

Metropolitan Nashville Airport Authority Department of Public Safety Step Structure Issued: September 18, 2023 Effective: September 23, 2023 - June 30, 2024																
Job Class	Job Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	14+
POT	Officer - Uncertified	\$55,450	* Trainees must successfully complete the Police Training Academy before promoting to Officer - Certified (PS1)													
PO1	Officer 1 - POST Certified	\$61,106	* Trainees must successfully complete the Fire and EMT academies before promoting to Officer 2 (PS2)													
PO2	Officer 2	\$63,977														
PO3	Officer 3			\$66,847	\$68,852	\$70,918	\$73,046	\$75,237	\$77,494	\$79,819	\$82,213	\$84,680	\$87,220	\$89,837	\$92,532	
FTO	Officer 3 (Field Training Officer)			\$69,047	\$71,052	\$73,118	\$75,246	\$77,437	\$79,694	\$82,019	\$84,413	\$86,880	\$89,420	\$92,037	\$94,732	
SERG	Sergeant			\$85,197	\$87,753	\$90,386	\$93,097	\$95,890	\$98,767	\$101,730	\$104,782	\$107,925	\$111,163	\$114,498	\$117,933	

**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 at the second year of employment, completion of POT and PO1 requirements
- PO3 Begins at the 3rd year of employment
- FTO Must be classified as PO3 and performing FTO duties in accordance with DPS General Order No. 5-03, FTO Program

**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
- FTO Must be classified as PO3 and performing FTO duties in accordance with DPS General Order No. 5-03, FTO Program

- Steps POT and PO1 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.
- Exception: Any Public Safety Officer that has maxed out under the step structure are eligible for an annual cost of living adjustment (COLA), issued at the beginning of the next fiscal year, consistent with non-step positions.

**Reviewed by:**  9/18/2023  
DocuSigned by: Kristen Deuben  
 Kristen Deuben, VP, Finance & Deputy CFO Date

**Recommended by:**  9/19/2023  
DocuSigned by: Marge Basrai  
 Marge Basrai, EVP, Chief Financial Officer Date

**Approved by:**  9/19/2023  
DocuSigned by: Douglas E. Kreulen, d.l.e.  
 Douglas E. Kreulen, President & CEO Date

**Execution:** Randy Dorsten, AVP, Human Resources  
 Kristy Bork, AVP, Finance

**Revision History:**

- 11/28/18: Implemented 2018 Compensation Study adjustments
- 2/8/21: Added FY20 1.5% COLA; Added future COLA eligibility language
- 6/19/21: Added FY22 COLA (2.75%) for positions past step 14
- 6/28/21: Updated effective date to 1st full payroll of FY22
- 6/23/22: Implemented 2022 Compensation Study adjustments; Aged scales 17-23%
- 7/21/23: Clarified language for #4 for officers that are maxed out; Added VP, Finance to approval for verification of PCN's
- 9/18/23: Changed HR approval to AVP, Human Resources
- 9/18/23: Applied compensation adjustments to pay scale approved 8/31/2023 & effective 9/23/23; Added FTO classification