

## RINDGE POLICE DEPARTMENT RETENTION INCENTIVE PROPOSAL

7/30/25

### See Attachments #1, 2, & 3

Lines #1, 2 & 3 - Is the cost of the average background investigation for each new applicant. (*This does not account for the cost backgrounds that are completed after which candidates are not hired.*) The breakdown includes the AVERAGE full time officer's wage, to include the Chief, Sergeant, and Detective (*the primary background investigators*), for the AVERAGE number of hours required to complete a thorough background as well as the current costs for both polygraph and psychological examinations. (= Average Wage x Average Time + Hiring Tests)

Lines #4 & 5 - Is the CURRENT (2025) cost for a new ballistic vest (*fitted to each individual officer, non-transferrable, and a 3+ month pre-order time*) as well as the AVERAGE cost to purchase new uniforms. This amount does not take into account all of the equipment and gear required to outfit a new officer, given the practice of reusing as much gear as possible from former officers. (*For context, we ordered a vest about 3 months ago for one of the officers who now plans to leave – and there is no cancellation/refund for a fitted vest so that is likely money we have wasted, as our vest is non-transferrable to the other agency.*)

Lines #6 & 7 - Is based on the AVERAGE cost to send the last 4 officers to the Police Academy, to include the AVERAGE overtime and mileage expended during those academies. Mileage totals are not based on the current Federal rate.

Line #8 - Is the value of the Field Training Officer's time during the 16 weeks of in-house training. When acting in the capacity of an FTO, an officer is not fully functioning in his/her regular duties and responsibilities and other than routine calls for service, the FTO's solely functions in a training capacity for these 16 weeks rather than a proactive capacity, resulting in a substantial impact on the Department.

Line #9 - Is the total wage paid to a new officer during his/her 16-week Field Training period. As a trainee, the new officer is unable to work alone or contribute to the Department's scheduling needs. The wages paid during this time are an ADDED cost to the Department.

Line #10 - With the departure of a single officer, 40 hours (*4 ten-hour shifts*) are opened up in the schedule. Conservatively speaking, if 20 hours (*2 shifts*) were able to be filled with shift swaps or by the Sergeant or Detective, it would still leave 20 hours (*2 shifts*) that would need to be filled with overtime. This number reflects the 32 weeks for a new hire to complete the Academy and his/her in-house Field Training period, at the current AVERAGE overtime rate. This total would DOUBLE if shift swaps were not able to be utilized for varying reasons (*including severe understaffing conditions*).



The annual projection difference is based on an average 2% STEP plus a 2% COLA and includes 10% inflation for uniforms and services.

### **Proposal: Retention Incentive**

A retention incentive of \$5,000.00 per full time employee annually in exchange for a 1-year contract extension. This would be IN ADDITION to all other wage increases afforded to town employees. It would also be extended to currently contracted employees as an added incentive to STAY. The incentives would be contractual and would, therefore, still become a part of the budget in the event of a default vote. The incentive would be offered to each full time employee but not forced upon them. Should the employee refuse to accept the incentive, it would become apparent that the employee is contemplating departure from the Rindge Police Department at some point during the next calendar year, which would provide the Department with ample time to prepare, both financially and with a hiring process. However, if the employee accepts the incentive, he/she agrees to remain employed by the Rindge Police Department for the next calendar year. The penalty would be repayment of the incentive, *in full*, should the employee then leave during that next calendar year. [\(See Attachment #4\)](#)

The cost for 10 full time employees, to include the Records Manager, the Chief of Police, and all currently contracted employees, would cost \$50,000.00 annually. *(We are currently in jeopardy of losing the Records Manager due to the recent elimination of the Prosecutor's Assistant position by the Town of Rindge and the necessity for the Records Manager to take on additional tasks without any additional financial incentive.)*

The projected cost to replace ONE full time employee in 2026 will be \$141,805.81. This is solely the cost to hire and train a new officer to the minimum threshold required to be able to work their FIRST solo shift. This amount extends to week #32 of the employees' tenure and does not take into account their salary for the remaining 20 weeks of that calendar year, nor does it represent the added cost to the Town for NH Retirement contributions, Health, and Dental Insurance.

