



# Columbus Police Department

2017 POLICE SURVEY



# Where are we now?

City Population: 202,824

Budgeted Police Officers: 488

-Less Vacant Police Officer Positions: 77

Other Budgeted Positions: 107

# Budgeted Positions

• Police Officers	268
• Corporals	117
• Sergeants	67
• Command Sergeants	3
• Lieutenants	19
• Captains	7
• Majors	5
• Deputy Chief of Police	1
• Chief of Police	1
	<hr/>
	488

# Police Pay

- Starting Pay:

H.S. or GED	\$39,311
AA/S Degree	\$40,216
BA/S Degree	\$41,464
MA/S Degree	\$42,713

\*Includes \$3,121.30 Lost

# Pay Supplements

• LOST Supplement	\$3,121.30
• Sign On Bonus	\$2,000.00
• Police Pay Reform (3 Yrs)	\$1,000.00
• Police Pay Reform (5 Yrs)	\$1,300.00
• Police Pay Reform(7 yrs & 5 yr of svc increments thereafter up to 30 yrs)	\$1,500.00
• Relocation-over 50 miles	\$1,000.00
• Education Pay (AA/S)	\$904.75
• Education Pay (BA/S)	\$1,248.52
• Education Pay (MA/S)	\$2,497.04
• POST Certified	\$2,400.00
• Military Incentive	\$1,200.00

\*Other Benefits - Take Home Car

# PROMOTION

- Corporal - 2 years of service, minimum of 63 semester hours or 90 quarter hours - appointed by the Chief of Police.
- Sergeant - 5 years of service, an Associate Degree and pass a written exam and an assessment center.
- Command Sergeant - appointed by the Chief of Police.
- Lieutenant - hold the rank of Sergeant, minimum of 3 years of service, Bachelor's Degree and pass a written exam and an assessment center.
- Captain - hold the rank of Lieutenant for a minimum of 2 years of service, Bachelor's Degree and pass an assessment center.
- Major and Assistant Chief- Master's Degree, appointed by the Chief of Police.
- Detectives / Investigators are equal to Corporal rank - DARE, GREAT, Motor Squad, *(an assignment to one of these units is not a promotion).*

# TURNOVER RATE 2008-2017

	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017 as of 8/31/17)
Hired	70	103	43	44	40	41	57	49	50	35
Retired	-3	-7	-12	-12	-10	-14	-7	-13	-17	-5
Resigned	-27	-33	-21	-33	-36	-35	-31	-54	-61	-24
Terminated	-3	-6	-7	-1	-2	-3	-3	-1	0	0
Deceased	0	0	0	0	0	-3	0	-1	0	0
<b>Net Total</b>	<b>37</b>	<b>57</b>	<b>3</b>	<b>-2</b>	<b>-8</b>	<b>-14</b>	<b>16</b>	<b>-20</b>	<b>-28</b>	<b>6</b>

# FORMER OFFICERS

<u>LOCATION</u>	<u># of Emp</u>	<u>STARTING SALARY</u>
Columbus State University	1	\$34,000
Harris County Sheriff's Office	2	\$33,918
Muscogee County Marshal's Office	1	\$36,189
ATF (Alcohol, Tobacco and Firearms)	1	\$33,839 - \$43,000
Unknown Agency in Florida	1	Unknown
Rutledge State Prison	1	\$27,651
Dept. Of Motor Carrier through GSP	1	\$38,136 - \$41,949
Waverly Hall Police Department	1	\$28,080 - \$29,120
Pine Mountain Police Department	1	\$30,160

\* Of the Police Officers who left the Columbus Police Department in the last year, 11 of them went to pursue other law enforcement jobs. One officer secured employment with an unknown agency / unknown state.

\* Average tenure of a Police officer during that time period is 8 yrs and 3 months.

