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## **Recruitment & Benefits**

If you have **QUESTIONS** regarding our hiring process, please email us at:

[DPSRecruiting@cobbcounty.org](mailto:DPSRecruiting@cobbcounty.org)

770-528-3812

If you would like to **APPLY**, please click on the following site:

04/01/2021

# Cobb County Police Department

## Benefits

### Brief Summaries of Benefits

Police Officer I Base Pay	\$46,000.00	*18 month Working Test Period
Police Officer II Base Pay	\$48,436.00	(upon completion of working test period)

### 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

### \$5,000 Sign-On Incentive for Lateral Police Officers

A sign-on incentive will be offered to new lateral recruits in the Police Department that meet specific criteria along with the completion of Phase II training. The Police Department requires a commitment of three [3] years from date of hire. If voluntary separation prior to the three [3] year commitment, the incentive must be paid back on a pro-rated amount.

To qualify for the signing incentive, candidates must:

- Possess a basic POST certification.
- Currently serve or have served within the previous two [2] years as a sworn officer within a full-service law enforcement agency.
- Lateral applicants from agencies outside the state of Georgia must attend and successfully complete the twenty-six [26] week Cobb County Police Academy in its entirety.

The Lateral Police Officer must agree to the following requirements:

- Complete all required initial training to include the Phase II of the Field Training Program. Lateral Officers will complete a minimum of eight [8] weeks of the FTO program before considered for release.
- Complete any additional training and/or qualifications deemed necessary by the training staff and or Chief's Office.
- Maintain a minimum of "Meets Standards" on all initial Annual Performance Appraisal.

### **Eligibility for Lateral Entry Pay**

- Meet eligibility requirements and successfully pass a lateral officer assessment by the Cobb County Police Department Training staff.
- Lateral entry applicants that do not pass the lateral officer assessment by the training staff must attend the Cobb County Police Academy in its entirety.
- Lateral entry applicants may be eligible to receive a salary of \$47,652.80 per year for 1-3 years of service or \$49,316.80 per year for 4-5 years of service.
- In state, Lateral entry applicants that meet all requirements and qualifications of employment will receive lateral entry pay upon being hired.
- Out of state, Lateral entry applicants must attend the Cobb County Police Academy in its entirety and successfully complete all phases of the Lateral Entry Training Program before being awarded lateral entry pay.

### **Lateral Entry Program**

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

### **Eligibility for Lateral Entry Training Program**

Cobb County Police Department applicants currently or formerly employed by a Georgia Law Enforcement Agency will be evaluated on a case-by-case basis for eligibility into the Lateral Entry Training Program. The Chief of Police or his designee will evaluate each eligible lateral candidate based on, but not limited to, operational experience, size of agency, and scope of responsibility.

Applicants currently or formerly employed by a full-service law enforcement agency from a state other than Georgia, must attend the Cobb County Police Academy in its entirety, currently 26-weeks long. Applicants will not be considered for the lateral entry training program if the applicant has had a break in service longer than two years.

### **The CCPD Lateral Entry Training Program consists of the following 3 phases:**

#### **Phase I [Approximately 2-3 Weeks]**

During this phase of the training, the lateral entry officer will report to the Cobb County Department of Public Safety Training Center where he or she will receive equipment, identification, and the Oath of Office. The officer will also attend CCPD Annual Training for incumbent officers (40 hours), obtain training and/or qualifications in the following areas, and any other sectors deemed necessary by the training staff:

- GA POST Lateral Entry Test
- Legal Update
- GCIC and S&I
- Criminal Law, Traffic Law, and Criminal Procedure Update
- County Policy and Procedure
- County Ordinances
- Weapons Training (Pistol: Primary and Backup, Rifle, and Shotgun) ○ (Less Lethal: ASP, OC, Taser, and Less Lethal Shotgun)
- Defensive Tactics Refresher
- CPR

- Emergency Vehicle Operations (EVOC, PTT, PIT)
- Crisis Intervention Training (CIT)
- Ethics and Professionalism
- Implicit Bias/Social Justice/Guardian Mindset

### **Phase II [30-50 Daily Observation Reports]**

During this phase of training, the lateral entry officer will be on the road riding with an assigned Field Training Officer. The first 10 days will be for orientation and observation, followed by a 30 – 50-day period of daily performance evaluation. This time may be adjusted based upon performance and will be evaluated on a case by case basis.

