



Marietta, Georgia

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

Unlimited Opportunities, Endless Possibilities

Recruitment & Benefits

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

DPSRecruiting@cobbcounty.org

770-528-3812

12/28/2022

Cobb County Police Department

Police Officer II Base Pay \$50,373

Shift Differential \$.50/hour evening shift & \$1.00/hour morning watch

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

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

To qualify for the Lateral Entry program, candidates must:

- Possess a basic POST certification.
- Currently serve or have served within the previous two [2] years as a sworn officer with a law enforcement agency which performs similar services as the Cobb County Police Department.
- Lateral applicants from agencies outside the state of Georgia may have to 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 approximately 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 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, can take the POST Equivalency of Training exam to possibly skip the academy. They will still have to pass the lateral officer assessment by the training staff or they may be required to attend the Cobb County Police Academy in its entirety before being awarded lateral entry pay. Applicants will not be considered for the lateral entry training program if the applicant has had a break in service longer than two years.

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 will be eligible to receive a salary (starting at \$50,373) and be placed in the appropriate “step” based on previous years of experience with a law enforcement agency which performs similar services as the Cobb County Police Department.
- Out of state Lateral entry applicants can take the POST Equivalency of Training exam to possibly skip the academy. They will still have to pass the lateral officer assessment by the training staff or they may be required to attend the Cobb County Police Academy in its entirety before being awarded lateral entry pay.

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) o (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.

Veterans 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.

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 1/12th of \$24.78 per month for each additional full month.

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.

Employee Pension Plan

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

- **Defined Benefit Component**

This component is mandatory and the contribution amount is determined by the County. The pre-tax contribution is a percentage of the employee's gross pay. Employees will become 100% vested after ten (10) years of service.

- **Defined Contribution Component**

To help you take advantage of the benefits provided, we will automatically enroll you for a 4% contribution. This component is voluntary, so you may make a change at any time. To assist you, the County will make a 100% matching contribution up to 4%. Vesting – County match: will be a graduated schedule at 20% vesting per year of service with 100% vesting after five years of service. Vesting – employee portion will be immediate.

- **457 Deferred Compensation**

Additional retirement savings: Optional retirement savings programs provide you with ways to supplement your retirement income such as the 457 Deferred Compensation program and Roth IRA. Additional retirement savings options are available to part-time employees.

For more information, visit: <https://www.cobbcounty.org/human-resources/pension-plan>.

Cobb County Government Employee Benefits

Eligibility for all Cobb County benefits vary. Additional information will be provided during orientation.

(Click the links in the boxes below to view detailed benefit information.)

<p style="text-align: center;"><u>Life Insurance</u></p> <p>A life insurance benefit with a value equal to 2 times your basic annual earnings is automatically provided at no cost. You must</p>	<p style="text-align: center;"><u>Long-Term Disability</u></p> <p>Provides 60% of your salary (as a monthly benefit) if you experience a long-term disability resulting from accidental injury or</p>
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designate a beneficiary. You may also increase your life insurance up to an additional 5 times annual salary and may elect spouse and dependent coverage for an additional cost	illness. Long-term disability is provided at no cost to you. A 10% "buy-up" option is also available for an additional cost. Benefits begin after 6 months of disability.
<p><u>Flexible Spending Accounts Program</u></p> <p>Two Flexible Spending Accounts (FSA's) offer employees a way to set aside pre-tax dollars to pay for out-of-pocket expenses. We offer a health care account and a dependent child care account. You contribute directly from your pay to either or both accounts.</p>	<p><u>Supplemental Insurance</u></p> <p>Supplemental insurance policies offer additional coverage for you and qualifying family members (i.e. short-term disability, intensive care, cancer and more). The cost of the policy depends on your choice of coverage.</p>
<p><u>Dental</u></p> <p>Dental coverage is provided at no cost for full-time employees. Coverage for eligible dependents is available for an additional cost.</p>	<p><u>Leave and Holidays</u></p> <p>11 holidays per year are offered as well as sick and annual leave accrued throughout the year. Annual leave accrual begins after 6 months of employment.</p>
<p><u>Employee Assistance Program</u></p> <p>This program offers confidential counseling and referral services to help with life issues. Three free visits per situation per year are available to you and your family at no cost.</p>	<p>Tuition Assistance</p> <p>County employees with at least one year of full-time service are eligible to participate in the program for courses taken towards a college degree from an accredited institution. Details can be found on iCobb</p>

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.

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, available 24 hours a day/7 days a week/365 days a year, provides access to in-network, U.S. boardcertified doctors, and doctors can e-prescribe to local pharmacies [where applicable].

*** Live Health Online is available on your mobile device, iPhone, iPad, iPod & Android devices.**

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 & 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.

Cobb County Court system allows for two hours' regular time pay when placed in an on-call status. This can be up to ten hours a week for as long as the officer is on call. Dayshift officers are not eligible for court on call pay unless it is on their off day.

Types of Leaves

- 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 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, 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 Unit Requiring Selection Process

- SWAT Team 10% specialty pay

- Underwater Search and Rescue Team 10% specialty pay
- Bomb Squad 10% specialty pay
- Motor Unit 10% specialty pay
- FTO [Field Training Officer] 10% specialty pay
- Mobile Field Force 5% specialty pay
- Crisis Negotiation Team 5% specialty pay
- Honor Guard No pay incentive
- PAL [Police Athletic League] No pay incentive

Specialized Fields

- DUI Task Force
- STEP (Selective Traffic Enforcement Patrol)
- SWAT
- TAC Unit (Tactical Unit – *a unit within SWAT*)
- Crisis Negotiation (CNT Negotiation)
- Bomb Unit
- Motorcycle Unit
- Police Rangers
- CAGE (Cobb Anti-Gang Enforcement Unit)
- Training Unit
- Dive Team (Underwater Search and Rescue Team)
- VIPER (Violent Incident Prevention and Early Response)
- Public Information Office
- Permits
- Community Affairs Unit

Detectives

- Crimes Against Persons/Robbery Unit
- Crimes Against Children/Domestic Violence/Stalking Unit
- Organized Crime Unit/Narcotics/COBRA
- Technology Based Crime Unit
- Internal Affairs
- Five Criminal Investigation Units - Located at Each Precinct

[Annual Detective Clothing Allowance]

**The Above Information is Subject to Change*

Precincts

There are currently five 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 Police Academy

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. The fitness center is available 24 hours a day, seven days a week. 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 at www.JoinCobbPolice.com 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 (PAT)

The physical agility test will be administered by the Internal Affairs Unit. You will be e-mailed the date, time, and location of the PAT 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, medical exam, drug screen, reference checks, and a final interview.

While the department will attempt to consider individual circumstances during the hiring process, **dishonesty will result with immediate disqualification.**

POST Entrance Exam

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. **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, possess a high school diploma or GED, and be a U.S. citizen. If you meet the educational and citizenship requirements, we will accept you at 19 ½ years of age if you are prior military, police explorer/cadet, jailer, deputy, or have two years in JROTC/ROTC programs.

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 Question (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.

Explore Georgia, But See Your Adventure in Cobb County!

Cobb's tourist attractions are well-known and include: 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 has a bike share system. 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. 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 only 2 hours away. 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.

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 15th most educated county in the nation by the U.S. Census Bureau. Come see us, come meet us!

*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**

www.JoinCobbPolice.com