# AGENCY SALARY & BENEFITS INFORMATION

CITIES/COUNTIES/ POPULATION	STARTING SALARY (HS/GED)	STARTING SALARY (AD)	STARTING SALARY (BD)	STARTING SALARY (MD)	PAY INCREASE AFTER MANDATE	ANNUAL PAY INCREASE	EMPLOYEE DEFINED BENEFITS CONTRIBUTION	SOCIAL SECURITY	SIGNING BONUS	TAKE HOME CAR	EDUCATION INCENTIVE	OTHER INCENTIVES
<b>COLUMBUS, GA</b> 202,824	\$39,311 PRE CERT. POST CERT. INCENTIVE \$2400	\$40,216 PRE CERT. POST CERT. INCENTIVE \$2400	\$41,464 PRE CERT. POST CERT. INCENTIVE \$2400	\$42,713 PRE CERT. POST CERT. INCENTIVE \$2400	NO	YES (Longevity Pay after 3yrs of svc)	YES	YES	\$2000 SIGNING BONUS PAID OVER 2 YEARS	YES, WITHIN CITY LIMITS	YES	LOST PAY - \$3121.30, POLICE REFORM PAY FOR OFFICER WITH 3 - 30 YEARS OF SERVICE \$1000 - \$1500, UP TO \$1000 MOVING ALLOWANCE (50+ MILES), MILITARY INCENTIVE \$1200.00 POST CERT. INCENTIVE \$2400.00
<b>GWINNETT CO</b> 907,135	\$36,074 NON-CERT. \$38,777 - POST CERT.	\$37,156	\$38,238	N/A	NO	NO	YES	YES	NO	YES, WITHIN 15 MILES OF THE COUNTY	YES	For 2017, 3% education incentive for Associate's Degree and 6% for a Bachelor's Degree. Attendance incentive each quarter for employees who do not use sick leave. County contribute 7.0% to employees retirement plan. Employees can select to contribute 2.5%, 5.0% or 7.5%. 457 Deferred Compensation Plan- If an emp. Contribute at least 2.5% of pay County contribute an additional 1.0%
<b>COBB CO</b> 670,000	\$40,014 (\$41,614 AFTER 18 MONTHS)	N/A	N/A	N/A	NO	YES	YES	YES	NO	NO	YES	SHIFT DIFFERENTIAL PAY Evening shift receive .50 cent and morning shift receive \$1.00
<b>ATLANTA, GA</b> 456,002	\$34,726 PRE CERT. \$40,000 POST CERT.	\$41,400	\$42,800	N/A	YES	YES	YES	YES	NO	NO	YES	\$1000 RELOCATION ALLOWANCE, OT OPPORTUNITIES. TUITION REIMBURSEMENT & SCHOLARSHIP.
<b>DEKALB CO.</b> 730,000	\$38,151 NON CERT. CERT W/2+ YRS EXP. \$41,343	\$40,059	\$40,059	\$40,059	YES (4.2% INCREASE)	NO	YES	YES	NO	YES	YES	TUITION REIMBURSEMENT/ONE- TIME LUMP SUM OF \$5000 TO MASTER OFFICER W/5YRS SVC
<b>SANDY SPRINGS, GA</b> 93,853	\$41,00 PRE CERT \$43,160 CERT W/LESS THAN 2 YRS CERT W/ 2-3 YRS EXP. \$44,239 IS	CERT W/ 2-3YRS EXP \$45,345 CERT W/ 4+ YRS EXP \$47,736	CERT W/2-3 YRS EXP. \$46,479 CERT W/6 YRS EXP. \$51,002	N/A	NO	YES	NO	NO	NO	YES, WITH IN 20 MILES OF CITY LIMIT	YES	Tuition Reimbursement 401A & 401C CITY PAY 12% AND EMPLOYEES ARE ELIGIBLE TO RECEIVE AN ADDITIONAL MATCHING CONTRIBUTION OF UP TO 5%
<b>DUNWOODY, GA</b> 46,267	\$43,200	\$44,450	\$46,950	N/A	NO	YES	NO	NO	NO	YES	YES	100% City-Paid Employee Medical, Dental, Employee Life/AD&D, Employee ST&LT Disability & Wellness Program. HOUSING REIMBURSEMENT