### **Phase III [8 Weekly Observation Reports]**

Following successful completion of Phase II, the lateral entry officer will patrol in a solo status and will be evaluated on a weekly basis by their supervisor.

### **Training to be completed within one year of hire date:**

Within one year of the hire date, the lateral entry officer must attend the following classes, and any other courses deemed necessary by the Training staff, as they become available at the Cobb County Police Training Center.

- Defensive Tactics (40 hour)
- Active Shooter (32 hour)
- Officer Survival (40 hour)
- Standardized Field Sobriety (32 hour)
- Crimes Against Children (6 hour)

### **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 begin on January 1, 2016. Per SPLOST guidelines, these dollars are specific to police vehicles and cannot be deferred to another project. Assigned vehicles make the department more efficient. Importantly, this program will enhance the safety of our citizens, as well as the officers of our department.

### **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 orking test period.** **THIS IS IN ADDITION TO YOUR POLICE SALARY. Veterans can receive benefit pay that fits their personal budget monthly/quarterly/yearly.**

### **PEACE OFFICERS' ANNUITY & BENEFIT FUND OF GEORGIA [POAB]**

As of September, 2019, Cobb County pays the monthly dues for POAB members. Once accepted for membership, [\$45.00 application fee, which includes a non-refundable \$25.00 fee, plus \$20.00 first month's dues], the member must complete the County automatic dues form, complete with member number. Cobb County cannot pay dues until this information is received. Membership is transferrable to other law

enforcement departments within the state of Georgia. If the member leaves the state or leave law enforcement, their membership in the Fund terminates. The monthly benefit is \$24.78 per month for each full year of service as a peace officer, plus 1/12<sup>th</sup> of \$24.78 per month for each additional full month.

**Live-Health Online**

Live-Health Online services has been added to the county’s Anthem Blue Cross/Blue Shield of Georgia 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 Anthem Blue Cross/Blue Shield health plan. Live-Health 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 available on your mobile device, iPhone, iPad, iPod & 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 wellness 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:**

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

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

**Anthem 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

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

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

**Anthem Blue Cross/Blue Shield 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 *30 Day Supply	\$200 **90 Day Supply

**Anthem Blue Cross/Blue Shield OPEN ACCESS HRA**

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

- HRA Dollars funded by Cobb County for full out of pocket costs of prescriptions, doctor visits, radiology, lab work, etc.
- The employee pays for full costs of prescriptions, doctor visits, lab work, etc. toward meeting the CDHP deductible.
- If enrolled in the Flexible Spending Account, FSA funds can be used to pay these costs if money has been set aside for the plan year. Unused HRA funds roll over year-to-year to help offset future out of pocket costs.
- 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 - Anthem Blue Cross/Blue Shield Open Access HRA** *(Health Reimbursement Account)*

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

**Anthem 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 *90 Day Supply	\$200 **30 Day Supply

**Bi-Weekly Premium for Kaiser Permanente HMO**

Employee	<u>Single</u> \$16.16	<u>Single + spouse</u> \$70.29
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<b><u>Kaiser Pharmacy CO-PAYS</u></b>	<u>Single + child[ren]</u> \$66.78	<u>Family</u> \$98.40
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	<u>Kaiser Facility</u>	<u>Retail</u>	<u>Mail Order</u>
Generic	\$15	\$25	\$30
Brand Formulary	\$35	\$45	\$70
Brand Non-Formulary	\$60	\$70	\$120
Specialty	\$200	\$200	\$400
	*Network pharmacy limited to 1 fill only		**90 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

### **Paid Parental Leave**

Full time employees will receive six weeks paid time off to care for and bond with their newborn or newly adopted child. Eligible employees must be employed one full year of service and worked at least 1,250 hours during the last 12 consecutive months. Employee must have given birth to a child, be the spouse of the individual who has given birth to a child or adopted a child. [adopted child must be age 17 or younger].

