



Marietta, Georgia

Experience a New Level of Quality.....Cobb County

Unlimited Opportunities, Endless Possibilities

It's Your Edge!

Det. Carlos Mathis

Recruiting

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www.cobbpolice.com / www.cobbjobfair.com

Brief Summaries of Benefits

<u>Starting Salary:</u>	\$40,014.18	*18 month Working Test Period	
Police Officer I	\$40,014.18	<u>Top Out</u>	\$64,022.89
Police Officer II [After 18 mths.]	\$41,614.02	<u>Top Out</u>	\$66,583.24

Shift Differential

Evening shift officers will receive an additional \$.50/hour

Morning Shift officers will receive an additional \$1.00/hour

Education Incentive Pay

Educational Incentive Pay will be available to eligible employees of the Department of Public Safety. Once an employee's eligibility has been confirmed, disbursements are made on a quarterly basis provided they remain employed through the last day of the month the disbursements are calculated. The incentive will be distributed the last pay day period of the quarter and will be added to the last check of April, July, October and January. Employees must receive their degree from a regionally or nationally accredited school. The school must be accredited through an institutional accrediting agency recognized by the U.S. Secretary of Education.

Associates	\$1,000 per year [\$250 per quarter]
Bachelor's	\$2,000 per year [\$500 per quarter]
Master's	\$3,000 per year [\$750 per quarter]

Lateral Entry Program

In an effort to recruit applicants with prior experience and proven abilities in law enforcement, the Cobb County Police Department offers a lateral entry program.

Applicants currently or formally employed by a Georgia State Certified full-service law enforcement agency will be evaluated on a case-by-case basis for eligibility to the Lateral Entry Training Program. Lateral entry candidates cannot have more than two [2] years break in service in order to apply for

lateral entry credit. The lateral entry program will allow up to five [5] years of previous service to be credited.

Lateral entry candidates must meet all requirements and qualifications of employment and must successfully complete all state required training programs before being awarded lateral entry credit for previous service.

All out of state lateral entry candidates will be required to attend the Cobb County Police Academy. Georgia certified officers may not have to attend the entire academy, but may require several weeks of in-house training. A review of previous training records will determine if additional training is required.

Prior military police service will not apply toward lateral entry experience. Military police service does not meet the qualification of a full service law enforcement agency. Lateral entry approval will not apply toward the retirement calculation. Years of service with another department will not be calculated toward retirement with Cobb County.

Upon being hired, lateral entry candidates will serve an eighteen [18] months working test period regardless of pay status.

Lateral Entry Pay

To be eligible for lateral entry pay, all applicants must have served a minimum of two [2] years consecutive service in a sworn officer position with a full service police agency. The full service law enforcement agency must have had a minimum staffing of fifty [50] sworn police personnel at the time of employment.

Lateral entry applicants may be eligible to receive an increase up to 2% per year of qualified experience up to a maximum of five [5] years and not to exceed 10% of the entry level salary for Police Officer I. Lateral entry salaries will be compared to incumbent Cobb County Police officers with the equivalent number of years of service and will be calculated in a manner that does not create a pay inequity.

Lateral entry candidates must meet all requirements and qualifications of employment and must successfully complete all phases of the Lateral Entry Training Program *before* being awarded lateral entry pay. For those certified in another state, lateral entry pay will begin on completion of the Cobb County Police Academy. Lateral entry pay will begin upon the date of employment for those candidates who are currently Georgia certified.

Take Home Vehicle Program

As part of the 2016 county approved SPLOST (special purpose local option sales tax), 12 million dollars was approved for the Police Department Take Home Vehicle Program. The SPLOST will begin on January 1, 2016. Per SPLOST guidelines, these dollars are specific to police vehicles and cannot be deferred to another project. Assigning vehicles to all Cobb County Police officers will make the department more efficient. Importantly, this program will enhance the safety of our citizens, as well as the officers of our department.

