



Public Safety Sworn & 911 Division Pay Plan & Job Classification

Pay Grade Order

SharePoint: alpharetta.sharepoint.com/sites/HRinfo

Effective: July 06, 2024

POLICE									
JOB CODE	TITLE	FLSA	GRADE	Minimum	Minimum Associates	Minimum Bachelors	Minimum Masters	Maximum	
1455-1	Police Officer I & Non-Cert	N	P1-1	59,884	60,884	61,884	62,884	95,815	
1455-2	Police Officer II	N	P1-2	67,070	68,070	69,070	70,070	95,815	
1455-3	Police Officer III	N	P1-3	72,460	73,460	74,460	75,460	95,815	
1455-M	Master Police Officer	N	P1-M	59,884	60,884	61,884	62,884	105,815	
1553	Police Field Training Officer - Assignment	N	P1-1	59,884	60,884	61,884	62,884	95,815	
1450	Crime Scene Detective	N	P1	59,884	60,884	61,884	62,884	95,815	
1454	Police Sergeant	N	P2	79,706	80,706	81,706	82,706	109,018	
1451	Police Training Coordinator	N	P3	93,500		94,500	95,500	140,249	
1453	Police Lieutenant	N	P3	93,500		94,500	95,500	140,249	
1452	Police Captain	E	P4	110,000			111,000	165,000	
1146	Police Major	E	P5	116,290			117,290	174,437	

FTO add \$3,500 stipend to pay - maximum range not affected

FIRE									
JOB CODE	TITLE	FLSA	GRADE	Minimum	Minimum Associates	Minimum Bachelors	Minimum Masters	Maximum	
1207-1	Firefighter I & Non-Cert	N	F1-1	54,077	55,077	56,077	57,077	86,553	
1207-2	Firefighter II	N	F1-2	58,133	59,133	60,133	61,133	86,553	
1207-3	Firefighter III	N	F1-3	62,188	63,188	64,188	65,188	86,553	
1207-M	Master Firefighter	N	F1-M	54,007	55,007	56,007	57,007	96,553	
1205-1P	Firefighter I - Paramedic	N	F1-1P	59,007	60,007	61,007	62,007	91,553	
1205-2P	Firefighter II - Paramedic	N	F1-2P	63,133	64,133	65,133	66,133	91,553	
1205-3P	Firefighter III - Paramedic	N	F1-3P	67,188	68,188	69,188	70,188	91,553	
1205-MP	Master Firefighter - Paramedic	N	F1-MP	59,007	60,007	61,007	62,007	101,553	
1216	Community Paramedic	N	F1-1P	59,007	60,007	61,007	62,007	91,553	
1209	Fire Apparatus Engineer	N	F2	65,500	66,500	67,500	68,500	100,720	
1209-P	Fire Apparatus Engineer - Paramedic	N	F2-P	70,500	71,500	72,500	73,500	105,720	
1200	Emergency Medical Services Training Officer	N	F2	65,500	66,500	67,500	68,500	100,720	
1219	Fire Lieutenant	N	F3	76,000	77,000	78,000	79,000	113,528	
1219-P	Fire Lieutenant - Paramedic	N	F3-P	81,000	82,000	83,000	84,000	118,528	
1213-1	PS Logistics Officer	N	F3	76,000	77,000	78,000	79,000	113,528	
1202	Fire Captain	N	F4	85,000		86,000	87,000	125,369	
1218	Fire Administrative Captain	N	F4	85,000		86,000	87,000	125,369	
1202-P	Fire Captain - Paramedic	N	F4-P	90,000		91,000	92,000	130,369	
1213-2	PS Logistics Officer/Emergency Mgt. Coord.	N	F4	85,000		86,000	87,000	125,369	
1201	Battalion Chief	E	F5	100,765			101,765	144,369	
1210	Emergency Medical Services Division Chief	E	F5	100,765			101,765	144,369	
1220	Fire Division Chief - Training	E	F5	100,765			101,765	144,369	
1214-1	Assistant Fire Marshal I	N	FM1-1	65,673	66,673	67,673	68,673	105,075	
1214-2	Assistant Fire Marshal II	N	FM1-2	65,989	66,989	67,989	68,989	105,075	
1214-3	Assistant Fire Marshal III	N	FM1-3	68,958	69,958	70,958	71,958	105,075	
1204	Deputy Fire Marshal	N	FM2	73,261		74,261	75,261	115,584	
1212	Fire Marshal	E	F5	100,765			101,765	144,369	
1217	Fire Administration Chief	E	F6	110,000			111,000	160,000	
1206	Fire Operations Chief	E	F6	110,000			111,000	160,000	

