



# Public Safety – NEW HIRE Pay Plan & Level Requirements

Effective: July 06, 2024

Human Resources Department | Intranet: [alpharetta.sharepoint.com/sites/HRInfo](http://alpharetta.sharepoint.com/sites/HRInfo)

POLICE OFFICER					
Prior years of experience in law enforcement (measured in FULL years)					
	0 - 1	2	3	4	5
No Degree	<b>59,884</b>	61,381	62,916	64,489	66,101
Associates	60,884	62,381	63,916	65,489	67,101
Bachelors	61,884	63,381	64,916	66,489	68,101
Masters	62,884	64,381	65,916	67,489	69,101

FIREFIGHTER					
Prior years of experience in Fire/EMS service (measured in FULL years)					
	0 - 1	2	3	4	5
No Degree	<b>54,077</b>	54,401	54,728	55,056	55,386
Associates	55,077	55,401	55,728	56,056	56,386
Bachelors	56,077	56,401	56,728	57,056	57,386
Masters	57,077	57,401	57,728	58,056	58,386

911 COMMUNICATIONS OFFICER					
Prior years of experience in Emergency Dispatching (measured in FULL years)					
	0-1	2	3	4	5
No Degree	<b>49,161</b>	49,530	49,901	50,275	50,652
Associates	50,161	50,530	50,901	51,275	51,652
Bachelors	51,161	51,530	51,901	52,275	52,652
Masters	52,161	52,530	52,901	53,275	53,652

**Incentive Annual Pay:** FTO: \$3,500 - Paramedic: \$5,000 (up to and including rank of Fire Captain)  
**Degree Step:** Official diploma or transcript showing the awarded degree is required for proof of eligibility.  
**Military:** At least 4 years of, active full-time military status, is equivalent to associate’s degree level.  
 DD214 is required for proof of eligibility.

# Part-Time Positions - Certified & Experienced

**Eligibility:**

- **Police Officer:** At least 1 full year of experience working as Police Officer AND at least a full year of Certified, in good standing, Police Officer by the Georgia Peace Officer Standards & Training (POST).
- **911 Communications Officer:** Certified and in good standing in GA, with a minimum of 1 full year of recent experience within the past 3 years

**Pay Rate:** Rates for part-time positions are 15% higher (rounded up) to balance the benefits provided to full-time employees.

Experienced POLICE OFFICER					
Effective March 16, 2024					
Prior years of experience in law enforcement (measured in FULL years)					
	1	2	3	4	5
No Degree	33.20	34.00	34.80	35.70	36.60
Associates	33.70	34.50	35.40	36.30	37.10
Bachelors	34.30	35.10	35.90	36.80	37.70
Masters	34.80	35.60	36.50	37.40	38.30

**Work hours:** Part-time employees are required to commit to a minimum of 20 hours per week and can work up to a maximum of 29 hours per week.

911 COMMUNICATIONS OFFICER					
Effective November 11, 2023					
Prior years of experience in Emergency Dispatching (measured in FULL years)					
	1	2	3	4	5
No Degree	27.20	27.40	27.60	27.80	28.10
Associates	27.80	28.00	28.20	28.40	28.60
Bachelors	28.30	28.50	28.70	29.00	29.20
Masters	28.90	29.10	29.30	29.50	29.70

**Work hours:** Part-time employees are required to commit to a minimum of 8 hours per week and can work up to a maximum of 29 hours per week.

**Degree Step:** Official diploma or transcript showing the awarded degree is required for proof of eligibility.

**Military:** At least 4 years of, active full-time military status, is equivalent to associate’s degree level. DD214 is required for proof of eligibility.