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<b>LAGRANGE, GA</b> 30,771	\$40,872 NON-CERTIFIED \$42,890 P.O.S.T CERTIFIED	N/A	N/A	N/A	YES	YES 5% AFTER PASSING COOPER STANDARD TEST OR 3 % IF NO PASS	NO	YES	NO	NO	NO	401A EMPLOYER MATCH CITY PAID 100% RETIREMENT
<b>MONTGOMERY, AL</b> 202,022	\$36,349 Non-CERTIFIED \$37,509 CERTIFIED	N/A	1 step	2 step	YES	YES	YES	YES	NO	NO	YES	Tuition Reimbursement
<b>JACKSONVILLE, FL</b> 880,619	\$38,148 PRE CERT./HS WITH MILITARY OR LAW ENFORCEMENT EXP. \$40,320 POST CERT /HS WITH MILITARY OR LAW ENFORCEMENT EXP.	\$38,248	\$38,298	\$38,348	YES	ONE STEP PAY INCREASE WHEN NEGOTIATED. NO INREASE SINCE 2011, WILL RECEIVE 6.5% 10/17, 6.5% ON 10/18 & 7% ON 10/19	YES, AFTER 10/1/17 EMPLOYEES WILL N LONGER BE ABLE TO GET INTO PROGRAM.	NO	NO	YES	YES	
<b>ATHENS-CLARKE CO, GA</b> 120,938	\$36,669 NON-CERTIFIED \$39,844 CERTIFIED	\$37,869 AFTER 6 MOS \$39,245 AFTER 12 MOS \$44,034	\$39,069 AFTER 6 MOS \$40,445 AFTER 12 MOS \$41,821	NO	YES	YES	NO	YES	NO	YES, IF LIVE IN ATHENS-CLARKE	YES	2 YRS MILITARY \$600 3 YRS MILITARY \$900 4 YRS MILITARY 1200
<b>SAVANNAH, GA</b> 136,286	\$39,230	N/A	\$41,630 POST CERT BACHELOR'S OR HIGHER	\$41,630 POST CERT BACHELOR'S OR HIGHER	YES	YES	YES	YES	YES (\$800 - \$2400 PRE CERT)	YES	YES	\$400 per year of honorable military service (maximum of \$1200 annually). ADVANCED POLICE OFFICER 5% PAY RAISE Eligible after 2 years with a Bachelor's Degree / 3 years without degree Must meet specific training requirements and performance criteria
<b>PHENIX CITY, AL</b> 37,132	\$32,475 PRE CERT. \$36,082 POST CERT.	N/A	N/A	N/A	Depends upon market pay studies done every 3 <sup>rd</sup> year and the deficits (if any) found per those studies	YES	YES	YES	NO	YES	NO	N/A

