

### City of Marietta Police Education/Experience Compensation Program

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 (high school diploma/GED)	\$51,001.60
New hires with an Associate degree or equivalent hours or two years of active-duty military service* upon hire	\$52,249.60
New hires with a Bachelor's degree or higher or four years of active-duty military service** upon hire	\$53,560.00
Lateral hires with Georgia P.O.S.T. certification and law enforcement experience*** upon hire	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 three years of MPD experience & one year with a GA POST certified or federal agency, **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 five years of MPD experience & two years with a GA POST certified or federal law enforcement agency, **or** has a minimum of ten years of ~~continuous~~ service with the MPD or seven years of MPD experience & three years with a GA POST certified or federal agency 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).