075608), BUSINESS TECH SUPPORT-LEAD (075611), END POINT TECH SPEC-ADV (075622), END POINT TECH SPEC-INT (075621), INFO SECURITY ANALYST-JR (075623), INFO SECURITY ANALYST-SR (075624), IT SECURITY PROGRAM COORD (075545), IT SECURITY PROGRAM SPECIALIST (075540), NETWORK ARCHITECT-ADV (075634), NETWORK ARCHITECT-LEAD (075635), NETWORK DC OPS ADMIN-ADV (076124), NETWORK DC OPS ADMIN-INT (076123), NETWORK DC OPS ADMIN-LEAD (076125), NETWORK OPS & SEC CTR SPEC-ADV (075521), NETWORK OPS & SEC CTR SPEC-INT (075520), WORKSTATION SPEC-ADV (075531), WORKSTATION SPEC-ASSOC (075529), WORKSTATION SPEC-INT (075530)
CompTIA Advanced Security Practitioner	CASP+	Computing Technology Industry Association (CompTIA)	8/7/2019	INFO SECURITY ANALYST-JR (075623), INFO SECURITY ANALYST-SR (075624)
CompTIA Network+	-	Computing Technology Industry Association (CompTIA)	1/23/2024	BUSINESS TECH SUPPORT-ADV (075609), BUSINESS TECH SUPPORT-INT (075608), BUSINESS TECH SUPPORT-LEAD (075611), END POINT TECH SPEC-ADV (075622), END POINT TECH SPEC-INT (075621), INFO SECURITY ANALYST-JR (075623), INFO SECURITY ANALYST-SR (075624), IT SECURITY PROGRAM COORD (075545), IT SECURITY PROGRAM SPECIALIST (075540), NETWORK ARCHITECT-ADV (075634), NETWORK ARCHITECT-LEAD (075635), NETWORK DC OPS ADMIN-ADV (076124), NETWORK DC OPS ADMIN-INT (076123), NETWORK DC OPS ADMIN-LEAD (076125), NETWORK OPS & SEC CTR SPEC-ADV (075521), NETWORK OPS & SEC CTR SPEC-INT (075520), WORKSTATION SPEC-ADV (075531), WORKSTATION SPEC-ASSOC (075529), WORKSTATION SPEC-INT (075530)
CompTIA Project+	-	Computing Technology Industry Association (CompTIA)	10/2/2020	PROJECT MANAGER-SR (076106), PROJECT MANAGER-INT (076105), PROJECT MANAGER-ASC (076104), BUSINESS ANALYST-SR (075603), IT SUPERVISOR (076141), SOFTWARE DEVELOPER-LEAD (076113), SYSTEMS ADMINISTRATOR-LEAD (076128)
CompTIA Security+	-	Computing Technology Industry Association (CompTIA)	8/7/2019	INFO SECURITY ANALYST-JR (075623), INFO SECURITY ANALYST-SR (075624)
Criminal Intelligence Certified Analyst	CICA	International Association of Law Intelligence Analysts (IALEIA)	6/30/2017	INTELLIGENCE ANALYST 1 (038398), INTELLIGENCE ANALYST 2 (038396)
f5 Certified Solution Expert	f5 CSE	f5	1/15/2020	NETWORK ARCHITECT-INT* (075633), NETWORK ARCHITECT-ADV (075634), NETWORK ARCHITECT-LEAD (075635), NETWORK DC OPS ADMIN-INT (076123), NETWORK DC OPS ADMIN-ADV (076124), NETWORK DC OPS ADMIN-LEAD (076125), SYSTEMS ADMINISTRATOR-INT (076126), SYSTEMS ADMINISTRATOR-ADV (076127), SYSTEMS ADMINISTRATOR-LEAD (076128)
GIAC Security Expert	GSE	Global Information Assurance Certification (GIAC)	9/27/2022	
Household Hazardous Waste & Conditionally Exempt Small Quantity Generator	HHW & CESQG	Solid Waste Association of North America (SWANA)	9/30/2014	

Approved Professional Certifications for Salary Increase