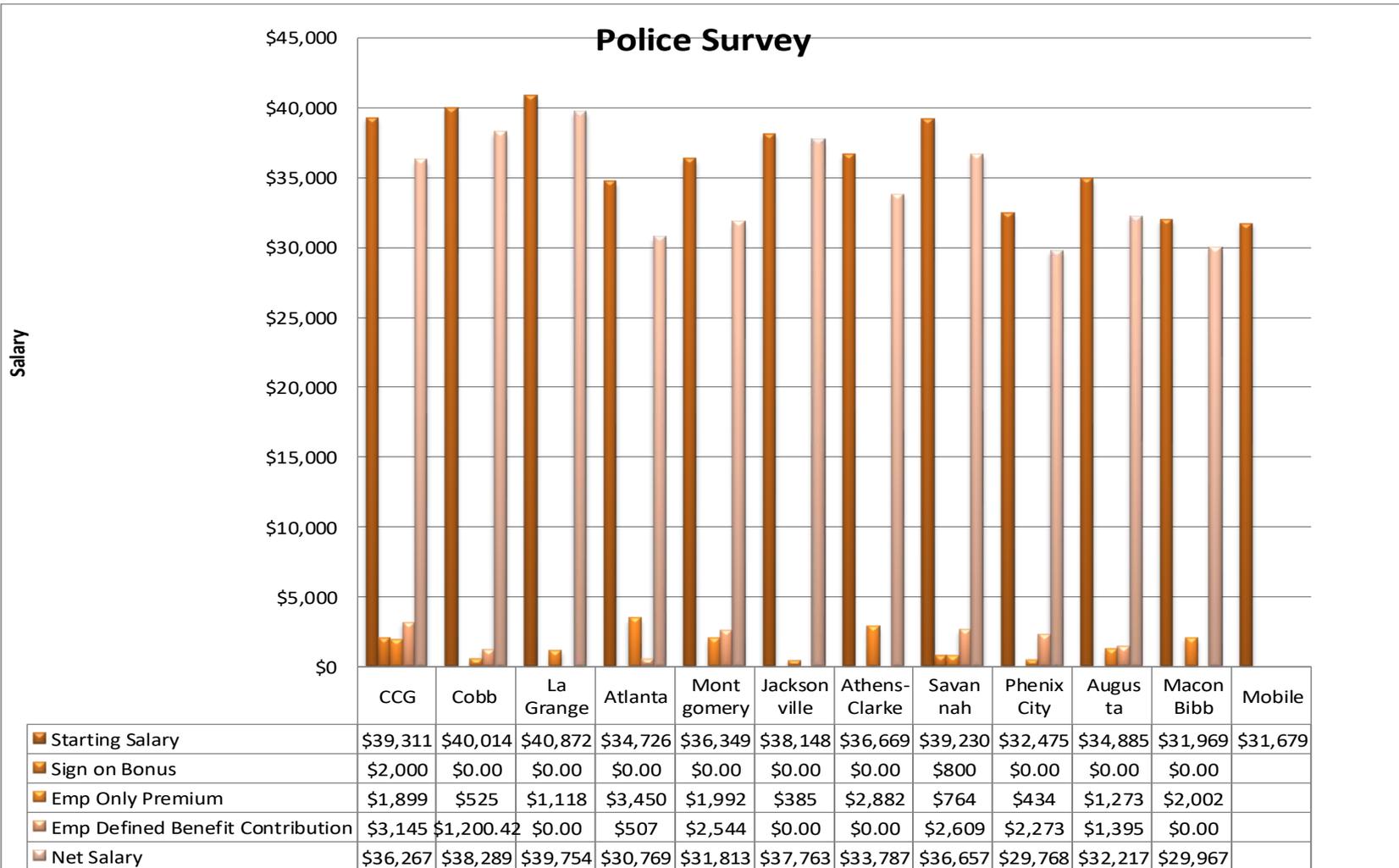
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<b>AUGUSTA/RICHMOND CO, GA</b> 200,000	\$34,885	N/A	N/A	N/A	YES	YES	YES	YES	NO	YES	NO	N/A
<b>MACON-BIBB COUNTY</b> 155,547	\$31,969 PRE CERT. \$34,590 POST CERT	N/A	N/A	N/A	YES	YES	YES	YES	NO	YES	YES	INCENTIVE PAY WILL BE PHASE OUT 1/2017 & REPLACED 1/2018 W/PAY INCREASE. CURRENTLY \$50 TO \$200 PER MONTH BASED ON EDUCATION POINT RECEIVED.
<b>MOBILE, AL</b> 195,111	\$31,679 \$5000 increase after 6 mos probationary period	N/A	N/A	N/A	NO	YES	YES	YES	NO	YES	YES	Build in overtime, Per diem Tuition reimbursement
<b>ALBANY, GA</b> 94,565	\$34,501	N/A	N/A	N/A	NO	NO	YES	YES	NO	NO	NO	N/A
<b>MARIETTA, GA</b> 55,000	\$36,483	\$38,313	\$40,131	N/A	YES	YES	YES	NO	NO	YES	YES	ADDITIONAL PAY FOR HAZARDOUS DUTY, SHIFT DIFFERENTIAL, SR. PATROL OFFICER, F.T.O, S.W.A.T AND ON CALL FOR COURT. The City contributes 6.13% of the salary of full-time employee into the Supplemental Pension Plan in lieu of Participating in Social Security.

