



Parkview increases co-worker referral bonus amounts; top bonus now **\$20,000**

Parkview has increased the bonus amounts for its Co-worker Referral Bonus Program, with referral bonuses now beginning at \$750 and reaching up to \$20,000.

Process: The first and last name of the co-worker who referred the applicant must be included on the application to be eligible for this referral bonus. Be sure to tell anyone you refer to select “Parkview Employee Referral” from the “How did you find out about this position?” section, and then enter your first and last name in the “If you were referred by a current employee, enter their name and department” section.

Effective Period: This program replaces all previous referral programs. Referral bonus payment amounts will be those in effect on the date of hire of the new (i.e. referred) co-worker. Provisions of this program will remain in effect until revised, replaced or discontinued. Effective June 20, 2021, through Sept. 26, 2021.

Bonus levels range from \$750 to \$20,000

Positions (.8 or higher FTE) approved for which co-workers will receive a **\$20,000 referral bonus:**

- Inpatient bedside RN (with at least 18 months of bedside experience)

Payments: Unless revised, replaced or discontinued, half the referral bonus amount will be paid on the first off-cycle check 90 days from the referred co-worker’s start date, followed by the other half paid 12 months from the referred co-worker’s start date. The referring and the referred co-worker must be employed at the time of payout. Also, the referred co-worker must be at a .8 or higher FTE at the time of each payout.

Positions (.6 or .7 FTE) approved for which co-workers will receive a **\$10,000 referral bonus:**

- Inpatient bedside RN

Payments: Unless revised, replaced or discontinued, half the referral bonus amount will be paid on the first off-cycle check 90 days from the referred co-worker’s start date, followed by the other half paid 12 months from the referred co-worker’s start date. The referring and the referred co-worker must be employed at the time of payout. Also, the referred co-worker must be at a .6 or .7 FTE at the time of each payout.

Positions (.6 or higher FTE) approved for which co-workers will receive a \$5,000 referral bonus:

- Diagnostic medical sonographer
- Histologist
- Lab scientist (certified)
- Lab technician/MLT/CLT (certified)
- MRI / CT / ultrasound tech
- Occupational therapist
- Paramedic
- Pharmacist
- Physical therapist
- Polysomnography tech
- PPG RN
- Radiology tech
- Registered or certified respiratory care practitioner
- RN case manager
- Speech pathologist
- Surgical tech

Positions (.6 or higher FTE) approved for which co-workers will receive a \$4,000 referral bonus:

- Licensed practical nurse (LPN)
- Medical social worker
- Medical assistant (CMA, RMA, CCMA, NCMA or CMAC certified)

Positions (.6 or higher FTE) approved for which co-workers will receive a \$3,000 referral bonus:

- Certified nursing assistant
- Emergency care tech
- EMT
- Endoscopy tech
- Lab support services tech
- Mental health tech/assistant
- Patient care tech
- Pharmacy tech
- Sterile processing tech

Positions (.6 or higher FTE) approved for which co-workers will receive a \$2,000 referral bonus:

- Community nutrition associate
- Cook
- Environmental services tech
- Medical assistant (non CMA, RMA, CCMA, NCMA, CMAC certified)

Positions (.6 or higher FTE) approved for which co-workers will receive a \$750 referral bonus:

- All other Parkview Health positions not listed above

Payments: Unless revised, replaced or discontinued, the referral bonus amount will be paid on the first off-cycle check 90 days from the referred co-worker's start date. The referring and the referred co-worker must be employed at the time of payout.

Eligibility:

- Referral bonuses are paid **only** for positions with budgeted FTE factors of .6 and higher. Regular unscheduled (temp) positions are not eligible (unless moving to a .6 FTE or greater within 30 days of date of hire).
- Referral bonuses are paid **only** for new hires/rehires who have not worked for Parkview Health within the past two years as an employee or business associate.

Referral Eligibility: The co-worker referral bonus program is available to all Parkview co-workers with the following exceptions:

- Human Resources personnel directly involved in the hiring process of the referred co-worker
- Any departmental leader with direct hiring authority over the referred co-worker

Approvals: Referral bonuses will be approved by Talent Acquisition leadership. If two names are listed under the referral source, the candidate will be asked to select one of the co-workers listed. If the candidate chooses not to select one, the first name listed will be used. If that person is no longer employed at the time of payout, the second name will be used. You may also refer a candidate using the [candidate referral form](#) located on Pulse; however, the candidate must also include your name on the application, and the situation must meet the criteria outlined in this document.