Certification/License	Abbreviation	Organization	Date Added	Eligible Classes <i>Note: Proposals for the inclusion of any other job classifications or for increases for individual employees in other job classifications will be reviewed on a case-by-case basis</i>
ICC - Building Plans Examiner	ICC-B3	International Code Council (ICC)	4/2/2024	MFD HOME INSPECTOR ASC (032440), MFD HOME INSPECTOR INT (032441), MFD HOME INSPECTOR ADV (032447), MFD HOME INSPECTOR CONSULTANT (032446), PLANS EXAMINER 2 (076563), PLANS EXAMINER SUPERVISOR (076565), PLANS EXAMINER MANAGER (076564), FIRE & BUILDING CODE INSP MGR (038434), FIRE & BUILDING CODE INSP SUPV (038433), FIRE & BUILDING CODE INSPEC 1* (038480), FIRE & BUILDING CODE INSPEC 2* (038481), FIRE & BUILDING CODE INSPEC 3 (038482), ELECTRICAL INSPECTOR ADV (036679), ELECTRICAL INSPECTOR ASOC (036677), ELECTRICAL INSPECTOR EXP (036680), ELECTRICAL INSPECTOR INT (036678)
ICC - Commercial Building Inspector Certification	ICC-CBI	International Code Council (ICC)	11/23/2016	FIRE & BUILDING CODE INSPEC 2* (038481), FIRE & BUILDING CODE INSPEC 3 (038482), FIRE & BUILDING CODE INSP SUPV (038433), FIRE & BUILDING CODE INSP MGR (038434), FACILITIES CONSTRUCTION DIR (076574), PLANS EXAMINER 1 (076562), PLANS EXAMINER 2 (076563), PLANS EXAMINER MANAGER (076564), MFD HOME INSPECTOR ASC* (032440), MFD HOME INSPECTOR INT* (032441), MFD HOME INSPECTOR SUPERVISOR (032442), MFD HOME INSPECTOR MANAGER (032443), MFD & MODULAR HOUSING DIRECTOR (032445)
ICC - Commercial Fire Alarms Plans Examiner	ICC-CN	International Code Council (ICC)	4/2/2024	MFD HOME INSPECTOR ASC (032440), MFD HOME INSPECTOR INT (032441), MFD HOME INSPECTOR ADV (032447), MFD HOME INSPECTOR CONSULTANT (032446), PLANS EXAMINER 2 (076563), PLANS EXAMINER SUPERVISOR (076565), PLANS EXAMINER MANAGER (076564), FIRE & BUILDING CODE INSP MGR (038434), FIRE & BUILDING CODE INSP SUPV (038433), FIRE & BUILDING CODE INSPEC 1* (038480), FIRE & BUILDING CODE INSPEC 2* (038481), FIRE & BUILDING CODE INSPEC 3 (038482), ELECTRICAL INSPECTOR ADV (036679), ELECTRICAL INSPECTOR ASOC (036677), ELECTRICAL INSPECTOR EXP (036680), ELECTRICAL INSPECTOR INT (036678)
ICC - Commercial Fire Sprinkler Plans Examiner	ICC-CP	International Code Council (ICC)	4/2/2024	MFD HOME INSPECTOR ASC (032440), MFD HOME INSPECTOR INT (032441), MFD HOME INSPECTOR ADV (032447), MFD HOME INSPECTOR CONSULTANT (032446), PLANS EXAMINER 2 (076563), PLANS EXAMINER SUPERVISOR (076565), PLANS EXAMINER MANAGER (076564), FIRE & BUILDING CODE INSP MGR (038434), FIRE & BUILDING CODE INSP SUPV (038433), FIRE & BUILDING CODE INSPEC 1* (038480), FIRE & BUILDING CODE INSPEC 2* (038481), FIRE & BUILDING CODE INSPEC 3 (038482), ELECTRICAL INSPECTOR ADV (036679), ELECTRICAL INSPECTOR ASOC (036677), ELECTRICAL INSPECTOR EXP (036680), ELECTRICAL INSPECTOR INT (036678)