LiveHealth Online

LiveHealth Online services has been added to the county's Blue Cross/Blue Shield of Georgia [BCBSGA] health plan options. This gives the employees the ability to interact with a doctor when traditional venues are not possible, for example, on weekends and/or holidays. There is a \$10 co-pay per visit/encounter. Available for all employees, retirees and eligible dependents covered by BCBSGA health plan. LiveHealth Online is:

- Available anywhere you have Internet connection
- Offers real-time visits-no waiting for a call back
- Available 24 hours a day/7 days a week/365 days a year
- Provides access to in-network, U.S. board-certified doctors
- Doctors can e-Prescribe to local pharmacies [where applicable]

****Live Health OnLine is also available on your mobile device, iPhone, iPad, iPod and Android devices.****

Free Wellness Clinic

A free on-site medical health clinic is available for all Cobb County Employees and their dependents. The clinic offers sick and well checks and many prescription medications at no cost to the employee. Employees may access the clinic during working hours and will not be required to use personal time such as sick leave or comp time to schedule an appointment at the clinic.

Competitive Health Benefits Options:

Blue Cross/Blue Shield POS
Blue Cross/Blue Shield HMO
Kaiser Permanente HMO
Blue Open Access HRA

[Full time employees, their spouses, and dependent children can be covered to age 26 regardless of student status. Surcharges may apply].

Blue Cross/Blue Shield Bi-Weekly Premium for POS Plan

Employee	<u>Single</u>	<u>Single +spouse</u>
	\$69.60	\$187.52
	<u>Single + child[ren]</u>	<u>Family</u>
	\$178.15	\$263.04

Cigna Pharmacy CO-PAYS

	<u>Retail</u>	<u>Mail Order</u>
Generic	\$15	\$30
Brand Formulary	\$35	\$87.50
Brand Non-Formulary	\$60	\$150
Specialty	\$200	\$200
	*90 Day Supply	**30 Day Supply

Blue Cross/Blue Shield Bi-Weekly Premium for HMO Plan

Employee	<u>Single</u>	<u>Single + spouse</u>
	\$29.92	\$101.56
	<u>Single + child[ren]</u>	<u>Family</u>
	\$96.49	\$142.91

Cigna Pharmacy CO-PAYS

	<u>Retail</u>	<u>Mail Order</u>
Generic	\$15	\$30
Brand Formulary	\$35	\$87.50
Brand Non-Formulary	\$60	\$150
Specialty	\$200	\$200
	*90 Day Supply	** 30 Day Supply

Bi-Weekly Premium for Kaiser Permanente HMO

Employee	<u>Single</u>	<u>Single + spouse</u>
	\$16.16	\$70.29
	<u>Single + child[ren]</u>	<u>Family</u>
	\$66.78	\$98.40

Kaiser Pharmacy CO-PAYS

	<u>Kaiser Facility</u>	<u>Retail</u>	<u>Mail Order</u>
Generic	\$15	\$25	\$30
Brand Formulary	\$35	\$45	\$70
Brand Non-Formulary	\$50	\$60	\$100
Specialty	N/A	N/A	N/A

*Network pharmacy limited to 1 fill only
 **90 Day Supply

BLUE OPEN ACCESS HRA

How it Works

Health Reimbursement Account [HRA] - Benefit dollars are provided each year by the HRA funded by Cobb County.

<u>Coverage</u>	<u>HRA Dollars</u>	<u>Employee Pays</u> <u>[Out of Pocket funds]</u>	<u>CDHP</u> <u>Deductible</u>
Single	\$500	\$1,000	\$1,500
Single + spouse	\$750	\$1,250	\$2,000
Single + child[ren]	\$750	\$1,250	\$2,000
Family	\$1,000	\$1,500	\$2,500

After the deductible has been met by a member or members of the family, traditional health coverage will be covered by the Open Access POS Plan.

