



CITY OF MARIETTA/BLW
PUBLIC SAFETY CAREER
DEVELOPMENT PLANS,
FY 2023

**Police Career Development Plan
Effective May 1, 2022**

The entry rate for police officers depends on education, military service, certification status, and law enforcement experience. All compensation for this program is a one-time award. No additional amount is awarded for the same educational achievement in the future.

Entry Level	Salary
New hire base salary	\$ 45,011.20
New hires with an Associate degree or equivalent hours or two years of active duty military service*	\$ 46,155.20
New hires with a Bachelor's degree or higher or four years of active duty military service**	\$ 47,320.00
Lateral hires with Georgia P.O.S.T. certification and law enforcement experience***	Market Rate****

*=Officers hired at this level because of military service will not be eligible to collect AA pay later, but are eligible for BA/BS degree pay and the SPO promotion

**= Officers hired at this level because of military service will not be eligible to collect educational pay later, but are eligible for the SPO promotion

***=Must not be required to attend a Georgia Police Academy

****=Determined based on incumbent officers with similar qualifications, but will not exceed the incumbent rate

Promotion to Senior Police Officer (SPO) (pay grade 21P) if employee has a BA/BS, obtains intermediate P.O.S.T. certification, and has a minimum of four years of continuous service with the MPD, or has a two-year degree (or equivalent credit hours), obtains intermediate P.O.S.T. certification, and has a minimum of seven years of continuous service with the MPD, or has a minimum of ten years of continuous service with the MPD and obtains intermediate P.O.S.T. certification (requires at least ten quarter hours or six semester hours).

Effective January 1, 2021: Employees classified as certified Georgia Peace Officers who have completed their working test period and have not been awarded any previous educational bonus are eligible for \$0.50 per hour for obtaining an AA/AS degree or equivalent hours and an additional \$0.50 per hour for obtaining a BA/BS degree. Police Officers through the rank of Major hired prior to January 1, 2021, will retain the right to be provided increased compensation depending on educational achievement and experience as designated in the former education incentive programs (see below):

Effective January 1, 2009: Employees classified as certified Georgia Peace Officers who have completed their working test period and have not been awarded any previous

educational bonus are eligible for \$0.87 per hour for obtaining an AA/AS degree or equivalent hours and will be awarded an additional \$0.88/hr upon completion of BA/BS degree.

Effective December 30, 2007: Current employees who have completed their working test period and have not been awarded any previous educational bonus are eligible for \$0.87 per hour for obtaining an AA degree and will be awarded an additional \$0.88/hr upon completion of BA/BS degree.

Effective January 1, 2006: All other police officers through the rank of Major receive a one-time educational pay increase of \$1,820 (\$0.87/hr) for an AA degree or equivalent or \$3,640 for a BA/BS (\$1.75/hr).

Police Field Training Officer Career Development Plan

Field Training Officer

- Requirements: Forty-hour Field Training Officer POST certification.
Sixteen-hour MPD Police Training Officer Program orientation course.
- Compensation: \$1.00 per hour spent training with a recruit. No maximum hours per day.
- Duties: Train new recruits per established training guidelines.
Serve as a mentor and coach for new officers.

Senior Field Training Officer

- Requirements: Forty-hour Field Training Officer POST certification.
Sixteen-hour MPD Police Training Officer Program orientation course.
Intermediate POST certification.
3,200 hours spent training recruits with positive peer and supervisory reviews.
- Compensation: \$1.50 per hour spent training with a recruit. No maximum hours per day.
- Duties: Train new recruits per established training guidelines
Serve as a mentor and coach for new officers.
Serve as a mentor and coach for Field Training Officers.

Master Field Training Officer

- Requirements: Forty-hour Field Training Officer POST certification.
Sixteen-hour MPD Police Training Officer Program orientation course.
Intermediate and advanced POST certifications.
General instructor certification.
6,400 hours spent training recruits with positive peer and supervisory reviews.
- Compensation: \$2.00 per hour spent training with a recruit. No maximum hours per day.
- Duties: Train new recruits per established training guidelines
Serve as a mentor and coach for new officers.