### **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.

### **Work Cycle**

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.

### **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**.

### **Types of Leaves**

Annual leave is accrued at the rate below depending on years employed by Cobb County.

- 1 year of service                      13 days per year
- 5 years of service                      15 days per year
- 10 years of service                      20 days per year
- 15 years of service                      22 days per year
- 20 years of service                      25 days per year

There are eleven [11] 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.



## **Cobb County Government Hybrid 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 3%. The county does contribute to your retirement and currently this is 22.58%. You are 100% vested in the defined benefit portion after completion of ten [10] years of service.
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 100% matching contribution up to 4% of your salary. You are 100% vested in the defined contribution portion after completion of five [5] years of service.

**Employee contributions for both components of the Hybrid plan will be refunded to employees who leave service before vesting.**

## **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 most 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 911 in an emergency; it is an enhancement to reaching 911 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 & Equipment** *Supplied to You Without Cost - Plus Annual Uniform Allowance*

### Apparel

- Uniform pants, uniform shirts [long & short sleeve], boots, dress shoes, cold & warm weather gear, Kevlar gloves, rain gear, physical training clothing [shorts & shirts]

### Complete Duty Belt & Accessories

- 9 mm Glock 17 primary weapon [ammo & magazines included]
- Sure-Fire X200 weapon light on primary weapon
- Portable radio
- OC spray
- Expandable ASP
- Taser X2
- Stream-Light SL-20XP & Stinger LED flashlights
- Handcuffs

## Other Accessories

- 9 mm Glock 43 back-up weapon [ammo & magazines included]
- Level II & Level III body armor
- AR-15 rifle [ammo & magazines included]
- Gas mask & filters
- Heavy duty equipment bag
- Less lethal munitions [bean bag rounds]
- Badge wallet
- Mobile Data Terminals [MDT's in patrol vehicle]
- In-car video system

## Volunteer Units Requiring Selection Process

- |                                     |                   |
|-------------------------------------|-------------------|
| • SWAT Team                         | 5% specialty pay  |
| • Underwater Search and Rescue Team | 5% specialty pay  |
| • Bomb Squad                        | 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  |
| • PAL [Police Athletic League]      | 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
- Community Affairs Unit

## **Detective Bureau**

- Crimes Against Persons/Robbery Unit
- Crimes Against Children/Domestic Violence/Stalking Unit
- Organized Crime Unit/Narcotics/COBRA
- Technology Based 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 on-site fitness equipment that is geared toward strength training. Most are open 24 hours. (*Varies by Precinct*). Additionally, there are larger Fitness training centers located at various government complexes that are available at no cost.

## **Public Safety Training Facility**

We have a 115,369-square foot facility that offers excellent programs for your career and health. The basic mandate, advanced, and professional development programs are taught at this facility. Basic Mandate [police academy] Training is a twenty-six [26] week program. Upon graduation, you are then assigned to a Field Training Officer [FTO] for twelve [12] weeks, followed by 8 weeks of observation and evaluation by shift supervisors. **There is no on-site residential requirement during the Academy training.**

The facility consists of numerous classrooms, a 435-seat auditorium and a padded room used for defensive tactics and use of force training. We are the first in the region to have an 18,833-square foot indoor simulated city street scape. This climate controlled area includes business and residential structures for role player based scenario training. Our training division includes a realistic firearm instruction known as **TI-Simulator**. **TI-Simulator** utilizes a three [3] screen simulator, broadcast quality, digital video scenarios and a synchronized shoot back cannon to expose the trainee to stress levels simulated to actual situations. The simulator is programmable to accept our own scenarios, as well as our firearms qualification course. **TI-Simulator** is located on-site for enhanced firearm training and judgmental shooting. The outdoor range has 36 firing lanes.

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. We provide and certify all officers with the Taser X2.