FTO & Infections Control add \$3,500 stipend - maximum range not affected

Fire Sworn Paramedics receive \$5,000 stipend UP to Fire Captain - Fire Marshal positions not eligible. \$5,000 already included in the pay range

PS Logistics Officer Grade F03. When also performing Emergency Management Coordinator duties grade is upgraded to F04

911 Division									
JOB CODE	TITLE	FLSA	GRADE	Minimum	Minimum Associates	Minimum Bachelors	Minimum Masters	Maximum	
1484-A	Emergency Telecommunicator I	N	C1-A	45,161	46,161	47,161	48,161	78,657	
1484-B	Emergency Telecommunicator II	N	C1-B	47,161	48,161	49,161	50,161	78,657	
1484-1	Communications Officer I & Non-Cert	N	C1-1	49,161	50,161	51,161	52,161	78,657	
1484-2	Communications Officer II	N	C1-2	52,602	53,602	54,602	55,602	78,657	
1484-3	Communications Officer III	N	C1-3	56,284	57,284	58,284	59,284	78,657	
1483	Senior Communications Officer	N	C3	60,299	61,299	62,299	63,299	86,523	
1482	Communications Shift Supervisor	N	C4	65,673	66,673	67,673	68,673	105,075	
1485	Quality Assurance & Training Coordinator	N	C4	65,673				105,075	
1552	Technical Services Manager	N	C5	69,588	70,588	71,588	72,588	113,379	
1481	Operations Manager	E	C6	79,173	80,173	81,173	82,173	126,678	
1221	Deputy Division Chief	E	C7	87,091		88,091	89,091	139,345	
1203	Division Chief	E	C8	95,800			96,800	153,280	



Public Safety - Sworn Positions Pay Plan & Level Requirements

Effective: July 06, 2024

Human Resources Department | Intranet: alpharetta.sharepoint.com/sites/HRInfo

Minimum Annual Pay - POLICE							
	Police Officer			Police SGT	Police LT	Police CAPT	Police Major
	PO I	PO II	PO III				
Entry Level	59,884	67,070	72,460	79,706			
Associates	60,884	68,070	73,460	80,706	93,500		
Bachelors	61,884	69,070	74,460	81,706	94,500	110,000	116,290
Masters	62,884	70,070	75,460	82,706	95,500	111,000	117,290
Range Max	95,815			109,018	140,249	165,000	174,437

Minimum Annual Pay - FIRE								
	Firefighter/AEMT			FAE	Fire LT	Fire CAPT	Fire BC	Fire A/O Chief
	FF I	FF II	FF III					
Entry Level	54,077	58,133	62,188	65,500	76,000			
Associates	55,077	59,133	63,188	66,500	77,000	85,000		
Bachelors	56,077	60,133	64,188	67,500	78,000	86,000	100,765	110,000
Masters	57,077	61,133	65,188	68,500	79,000	87,000	101,765	111,000
Range Max	86,553			100,720	113,528	125,369	144,504	160,000

