Monica Fleming

DIRECTOR OF COMPLIANCE

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Certificates

Certified in Healthcare Compliance (CHC)
Compliance Certification Board
10/2017

Skills

HIPAA • Regulatory Compliance
Billing Compliance Audits
Risk Assessment
Policy Management
Project Management
Microsoft Excel • Microsoft Word
Leadership • Discretion

Summary

Director of Compliance with 13 years in healthcare compliance across a health plan, a physician group and a home health agency. Leads HIPAA privacy, billing compliance audits and regulatory compliance programs for 2,100 employees, and reports to the board with discretion on sensitive investigations.

Experience

Director of Compliance 01/2021 - Present
Allegheny Valley Home Health Pittsburgh, PA
Home health and hospice provider with 2,100 employees in western Pennsylvania.

- Lead a compliance team of **6** and report quarterly to the board compliance committee.
- Direct 40 billing compliance audits a year, recovering $1.3M in overpayments through self-disclosure.
- Manage HIPAA privacy investigations, closing 95% of 120 yearly cases within 30 days.
- Launch a policy management project that moved 300 policies to one system with annual review dates.

Compliance Manager 04/2016 - 12/2020
Three Rivers Physician Group Pittsburgh, PA
Multispecialty group with 180 physicians.

- Built the annual compliance work plan from OIG guidance and a risk assessment of 25 service lines.
- Trained 900 staff a year on HIPAA, Stark and anti-kickback rules through live and online sessions.
- Wrote 60 compliance policies in Microsoft Word and tracked attestations in Microsoft Excel.

Compliance Auditor 06/2013 - 03/2016
Monongahela Health Plan Pittsburgh, PA
Regional Medicare Advantage and Medicaid health plan.

- Audited 500 claims a quarter for coding accuracy and medical necessity documentation.
- Prepared CMS audit universes for a 2015 program audit that closed with 2 minor findings.
- Reported audit results to 3 department heads each month with corrective action dates.

Education

Master of Health Administration 05/2013
University of Pittsburgh Pittsburgh, PA
Health Policy and Management