



est. 1971

Salary and Incentives

| Pay Description | Hourly Rate | Annual Increase | Annual Gross Income |
|--|-------------|-----------------|---------------------|
| Initial minimum base starting pay | \$19.12 | | \$39,769.60 |
| Up to 10% additional pay for Police experience | \$21.03 | \$3,972.80 | \$43,742.40 |
| 4 year degree annual pay supplement | \$21.61 | \$1,200.00 | \$44,948.80 |
| *5% pay increase at 12 months (step plan) | \$22.69 | \$2,252.80 | \$47,195.20 |
| 5% pay increase at 18 months (step plan) | \$23.82 | \$2,350.40 | \$49,545.60 |
| Annual vehicle stipend after probationary period (12 months) | | \$2,400.00 | \$51,945.60 |
| **Maximum annual shift differential pay | | **\$2,100.00 | \$54,045.60 |
| Total potential annual pay after 18 months of service | | | \$54,045.60 |

The amounts shown under the “Annual Gross Income” column except for the initial base pay could be rounded up or down and could differ from actual pay. These are examples only.

* While in the step plan, employees will be eligible for annual market adjustments to the city pay plan, however, they will not be eligible for merit raises while on the step plan.

** Midnight shift differential pay would be added only if the officer is assigned to the midnight shift. In the example above, midnight shift differential pay was used to calculate total potential pay. Actual pay for being assigned to the midnight shift is \$80.77 per pay period (26 pay periods per year). Actual pay for being assigned to the evening shift is \$46.15 per pay period.

Annual Gross Income pay in the example above does not include any overtime pay.

Beginning hourly rate of pay for Police Officer is \$19.12 and is based on 2,080 hours per year.

The vehicle stipend of \$2,400 per year is divided into 26 payments of \$92.

The college degree pay supplement is calculated to be \$.58 per hour and is added to the hourly rate of pay.

For additional information visit our website at www.brentwoodtn.gov or contact:

Captain Alan Hardcastle
Technical Support Services/Training/Recruiting
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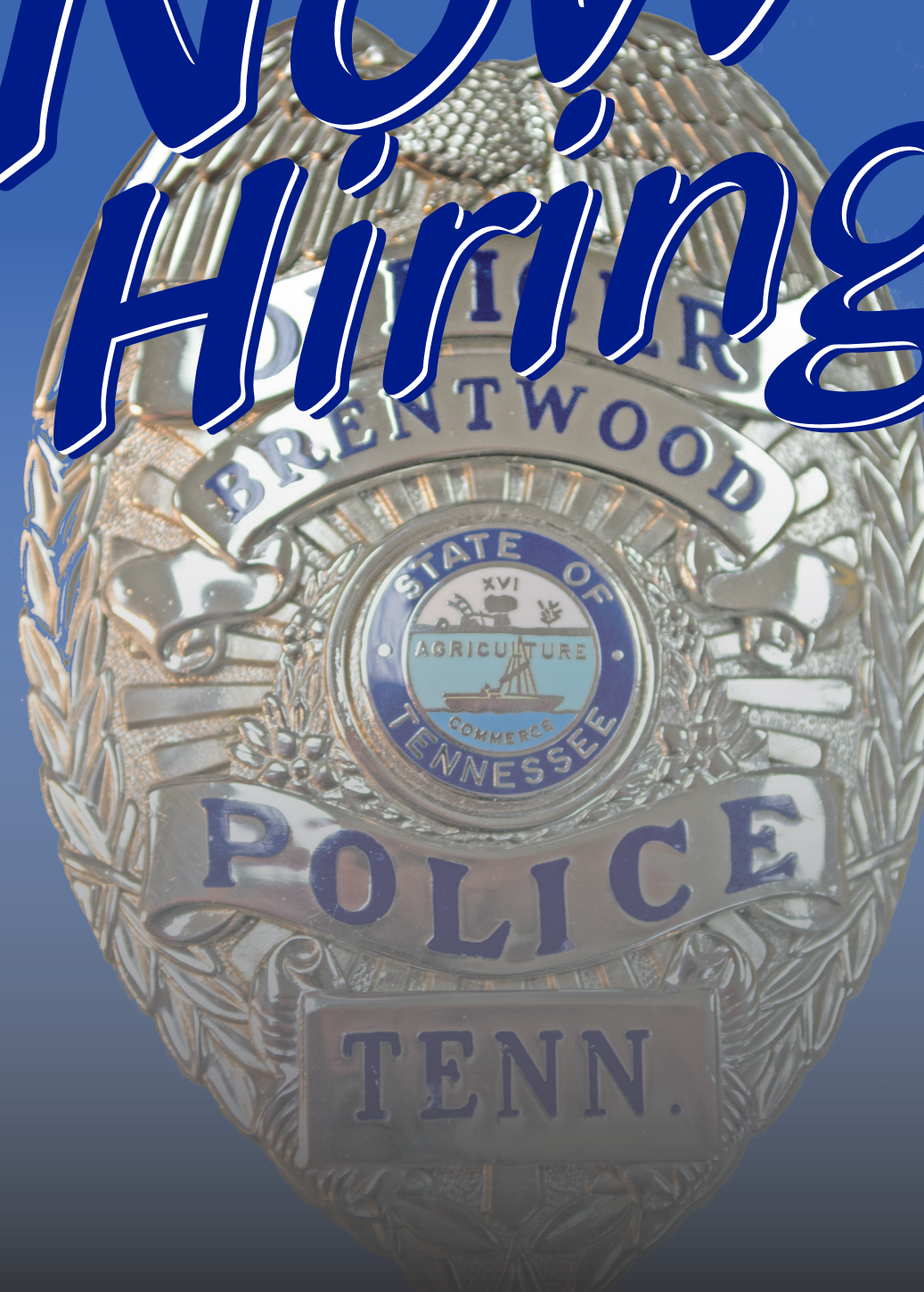


