



# Public Safety – **NEW HIRE** Pay Plan & Level Requirements

Effective: November 01, 2021

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

Minimum Pay - POLICE					
Prior years of experience in law enforcement (measured in FULL years)					
	0 - 1	2	3	4	5
Non-Certified	\$49,280.19				
Certified	51,780.19	53,074.69	54,401.56	55,761.60	57,155.64
Associates	52,780.19	54,074.69	55,401.56	56,761.60	58,155.64
Bachelors	53,780.19	55,074.69	56,401.56	57,761.60	59,155.64
Masters	54,780.19	56,074.69	57,401.56	58,761.60	60,155.64

Minimum Pay - FIRE					
Prior years of experience in Fire/EMS service (measured in FULL years)					
	0 - 1	2	3	4	5
Non-Certified	\$44,572.90				
Certified	47,072.90	47,355.34	47,639.47	47,925.31	48,212.86
Associates	48,072.90	48,355.34	48,639.47	48,925.31	49,212.86
Bachelors	49,072.90	49,355.34	49,639.47	49,925.31	50,212.86
Masters	50,072.90	50,355.34	50,639.47	50,925.31	51,212.86

Minimum Pay - 911					
Prior years of experience in Emergency Dispatching (measured in FULL years)					
	0-1	2	3	4	5
Non-Certified	\$44,448.26				
Certified	46,948.26	47,300.37	47,655.12	48,012.54	48,372.63
Associates	47,948.26	48,300.37	48,655.12	49,012.54	49,372.63
Bachelors	48,948.26	49,300.37	49,655.12	50,012.54	50,372.63
Masters	49,948.26	50,300.37	50,655.12	51,012.54	51,372.63

**Minimum for Position** (when certified)

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

**Military:** At least 4 years of, active full-time military status, is equivalent to Associates Degree Level