We have received TWO notices of resignation in the past week. Based on the above projection, the replacement cost will exceed \$280,000.00. With TWO more anticipated resignations in the coming months, the Town of Rindge would have to pay over \$550,000.00 within a single calendar year JUST to get us back to the current staffing that we are already at now but with MUCH LESS experience. The provided number does NOT even take into account the THOUSANDS of dollars in trainings and certifications that the veteran officers receive during their tenure with Rindge that they take with them when they leave and that we are then forced to pay for AGAIN for another officer in order to maintain the basic minimum operating requirements of an average police department. The departing officers are taking with them the following certifications: Field Training Officer (x2), Physical Fitness Instructor (x2), Firearms Instructor, and Taser Instructor. For less than 10% of this projected cost, we could offer incentives for officers to stay.



Our current Police Department wage is NOT competitive with other Departments ([See Attachment #5](#)), nor do we offer incentives to either current or prospective employees (*i.e. Physical Fitness incentives, Higher Education incentives, and annual incentives to obtain and maintain instructor-level certifications*). This has been a cyclic problem for many years that has been repeatedly acknowledged but not resolved. We are looking for a permanent solution to a long-term problem that is not going away. It is time for action – the safety of this town will always be in jeopardy if the Police Department is unable to CONSISTENTLY provide the level of service that Rindge residents both want and deserve.

Based on the attachment, consisting of current police department job postings in this area, we are \$7,097.20 below the area average for STARTING wage. ([See Attachment #6](#)) Based on this information, I would also recommend that the Town of Rindge increase the starting wage for a Rindge Police Officer by, at minimum, this amount AS WELL as the wage for EVERY current full time Police Department employee, regardless of current rank or status, in order to maintain a competitive wage, bring the Town of Rindge back into the running for Police Department applicants, and stop the incessant “training ground” floodgates. For 9 full time officers and 1 Records Manager, this would total \$70,972.00. When combined with the above retention incentive, the total annual cost for a FULLY STAFFED department would be \$120,972.00. This is still far less than the projected cost of losing one police officer in a calendar year.

It is important to note that the retention incentive would be presented as an annual incentive extended to each full time Police Department employee IN ADDITION to the annual STEP and COLA afforded to all other town employees, *not* in lieu of.

This is not a new concept to the Town of Rindge. The necessity of this type of large-scale funding occurred in 2022 when each full time officer was paid a \$10,000.00 incentive and the Police Department wage was increased by an additional \$10,000.00 across the board. ([See Attachment #4](#)) Unfortunately, the forward momentum was halted after this occurrence, resulting in the reversion to our former state of affairs. It is unfortunate and embarrassing that the previous increase, combined with the last 3 years’ wage increases AND the additionally requested \$7,097.20 will only raise this Department to an AVERAGE LEVEL standing within the Law Enforcement community. We will never retain staff, remain fully staffed, nor be anything other than a “used” training ground for other police departments if the Town does not take the aforementioned into consideration and support its implementation. The thought of literally bleeding over half a million dollars so that other police departments can be better staffed due to our investment in our members for premier level, should concern and disgust every member of this community as much as it concerns and disgusts me. We should not strive to be AVERAGE.

## ATTACHMENT #1

### Cost to outfit/train new officer 2026

					Total
#1	Background (Value of times calculated at "average" hourly wage of combined FT employees = \$34.98/hour)				
	Background Investigator (Time = Approx 80 hours)				
		\$2,798.40			\$2,798.40
#2	Polygraph & Pre-Polygraph (Approx 4 hours observation and review time during pre poly + Fee)				
		\$139.92	\$275.85		\$415.77
#3	Psychological Exam (Approx 3 hours observation time during pre-psych at PD + Fee)				
		\$104.94	\$250.00		\$354.94
Uniforms					
#4	Ballistic vest w/outer carrier				
		\$1,165.00			\$1,165.00
#5	Boots/Uniforms/Gear				
		\$1,500.00			\$1,500.00
Academy Expenses \$28.53/OT \$42.80					
#6	Recruit and overtime expenses based on average of last 4 Academies (6,100 miles @ \$.70/mile)				
		\$4,270.49	\$8,142.56		\$12,413.05
#7	16 weeks paid at 40 hours/week during Academy (198 hours OT)				
					\$18,259.20
				Total	\$30,672.25
FTO Expenses					
#8	Value of time calculated at "average" hourly wage of combined FT employees = \$34.98/hour for 16 weeks				
					\$22,387.20
Field Training Expenses					
#9	16 weeks paid at 40 hours/week during required Field Training period				
					\$18,259.20
OT incurred during 32 week training period to fill open shifts due to unfilled position(s)					
#10	Average of 20 hours or 2 shifts per week will be filled by overtime at average overtime rate of \$52.47				
					\$33,580.80
					<b>\$141,805.81</b>