Minimum Annual Pay - 911									
	Communications Officer				Shift Sup.	Tech Srv. Manager	Ops Manager	Dept Div. Chief	Division Chief
	CO I	CO II	CO III	CO Senior					
Entry Level	49,161	52,602	56,284	60,299	65,673	69,588	79,173	87,091	95,800
Associates	50,161	53,602	57,284	61,299	66,673	70,588	80,173		
Bachelors	51,161	54,602	58,284	62,299	67,673	71,588	81,173	88,091	
Masters	52,161	55,602	59,284	63,299	68,673	72,588	82,173	89,091	96,800
Range Max	78,657			86,523	105,075	113,379	126,678	139,345	153,280

Minimum for Position

Incentive Annual Pay: FTO: \$3,500 - Paramedic: \$5,000 (up to & including rank of Fire Captain)

Military: At least 4 years of, active full-time military status, is equivalent to an associate degree level.

Minimum Annual Pay - FIRE MARSHAL					
	Assistant Fire Marshal			DFM	Fire Marshal
	AFM I	AFM II	AFM III		
Entry Level	65,673	68,628	71,716		
Associates	66,673	69,628	72,716	73,261	
Bachelors	67,673	70,628	73,716	74,261	100,765
Masters	68,673	71,628	74,716	75,261	101,765
Range Max	105,075			115,584	144,504

Minimum for Position

Military: At least 4 years of, active full-time military status, is equivalent to an associate degree level.

Level Requirements

Level requirements are subject to change at any time based on availability of training, operational needs.

Police Officer	Police Officer 1 (POI)	Police Officer 2 (POII)	Police Officer 3 (POIII)	Master Police Officer (MPO)
	Years of Service with APD			
Required Training/Certifications	0-4 years	4.1 - 7 years	7.1+ years	7.1+ years Range Max Increase
Basic Mandate (Academy)	X	X	X	X
Patrol Rifle		X	X	X
Shotgun		X	X	X
Speed Detection		X	X	X
Officer Survival		X	X	X
First Responder		X	X	X
Criminal Procedure		X	X	X
NIMS IS-100		X	X	X
NIMS IS-200		X	X	X
NIMS IS-700		X	X	X
NIMS IS-800		X	X	X
Search Warrants and Affidavits			X	X
Crime Scene Processing			X	X
Interviews and Interrogations				X
Intermediate & Advanced Certification				X
Advanced Firearms		June 1, 2022	June 1, 2022	June 1, 2022
C.I.T.		June 1, 2022	June 1, 2022	June 1, 2022
S.F.S.T.		June 1, 2022	June 1, 2022	June 1, 2022
A.R.I.D.E.		June 1, 2022	June 1, 2022	June 1, 2022
Supervision Level 1			June 1, 2022	June 1, 2022
NIMS IS-300			June 1, 2022	June 1, 2022
NIMS IS-400			June 1, 2022	June 1, 2022

*Updated 01/11/2021 due to new P.O.S.T. requirements.

Georgia POST made changes to the Intermediate and Advanced Police Officer Certifications. Crime Scene Processing and Advanced Criminal Procedure have changed and swapped places in the Intermediate and Advanced Certification and Matrix have changed accordingly.

Anyone who has their PO2 nomination as of 01/11/21, but is negatively impacted by the change is grandfathered in. However, these officers will not be eligible for advancement to PO3 until they get the PO2 class they are missing.

