

City	Are certifications and/or degrees considered in your salary ranges preemployment?	Comments	What is the amount of the compensation that individuals receive for the additional degree or certification?	Do existing employees receive additional compensation if they earn a certification or additional degree?	Comments	What is the amount of the compensation that individuals receive when they earn the additional degree or certification?	Do you have a salary progression?	Please describe the salary progression guidelines.	Do you offer pay differentials?	Please describe the pay differential guidelines.	Shared compensation plan with MTAS	Is there anything else you'd like to share about your city's compensation plan?
Collierville	It depends	if relevant		It depends	sometimes		No		No			
Hendersonville	Yes		2.5% for each degree above the minimum, maximum 7.5% - Currently separate from pay grades.	Yes		2.5% for each degree above the minimum, maximum 7.5% - Currently separate from pay grades.	Yes	Scale/Step Pay Grade system. 2.5% between each step. Step increase given at annual eval	Yes	Dependent on nature of work (police, fire, public works)		Current pay structure (including differentials) is under review as part of the City's 5 year pay review cycle.
Jackson	No			No			Yes	We are on annual salary increases.	No			
Johnson City	Yes		3%	Yes		3%	No		No		Shared	
Kingsport	Yes		a one step increase (percentage may range)	It depends	a one step increase (percentage may range)		Yes	We have a step increase band. Step increase are typically awarded annually (longevity) however they can earn a step increase for receiving additional certifications/education or credit for work experience.	No			
Nashville Davidson County	It depends	Generally, no. But in some cases individuals may be hired above base depending on their credentials.		It depends	Generally, no. In some cases we have separate classifications at higher grades for jobs requiring certifications. E.g., Automotive Mechanic - Certified.		Yes	Employees on Step plans are hired at base and progress through steps every 1-2 years depending on the schedule. Open range employees are eligible for merit increases annually.	Yes	Shift differential; .70/hour for evening; .80/hr for night. Education differential for sworn police and fire: 3% associates and 6% bachelors	Shared	
Smyrna	It depends			It depends			No		Yes	We have supplemental pay for FTO, CTO, and a few other positions. We also have shift differentials.		

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Spring Hill	Yes		\$4,000 - PHd; \$3,000 - Master's; \$2,000 - Bachelor's' and \$1,000 - Associates	Yes		It depends on the certifications - i.e. Asphalt/Paving Cert - \$500; MS4-ESCP Level 2 - \$1,000; CDL A - \$2,080; CDL B - \$1,040	No		Yes	second shifts (.75) and third shifts (1.50) for police and water and wastewater.		

Certifications and Educational Attainment Compensation in Selected Cities  
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