## Cost to outfit/train new officer 2027

Background (Value of times calculated at "average" hourly wage of combined FT employees = \$36.27/hour)					Total
#1	Background Investigator (Time = Approx 80 hours)		\$2,901.60		\$2,901.60
#2	Polygraph & Pre-Polygraph (Approx 4 hours observation and review time during pre poly + Fee)		\$139.92	\$303.44	\$443.36
#3	Psychological Exam (Approx 3 hours observation time during pre-psych at PD + Fee)		\$104.94	\$275.00	\$379.94
Uniforms					
#4	Ballistic vest w/outer carrier		\$1,281.50		\$1,281.50
#5	Boots/Uniforms/Gear		\$1,650.00		\$1,650.00
Academy Expenses \$29.67/OT \$44.51			Mileage	Overtime	
#6	Recruit and overtime expenses based on average of last 4 Academies (6,100 miles @ \$.73/mile)		\$4,453.00	\$8,812.98	\$13,265.98
#7	16 weeks paid at 40 hours/week during Academy (198 hours OT)				\$18,988.80
				Total	\$32,254.78
FTO Expenses					
#8	Value of time calculated at "average" hourly wage of combined FT employees = \$36.27/hour for 16 weeks				\$23,212.80
Field Training Expenses					
#9	16 weeks paid at 40 hours/week during required Field Training period				\$18,988.80
OT incurred during 32 week training period to fill open shifts due to unfilled position(s)					
#10	Average of 20 hours or 2 shifts per week will be filled by overtime at average overtime rate of \$54.40				\$34,816.00
					\$148,183.56

## Cost to outfit/train new officer 2028

Background (Value of times calculated at "average" hourly wage of combined FT employees = 37.60/hour)					Total
#1	Background Investigator (Time = Approx 80 hours)			\$3,008.00	\$3,008.00
#2	Polygraph & Pre-Polygraph (Approx 4 hours observation and review time during pre poly + Fee)			\$139.92	\$333.78
#3	Psychological Exam (Approx 3 hours observation time during pre-psych at PD + Fee)			\$104.94	\$302.50
Uniforms					
#4	Ballistic vest w/outer carrier			\$1,409.65	\$1,409.65
#5	Boots/Uniforms/Gear			\$1,815.00	\$1,815.00
Academy Expenses \$30.86/OT \$46.29					
#6	Recruit and overtime expenses based on average of last 4 Academies (6,100 miles @ \$.76/mile)			\$4,636.00	\$9,165.42
#7	16 weeks paid at 40 hours/week during Academy (198 hours OT)				\$18,988.80
					Total
					\$32,790.22
FTO Expenses					
#8	Value of time calculated at "average" hourly wage of combined FT employees = \$37.60/hour for 16 weeks				\$24,064.00
Field Training Expenses					
#9	16 weeks paid at 40 hours/week during required Field Training period				\$19,750.40
OT incurred during 32 week training period to fill open shifts due to unfilled position(s)					
#10	Average of 20 hours or 2 shifts per week will be filled by overtime at average overtime rate of \$56.41				\$36,102.40
					\$152,611.03



