

Incentives for Certifications for Selected Municipalities in East Tennessee

Water Distribution Operator Grade I

Municipality	Yes/No	Incentives
Bulls Gap	No	
Clinton	No	
Collegedale	No	
Copperhill	Yes	New hourly pay: \$20-\$22
Crossville	Yes	15% increase in salary
Dandridge	No	
Farragut	No	
Graysville	Yes	
Harrogate	No	
Jellico	No	
Jonesborough	Yes	Salary
Kingsport	Yes	They are hired in at an Operator I level, when they obtain certification, they can move to an Operator II level (additional pay)
Knoxville	No	
Lakesite	No	
Loudon Utilities	No	
Luttrell	No	
Maryville	No	
Maynardville	Yes	About \$1-\$2 added an hour
Morristown	No	
New Tazewell	No	
Norris	Yes	\$750.00
Oak Ridge	No	
Oakdale	No	
Rutledge	No	
Sevierville	No	
Signal Mountain	We only give incentives to water distributor 1 position. We don't have any of the other certifications in our town.	Not sure about the raise. Only have been there since May. Water Director has been there since March.
Sneedville	No	
Spring City	Yes	Pay Increase/ was told to talk to the city manager for details
Sunbright	No	
Unicoi	No	
Vonore	No	
Winfield	No	No Water Dept

Sewer Collection Operator Grade II

Municipality	Yes/No	Incentives
Bulls Gap	No	
Clinton	No	
Collegedale	No	
Copperhill	Yes	New hourly pay: \$18-\$20
Crossville		
Dandridge	No	
Farragut	No	
Graysville	No	
Harrogate	No	
Jellico	No	
Jonesborough	Yes	Salary
Kingsport	Yes	They are hired in at an Operator I level, when they obtain certification, they can move to an Operator II level (additional pay)
Knoxville	No	
Lakesite	No	
Loudon Utilities	No	
Luttrell	Yes	Wasn't sure how much the additional pay was
Maryville	No	
Maynardville	Yes	Between \$1-\$2 added an hour
Morristown	No	
New Tazewell	No	
Norris	Yes	\$750.00
Oak Ridge	No	
Oakdale	No	
Rutledge	No	
Sevierville	No	
Sneedville	No	
Spring City	Yes	Pay Increase/ was told to talk to the city manager for more info
Sunbright	No	
Unicoi	No	
Vonore	Yes	Gave a raise once certification was received. About \$2000
Winfield	No	No Sewer Dept

Certified Playground Safety Inspector

Municipality	Yes/No	Incentives
Bulls Gap	No	
Clinton	No	
Collegedale	No	
Copperhill	No	
Crossville	No	
Dandridge	No	
Farragut	No	
Graysville	No	
Harrogate	No	
Jonesborough	Yes	Salary
Kingsport	No	
Knoxville	No	
Lakesite	No	
Loudon Utilities	No	
Luttrell	No	
Maryville	No	
Morristown	Yes	Pay increase 10%
New Tazewell	No	
Oak Ridge	No	
Oakdale	No	
Rutledge	No	
Sevierville	No	
Sneedville	No	
Spring City	No	
Sunbright	No	
Unicoi	No	
Vonore	No	
Winfield	No	None

Certified Youth Sports Administrator

Municipality	Yes/No	Incentives
Bulls Gap	No	
Clinton	No	
Collegedale	No	
Copperhill	No	
Crossville	No	
Dandridge	No	
Farragut	No	
Graysville	No	
Harrogate	No	
Jellico	No	
Jonesborough	Yes	Salary
Kingsport	No	
Knoxville	No	
Lakesite	No	
Loudon Utilities	No	
Luttrell	No	
Maryville	No	
Morristown	Yes	Pay increase 10%
New Tazewell	No	
Oak Ridge	No	
Oakdale	No	
Rutledge	No	
Sevierville	No	
Sneedville	No	
Spring City	No	
Sunbright	No	
Unicoi	No	
Vonore	No	
Winfield	No	No organized sports at park at this time

Certified Parks and Recreation Professional

Municipality	Yes/No	Incentives
Bulls Gap	No	
Clinton	No	
Collegedale	No	
Copperhill	No	
Crossville	No	
Dandridge	No	
Farragut	Yes	A pay increase and a one-time bonus
Graysville	No	
Harrogate	No	
Jellico	No	
Jonesborough	Yes	Salary
Kingsport	No	
Knoxville	No	
Lakesite	No	
Loudon Utilities	No	
Luttrell	No	
Maryville	No	
Morristown	Yes	Pay increase 10%
New Tazewell	No	
Oak Ridge	No	
Oakdale	No	
Rutledge	No	
Sevierville	No	
Sneedville	No	
Spring City	No	
Sunbright	No	
Unicoi	No	
Vonore	No	
Winfield	No	No recreational professionals

