

Career Earnings Trajectory (Critical Gap)

Even when Jonesboro benefits are factored in, **lifetime earnings lag substantially:**

- Jonesboro PD Officer (5–7 yrs): typically remains in mid-\$50Ks to low-\$60Ks
- DeKalb / Gwinnett / Atlanta (5–7 yrs): commonly \$70K–\$90K+ with incentives and OT

This creates **downstream retention pressure**, especially once officers:

- Complete field training
- Earn POST certification
- Become eligible for specialty assignments

Competitive Positioning Summary

Where Jonesboro Is Competitive

- ✔ Excellent benefits load (100% insurance, take-home cars)
- ✔ Attractive small-agency culture and leadership access
- ✔ Entry-point opportunity for new officers
- ✔ Reasonable recruitment incentives for non-certified applicants

Where Jonesboro Is Vulnerable

- ⚠ Base salary gap of \$7K–\$15K at entry
- ⚠ Limited long-term salary compression
- ⚠ Strong pull from DeKalb, Clayton County, Atlanta, and South Fulton
- ⚠ Laterals face immediate pay cuts to join Jonesboro

Your proposed incentive structure aligns well with regional norms.

4. Competitive Benchmark

If Jonesboro increases starting salary to \$58,000, the agency would move:

- ✔ From Below Market
- ➔ Into Competitive Tier (regional median)

This significantly improves:

- Applicant pool size
 - Lateral recruitment
 - Retention stability
 - Internal morale perception
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Regional Median Snapshot (2025 Market)

- Median Starting Salary: ~\$60,000
 - Average Top Officer Pay: ~\$90,000
 - Typical Annual Step Growth: 3–5%
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Strategic Recommendation (Comp Study Language)

For planning or presentation purposes:

“A review of comparable Metro Atlanta law enforcement agencies indicates the regional starting salary for certified police officers averages approximately \$58,000–\$62,000. Adjusting the City’s starting salary to \$58,000 positions the agency within the competitive regional market while remaining fiscally responsible.”



CITY OF STOCKBRIDGE



Show Map

Location	4640 N HENRY BLVD, Stockbridge, GA, 30281-3653, United States
Base Pay	\$56,160.00 - \$76,459.00 / Year
Job Category	Police, Law Enforcement
Industry	Government
Employee Type	Non-Exempt
Required Degree	High school
Minimum Experience	1 Year
Maximum Experience	3 Years

Police Officer

City of Hapeville

Hapeville, GA 30354 (Lakewood Heights-Southeastern area)

\$58,431 - \$59,929 a year Full-time Health insurance

Paid time off Vision insurance Dental insurance

Police Officer - Lateral Entry (\$62,520 - \$92,546)

Gwinnett County, GA

Full-Time Merit - See Position Description

Category: Public Safety

Department: Police Department

THIS POSTING IS FOR APPLICANTS WITH PRIOR POLICE OFFICER EXPERIENCE. GO TO JOB ID 25-03362 TO APPLY FOR THE STANDARD POLICE OFFICER POSITION. Salary & Incentives: \$62,520 - \$92,546 with possible incentives up to: \$64,395 - \$95,322 (3% educational incentive) for an associate degree \$66,271 - \$98...



Posted more than 30 days ago

Gwinnett County Police Officer (\$55,923 - \$86,090)

Gwinnett County, GA

Full-Time Merit - See Position Description

Category: Public Safety

Department: Police Department

The Grantville Police Department
is currently accepting applications for the position of
CERTIFIED POLICE OFFICER

Job Title: Patrol Officer (Certified)

Minimum Qualifications: High School Diploma and must be at least 21 years of age.

Must have GA P.O.S.T. Peace Officer Certification. Must be in good standing with P.O.S.T. Successful completion of the pre-employment process, which includes, in the following order: an Oral Interview Board, a Background Investigation, a File Review, an Interview with the Chief of Police and a Medical and Drug Screening; valid State of Georgia driver's license and satisfactory Motor Vehicle Record required; equivalent combination of education and experience.

Starting salary: \$62,107.67

Benefits: Overtime Pay, Specialized Schools/Training, All Uniforms and Equipment provided by department, 12-hour shifts (Patrol Division), Take Home Patrol Car (If the officer resides within 30 air miles of the city limits). Annual leave, sick leave, paid holidays, GMA defined pension 2x multiplier. POAB dues coming in 2026.

Insurance: Medical, dental, and life insurance (\$15k) paid by employer (family coverage is extra.)

The City of Grantville is an equal opportunity employer and a drug free workplace.


DEPUTY SHERIFF I - SHERIFF

[Clayton County Government](#)  · 3.6 ★

Jonesboro, GA 30236

\$51,992.17 a year

You must create an Indeed account before continuing to the company website to apply

[Apply on company site](#) 





We are currently accepting applications for **Certified Police Officer and Police Recruit**

[Click here to Apply Online](#)

THE DEKALB POLICE DEPARTMENT IS AN EEO EMPLOYER

PAY	BENEFITS
High School Diploma/GED <ul style="list-style-type: none">• \$61,000 effective March 1, 2025	<ul style="list-style-type: none">• County-paid Medical Insurance*• Pension Plan/Deferred Compensation/401(a)
Bachelor's Degree or Higher <ul style="list-style-type: none">• \$64,050 effective March 1, 2025	<ul style="list-style-type: none">• Triple Overtime• Housing allowance up to \$500.00 per month; must live in DeKalb County
Hiring Incentive: (\$3,000 bonus)	<ul style="list-style-type: none">• Opportunities for promotion
GA Certified Officers (with 2+ years of experience - out of state certified officers or Military Police (MP) may be Equivalency of Training eligible) <ul style="list-style-type: none">• \$70,000 effective March 1, 2025	<ul style="list-style-type: none">• Paid Holidays/Vacation/Sick days• Tuition Reimbursement up to \$5,000 per year• 4 days on 3 days off (work schedule)• Take home vehicle
Bachelor's Degree <ul style="list-style-type: none">• \$73,500 effective March 1, 2025	<ul style="list-style-type: none">• G.I. Bill Program for applicants who qualify• Civilian Opportunities
Hiring Incentive: (\$5,000 bonus)	<ul style="list-style-type: none">• County-paid Police Officers' Annuity Benefit fund (POAB)• *Lowest cost insurance plan premiums paid by DeKalb County

State of Georgia - Juvenile Justice, Georgia Department of - DJJ - Atlanta, GA - via Tallo

🕒 16 days ago \$ 58,488 a year 🏢 Full-time 🛡️ Health insurance 📅 Paid time off

🦷 Dental insurance

Deputy Sheriff

Fayette County Sheriff's Office  - 3.0 ★

155 Johnson Avenue, Fayetteville, GA 30214

From \$56,382.15 a year - Full-time

 Responded to 51-74% of applications in the past 30 days, typically within 1 day.

Apply now