## Cost to outfit/train new officer 2029

Background (Value of times calculated at "average" hourly wage of combined FT employees = 38.99/hour)				Total
#1	Background Investigator (Time = Approx 80 hours)	\$3,119.20		\$3,119.20
#2	Polygraph & Pre-Polygraph (Approx 4 hours observation and review time during pre poly + Fee)	\$139.92	\$367.16	\$507.08
#3	Psychological Exam (Approx 3 hours observation time during pre-psych at PD + Fee)	\$104.94	\$332.75	\$437.69
Uniforms				
#4	Ballistic vest w/outer carrier	\$1,550.62		\$1,550.62
#5	Boots/Uniforms/Gear	\$1,996.50		\$1,996.50
Academy Expenses \$32.09/OT \$48.14		Mileage	Overtime	
#6	Recruit and overtime expenses based on average of last 4 Academies (6,100 miles @ \$.79/mile)	\$4,819.00	\$9,531.72	\$14,350.72
#7	16 weeks paid at 40 hours/week during Academy (198 hours OT)			\$20,537.60
			Total	\$34,888.32
FTO Expenses				
#8	Value of time calculated at "average" hourly wage of combined FT employees = \$38.99/hour for 16 weeks			\$24,953.60
Field Training Expenses				
#9	16 weeks paid at 40 hours/week during required Field Training period			\$20,537.60
OT incurred during 32 week training period to fill open shifts due to unfilled position(s)				
#10	Average of 20 hours or 2 shifts per week will be filled by overtime at average overtime rate of \$58.48			\$37,427.20
				\$160,306.12

## Cost to outfit/train new officer 2030

Background (Value of times calculated at "average" hourly wage of combined FT employees = 40.43/hour)					Total
#1	Background Investigator (Time = Approx 80 hours)		\$3,234.40		\$3,234.40
#2	Polygraph & Pre-Polygraph (Approx 4 hours observation and review time during pre poly + Fee)		\$139.92	\$403.87	\$543.79
#3	Psychological Exam (Approx 3 hours observation time during pre-psych at PD + Fee)		\$104.94	\$366.03	\$470.97
Uniforms					
#4	Ballistic vest w/outer carrier		\$1,705.68		\$1,705.68
#5	Boots/Uniforms/Gear		\$2,196.15		\$2,196.15
Academy Expenses \$33.37/OT \$50.06			Mileage	Overtime	
#6	Recruit and overtime expenses based on average of last 4 Academies (6,100 miles @ \$.82/mile)		\$5,002.00	\$9,911.88	\$14,913.88
#7	16 weeks paid at 40 hours/week during Academy (198 hours OT)				\$21,356.80
				Total	\$36,270.68
FTO Expenses					
#8	Value of time calculated at "average" hourly wage of combined FT employees = \$40.43/hour for 16 weeks				\$25,875.20
Field Training Expenses					
#9	16 weeks paid at 40 hours/week during required Field Training period				\$21,356.80
OT incurred during 32 week training period to fill open shifts due to unfilled position(s)					
#10	Average of 20 hours or 2 shifts per week will be filled by overtime at average overtime rate of \$60.64				\$38,809.60
					\$166,733.94