Bi-Weekly Premium for Blue Open Access HRA [Health Reimbursement Account]

<u>Employee</u>	<u>Single</u>	<u>Single + spouse</u>
	\$20.18	\$85.78
	<u>Single + child[ren]</u>	<u>Family</u>
	\$81.50	\$120.90

Cigna Pharmacy CO-PAYS for Blue Open Access HRA

	<u>Retail</u>	<u>Mail Order</u>
Generic	\$15	\$30
Brand Formulary	\$35	\$87.50
Brand Non-Formulary	\$60	\$150
Specialty	\$200	\$200
	*90 Day Supply	**30 Day Supply

Dental Benefit

Active full-time employees, their spouses, and dependent children can be covered to age 26 regardless of student status.

Employee	\$0.00
Family Coverage	\$23.15

Veteran's Benefit

The Cobb County Police Academy has been approved by the Georgia Department of Veterans Service for on-the-job-training program. If you are a veteran and have contributed to the G.I. Bill, you will be eligible to receive monetary benefits **while in the academy, during your training program and your first 18 month working test period.** **THIS IS IN ADDITION TO YOUR POLICE SALARY.**

Work Cycle

Five days on/two days off or; four days on/three days off. Once a month, shifts are rotated forward one day. You are normally assigned a permanent shift. Currently, our shifts run as day, evening and morning watch. The precincts are currently going through a transition from 8 hour shifts to 10 hour shifts as added positions increase the overall number of authorized sworn officer positions.

On Call Pay and Overtime Pay

If your assignment requires being on call, you will receive two hours regular time pay for standby status. If you are called out, you are paid your regular time. After 86 hours worked in a bi-weekly period, you are paid time and a half for any additional hours worked. Overtime is added to your gross income and is not treated as comp time.

Tuition Assistance

Tuition Assistance is available; the amounts are dependent upon available funding. Total funding available will be proportionately distributed to all pre-approved applicants on a quarterly basis. Tuition assistance is available for a **degree or certification program.**

Types of Leaves

Annual and sick leave are accrued.

1 year of service	13 days per year	4.0 hours
5 years of service	15 days per year	4.62 hours
10 years of service	20 days per year	6.15 hours
15 years of service	22 days per year	6.77 hours
20 years of service	25 days per year	7.69 hours

There are ten [10] paid Holidays per year. Sick leave accumulates at 4.0 hours per bi-weekly. Other types of leave include Military Leave with eighteen [18] days paid Military Leave, Leave of Absence and Court Duty.

Bereavement Leave Policy

Full time employees will receive up to [3] days of bereavement leave with pay for [24] hours. Employees working in part time positions shall be eligible for bereavement leave equal to [3] part time days off with pay.

Supplemental Benefits

Cobb County offers Deferred Compensation, Vision Insurance, Life Insurance, Dependent Life; Flexible Spending Account, Long Term Disability and may purchase other optional benefit plans.

Cobb County Government Pension Plan

All new eligible employees will automatically be enrolled in the New Hybrid Defined Benefit/Defined Contribution Plan. The Plan has two components:

1. **Defined Benefit portion** is mandatory and currently the employee contribution amount is 5% . The county does contribute to your retirement and currently this is 11.5%.
2. **Defined Contribution** is voluntary and employees may contribute a portion of their salary each year into the Defined Contribution Plan up to the maximum amount the IRS permits. The county will make a 50% matching contribution up to 2% of your salary.

You are 100% vested after completion of 10 years of credited service.

Cobb County 911 Text

Cobb County 911 Communications now has text to 9-1-1 for wireless customers to send a short text message for emergency help when unable to make a 9-1-1- voice call. This service will be available to the majority of wireless customers. **Customers should use the texting option only when calling 911 is not an option.** Texting to 9-1-1 is not a replacement or option for calling 9-1-1- in an emergency situation, but rather as an enhancement to reaching 9-1-1 in three [3] specific situations:

1. The caller is hearing/voice impaired
2. Medical emergency renders the person incapable of speech
3. When speaking out loud, would put the caller in danger, such as a home invasion, an abduction, a domestic violence incident, or an active shooter scenario