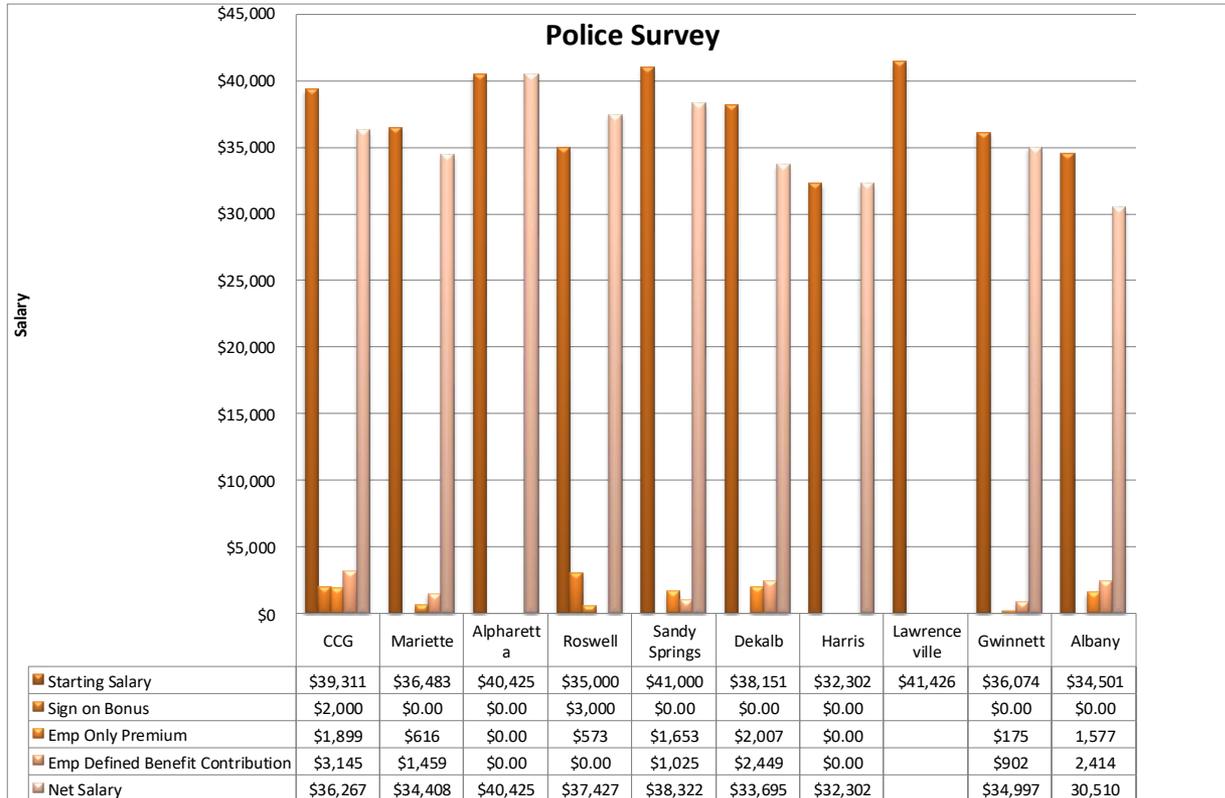
# AGENCY SALARY & BENEFITS INFORMATION I

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<b>ALPHARETTA, GA</b> 63,972	\$40,425 Non-Certified \$41,436 Certified	\$42,472	\$43,533	\$44,621	NO	Depending on Employee Performance Evaluation rating	NO	YES	YES	YES	YES	DOCTORATE DEGREE \$45,737 - PAY INCREASE BASED ON EXPERIENCE & EDUCATION. 457/401(a) CITY PAYS 10% INTO ACCOUNT, 457 PLAN CITY MATCHES DOLLAR FOR DOLLAR UP TO 5% PROVIDING EMPLOYEE CONTRIBUTES THAT AMOUNT
<b>ROSWELL, GA</b> 100,000	\$35,000 PRE-CERTIFIED \$38,562 P.O.S.T CERTIFIED	\$39,915	\$41,308	N/A	YES	NO	NO	YES	\$3000/NON CERTIFIED \$4000 CERTIFIED	YES	YES	TUITION REIMBURSEMENT 401(A) 1% Employer match when employee contributes 2% to their 457b Plan. VISION, SHORT& LONG TERM PAID 100% BY EMPLOYER
<b>HARRIS CO</b> <b>33,652</b>	\$32,302	N/A	N/A	N/A	NO	NO	NO	YES	NO	YES	NO	N/A
<b>LAWRENCE VILLE, GA</b> 28,546	\$41,426	N/A	N/A	N/A	YES	YES	NO	YES	NO	YES, OUTSIDE CITY LIMIT WITH A FEE. FEE BASED ON DISTANCE FROM CITY LIMITS TO HOME.		Employer Match 401A, City pays POAB
<b>AUBURN, AL</b> 59,908	\$43,682.50	N/A	\$45,178.38	N/A	NO	YES - 3 % EVERY YEAR	YES	YES	NO	NO	TUITION REIMBURSEMENT AFTER 6 MONTHS	TUITION REIMBURSEMENT