ICC - Fire Inspector Series	ICC-FI	International Code Council (ICC)	4/2/2024	ELECTRICAL INSPECTOR ADV (036679), ELECTRICAL INSPECTOR ASOC (036679), ELECTRICAL INSPECTOR EXP (036680), ELECTRICAL INSPECTOR INT (036678), MFD HOME INSPECTOR ASC (032440), MFD HOME INSPECTOR INT (032441), MFD HOME INSPECTOR ADV (032447), MFD HOME INSPECTOR CONSULTANT (032446), PLANS EXAMINER 2 (076563), PLANS EXAMINER SUPERVISOR (076565), PLANS EXAMINER MANAGER (076564)
ICC - Fire Plans Examiner	ICC-FPE	International Code Council (ICC)	11/23/2016	FIRE & BUILDING CODE INSPEC 2* (038481), FIRE & BUILDING CODE INSPEC 3 (038482), FIRE & BUILDING CODE INSP SUPV (038433), FIRE & BUILDING CODE INSP MGR (038434), FACILITIES CONSTRUCTION DIR (076574), PLANS EXAMINER 1 (076562), PLANS EXAMINER 2 (076563), PLANS EXAMINER MANAGER (076564), MFD HOME INSPECTOR ASC* (032440), MFD HOME INSPECTOR INT* (032441), MFD HOME INSPECTOR SUPERVISOR (032442), MFD HOME INSPECTOR MANAGER (032443), MFD & MODULAR HOUSING DIRECTOR (032445)
ICC - Residential Building Inspector	ICC-RBI	International Code Council (ICC)	11/23/2016	FIRE & BUILDING CODE INSPEC 2* (038481), FIRE & BUILDING CODE INSPEC 3 (038482), FIRE & BUILDING CODE INSP SUPV (038433), FIRE & BUILDING CODE INSP MGR (038434), FACILITIES CONSTRUCTION DIR (076574), PLANS EXAMINER 1 (076562), PLANS EXAMINER 2 (076563), PLANS EXAMINER MANAGER (076564), MFD HOME INSPECTOR ASC* (032440), MFD HOME INSPECTOR INT* (032441), MFD HOME INSPECTOR SUPERVISOR (032442), MFD HOME INSPECTOR MANAGER (032443), MFD & MODULAR HOUSING DIRECTOR (032445)
IPMA-HR Senior Certified Professional	IPMA-SCP	International Public Management Association for Human Resources (IPMA-HR)	4/13/2018	Only attendees of the DOHR sanctioned class/certification

Approved Professional Certifications for Salary Increase

Certification/License	Abbreviation	Organization	Date Added	Eligible Classes <i>Note: Proposals for the inclusion of any other job classifications or for increases for individual employees in other job classifications will be reviewed on a case-by-case basis</i>
Lean Six Sigma Master Black Belt	LSSMBB	-	1/15/2020	BUSINESS ANALYST (076486), BUSINESS ANALYST-ADV (075602), BUSINESS ANALYST-JR* (075601), BUSINESS ANALYST-SR (075603), ENTERPRISE BUSINESS ANALYST (075493), ENTERPRISE BUSINESS ANALYST-SR (075491), PROJECT MANAGER (076479), PROJECT MANAGER-INT (076105), PROJECT MANAGER-SR (076106), ENTERPRISE PROJECT COORDINATOR (075497), ENTERPRISE PROJECT MANAGER (075495), ENTERPRISE PROJECT MANAGER-SR (075492), ENTERPRISE PROJECT DIR - SR (076159), DHS CONT IMPROVEMENT ANALYST (079711)
Licensed Clinical Social Worker	LCSW	Tennessee Board of Social Workers	11/9/2017	PSYCHIATRIC SOCIAL WORKER 1 (079661), PSYCHIATRIC SOCIAL WORKER 2 (079662)
Licensed Penetration Tester (Master)	LPTM	E-Commerce Consultants Council	1/15/2020	QUALITY ANALYST (076117) , TESTING ANALYST-INT* (076114), TESTING ANALYST-ADV (076115), TESTING ANALYST-LEAD (076116)