Standard Uniform and Equipment

[Supplied to You Without Cost]

Total Uniform Apparel Including Danner Kinetic Boots, Clarino Shoes, Under Armour cold and warm weather gear, Kevlar Gloves, Blauer rain gear, badge wallet, handcuffs, heavy duty equipment bag. [Annual uniform allowance]

Complete Duty Belt and Accessories

.40 Caliber Glock Primary Weapon AND .40 Caliber Glock BACK UP WEAPON with Surefire X200 weapon light. [Ammo Included]

Portable Radios

Level II & Level III Body Armor

Gas Mask and Filters

OC Spray

Expandable ASP [Issued after certification from ASP Training]

Less Lethal Munitions [Bean Bag Rounds]

AR-15 Rifles [Ammo Included. Issued after certification from Training]

Mobile Data Terminals [MDT's]
In-Car Video System
Taser X2
Streamlight SL-20XP and Stinger LED Flashlights
Tag Readers and Fingerprint Scanners available

Volunteer Units Requiring Selection Process

SWAT Team	5% specialty pay
Underwater Search and Rescue Team	5% specialty pay
Bomb Unit	5% specialty pay
Motor Unit	5% specialty pay
FTO [Field Training Officer]	10% specialty pay
Honor Guard	No pay incentive
Crisis Negotiation Team	No pay incentive

Specialized Fields

DUI Task Force
STEP [Selective Traffic Enforcement Patrol]
SWAT
Crisis Negotiation [CNT Negotiation]
Bomb Unit
Hit and Run
K-9
Motorcycle Unit
Police Rangers
CAGE [Cobb Anti-Gang Enforcement Unit]
Training Unit
Dive Team [Underwater Search & Rescue Team]
TAC Unit [Tactical Unit]
VIPER [Violent Incident Prevention and Early Response]
Crime Prevention
Permits
Quality of Life Unit
Range Unit

Detective Bureau

Crimes Against Persons/Robbery Unit
Crimes Against Children/Domestic Violence/Stalking Unit
Organized Crime Unit/Narcotics/COBRA
Hi-Tech Crime Unit
Auto Theft Unit
Internal Affairs
Five Criminal Investigation Units -Located at Each Precinct [Annual Detective Clothing Allowance]
The Above Information is Subject to Change

Precincts

Each precinct has an on-site Fitness Center that is geared toward fitness training. Most are open 24 hours.* (*Varies by Precinct*)

Public Safety Training Facility

We have a strong commitment to service and in order to provide our personnel with that dedication, we have designed a 26,000 square foot facility that offers excellent programs for your career and health. Physical training during Mandate is part of our values and tradition. Basic Mandate is a nineteen [19] week program. Upon graduation, you are then assigned to a Field Training Officer [FTO] for twelve [12] weeks and monitored by Shift Supervision. **[There is no on-site residential requirement during the Academy training].**

The facility consists of six classrooms that accommodate approximately 200 students. A 154 seat auditorium is contained within the facility, along with an additional padded room that is utilized for defensive tactics and use of force training. Our training division includes a realistic firearm instruction simulator known as **PRISM/AIS**. **PRISM/AIS** employs advance, broadcast quality, digital video scenarios and a synchronized shoot back cannon to expose the trainee to stress levels simulated to actual situations. **PRISM/AIS** is located on-site for enhanced firearm training and judgmental shooting. A 36 station pneumatically controlled firing range is used also.

The Department has established a Less Lethal Munitions Course for all officers to be trained and equipped with a Less Lethal Delivery System [Bean Bag Rounds]. This course is designed to prepare and intensify the officer's training potential by exposing them to hazardous and realistic situations. Mandate students will participate in the Active Shooter Response Course. This training is to teach officers how to respond to a Columbine type incident whether it occurs in school or a work type environment. Recruits will participate in team movement tactics, entry and rescue maneuvers and take part in range activities that will enhance their ability to work in group conditions and shoot their issued handguns from a squad formation.