**ATTACHMENT #2**

**2022 - Academy**

Date	Officer	Week #	Total mileage			Date	Regular	Rate	Regular	OT	OT Total	
8/6/2022	#1	1	\$225.00	360.00	\$252.00	8/6/2022	40.00	\$26.34	\$1,053.60	16.5	\$532.95	\$678.98
8/13/2022	#1	2	\$225.00	360.00	\$252.00	8/13/2022	40.00	\$26.34	\$1,053.60	17.5	\$565.25	\$720.13
8/20/2022	#1	3	\$225.00	360.00	\$252.00	8/20/2022	40.00	\$26.34	\$1,053.60	16.5	\$532.95	\$678.98
8/27/2022	#1	4	\$225.00	360.00	\$252.00	8/27/2022	40.00	\$26.34	\$1,053.60	17	\$549.10	\$699.55
9/3/2022	#1	5	\$225.00	360.00	\$252.00	9/3/2022	40.00	\$26.34	\$1,053.60	20	\$646.00	\$823.00
9/10/2022	#1	6	\$180.00	288.00	\$201.60	9/10/2022	40.00	\$26.34	\$1,053.60	10.5	\$339.15	\$432.08
9/17/2022	#1	7	\$225.00	360.00	\$252.00	9/17/2022	40.00	\$26.34	\$1,053.60	19.5	\$629.85	\$802.43
9/24/2022	#1	8	\$225.00	360.00	\$252.00	9/24/2022	40.00	\$26.34	\$1,053.60	20.5	\$662.15	\$843.58
10/1/2022	#1	9	\$225.00	360.00	\$252.00	10/1/2022	40.00	\$26.34	\$1,053.60	19	\$613.70	\$781.85
10/8/2022	#1	10	\$225.00	360.00	\$252.00	10/8/2022	40.00	\$26.34	\$1,053.60	17.5	\$565.25	\$720.13
10/15/2022	#1	11	\$225.00	360.00	\$252.00	10/15/2022	40.00	\$26.34	\$1,053.60	28.5	\$920.55	\$1,172.78
10/22/2022	#1	12	\$225.00	360.00	\$252.00	10/22/2022	40.00	\$26.34	\$1,053.60	19	\$613.70	\$781.85
10/29/2022	#1	13	\$225.00	360.00	\$252.00	10/29/2022	40.00	\$26.34	\$1,053.60	21	\$678.30	\$864.15
11/5/2022	#1	14	\$225.00	360.00	\$252.00	11/5/2022	40.00	\$26.34	\$1,053.60	15	\$484.50	\$617.25
11/12/2022	#1	15	\$180.00	288.00	\$201.60	11/12/2022	40.00	\$26.34	\$1,053.60	5	\$161.50	\$205.75
11/19/2022	#1	16	\$225.00	360.00	\$252.00	11/19/2022	40.00	\$26.34	\$1,053.60	5	\$161.50	\$205.75
Total Mileage			<b>\$3,510.00</b>			Total OT					<b>\$8,656.40</b>	

**2023 - Academy #1**

Date	Officer	Week #	Total mileage			Date	Regular	Pay rate	Regular	OT hours	OT Total	
3/9/2023	#2	1	\$371.39	567.00	\$371.39	3/9/2023	40.00	\$25.47	\$1,018.80	13.5	\$515.77	\$555.53
3/16/2023	#2	2	\$371.39	567.00	\$371.39	3/16/2023	40.00	\$25.47	\$1,018.80	13.5	\$515.77	\$555.53
3/23/2023	#2	3	\$297.37	454.00	\$297.37	3/23/2023	40.00	\$25.47	\$1,018.80	0	\$0.00	\$0.00
3/30/2023	#2	3	\$297.37	454.00	\$297.37	3/30/2023	40.00	\$25.47	\$1,018.80	17.5	\$668.59	\$720.13
4/6/2023	#2	4	\$371.39	567.00	\$371.39	4/6/2023	40.00	\$25.47	\$1,018.80	14	\$534.87	\$576.10
4/13/2023	#2	5	\$371.39	567.00	\$371.39	4/13/2023	40.00	\$26.11	\$1,044.40	6.5	\$254.61	\$267.48
4/20/2023	#2	6	\$371.39	567.00	\$371.39	4/20/2023	40.00	\$26.11	\$1,044.40	9.25	\$362.32	\$380.64
4/27/2023	#2	7	\$371.39	567.00	\$371.39	4/27/2023	40.00	\$26.11	\$1,044.40	12	\$470.04	\$493.80
5/4/2023	#2	8	\$371.39	567.00	\$371.39	5/4/2023	40.00	\$26.11	\$1,044.40	10.5	\$411.29	\$432.08
5/11/2023	#2	9	\$371.39	567.00	\$371.39	5/11/2023	40.00	\$26.11	\$1,044.40	10.75	\$421.08	\$442.36
5/18/2023	#2	10	\$371.39	567.00	\$371.39	5/18/2023	40.00	\$26.11	\$1,044.40	12	\$470.04	\$493.80
5/25/2023	#2	11	\$371.39	567.00	\$371.39	5/25/2023	40.00	\$26.11	\$1,044.40	13	\$509.21	\$534.95
6/1/2023	#2	12	\$371.39	567.00	\$371.39	6/1/2023	40.00	\$26.11	\$1,044.40	17	\$665.89	\$699.55
6/8/2023	#2	13	\$371.39	567.00	\$371.39	6/8/2023	40.00	\$26.11	\$1,044.40	1	\$39.17	\$41.15
6/15/2023	#2	14	\$371.39	567.00	\$371.39	6/15/2023	40.00	\$26.11	\$1,044.40	7.5	\$293.78	\$308.63
6/22/2023	#2	16	\$371.39	567.00		6/22/2023	40.00	\$26.11	\$1,044.40	3	\$117.51	\$123.45
Total Mileage			<b>\$5,794.20</b>			Total OT					<b>\$6,249.92</b>	