Medical Laboratory Professional - Clinical Chemist	CC	-	6/22/2018	PH LABORATORY CONSULTANT 1 (072366), PH LABORATORY CONSULTANT 2 (072367), PH LABORATORY CONSULTANT 3 (072368), PH LABORATORY CONSULTANT 4 (072369), PH LABORATORY MANAGER 1 (072345), PH LABORATORY MANAGER 2 (072346), PH LABORATORY MANAGER 3 (072347), PH LABORATORY MANAGER 4 (072348), PH LABORATORY SCIENTIST 1 (072349), PH LABORATORY SCIENTIST 2 (072350), PH LABORATORY SCIENTIST 3 (072351), PH LABORATORY SCIENTIST 4 (072352)
Medical Laboratory Professional - Clinical Chemist Technologist	CCT	-	6/22/2018	PH LABORATORY CONSULTANT 1 (072366), PH LABORATORY CONSULTANT 2 (072367), PH LABORATORY CONSULTANT 3 (072368), PH LABORATORY CONSULTANT 4 (072369), PH LABORATORY MANAGER 1 (072345), PH LABORATORY MANAGER 2 (072346), PH LABORATORY MANAGER 3 (072347), PH LABORATORY MANAGER 4 (072348), PH LABORATORY SCIENTIST 1 (072349), PH LABORATORY SCIENTIST 2 (072350), PH LABORATORY SCIENTIST 3 (072351), PH LABORATORY SCIENTIST 4 (072352)
Medical Laboratory Professional - Medical Lab Scientist	MLS	-	6/22/2018	PH LABORATORY CONSULTANT 1 (072366), PH LABORATORY CONSULTANT 2 (072367), PH LABORATORY CONSULTANT 3 (072368), PH LABORATORY CONSULTANT 4 (072369), PH LABORATORY MANAGER 1 (072345), PH LABORATORY MANAGER 2 (072346), PH LABORATORY MANAGER 3 (072347), PH LABORATORY MANAGER 4 (072348), PH LABORATORY SCIENTIST 1 (072349), PH LABORATORY SCIENTIST 2 (072350), PH LABORATORY SCIENTIST 3 (072351), PH LABORATORY SCIENTIST 4 (072352)
Medical Laboratory Professional - Medical Lab Technician	MLT	-	6/22/2018	PH LABORATORY CONSULTANT 1 (072366), PH LABORATORY CONSULTANT 2 (072367), PH LABORATORY CONSULTANT 3 (072368), PH LABORATORY CONSULTANT 4 (072369), PH LABORATORY MANAGER 1 (072345), PH LABORATORY MANAGER 2 (072346), PH LABORATORY MANAGER 3 (072347), PH LABORATORY MANAGER 4 (072348), PH LABORATORY SCIENTIST 1 (072349), PH LABORATORY SCIENTIST 2 (072350), PH LABORATORY SCIENTIST 3 (072351), PH LABORATORY SCIENTIST 4 (072352)
Medical Laboratory Professional - Medical Technologist	MT	-	6/22/2018	PH LABORATORY CONSULTANT 1 (072366), PH LABORATORY CONSULTANT 2 (072367), PH LABORATORY CONSULTANT 3 (072368), PH LABORATORY CONSULTANT 4 (072369), PH LABORATORY MANAGER 1 (072345), PH LABORATORY MANAGER 2 (072346), PH LABORATORY MANAGER 3 (072347), PH LABORATORY MANAGER 4 (072348), PH LABORATORY SCIENTIST 1 (072349), PH LABORATORY SCIENTIST 2 (072350), PH LABORATORY SCIENTIST 3 (072351), PH LABORATORY SCIENTIST 4 (072352)
MTSU Road Construction and Minerals Technology	-	-	6/20/2019	TDOT OPERATIONS TECHNICIAN (076221), TDOT OPERATIONS TECHNICIAN SR (076222), TDOT OPERATIONS TECHNICIAN SPV (076223), TDOT TECHNICIAN (076234), TDOT TECHNICIAN SENIOR (076235), TDOT TECHNICIAN SUPERVISOR (076236)

Approved Professional Certifications for Salary Increase

Certification/License	Abbreviation	Organization	Date Added	Eligible Classes <i>Note: Proposals for the inclusion of any other job classifications or for increases for individual employees in other job classifications will be reviewed on a case-by-case basis</i>