The facility also has a health and fitness center that is staffed by an exercise Physiologist and Fitness Specialist. The center is equipped with state-of-the-art Cybex strength training and cardiovascular equipment. Our weight room is fully equipped with a full spectrum of free weights, treadmills, stationary bicycles, Stairmaster, Elliptical Machine and a Versa-Climber. Our staff is available to provide assistance in developing an individual workout program to strengthen your self confidence and build your endurance.

The staff teaches various wellness classes on an assortment of topics ranging from nutrition to stress management. Fitness incentive programs are offered throughout the year for your fun and support. As an employee, you will have free access to Cobb County's three aquatic centers for lap and open swimming.

APPLICANT PROCESS

Application

The application process is to be completed **online** when the position is posted. Once the application has been submitted, it will be reviewed by Internal Affairs. **If the application is accepted, an e-mail will be sent with further instructions. This process can take up to a month. It is the applicant's responsibility to check e-mails regarding the process.**

Physical Ability Test

The physical ability test will be administered by the Department of Public Safety Internal Affairs Unit. You will be contacted regarding the date, time, and location of the Physical Ability Test prior to the testing date. Please remember to wear appropriate attire for performing the agility test to include work out clothing, running shoes, snacks and water. **Please see the Video Demonstration/Test Instructions. [www.cobbpolice.com]**

Comprehensive Background Investigation

The position of police officer is one of public trust. In order to ensure applicants meet the high standards expected by the community we serve, it is the responsibility of the Cobb County Police Department to conduct a thorough background investigation on each applicant considered for a position. This investigation includes but is not limited to a check of the applicant's criminal and driving history, employment background, written and clinical psychological analysis, polygraph examination, and references check. A medical exam and drug screen are also required for selected applicants.

While the department will attempt to consider individual circumstances during the hiring process, **dishonesty will not be tolerated and will result with immediate disqualification.**

POST Entrance Examination

Prior to beginning the police academy, the Official Code of Georgia Annotated §35-8-8 [a] [8] requires that candidates successfully complete the official POST (*Peace Officers Standards & Training*) Entrance Examination. Effective January 1, 2009, either the COMPASS or ASSET test [required for admission to the Technical College System of Georgia colleges] will serve as this test.

Candidates may test at any Technical College System of Georgia location and should contact the selected site for further information. The POST entrance exam Access Form will be required to take the exam. Candidates who can prove successful completion of other Georgia POST approved college admission tests such as SAT or ACT will be deemed to have satisfied this requirement under POST rules.

Minimum Qualifications/Disqualifiers

To be considered for employment as a police officer with the Cobb County Police Department you must be 21 years of age, possess a high school diploma or GED, and be a U.S. citizen.

The following criminal convictions will be considered automatic disqualifiers.

- Any felony offense
- Any misdemeanour of an aggravated nature or related to public order or decency
- Any offense related to Domestic Violence
- More than two misdemeanour offenses
- More than one DUI/DWI and the conviction must not have been within the last five years
- Racing or Reckless Driving within the past five years
- Homicide by Vehicle, Habitual Violator, Attempting to Elude an officer, or Hit and Run

Additional Disqualifiers

- A less than honorable discharge from any military organization
- Termination of employment for just cause from a local, state, or national Civil Service or Merit System

Tattoo Policy

In order to present the most professional appearance to the citizens we serve, Cobb County has a policy regarding tattoos and branding. The following list includes but is not limited to the types of prohibited tattoos and branding:

- Any depiction of nudity or violence
- Sexually explicit or vulgar art, words, phrases, or profane language
- Symbols likely to incite a strong negative reaction in any group
- Initials or acronyms that represent criminal or historical oppressive organizations
- More than one tattoo/brand displayed on each arm or leg is prohibited
- Any tattoo/brand which is larger than 3" by 4" displayed below the elbow
- Any tattoo or branding on the head, face, neck, scalp, hands or fingers

Frequently Asked Questions

What should I expect as an applicant with Cobb County Police?