2023 - Academy #2											
Date	Officer	Week #	Total mileage			Date	Regular	Rate	Regular	OT	OT Total
6/22/2023	#3	1	\$137.55	210.00	\$147.00	6/22/2023	40.00	\$26.34	\$1,053.60	14.5	\$572.90
6/29/2023	#3	2	\$137.55	210.00	\$147.00	6/29/2023	40.00	\$26.34	\$1,053.60	12.5	\$493.88
7/6/2023	#3	3	\$110.04	210.00	\$147.00	7/6/2023	40.00	\$26.34	\$1,053.60	16	\$632.16
7/13/2023	#3	4	\$137.55	210.00	\$147.00	7/13/2023	40.00	\$26.34	\$1,053.60	3.5	\$138.29
7/20/2023	#3	5	\$137.55	210.00	\$147.00	7/20/2023	40.00	\$26.34	\$1,053.60	16	\$632.16
7/27/2023	#3	6	\$137.55	210.00	\$147.00	7/27/2023	40.00	\$26.34	\$1,053.60	10	\$395.10
8/3/2023	#3	7	\$137.55	210.00	\$147.00	8/3/2023	40.00	\$26.34	\$1,053.60	15	\$592.65
8/10/2023	#3	8	\$137.55	210.00	\$147.00	8/10/2023	40.00	\$26.34	\$1,053.60	6.5	\$256.82
8/17/2023	#3	9	\$137.55	210.00	\$147.00	8/17/2023	40.00	\$26.34	\$1,053.60	8.25	\$325.96
8/24/2023	#3	10	\$137.55	210.00	\$147.00	8/24/2023	40.00	\$26.34	\$1,053.60	12.75	\$503.75
8/31/2023	#3	11	\$137.55	210.00	\$147.00	8/31/2023	40.00	\$26.34	\$1,053.60	15	\$592.65
9/7/2023	#3	12	\$137.55	210.00	\$147.00	9/7/2023	40.00	\$26.34	\$1,053.60	15.5	\$612.41
9/14/2023	#3	13	\$110.04	210.00	\$147.00	9/14/2023	40.00	\$26.34	\$1,053.60	4.75	\$187.67
9/21/2023	#3	14	\$137.55	210.00	\$147.00	9/21/2023	40.00	\$26.34	\$1,053.60	8	\$316.08
9/28/2023	#3	15	\$137.55	210.00	\$147.00	9/28/2023	40.00	\$26.34	\$1,053.60	6	\$237.06
10/5/2023	#3	16	\$137.55	210.00	\$147.00	10/5/2023	40.00	\$26.34	\$1,053.60	4.5	\$177.80
Total Mileage			\$2,145.78			Total OT					\$6,667.31
2024 - Academy											
Date	Officer	Week #	Total mileage			Date	Regular	Pay rate	Regular	OT hours	OT Total
6/24/2024	#4	1	\$402.00	600.00	\$420.00	6/24/2024	40.00	\$26.89	\$1,075.60	18	\$726.03
7/1/2024	#4	2	\$241.20	360.00	\$252.00	7/1/2024	40.00	\$26.89	\$1,075.60	13.5	\$544.52
7/8/2024	#4	3	\$241.20	360.00	\$252.00	7/8/2024	40.00	\$26.89	\$1,075.60	6.5	\$262.18
7/15/2024	#4	4	\$321.60	480.00	\$336.00	7/15/2024	40.00	\$26.89	\$1,075.60	19.5	\$786.53
7/22/2024	#4	5	\$241.20	360.00	\$252.00	7/22/2024	40.00	\$26.89	\$1,075.60	18.5	\$746.20
7/29/2024	#4	6	\$321.60	480.00	\$336.00	7/29/2024	40.00	\$26.89	\$1,075.60	16.75	\$675.61
8/5/2024	#4	7	\$321.60	480.00	\$336.00	8/5/2024	40.00	\$26.89	\$1,075.60	17.75	\$715.95
8/12/2024	#4	8	\$321.60	480.00	\$336.00	8/12/2024	40.00	\$26.89	\$1,075.60	15.5	\$625.19
8/19/2024	#4	9	\$321.60	480.00	\$336.00	8/19/2024	40.00	\$26.89	\$1,075.60	4.25	\$171.42
8/26/2024	#4	10	\$241.20	360.00	\$252.00	8/26/2024	40.00	\$26.89	\$1,075.60	0	\$0.00
9/2/2024	#4	11	\$321.60	480.00	\$336.00	9/2/2024	40.00	\$26.89	\$1,075.60	15.25	\$615.11
9/9/2024	#4	12	\$321.60	480.00	\$336.00	9/9/2024	40.00	\$26.89	\$1,075.60	4	\$161.34
9/16/2024	#4	13	\$321.60	480.00	\$336.00	9/16/2024	40.00	\$26.89	\$1,075.60	16.75	\$675.61
9/23/2024	#4	14	\$402.00	600.00	\$420.00	9/23/2024	40.00	\$26.89	\$1,075.60	13	\$524.36
9/30/2024	#4	15	\$402.00	600.00	\$420.00	9/30/2024	40.00	\$26.89	\$1,075.60	14.5	\$584.86
10/7/2024	#4	16	\$402.00	600.00	\$420.00	10/7/2024	40.00	\$26.89	\$1,075.60	9	\$363.02
Total Mileage			\$5,145.60			Total OT					\$8,177.92
Grand Total			\$16,595.58		\$17,081.95				\$29,751.55		\$32,570.23
					\$4,270.49						\$8,142.56