NAIC - Associate Professional in Insurance Regulation	NAIC-APIR	National Association of Insurance Commissioners (NAIC)	2/14/2019	ACTUARIAL&COMPLIANCE ANALYST 2 (075662), ACTUARIAL & COMPLIANCE DIR (075664), ACTUARIAL&COMPLIANCE OFFICER (075663), CONSUMER INSURANCE INV 1 (032452), CONSUMER INSURANCE SVCS MGR (032453), C&I POLICY ADVISOR (073139), INSURANCE ANALYSIS DIRECTOR (075690), INSURANCE EXAMINATION DIR (075684), INSURANCE EXAMINATION A DIR (075685), INSURANCE EXAMINER-CFE (075688), INSURANCE EXAMINER-CPA (075681), INSURANCE EXAM IN-CHARGE-CFE (075689), INSURANCE EXAM IN-CHARGE-CPA (075680), INSURANCE EXAMINER 1* (075654), INSURANCE EXAMINER 2* (075682), INSURANCE EXAMINER 3 (075683), INSUR INVESTIGATION DIRECTOR (032454), RECEIVERSHIP DIRECTOR (075686), TENNCARE EXAMINER (075692), TENNCARE EXAMINATION MANAGER (075694), TENNCARE EXAMINATION DIRECTOR (075695)
NAIC - Investment Professional in Insurance Regulation	NAIC-IPIR	National Association of Insurance Commissioners (NAIC)	2/14/2019	ACTUARIAL&COMPLIANCE ANALYST 2 (075662), ACTUARIAL & COMPLIANCE DIR (075664), ACTUARIAL&COMPLIANCE OFFICER (075663), CONSUMER INSURANCE INV 1 (032452), CONSUMER INSURANCE SVCS MGR (032453), C&I POLICY ADVISOR (073139), INSURANCE ANALYSIS DIRECTOR (075690), INSURANCE EXAMINATION DIR (075684), INSURANCE EXAMINATION A DIR (075685), INSURANCE EXAMINER-CFE (075688), INSURANCE EXAMINER-CPA (075681), INSURANCE EXAM IN-CHARGE-CFE (075689), INSURANCE EXAM IN-CHARGE-CPA (075680), INSURANCE EXAMINER 1* (075654), INSURANCE EXAMINER 2* (075682), INSURANCE EXAMINER 3 (075683), INSUR INVESTIGATION DIRECTOR (032454), RECEIVERSHIP DIRECTOR (075686), TENNCARE EXAMINER (075692), TENNCARE EXAMINATION MANAGER (075694), TENNCARE EXAMINATION DIRECTOR (075695)
NAIC - Professional in Insurance Regulation	NAIC-PIR	National Association of Insurance Commissioners (NAIC)	2/14/2019	ACTUARIAL&COMPLIANCE ANALYST 2 (075662), ACTUARIAL & COMPLIANCE DIR (075664), ACTUARIAL&COMPLIANCE OFFICER (075663), CONSUMER INSURANCE INV 1 (032452), CONSUMER INSURANCE SVCS MGR (032453), C&I POLICY ADVISOR (073139), INSURANCE ANALYSIS DIRECTOR (075690), INSURANCE EXAMINATION DIR (075684), INSURANCE EXAMINATION A DIR (075685), INSURANCE EXAMINER-CFE (075688), INSURANCE EXAMINER-CPA (075681), INSURANCE EXAM IN-CHARGE-CFE (075689), INSURANCE EXAM IN-CHARGE-CPA (075680), INSURANCE EXAMINER 1* (075654), INSURANCE EXAMINER 2* (075682), INSURANCE EXAMINER 3 (075683), INSUR INVESTIGATION DIRECTOR (032454), RECEIVERSHIP DIRECTOR (075686), TENNCARE EXAMINER (075692), TENNCARE EXAMINATION MANAGER (075694), TENNCARE EXAMINATION DIRECTOR (075695)
