



Public Safety - Sworn Positions Pay Plan & Level Requirements

Effective: November 01, 2021

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

Pay Plan and Step Increase

Minimum Annual Pay - POLICE							
	Police Officers - 306			Police SGT	Police LT	Police CAPT	Police Major
	PO I	PO II	PO III	307	308	310	311
Non-Certified	49,280.19						
Certified	51,780.19	60,097.47	66,249.76	70,782.71			
Associates	52,780.19	61,097.47	67,249.76	71,782.71	79,425.77		
Bachelors	53,780.19	62,097.47	68,249.76	72,782.71	80,425.77	93,230.88	102,553.96
Masters	54,780.19	63,097.47	69,249.76	73,782.71	81,425.77	94,230.88	103,553.96

Minimum Annual Pay - FIRE							
	Firefighter/AEMT - 305			Fire LT	Fire CAPT	Fire BC	Fire Ops Chief
	FF I	FF II	FF III/FAE	307	308	310	311
Non-Certified	44,572.90						
Certified	47,072.90	50,660.10	54,897.23	60,386.95			
Associates	48,072.90	51,660.10	55,897.23	61,386.95	71,078.86		
Bachelors	49,072.90	52,660.10	56,897.23	62,386.95	72,078.86	91,455.05	100,600.55
Masters	50,072.90	53,660.10	57,897.23	63,386.95	73,078.86	92,455.05	101,600.55

Minimum Annual Pay - 911							
	Communications Officers			Shift Sup.	Section	Ops Manager	Division Chief
	CO I	CO II	CO III/Senior				
	304		304/305	307	308	309	311
Non-Certified	\$44,448.26						
Certified	46,948.26	50,250.01	53,551.77	59,170.18	66,912.08	81,037.28	97,670.44
Associates	47,948.26	51,250.01	54,551.77	60,170.18	67,912.08	82,037.28	
Bachelors	48,948.26	52,250.01	55,551.77	61,170.18	68,912.08	83,037.28	
Masters	49,948.26	53,250.01	56,551.77	62,170.18	69,912.08	84,037.28	

Minimum for Position

Incentive Annual Pay: Sr. CO: \$5,000 - 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				
	AFM - 307			308
	AFM I	AFM II	AFM III	DFM
Non-Certified	54,380.00			
Certified	56,958.21	60,375.70	63,998.24	
Associates	57,958.21	61,375.70	64,998.24	70,442.65
Bachelors	58,958.21	62,375.70	65,998.24	71,442.65
Masters	59,958.21	63,375.70	66,998.24	72,442.65

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
Advanced EMT or Paramedic	X	X	X	X
NIMS IS-100, 200, 700 and 800	X	X	X	X
NPQ Firefighter 2		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**