Although Cobb County processes a significant number of applicants annually, you can expect to be treated with professional courtesy throughout the application procedure.

How long will the hiring process take?

For most applicants, depending on the complexity of the applicant's background, the process will take from two to five months.

What will expedite my application processing?

The accurate and timely completion of all forms and the provision of any required supportive documentation will generally reduce the applicant's individual processing time.

What will the background investigation include?

Background investigators will talk to references including family members, neighbors, co-workers, and past employers. After checking criminal, driver, and credit histories, they will verify past addresses, and thoroughly research any prior involvement with law enforcement agencies. If you have any questions or personal concerns pertaining to issues in your background such as prior drug experimentation, you should contact a recruiter or background investigator at 770-528-3812. In all things, honesty is the best policy.

What are some of the background issues that might disqualify me from consideration?

Automatic disqualifications are addressed thoroughly under the Minimum Qualifications/Disqualifiers section applicant. **Any attempt to conceal or misrepresent information during the hiring process will result in immediate disqualification of the applicant.**

Will the background investigator contact my current employer and jeopardize my job?

Your current employer will not be notified of your application until close to the conclusion of the hiring process. All attempts will be made to notify you before we contact them.

I live out of state. Will the department work with me to minimize the number of trips?

The Cobb County Police Department draws applicants from around the country and recognizes that the processing stage is often difficult for those who do not live in the immediate area. Our hiring personnel will work to ensure that all out-of-towns or distant in-state applicants complete as many steps as possible during each trip to Cobb County.

Is there a residency requirement as a Cobb County Police Officer?

There is no requirement to live within Cobb County.

What is considered the most important criterion to possess in order to get a job as a Cobb County Police Officer?

The Cobb County Police Department values HONESTY above all else. Applicants who choose to provide false information or withhold pertinent information regarding their background will not be hired.

Cobb County Economic Outlook

Cobb County remains the Number One destination city for Georgia and we've got the economic drive to prove it! The Braves relocation to Cobb County will result in long term, far reaching economic and job impact in our county and region. 9,241 new jobs will be created with \$295,000,000 in wages. This will provide \$3,000,000 annually for Cobb Schools and:

- 5,227 construction jobs with \$235 million dollars in construction payroll earnings, \$35 million dollars which will be earned in Cobb County.
- 3,141 on-going ballpark jobs, resulting in \$35 million dollars in annual payroll earnings, with 1,617 of those jobs in Cobb County, resulting in an annual payroll of more than \$6 million dollars in Cobb County.
- Visitor spending, resulting in 873 jobs that will provide \$25 million in payroll earnings, with \$9 million dollars in payroll will be earned in Cobb.
- The Braves are also developing a year-round mixed used-entertainment district that will generate an additional \$3,000,000 in property taxes.

Georgia has become one of the top states for film production outside of California. Georgia ranks 3rd in TV and film productions. Six of the top 25 highest grossing movies worldwide in 2015 were filmed in Georgia, including the final installment of "The Hunger Games" series, Marvel superhero "Ant-Man" and "Taken 3." Georgia Film generated a record breaking economic impact of \$7 billion during fiscal year 2016. Georgia saw record investment from film and television productions with more than \$2.02 billion in direct spending in the state. Cobb County was one of the first communities in Georgia to be designated as Camera Ready by the Georgia Film Office. This program is a special designation given to counties interested in attracting such productions and dozens of films and TV episodes have been filmed in Cobb County. Recent hit films made all or in part of Cobb include: The Hunger Games, Catching Fire, Barely Lethal, Dumb and Dumber To, Footloose, Bessie, The Blind Side, and The Walking Dead.

Other high profile filming projects that wrapped in Georgia were: Sully, Solace, the Birth of a Nation, The Accountant, Taken 3, Insurgent, Selma, Fast and Furious 7. Upcoming television productions include, AMC zombie thriller, The Walking Dead, Atlanta, Halt and Catch Fire.