NAIC - Senior Professional in Insurance Regulation	NAIC-SPIR	National Association of Insurance Commissioners (NAIC)	2/14/2019	ACTUARIAL&COMPLIANCE ANALYST 2 (075662), ACTUARIAL & COMPLIANCE DIR (075664), ACTUARIAL&COMPLIANCE OFFICER (075663), CONSUMER INSURANCE INV 1 (032452), CONSUMER INSURANCE SVCS MGR (032453), C&I POLICY ADVISOR (073139), INSURANCE ANALYSIS DIRECTOR (075690), INSURANCE EXAMINATION DIR (075684), INSURANCE EXAMINATION A DIR (075685), INSURANCE EXAMINER-CFE (075688), INSURANCE EXAMINER-CPA (075681), INSURANCE EXAM IN-CHARGE-CFE (075689), INSURANCE EXAM IN-CHARGE-CPA (075680), INSURANCE EXAMINER 1* (075654), INSURANCE EXAMINER 2* (075682), INSURANCE EXAMINER 3 (075683), INSUR INVESTIGATION DIRECTOR (032454), RECEIVERSHIP DIRECTOR (075686), TENNCARE EXAMINER (075692), TENNCARE EXAMINATION MANAGER (075694), TENNCARE EXAMINATION DIRECTOR (075695)
PMI Professional in Business Analysis	PMI-PBA	Project Management Institute (PMI)	9/27/2022	
Portfolio Management Professional	PfMP	Project Management Institute (PMI)	9/27/2022	
Professional Engineer	PE	-	-	
Professional Geologist	PG	Association of State Boards of Geology (ASBOG)	5/10/2019	TDOT ENV STUDIES SPEC TRAINEE* (076240), TDOT ENV STUDIES SPECIALIST* (076241), TDOT ENV STUDIES SPECIALIST AD (076242), TDOT ENVIRONMENTAL SUPERVISOR (076243), TDOT ENVIRONMENTAL MANAGER (076244)
Professional in Human Resources	PHR	HR Certification Institute (HRCI)	5/23/2011	

Approved Professional Certifications for Salary Increase

Certification/License	Abbreviation	Organization	Date Added	Eligible Classes <i>Note: Proposals for the inclusion of any other job classifications or for increases for individual employees in other job classifications will be reviewed on a case-by-case basis</i>
Project Management Professional	PMP	Project Management Institute (PMI)	6/7/2011	TENNCARE PROJECT MANAGER (072995), TENNCARE PROJECT DIRECTOR (072991)
Radiation Protection Technologist	RPT	National Registry of Radiation Protection Technologists (NRRPT)	5/1/2017	TDEC-ENVIRONMENTAL SCIENTIST1* (073018), TDEC-ENVIRONMENTAL SCIENTIST2* (073019), TDEC-ENVIRONMENTAL SCIENTIST 3 (073020), TDEC-ENV CONSULTANT 1 (073021), TDEC-ENV CONSULTANT 2 (073022), TDEC-ENV CONSULTANT 3 (073023), TDEC-ENV CONSULTANT 4 (073024), TDEC-ENVIRONMENTAL MANAGER 1 (073010), TDEC-ENVIRONMENTAL MANAGER 2 (073011), TDEC-ENVIRONMENTAL MANAGER 3 (073012), TDEC-ENVIRONMENTAL MANAGER 4 (073013)
Recycling Systems Manager	-	Solid Waste Association of North America (SWANA)	9/30/2014	
Registered Behavior Technician	RBT	Behavior Analyst Certification Board (BACB)	11/30/2021	PSYCHIATRIC TECHNICIAN (044252), LEAD PSYCH TECHNICIAN (044253)
Registered Environmental Health Specialist/Registered Sanitarian	REH/RS	National Environmental Health Association (NEHA)	7/19/2016	ENV HEALTH SPECIALIST 3* (072932), ENV HEALTH SPECIALIST 4 (072933), ENV HEALTH SPECIALIST 5 (072934), ENV HEALTH SPECIALIST 6 (072935), ENV FIELD OFFICE MANAGER (072974), ENV PROGRAM MANAGER 1 (072971), ENV PROGRAM MANAGER 2 (072970), ENV PROGRAM DIRECTOR (072973)