**ATTACHMENT #3**

	2025			2026			2027			2028			2029			2030		
2% step 2% cola	Hourly	Weekly	Annually	Hourly	Weekly	Annually	Hourly	Weekly	Annually	Hourly	Weekly	Annually	Hourly	Weekly	Annually	Hourly	Weekly	Annually
Chief 2% cola	\$49.94	\$1,997.79	\$103,885.08	\$50.94	\$2,037.55	\$105,952.70	\$51.96	\$2,078.30	\$108,071.76	\$53.00	\$2,119.87	\$110,233.19	\$54.06	\$2,162.27	\$112,437.86	\$55.14	\$2,205.51	\$114,686.61
Sergeant	\$39.59	\$1,583.60	\$82,347.20	\$41.17	\$1,646.94	\$85,641.09	\$42.82	\$1,712.82	\$89,066.73	\$44.53	\$1,781.33	\$92,629.40	\$46.31	\$1,852.59	\$96,334.58	\$48.17	\$1,926.69	\$100,187.96
Detective	\$37.28	\$1,491.20	\$77,542.40	\$38.77	\$1,550.85	\$80,644.10	\$40.32	\$1,612.88	\$83,869.86	\$41.93	\$1,677.40	\$87,224.65	\$43.61	\$1,744.49	\$90,713.64	\$45.36	\$1,814.27	\$94,342.19
Master Patrolman I	\$32.95	\$1,318.00	\$68,536.00	\$34.27	\$1,370.72	\$71,277.44	\$35.64	\$1,425.55	\$74,128.54	\$37.06	\$1,482.57	\$77,093.68	\$38.55	\$1,541.87	\$80,177.43	\$40.09	\$1,603.55	\$83,384.52
Officer	\$29.71	\$1,188.40	\$61,796.80	\$30.90	\$1,235.94	\$64,268.67	\$32.13	\$1,285.37	\$66,839.42	\$33.42	\$1,336.79	\$69,513.00	\$34.76	\$1,390.26	\$72,293.52	\$36.15	\$1,445.87	\$75,185.26
Officer	\$28.54	\$1,141.60	\$59,363.20	\$29.68	\$1,187.26	\$61,737.73	\$30.87	\$1,234.75	\$64,207.24	\$32.10	\$1,284.14	\$66,775.53	\$33.39	\$1,335.51	\$69,446.55	\$34.72	\$1,388.93	\$72,224.41
Officer	\$28.54	\$1,141.60	\$59,363.20	\$29.68	\$1,187.26	\$61,737.73	\$30.87	\$1,234.75	\$64,207.24	\$32.10	\$1,284.14	\$66,775.53	\$33.39	\$1,335.51	\$69,446.55	\$34.72	\$1,388.93	\$72,224.41
Officer	\$29.71	\$1,188.40	\$61,796.80	\$30.90	\$1,235.94	\$64,268.67	\$32.13	\$1,285.37	\$66,839.42	\$33.42	\$1,336.79	\$69,513.00	\$34.76	\$1,390.26	\$72,293.52	\$36.15	\$1,445.87	\$75,185.26
Officer	\$27.43	\$1,097.20	\$57,054.40	\$28.53	\$1,141.09	\$59,336.58	\$29.67	\$1,186.73	\$61,710.04	\$30.86	\$1,234.20	\$64,178.44	\$32.09	\$1,283.57	\$66,745.58	\$33.37	\$1,334.91	\$69,415.40

