



## DRAFT BONUS POLICY REVISION 2025 – ATTACHMENT 1

Table 1. Educational Bonus

| <u>Degree</u>        | <u>Completion<br/>timeframe</u> | <u>Level of<br/>difficulty to<br/>obtain</u> | <u>Test/Exam</u>                    | <u>Applicability to<br/>Pos./Value to<br/>Town</u>                      | <u>Compensatio<br/>n Suggestion</u> |
|----------------------|---------------------------------|----------------------------------------------|-------------------------------------|-------------------------------------------------------------------------|-------------------------------------|
| Associates<br>Degree | ~2 Years (or PT<br>equivalent)  | Medium                                       | Credits for courses<br>taken, Exams | Degree required<br>for position OR for<br>advancement in<br>department? | \$300                               |
| Bachelor's<br>Degree | ~ 4 Years (or PT<br>equivalent) | High                                         | Credits for courses<br>taken, Exams | Degree required<br>for position OR for<br>advancement in<br>department? | \$600                               |
| Master's<br>Degree   | ~2 Years (or PT<br>equivalent)  | High                                         | Credits for courses<br>taken, Exams | Degree required<br>for position OR for<br>advancement in<br>department? | \$900                               |

Table 2. Certification Award



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| <u>License/Certification</u>                                         | <u>Completion timeframe</u> | <u>Level of difficulty to obtain</u> | <u>Test/Exam</u> | <u>Applicability to position/Value to Town</u> | <u>CEU Required?</u> | <u>Compensation suggestion</u> |
|----------------------------------------------------------------------|-----------------------------|--------------------------------------|------------------|------------------------------------------------|----------------------|--------------------------------|
| Certified Erosion Prevention & Sediment Control Inspector            | ~2 Days                     | Tier 1                               | Exam             | High                                           | Yes                  | \$100                          |
| Drone Pilot Certification                                            | ~4-6 weeks                  | Tier 1                               | Exam             | Dependent – proof required                     | Yes                  | \$100                          |
| Qualified Compliance Inspector of Stormwater                         | ~2-4 Days                   | Tier 1                               | Exam             | Dependent – proof required                     | Yes                  | \$100                          |
| Certified Floodplain Manager                                         | ~2-4 Months                 | Tier 2                               | Exam             | Dependent – proof required                     | Yes                  | \$500                          |
| Residential Inspector (Electrical, Building, Plumbing or Mechanical) | Up to 6-12 months           | Tier 2                               | Exam             | High                                           | Yes                  | 2% increase                    |
| Commercial Inspector (Electrical, Building, Plumbing or Mechanical)  | Up to 6-12 months           | Tier 2                               | Exam             | High                                           | Yes                  | 2% increase                    |
| Plans Examiner                                                       | Up to 6-12 months           | Tier 2                               | Exam             | High                                           | Yes                  | \$500                          |
| Accreditation in Business Licensing                                  | Up to 3 years               | Tier 1                               | Exam             | Dependent – proof required                     | No                   | \$250                          |
| Post Construction BMP Inspector                                      | ~2-4 Days                   | Tier 1                               | Exam             | Dependent – proof required                     | Yes                  | \$100                          |
| Certified Stormwater Plan Reviewer                                   | ~2 Days                     | Tier 2                               | Exam             | Dependent – Proof required                     | Yes                  | \$500                          |
| MS4 Stormwater Inspector                                             | ~2 Days                     | Tier 1                               | Exam             | Dependent – Proof required                     | Yes                  | \$100                          |



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|------------------------------------------------------------------------------------------------------------|------------------------|--------|-------------------------------|----------------------------|----------------------|--------|
| MCTI (Municipal Clerk and Treasurers Institute) <ul style="list-style-type: none"><li>IIMC (CMC)</li></ul> | ~3 Years               | Tier 2 | Coursework + Capstone Project | High/Required              | No                   | \$750  |
| Certified Pesticide Applicator (non-commercial)                                                            | ~2-4 Months            | Tier 2 | Exam                          | Dependent – Proof required | Yes                  | \$500  |
| SHRM-CP, PHR (Professional in Human Resources)                                                             | ~3 Months              | Tier 2 | Exam                          | High/Required              | Yes                  | \$500  |
| SHRM-SCP, SPHR (Senior Professional in HR)                                                                 | ~3 Months + Experience | Tier 2 | Exam                          | High/Required              | Yes                  | \$700  |
| CCP (Certified Compensation Professional)                                                                  | 2+ Years               | Tier 2 | Exams                         | Dependent – Proof required | Yes                  | \$700  |
| CDL (Commercial Drivers License)                                                                           | 5 Weeks+               | Tier 1 | Driving Test                  | Dependent – Proof required | No                   | \$500  |
| CPSI (Certified Playground Safety Inspector)                                                               | 2+ Days                | Tier 2 | Exam                          | Dependent – Proof required | Retest every 3 years | \$500  |
| AICP (American Institute of Certified Planners)                                                            | Experience + Education | Tier 3 | Exam                          | Required                   | Yes                  | \$1000 |
| CBO (Chief Building Official)                                                                              | Up to 6-12 Months      | Tier 2 | Exam(s)                       | Required                   | Yes                  | \$700  |



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|                                                                           |                               |        |                                               |                            |     |        |
|---------------------------------------------------------------------------|-------------------------------|--------|-----------------------------------------------|----------------------------|-----|--------|
| CPFA (Certified Public Finance Administrator)                             | ~ 2 Years                     | Tier 2 | Professional Experience and Education         | Dependent-Proof required   | Yes | \$500  |
| CGFO (Certified Government Finance Officer) or comparable financial cert. | ~2 Years                      | Tier 3 | Exam                                          | Required                   | Yes | \$1000 |
| CGFM (Certified Government Financial Manager)                             | ~2 Years                      | Tier 3 | Exam (3) plus 2 years Professional Experience | Required                   | Yes | \$1000 |
| CPA (Certified Public Accountant)                                         | ~2 Years                      | Tier 3 | Exam and Professional Experience              | Dependent – Proof Required | Yes | \$1000 |
| ICMA-CM (Certified Manager)                                               | Education + Experience        | Tier 3 | Peer review process                           | Dependent – Proof Required | Yes | \$1000 |
| CGCIO (Certified Government Chief Information Officer)                    | ~1 Year                       | Tier 3 | Course work + Exam                            | Required                   | Yes | \$1000 |
| CPSWQ (Certified Professional in Water Quality)                           | 7 Years Exp + study/prep      | Tier 3 | Exam                                          | Dependent – Proof required | Yes | \$1000 |
| Professional Engineer (PE)                                                | Education + Experience + Exam | Tier 3 | Exam                                          | Dependent – Proof required | Yes | \$1000 |



Level of difficulty to obtain:

Tier 1 = \$100 - \$499: Program/Certification typically requires a minimum of one year of work experience, minimal study/prep time and successful completion of an exam related to the subject.

Tier 2 = \$500 - \$750: Program/Certification typically requires 1-2 years of work experience, moderate study/prep time, possible classroom time and successful completion of an exam related to the subject.

Tier 3 = \$751 - \$1,000: Program/Certification typically requires 2+ years of work experience and potential education requirement, extensive study/prep time and successful completion of an exam related to the subject.