

Metropolitan Nashville Airport Authority
 Department of Public Safety Salary Step Structure
 Issued: February 8, 2021
 Effective: July 6, 2019 - July 2, 2021

FY21

Job Class	Steps	1	2	3	4	5	6	7	8	9	10	11	12	13	14	Overtime Eligible
POT	Officer - Uncertified	\$ 39,902	* Trainees must successfully complete the Police Training Academy before promoting to Officer - Certified (PS1)													Y
PO1	Officer - Certified	\$ 44,340	* Trainees must successfully complete the Fire and EMT academies before promoting to Officer 2 (PS2)													
PO2	Officer 2	\$ 49,111														
PO3	Officer 3	\$ 54,246	\$ 55,873	\$ 57,549	\$ 59,276	\$ 61,054	\$ 62,886	\$ 64,772	\$ 66,715	\$ 68,717	\$ 70,778	\$ 72,902				
SERG	Sergeant	\$ 69,849	\$ 71,945	\$ 74,103	\$ 76,326	\$ 78,616	\$ 80,974	\$ 83,404	\$ 85,906	\$ 88,483	\$ 91,137	\$ 93,872				

Career path for an Officer hired without a current POST certification:

- POT Date of Hire - Completion of 6 months **AND** Police Training Academy
- PO1 Begins after the completion of POT requirements: Complete Field Training, EMT, State and ARFF Fire Schools **AND** an additional 6 months of service
- PO2 Begins the at second year of employment, completion of POT and PO1 requirements
- PO3 Begins at the 3rd year of employment

Career path for an Officer hired with a current POST certification:

- PO1 Date of Hire - Completion of Field Training, EMT, State and ARFF Fire Schools **AND** 6 months of service
- PO2 Begins after completion of PO1 requirements and 6 months of employment
- PO3 Begins at the 2nd year of employment

*Steps 1 and 2 are 6 months each; the remaining steps are 1 year.

*The Step Promotion will occur at the beginning of the pay period following the anniversary date.

*As this structure provides for a 3% increase with every step, employees paid under this structure will not be eligible for any cost of living adjustments (COLA) or merit increases. This structure will be reviewed for competitiveness when BNA conducts an organization wide Compensation Study, or if local market changes dictate a review, whichever occurs first.