Serve as a mentor and coach for both Field Training Officers and Senior Training Officers.

Assist with curriculum field training program development.

Assist with the development and instruction of field training officer in-service training.

Public Safety Ambassador Field Training Officer Career Development Plan

Field Training Officer (PSA)

Requirements: Forty-hour Field Training Officer P.O.S.T. certification.
Sixteen-hour MPD Training Officer Program orientation course.

Compensation: \$0.75 per hour spent training with a PSA recruit. No maximum hours per day.

Duties: Train new PSA recruits per established training guidelines (3-week program).
Serve as a mentor and coach for new PSAs.

Police Services Representative Career Development Plan

The Police Services Representative Career Development Plan will allow a Police Services Representative to be promoted from the entry level position to a Police Services Representative II. The proposed next level of the program will allow a Police Services Representative II to be promoted to a Police Services Representative III, which will be more comprehensive, present itself as a mentor to others in the Records Section, and provide extra customer service to the public.

The Supervisor of Police Services must submit documentation to the Chief of Police prior to each fiscal year of those employees who will qualify and when eligible for promotion. The Supervisor of Police Services will send a verification memo indicating the employees who have completed all requirements for promotion to Police Services Representative II or Police Services Representative III to the Chief of Police for final approval.

Upon approval, the Supervisor of Police Services will submit a signed Personnel Action Form along with the verification memo to the Chief of Police for signatures to be forwarded to the Human Resources Department.

Qualifications required for promotion to Police Services Representative II:

- Police Services Representative must have at least 3 years' employment with the City of Marietta Police Department (includes working test period and demonstrate knowledge of the skills outlined)
- The Police Services Representative must not have any disciplinary problems or a substandard performance evaluation in the year prior to eligibility.
- The promotion will become effective the start of the next payroll period that promotion takes place.

The Police Services Representative must perform all the following and complete the required training:

- All front desk duties required by an entry level Police Services Representative.
- Answer all GCIC Hit Confirmations in allotted time.
- Process Criminal History requests for Police Officers/General Public
- Process impounds for towing companies and Officer impounds
- Print and process bonds to release subjects from jail through cash, property or bonding companies.
- Collect money and process permit applications.
- Collect money and process criminal history requests for the public
- Process and enter stolen items in the GCIC system.
- Monitor GCIC computer for incoming teletypes from other agencies
- Update the jail log with new arrestees, arraignment dates and releases

- Release impounds to registered vehicle owners.
- Successful completion of GCIC Training Course – How to Read A Rap Sheet.
- Successful completion of GCIC Training Course – Record Entry
- Successful completion of GCIC Training Course – Computerized Criminal History
- Successful completion of GCIC Training Course – Criminal Justice Information Handling

Qualifications required for promotion to Police Services Representative III:

- Must be a Police Services Representative II for 3 years or a total time with the Police Department of 7 years.
- Ability to perform all qualifications of a Police Services Representative and Police Services Representative II as listed above.
- Ability to process all Open Records requests.
- Required to train each year on all Open Records Requirements.
- Successful completion of GCIC Training Course – Records Restriction
- Successful completion of GCIC Training Course – Validation Training
- Successful completion of GCIC Training Course – Uniform Crime Reporting
- Attend GCIC Open Records Course each year

**Firefighter Career Development Plan
Effective July 1, 2022**

This program provides variable entry rates for applicants with EMT and firefighter certifications, with an added incentive for paramedic certification. The paramedic certification incentive is \$1.25 per hour for 56-hour personnel and \$1.75 per hour for 40-hour personnel. Employees must maintain paramedic certification in good standing throughout their employment. If the employee loses paramedic certification, he/she will lose the certification incentive and be placed in an appropriate position, if applicable. The City of Marietta/BLW may amend, modify, or discontinue this program at any time.