The health and fitness center is a 7,000-square foot area that is equipped with state-of-the-art strength training equipment, free weights, cardio, and Purmotion cross fit equipment. Our weight room is fully equipped with separate areas dedicated to free weights, cable machine, cross fit, plate loaded, and physical fitness test areas. Locker rooms with fifty showers are located adjacent to the fitness room. Our training facility is staffed by an exercise physiologist and fitness specialist. The staff is available to aid in developing an individual work out program to prepare recruits for the job.

The staff also teaches various wellness classes on an assortment of topics ranging from nutrition to stress management. Training programs are tailored for the individual employee. Fitness incentive programs are offered throughout the year for participants who exemplify physical fitness. 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, you will get a confirmation number. **If the application is accepted, an e-mail will be sent with further instructions and your application will be forwarded to Internal Affairs.** Within seven [7] business days, you will receive an e-mail from Internal Affairs containing background forms to be completed. **It is the applicant's responsibility to check e-mails regarding the process.**

### **Physical Agility Test**

The physical agility test will be administered by the Department of Public Safety Internal Affairs Unit. You will be e-mailed the date, time, and location of the Physical Agility 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.

### **Comprehensive Background Investigation**

The position of police officer is one of public trust. It is the responsibility of the Cobb County Police Department's Internal Affairs Unit 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, reference checks, and a final interview. 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 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. The **Accuplacer** 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.

**Candidates that provide proof of a college degree, Associate's or higher, will also satisfy this requirement.**

## **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- unless military or police explorer, we will accept you at 19 ½ years of age; possess a high school diploma or GED, and be a U.S. citizen.

### **The following criminal convictions will result in disqualification.**

- Any felony offense
- Any misdemeanor of an aggravated nature or related to public order or decency
- Any offense related to Domestic Violence
- More than two misdemeanor 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**

- 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 / Branding Policy**

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:

- Depictions 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.

The Department does not allow tattoos or branding on the head, face, neck, scalp, hands, or fingers. A tattoo that resembles a wedding ring is permitted on the finger that a wedding ring is traditionally worn, if the ring tattoo does not violate any other section of this policy.

## **Frequently Asked Questions (*FAQ*)**

### **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 four 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. 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-town 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 the most important value to possess as a Police Officer Applicant?**

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. The Braves have developed a year-round mixed used-entertainment district that generate millions of dollars in property taxes.

Georgia has become one of the top states for film production in the world. Georgia ranks Number 1 in TV and film productions with a record breaking economic impact of \$9.5 billion during fiscal year 2017. Georgia saw record investment from film and television productions with 320 productions shot in the state generating \$2.7 billion in direct spending. 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, Hidden Figures, Dumplin, MacGyver, The Mule, and Remember the Titans.

Other high profile filming projects in Georgia were: Sully, Solace, the Birth of a Nation, The Accountant, Taken 3, Insurgent, Selma, Fast and Furious 7, Captain America; Civil War, Felt, Guardians of the Galaxy 2, Black Panther, Passengers, Spider Man-Homecoming, Avengers: Infinity War, Logan Lucky, The Silent Man and A Wrinkle in Time. Upcoming television productions include: AMC zombie thriller, The Walking Dead, Halt and Catch Fire, Killing Reagan, Stranger Things, the Haves and Have Not's, Too Close To Home, Atlanta and Archer.

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. They are currently leasing its facilities to Marvel Studios. Other big industry names, including Tyler Perry, Atlanta Metro Studios, and Panavision has recently expanded operations in the state. Three Ring Studios, another massive film, TV, music and video game production site have recently begun construction here. 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 have called Cobb County home: the Atlanta Braves, Major League Soccer's Atlanta United FC, and Major League Lacrosse's Atlanta Blaze. We're the only county in the United States that has three major sports venues that have located here. Travel and Tourism to Cobb generates several billion dollars yearly to our local economy.

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.

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. Cobb County has been ranked the most educated county in Georgia and the 15<sup>th</sup> most educated county in the nation by the U.S. Census Bureau. You might say we're in a "stardust" spot with accesses to the world! Come see us, come meet us!

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

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

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