

State of New Hampshire
Law Enforcement Accountability, Community, and Transparency (LEACT) Commission
Summary of Estimated Training Costs - Per Person

	Current One-Time				Current Annual	Proposed	Total
	Recruitment	Pre-Employment	New Hire - PS&T Costs	New Hire - Dept. FTO	In-Service Training 20 hrs	In-Service Training 24 hrs Increase	
Department Per Person Cost	\$424	\$6,369	\$27,106	\$20,330	\$2,118	\$2,541	\$58,888
PS&T Per Person Cost	\$0	\$0	\$12,000	\$0	\$162	\$486	\$12,648
Total Training Costs	\$424	\$6,369	\$39,106	\$20,330	\$2,280	\$3,027	\$71,536

Total One-Time Costs	\$66,229
Total Annual Costs	\$2,280
Proposed Increase in Costs	\$3,027
Total Costs	\$71,536

Recruitment

Estimated costs incurred by Departments for recruitment including attendance at job fairs, follow-up communications, and response to inquiries. Estimated at 4hrs per recruit.

Pre-Employment

Estimated costs incurred by Departments during candidate selection including psychological exam, medical exam, pre-employment background investigation, and polygraph test.

New Hire - PS&T Costs

Estimated costs incurred by Police Standards and Training (PS&T) for attendance at the 16-week Academy.

New Hire - Dept. FTO

Estimated costs incurred by Departments post academy. Estimated 12 week assignment to a Field Training Officer (FTO).

In-Service Training

Estimated costs incurred by Departments and PS&T for annual in-service training including current minimum requirement of 4 hours use of force, minimum required 8 hours other, and 8 hours firearms certification. In-service per-person costs for PS&T are difficult to capture.

In-Service Training - 24hr Increase

Estimated costs incurred by Departments and PS&T to increase in-serve training by proposed 24 hours.

Specialty Training

Excluded from table above. Estimated \$27,903 in costs incurred by Departments and PS&T for specialty assignment training including, but not limited to, K-9 (384 hrs), Drug Recognition Expert (40 hrs), SWAT(232 hrs), Explosives and Ordinance Disposal (384 hrs), Crisis Negotiation (88 hrs). Estimated cost based on average of 262 hours. In-service per-person costs for PS&T are difficult to capture.

Assumptions

Estimated hourly rate of \$42.35 includes average Patrol Officer salary, retirement, and Medicare.
Overtime backfill at 1.5 x hourly rate included when Department resources are reassigned for training purposes.
Does not account for specific contract agreements.

Category	Training	Annual Hours	Officer Cost	Dept Cost	Dept Backfill	PS&T Cost	Total Per Person Cost	Category Total	
Recruitment	Job Fairs, Inquiries, follow-up	4	\$0.00	\$169.42	\$254.12	\$0.00	\$423.54	\$423.54	Recruitment
Pre-Employment	Psych	n/a - per exam	\$0.00	\$675.00	\$0.00	\$0.00	\$675.00		
Pre-Employment	Medical	n/a - per exam	\$0.00	\$150.00	\$0.00	\$0.00	\$150.00		
Pre-Employment	Background	50	\$0.00	\$2,117.69	\$3,176.54	\$0.00	\$5,294.23		
Pre-Employment	Polygraph	n/a - per exam	\$0.00	\$250.00	\$0.00	\$0.00	\$250.00	\$6,369.23	Pre-Employment
New Hire - Required	Police Standards & Training (16 weeks)	16 weeks	\$0.00	\$27,106.48	\$0.00	\$12,000.00	\$39,106.48		
New Hire - Required	Field Training Officer (12 weeks)	480	\$20,329.86	\$0.00	\$0.00	\$0.00	\$20,329.86	\$59,436.33	New Hire - Required
In-Service - Required	PS&TC Mandated In-Service (8hr)	8	\$338.83	\$0.00	\$508.25	\$162.00 *	\$1,009.08		
In-Service - Required	PS&TC Mandated Use of Force (4hr)	4	\$169.42	\$0.00	\$254.12	\$0.00	\$423.54		
In-Service - Certification	Firearms (8hr)	8	\$338.83	\$0.00	\$508.25	\$0.00	\$847.08	\$2,279.69	In-Service - Required
In-Service - Proposed	Approximate Cost of 24 hrs increase per person	24	\$1,016.49	\$0.00	\$1,524.74	\$486.00 *	\$3,027.23	\$3,027.23	In-Service - Proposed
			\$22,193.43	\$30,468.58	\$6,226.02	\$12,648.00	\$71,536.03	\$71,536.03	
In-Service - Specialty	K-9, DRE, SWAT, etc. (Average hours)	262	\$11,096.71	\$0.00	\$16,645.07	\$162.00 *	\$27,903.78	\$27,903.78	In-Service - Current

Average Patrol Officer	\$42.35
Average Cost of 8 hour Training	\$338.83
Salary	32.61
Benefits	9.74
Total Hourly Salary & Benefits	42.35
Retirement Rate	28.43%
Medicare Rate	1.45%
	29.88%

* Does not reflect all indirect costs required to deliver the training.