Firefighter	Firefighter 1 (FFI)	Firefighter 2 (FFII)	Firefighter 3/FAE FFIII/FAE	Master Firefighter (MFF)
	Years of Service with AFD			
Required Training/Certifications	0-2.5 years	2.6 - 5 years	5.1+ years	7.1+ years Range Max Increase
NPQ Firefighter 1	X	X	X	x
EMT-I, Advanced EMT or Paramedic	X	X	X	X
NIMS IS-100, 200, 700 and 800				
Be current on all State and AFES - required EMS Classes for EMS certification.	X	X	X	X
NPQ Firefighter 2 – with Hazmat Ops		X	X	X
NFA Community Safety Educator		X	X	X
Q0900 Wildland fire behavior and S-130 (online)		X	X	X
Fire Company Inspections		X	X	X
PHTLS		X	X	X
EMS Documentation		X	X	X
PEARS		X	X	X
Active Threat Awareness (TECC-2022)		X	X	X
AMLS		X	X	X
Incident Safety Officer		X	X	X
Class E or F / A or B		X	X	X
NPQ Fire Apparatus Operator Certification-Pumper		X	X	X
National Fire Incident Reporting System		X	X	X
NPQ Hazardous Materials Operations		X	X	X
NPQ Fire Apparatus Operator Certification-Aerial (2022)			X	X
NPQ Fire Instructor I			X	X
SITCO			X	X
PICO			X	X
DMICO			X	X
Managing Company Tactics, I, II, III OR SITCO, PICO, DMICO			X	X
NFA Fire Service Supervision OR Introduction to Fire and EMS Supervision and Management Q0426 (online)			X	X
NPQ Evaluator			X	X
Leadership I, II, III			X	X
Structural Fire Control (2024)			X	X
Interior Search & Rescue (2024)			X	X
NPQ Fire Officer I			X	X
NPQ Fire Instructor II				X
NIMS IS-300				X
Fire Cause & Determination				X
Building Construction NFA 2000 (Comb. & Non)				X
NPQ Fire Officer II				X
Instructor Fire Control Instructor (2024)				X
NIMS IS-400				X
Incident Command for High Rise				X
NIMS IS-702 and IS-703				X

*Updated 09/23/2021 - new requirements effective 10/02/2021

Fire Marshal	AFM I	AFM II	AFM III		
	Months of Service in FMO				
Required Training/Certifications	0-18 months	18 months as AFMI	18 months as AFMII	Notes about certifications	Training Hours
Fire Inspector I	X	X	X	Minimum Requirement	80
Life Safety Code*	X	X	X	Preferred within 1 yr of appt.	24
Child Passenger Safety Tech	X	X	X	Preferred within 1 yr of appt.	40
Principles of Building Construction	X	X	X	Preferred within 1 yr of appt.	6
Intro to Strategic CRR	X	X	X	Preferred within 1 yr of appt.	5
Fire Inspector II		X	X	Current	40
Arson Investigator Module 1		X	X	training + apprenticeship	80
Fire Alarm and Suppression Systems		X	X	Current	24
Testing & Evaluation of Water Supplies for Fire Protection		X	X	Current	6
Georgia Fire and Life Safety Educator		X	X	Current	40
Certified Fire Plans Examiner		X	X	Current	40
10 Documented Plan Reviews		X	X	Current	vary
Arson Investigator Module 2			X	Current	80
Effective Investigation and Testimony			X	Current	3
Decision Making and Problem Solving <i>online</i>			X	Current	2
Basic Photography and Digital Imaging			X	Current	24
Leadership and Influence IS-240 <i>online</i>			X	Current	3
Effective Communication IS-242 <i>online</i>			X	Current	8
Introduction to Evidence			X	Current	4
Evidence Examination			X	Current	4
Investigating Motor Vehicle Fires			X	Current	4
Physical Evidence			X	Current	4
Evidence Collection and Preservation			X	Current	1

*Not required if **Inspector I** was completed prior to Jan. 2020.

911 Communications	Comm Officer I (COI)	Comm Officer II (COII)	Comm Officer III (COIII)
	Years of Service with APD		
Required Training/Certifications	0-2 years	2 years as COI	2 years as COII
Basic Communications Officer (POST)	X	X	X
Emergency Medical Dispatch (EMD-IAED)	X	X	X
Emergency Fire Dispatch (EFD-IAED)	X	X	X
Emergency Police Dispatch (EPD-IAED)	X	X	X
32 Hours of External Training		X	X
Additional 24 Hours of External Training			X
Communications Training Officer			X
16 Hours of Quality Assurance Instruction			X

*Updated 11/09/2021 - new requirements **effective 11/01/2021**