Police Website



Application Packet

Now Hiring



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BRENTWOOD
Police Department
An Internationally Accredited Law Enforcement Agency

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Minimum Qualifications for Police Officer

Applicants must have 60 semester hours of college credit from a regionally accredited college or university, or 30 semester hours and 2 years' experience as a certified police officer or military police officer. Applicants must be 21 years of age before hire date and must be a citizen of the United States. Applicants must be able to obtain a valid Tennessee driver's license. Applicants must pass a thorough background investigation.

The current starting salary for a police officer is \$39,769.60 per year (\$19.12/hr.) with incentives for higher education and free health insurance for the employee. Certified police officers may be eligible for up to 10% above the starting pay rate based on their level of experience. A certified police officer with experience and a four-year degree would start at more than \$44,948 per year (does not include shift differential pay of up to an additional \$2,100 per year and vehicle stipend of \$2,400 per year after probationary period).

The Brentwood Police Department's sworn employees participate in the Tennessee Consolidated Retirement System enhanced retirement program which makes retirement available for those who are age 55 with 25 years of service.

Applicants must successfully complete each of the following steps for selection as a police officer:

- Physical fitness test (See page 2 for actual test)
- Written test
- Oral interview process
- Polygraph examination
- Medical examination
- Psychological examination

Tattoo/Body modification policy:

Applicants must not have any tattoos or body modifications visible in an uncovered traditional short sleeve police uniform.

Application Procedure:

When a test date has been set, all applicants applying since the previous testing date and who meet minimum requirements, are notified by email of the date, time, and location of the test. Applicants are required to RSVP to the test. No make-up test will be given.

Certified or Previously Certified Applicants:

Typically, applicants are hired into the position of police officer and provided with salary incentives for prior applicable experience. Attendance of Basic Police School may be waived, but attendance of the Tennessee Peace Officer Standards and Training Commission (P.O.S.T.) transition school may be required for those officers who received certification from another state meeting the requirements.

Those applicants that are certified as police officers in Tennessee at the time of hire with Brentwood will continue their certification without interruption. Those certified in another state will have to complete a three-week transition school before receiving certification as a police officer in Tennessee. Officers who are certified or complete the transition school will be required to complete a minimum of 12 weeks of field training. All requests for certification are subject to approval by the Tennessee Peace Officers Standards and Training Commission (P.O.S.T.).

Please do not include certifications, license, letters of recommendation, birth certificates, military discharge paperwork, or other paperwork with your application. Should a job offer be extended, verification of certifications, etc. will be requested at that time.

Non-certified Applicants:

Any non-certified person hired as a police officer will be required to attend Basic Police School at the Tennessee Law Enforcement Training Academy. The Basic Police School is 12 weeks/480 hours in length. Officers are required to live at the academy Sunday through Thursday each week. Officers will be paid their salary and any applicable overtime while attending the Basic Police School. Upon completion of Basic Police School, officers will be required to complete a minimum of 20 weeks of field training.

Physical Fitness Test

The Brentwood Police Department requires that all applicants pass a minimum standard physical fitness test as part of the pre-employment process. The test is usually administered on or in conjunction with a written test date. The physical fitness test consists of the following events:

- 1. 20 push-ups within 1 minute**
- 2. 20 sit-ups within 1 minute**
- 3. 300-meter sprint in 66 seconds or less**
- 4. 1 mile run in 10 minutes and 18 seconds or less**

Applicants will be given rest periods between events.

Additional Incentives

- Specialized Training Opportunities
- G.I. Bill approved training provider
- College Tuition Reimbursement Program
- Annual Uniform Allowance
- TCRS Enhanced State Retirement Plan
- \$2,400 per year vehicle allowance
- Matching Deferred Compensation Plan
- Longevity pay
- Paid Health, Dental and Vision insurance
- Additional pay for College degree and EMT certification