Other Certifications with Incentives

Municipality	Yes/No	Other Certifications with Incentives	Incentives
Bulls Gap	No		
Clinton	Yes	EMT, Paramedic, Firefighter II	\$1000 increase to annual salary
Collegedale	Yes	Sewer collection operator grade I -- 5%	
Copperhill			
Crossville	Yes	Additional operator Grade certifications, Backflow certifications, Commercial Drivers' License	approximately 5-10% salary increase depending on certifications
Dandridge	No		
Farragut	No		
Graysville	No		
Harrogate	No		
Jonesborough			
Kingsport			
Knoxville	No		
Lakesite	No		
Loudon Utilities	No		
Luttrell	Yes	CMFO	\$2+ an hour
Maryville			
Maynardville			
Morristown			
New Tazewell			
Norris	Yes	CDL	\$750.00
Oak Ridge	Yes	Our Electric Line Apprentices receive increases as they complete levels of training to become Electric Line Technicians	Increase in pay grade
Oakdale	No		
Rutledge			
Sevierville	No		
Signal Mountain			
Sneedville	No		
Spring City			
Sunbright			
Unicoi	No		
Vonore	Yes	CMFO	Gave a raise once certification was received. \$2000
Winfield	No		None

Additional Input on Certification Incentives

Municipality	Yes/No
Graysville	Certifications would be very good, training is essential
Jonesborough	We are striving to include salary increases based on advancing employees to different levels of certifications or licenses.
Norris	We also offer an incentive to CMFO, CPA, Certified Police Officer, Codes Official (Fire, Building, Mechanical, Plumbing, Electrical, Commercial, Structural) and College Degree in related field. I think the incentive program is a great tool for employees. It gives them a goal to work harder toward achieving and a reward at the end makes it worthwhile.
Signal Mountain	We only give incentives to the water distributor 1 position. We don't have any of the other certifications in our town.
Winfield	We do not have sewer and water. There is a 43-acre Park. No additional input

Contacts

City/Town	Last Name	First Name	Email
Bulls Gap	Solomon	Michael	Mike.bullsgap@gmail.com
Clinton	Sylvester	Angela	asylvester@clintontn.net
Collegedale	Boyd	Kristen	kboyd@collegedaletn.gov
Cooperhill	Arthur	Shannon	cityofcopperhilltn@gmail.com
Crossville	Crockett	Leah	leah.crockett@crossvilletn.gov
Dandridge	Smith	Laura	cdixon@dandridgetn.gov
Farragut	Pence	Michelle	mpence@townoffarragut.org
Graysville	Devillier	Kimberly	graysvillecityrecorder0@gmail.com
Harrogate	England	Debra	debengland.cityofharrogate@gmail.com
Jellico	Bruce	Marsha	jellicorecorder@att.net
Jonesborough	Rosenoff	Glenn	grosenoff@jonesboroughtn.org
Kingsport	Copas	Tyra	TyraCopas@KingsportTN.gov
Knoxville	Drummond	Kelly	kdrummond@knoxvilletn.gov
Lakesite	LaCroix	Jodi	jplacroix@lakesitetn.gov
Loudon	Brown	Jaison	jaison.brown@loudonutilities.org
Luttrell	Luttrell	Courtney	cityofluttrell@yahoo.com
Maryville	Crawford	Leslie	lgcrawford@maryville-tn.gov
Maynardville	Singletary	Gina	recorder@maynardvilletn.com
Morristown	Clark	Larry	lclark@mymorristown.com
New Tazewell	Mabe	Kimberly	bookkeeper@newtazewelltn.org
Norris	Johnson	Sandy	cityrecorder@comcast.net
Oak Ridge	Harris	Janice	jharris@oakridgetn.gov
Oakdale	Miller	Monica	oakdalectyhl@highland.net
Rutledge	Harbin	Stacy	townofrutledge@gmail.com
Sevierville	Ward	Kristi	kward@seviervilletn.org
Signal Mountain	Broomfield	Jennifer	jbroomfield@signalmountaintn.gov
Sneedville	Collins	Gail	sneedvillecityhall@yahoo.com
Spring City	Dodson	Brenda	bdodson@townofspringcitytn.org
Sunbright	Collins	Cheryl	cheryl.collins@tn.gov
Unicoi	Kessler	Debbie	cityrecorder@unicoitn.net
Vonore	Norris	Sabrena	townofvonore@tds.net
Winfield	McBroom	Robyn	rmwinfield@highland.net