Registered Interior Designer	RID	National Council for Interior Design Qualification (NCIDQ)	10/24/2005	DGS INTERIOR PLANNING SPEC 2 (076432) & DGS INTERIOR PLANNING SPEC 3 (076434)
SAS Certified Professional: Advanced Programming Using SAS	-	SAS Institute	2/22/2024	CLINICAL APP COORDINATOR 1 (072821), CLINICAL APP COORDINATOR 2 (072822), CLINICAL APP COORDINATOR 3 (072823), EPIDEMIOLOGIST 1 (072511), EPIDEMIOLOGIST 2 (072512), EPIDEMIOLOGIST 3 (072513), STATISTICAL ANALYST 3 (075943), STATISTICAL ANALYST 4 (075944), STATISTICAL RESEARCH SPEC (075948)
Seating and Mobility Specialist	SMS	Rehabilitation Engineering and Assistive Technology Society of North America (RESNA)	8/30/2022	MEDICAL EQUIPMENT FABRICATOR (062940), SEAT/POSITION CLINICIAN (077615), SEAT/POSITION SHOP SUPERVISOR (077618)
Senior Professional in Human Resources	SPHR	HR Certification Institute (HRCI)	5/23/2011	
Society for HR Management - Certified Professional	SHRM-CP	Society for HR Management	2/23/2016	
Society for HR Management - Senior Certified Professional	SHRM-SCP	Society for HR Management	2/23/2016	
Systems Security Certified Practitioner	SSCP	International Information System Security Certification Consortium (ISC2)	9/27/2022	
Tableau Server Certified Professional	-	Tableau	1/15/2020	BUSINESS INTELLIGENCE SPEC-INT (075604), BUSINESS INTELLIGENCE SPEC-ADV (075605), BUSINESS INTELLIGENCE SPEC-LD (075606)
TDOT Reconnect - Transportation Systems Technology Certificate	TSTC	-	8/13/2020	TDOT OPERATIONS TECHNICIAN (076221), TDOT OPERATIONS TECHNICIAN SR (076222), TDOT OPERATIONS TECHNICIAN SPV (076223), TDOT TECHNICIAN (076234), TDOT TECHNICIAN SENIOR (076235), TDOT TECHNICIAN SUPERVISOR (076236)
Technologist in Molecular Biology	MB(ASCP)	American Society of Clinical Pathology (ASCP)	7/12/2023	CHEMIST 2* (077852), CHEMIST 3 (077853), MICROBIOLOGIST 2* (077822), MICROBIOLOGIST 3 (077823)
U.S. Public Safety Bomb Technician	-	-	2/2/2022	Employees whose primary function is related to handling hazardous devices

Approved Professional Certifications for Salary Increase

Certification/License	Abbreviation	Organization	Date Added	Eligible Classes <i>Note: Proposals for the inclusion of any other job classifications or for increases for individual employees in other job classifications will be reviewed on a case-by-case basis</i>
VMWARE Certified Design Expert	VCDX	VMware	1/15/2020	NETWORK ARCHITECT-INT* (075633), NETWORK ARCHITECT-ADV (075634), NETWORK ARCHITECT-LEAD (075635), NETWORK DC OPS ADMIN-INT (076123), NETWORK DC OPS ADMIN-ADV (076124), NETWORK DC OPS ADMIN-LEAD (076125), SYSTEMS ADMINISTRATOR-INT (076126), SYSTEMS ADMINISTRATOR-ADV (076127), SYSTEMS ADMINISTRATOR-LEAD (076128)
WELL Accredited Professional	WELL AP	International WELL Building Institute (IWBI)	10/9/2020	PLANNING ANALYST 5 (073385), DGS STREAM PROGRAM MANAGER (076440), DGS STREAM PROGRAM DIRECTOR (076441)