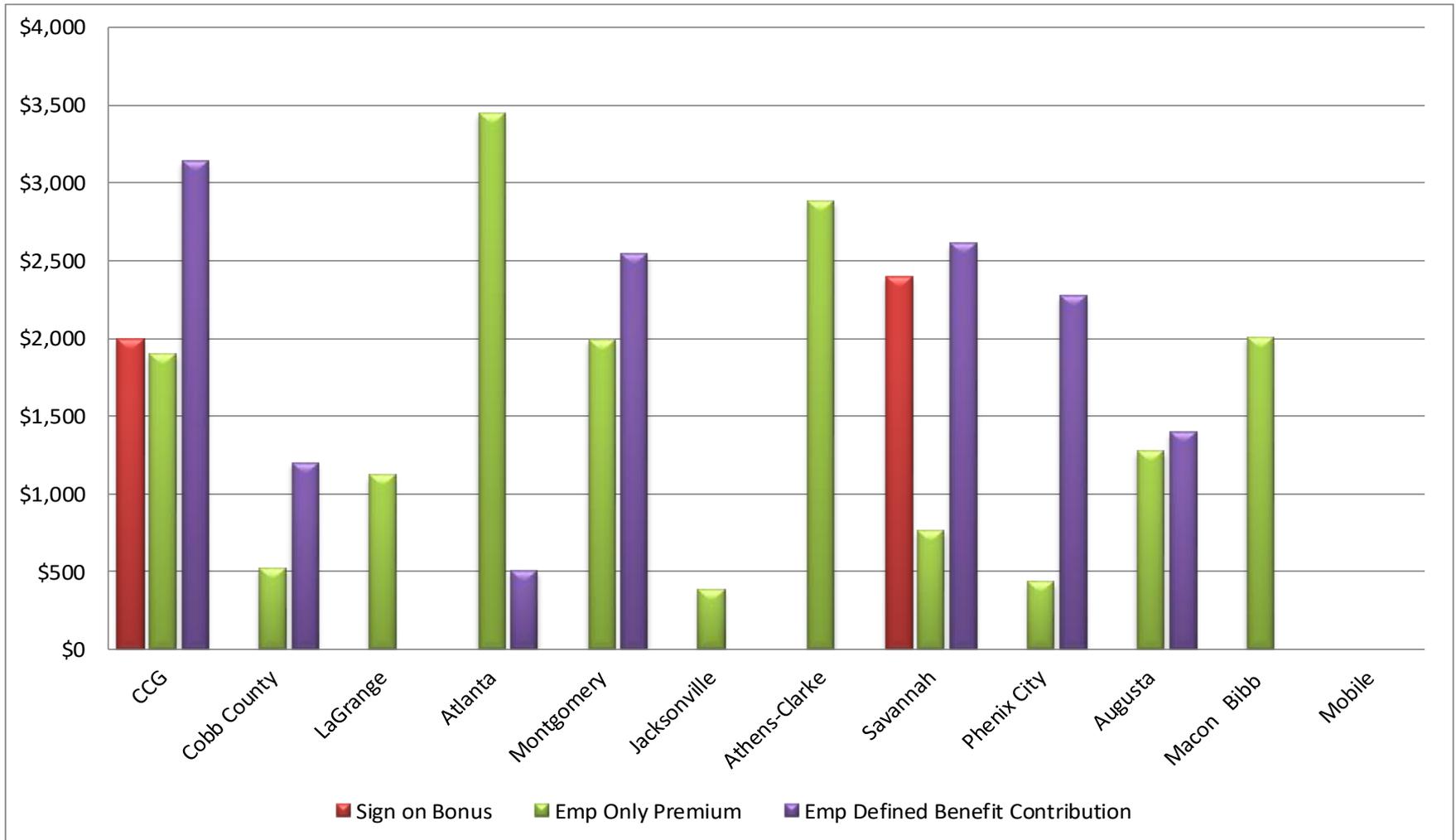
# SALARY COMPARISON CHART I



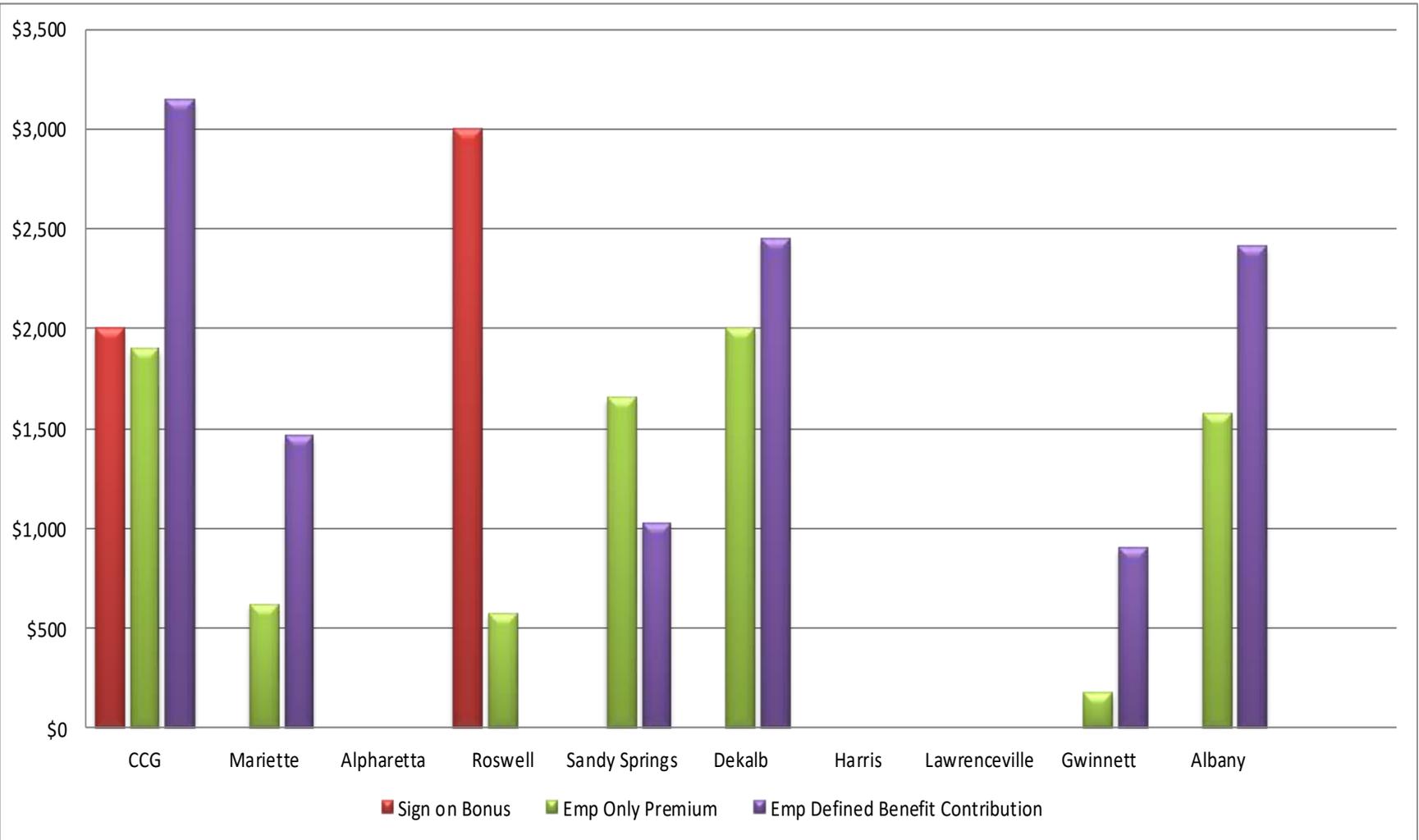
# SALARY COMPARISON CHART II



# BENEFITS COMPARISON CHART I



# BENEFITS COMPARISON CHART II



# AGENCY COMPARISON CHART I

	COLUMBUS	PHENIX CITY	AUGUSTA	MACON/BIBB	COBB	SAVANNAH
POPULATION	202,824	37,132	200,000	155,547	670,000	136,286
BUDGETED OFFICERS	488	95	686	364	600	624
OFFICER TO CITIZEN RATIO	1 / 415.63	1 / 390.86	1 / 291.55	1 / 427.33	1 / 1116.67	1 / 218.41

# AGENCY COMPARISON CHART II

	COLUMBUS	MONTGOMERY	MOBILE	ATLANTA	ATHENS-CLARKE	ALBANY