Pinewood Studios, home to the James Bond franchise, built its first U.S. studio complex in suburban Atlanta and recently has made a significant expansion. Other big industry names, including Tyler Perry, Atlanta Metro Studios and Panavision have recently established or expanded operations in the state. Hundreds of millions of dollars in capital investment has secured Georgia as a job creator. More than 130 companies have located in Georgia to support the industry.

Explore Georgia, But See Your Adventure in Cobb County!

Cobb's tourist attractions are well-known: Six Flags, Kennesaw Mountain National Battlefield, the Southern Museum of Civil War and Locomotive History, Six Flags Whitewater, Cobb Energy Performing Arts Centre, Historic Marietta Square, Lake Allatoona, Lake Acworth, Gone With The Wind Museum, and the Silver Comet Trail [*a scenic, paved, recreational nature trail*]. The Town Center community recently kicked off its new bike share system, the first ever to be launched by a Community Improvement District. Bikes are now available to use 24 hours a day, all year and are

parked at three convenient docking stations located along Noonday Creek Trail, a 7-mile concrete path system in Kennesaw, Georgia. 32 foot and bike paths offer outstanding outdoor opportunities while connecting cities and areas within Cobb. Smaller communities surrounding Cobb County are full of history, southern charm and offer exciting entertainment as well.

Cobb's ultimate indoor play zones are a perfect way to spend quality time with your family. Cobb County government oversees more than 30 parks, so recreation is never far away. We have something for everyone!

Three major league teams will call Cobb County home in the near future: the Atlanta Braves, Major League Soccer's Atlanta United FC, and Major League Lacrosse's Atlanta Blaze. All three teams will begin their seasons locally within the next 18 months. We're the only county in the United States that will have three major sports venues locating here. Travel and Tourism to Cobb generated \$2.75 billion dollars to our local economy – a 7 percent increase over the previous year.

Cobb County is in a good location for a trip to the beach, mountains, waterfalls, biking and hiking trails, National and State Historic Sites and classic southern excursions. Cobb County is less than 30 minutes from Hartsfield-Jackson Atlanta International Airport. We are accessed by four major interstates which mean you can easily travel to and from these destinations that are rich in history, culture and entertainment. Want to see the Georgia Aquarium, World of Coca-Cola and the MLK National Historic Center? No problem. We're only 20 miles from downtown Atlanta. Like a day trip to the Currahee Military Museum, home of "Band of Brothers." No problem. We're 2 hours from there. Cobb County is connected to these historic and value sites by an easy and smooth commute.

We are on the map for active adult communities and senior homes with aging in place for your parents or love ones. These communities are low maintenance, single level with excellent amenities to include every budget and affordability. Cobb is big on businesses and we have the lowest tax rate in the metro Atlanta area making us a global player in the business and industry realm. We are a growing economy and our tax climate is more competitive than other Southeastern states.

Is Georgia a tax-friendly state for retirees? Georgia is one of the 10 most tax-friendly states for retirees. State tax breaks on retirement income from pensions and investments are saving older Georgians about \$864 million.

At age 62, per person: No tax on \$35,000 pension. No tax on \$4,000 wages.
At age 65, per person: No tax on \$65,000 pension. No tax on \$4,000 wages.
Social Security is never taxed.

In 2015, 100 million visitors came to Georgia exploring our mountains, beaches, big cities and small towns, generating \$58.9 billion dollars to the economic impact. We have three, four year colleges and two technical schools to provide a skilled work force. Five Cobb County high schools were ranked among the best in the U.S. You might say we're in a "stardust" spot with access to the world! Come see us, come meet us!

Start Strong.....It's the Cobb County Advantage!

[Source: various media such as ajc.com, hollywoodreporter.com., Cobb In Focus, and Cobb County Economic Development, Georgia Film Academy, Cobb Travel and Tourism, Governor Nathan Deal, Office of the Governor, U.S. News and World Report and Kiplinger.com)

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