NEW HIRES (Pay grade 20F, 20H while on 40-hour schedule)

Entry level 1	\$45,019.52 per year / \$15.46 per hour based on 56-hours New hires with no advanced credentials
Entry level 2	\$46,155.20 per year / \$15.85 per hour based on 56-hours New hires with A-EMT <i>or</i> firefighter certification.*
Entry level 3	\$47,290.88 per year / \$16.24 per hour based on 56-hours New hires with A-EMT <i>and</i> firefighter certification.*

*\$1.25 per hour added for paramedic certification

EXISTING EMPLOYEES

Paramedic Certification	Current employees through the rank of Assistant Chief who obtain paramedic certification will receive an incentive of \$1.25 per hour for 56-hour personnel and \$1.75 per hour for 40-hour personnel.
Pay Grade 21F	Master Firefighter: Move to Master Firefighter and increase is granted in accordance with City and departmental policy upon successful completion of the following 224 hours of training (must also be at least A-EMT-certified): (a) Structural Fire Control (16 Hours); (b) Interior Search and Rescue (16 Hours), (c) Building Construction (32 Hours); (d) Pressurized Container Fire Control (8 Hours); (e) Acting Officer (32 Hours); (f) Preparation for Initial Company Operations (PICO) (16 Hours); (g) Strategy and Tactics for Initial Company Operations (STICO) (16 Hours); (h) Decision Making for Initial Company Operations

(DMICO) (16 Hours); (i) Fire Instructor I (40 Hours); (j) Elective Courses (32 Hours).

Pay Grade 22F/22H

Firefighter Engineer, Master Firefighter Engineer, or Fire Prevention Specialist: Salary set based on City policies when individuals are promoted to Firefighter Engineer or Fire Prevention Specialist from Firefighter or Master Firefighter. Title change to Master Firefighter Engineer and increase is granted in accordance with City and departmental policy upon successful completion of the following 200 hours of training (must also be at least A-EMT-certified):

(a) Transitional and Interpersonal Leadership Training (TILT) (40 Hours); (b) Fire Department Supervision (40 Hours); (c) Incident Command System (ICS)-300 (Intermediate ICS for Expanding Incidents) and ICS-400 (Advanced ICS Command and General Staff-Complex Incidents) (40 Hours); (d) Leadership in Supervision (LIS): Creating Environments for Professional Growth (or Leadership I) (16 Hours); (e) LIS: Perspectives in Thinking (or Leadership II) (16 Hours); (f) LIS: Frameworks to Success (or Leadership III) (16 Hours); (g) Elective Courses (32 Hours)

All new hires and employees who participate in this program who subsequently separate from the service of the City of Marietta within two years of the date of completion of any training or certification (including paramedic), as outlined above (if any) provided by the City of Marietta, are required to reimburse the City on a pro rata basis for the cost of the training received to complete the training or achieve the certification. At the sole discretion of the Fire Chief, in consultation with the Director of Human Resources and Risk Management, this requirement may be waived if the Chief deems it to be in the best interest of the City of Marietta.

Fire Shift Inspector Career Development Plan

Tier I

Requirements: Assigned and performing Fire Shift Inspector duties.

Compensation: \$0.25 per hour spent on duty.

Duties: Perform fire inspections, investigations, and educational programs.

Tier II

Requirements: Assigned and performing Fire Shift Inspector duties.
Obtain and maintain Fire Inspector certification (80-hour requirement).
Obtain and maintain Fire Investigator I certification (80-hour requirement).

Compensation: \$0.50 per hour spent on duty.

Duties: Perform fire inspections, investigations, and educational programs.

Tier III

Requirements: Assigned and performing Fire Shift Inspector duties.
Obtain and maintain Fire Inspector certification.
Obtain and maintain Fire Investigator II certification (80-hour requirement).

Compensation: \$0.75 per hour spent on duty.

Duties: Perform fire inspections, investigations, and educational programs.