POPULATION	202,824	202,022	195,111	456,002	120,938	94,565
BUDGETED OFFICERS	488	524	500	1700	183	
OFFICER TO CITIZEN RATIO	1 / 415.63	1/385.54	1/390.22	1 / 268.24	1 / 660.86	

# AGENCY COMPARISON CHART III

COLUMBUS

LAGRANGE

JACKSONVILLE

ALPHARETTA

ROSWELL

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POPULATION

202,824

30,771

880,619

63,972

100,000

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BUDGETED OFFICERS

488

1668

140

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OFFICER TO CITIZEN RATIO

1 / 415.63

1 / 527.95

1/714.29

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# AGENCY COMPARISON CHART IV

	COLUMBUS	DEKALB	HARRIS	LAWRENCEVILLE	MARIETTA
POPULATION	202,824	730,000	33,652	30,782	55,000
BUDGETED OFFICERS	488	847	47	72	108
OFFICER TO CITIZEN RATIO	1 / 415.63	1/861.87	1/716.00	1/427.53	1/509.26

# AGENCY COMPARISON CHART V

	COLUMBUS	DUNWOODY	AUBURN	GWINNETT	SANDY SPRINGS
POPULATION	202,824	46,267	62,118	907,153	93,853
BUDGETED OFFICERS	488		100	783	127
OFFICER TO CITIZEN RATIO	1 / 415.63		1/621.18	1/1158.56	1 / 739.00