SUMMARY:	2025	2026	2027	2028	2029	2030
Average hourly rate	\$33.74	\$34.98	\$36.27	\$37.60	\$38.99	\$40.43
Average OT rate	\$50.62	\$52.47	\$54.40	\$56.41	\$58.48	\$60.64

ATTACHMENT #4

**Town of Rindge**  
**County of Cheshire**

**Amendment to Employment Agreement**

**THIS AMENDMENT**, made and entered into this 1st day of May, 2022, by and between XXXXXXXXXX, of XXXX, New Hampshire, hereinafter "Employee" and the Town of Rindge, New Hampshire, hereinafter "Town of Rindge".

**WHEREAS**, the parties are subject to an employment agreement dated May 9, 2022; and

**WHEREAS**, it is the desire of the Employee to remain employed by the Town of Rindge; and

**WHEREAS**, it is the desire of the Employer to retain the Employee;

**NOW, THEREFORE**, in consideration of the mutual covenants herein contained, the parties agree as follows:

Section 1. The following amendments are made to the Employment Agreement dated May 1, 2022:

- A. Employee agrees to remain employed as a Full Time XXXXXXXXXX with the Town of Rindge through May 1, 2023.
- B. Employer agrees to pay Employee a one-time bonus of \$10,000.00, subject to taxation. This is a Discretionary Bonus, not earnable compensation, and is, therefore, not subject to New Hampshire State Retirement deduction.
- C. Employee agrees to accept the bonus with the stipulation that if he/she resigns from the Town of Rindge prior to May 1, 2023, said \$10,000.00 bonus is to be repaid to the Town of Rindge in full, including taxation.
- D. Employee understands that he/she is not obligated to accept the terms of the Amendment and may, instead, forgo receipt of the \$10,000.00 bonus without penalty.

Section 2. All other provisions remain unchanged.

Section 3. This amendment shall become effective immediately and Employer shall issue said bonus within seven (7) days of receipt of signed contract.

The foregoing provisions are understood and agreed to by the undersigned.

IN WITNESS WHEREOF, the parties have agreed to and executed this AGREEMENT at Rindge, New Hampshire.

\_\_\_\_\_  
Date Employee's Signature Employee's Date of Birth

\_\_\_\_\_  
Date Chief of Police or Designee

Town of Rindge Board of Selectmen

\_\_\_\_\_  
Robert Hamilton

\_\_\_\_\_  
Marybeth Quill

\_\_\_\_\_  
Karl Pruter



# ATTACHMENT #5

Town	Salary Range for PATROL OFFICERS		Hiring Bonus/Incentives
	Min	Max	
RINDGE	\$55,931.20 (step 1)	\$66,934.40 (Max step)	\$15,000.00 for 5+ yrs certified
Jaffrey	\$65,775.00	\$73,777.00	\$10,000.00 for certified AND non-certified
Keene	\$65,104.00	\$88,712.00	\$10,000.00
Swanzey	\$60,320.00	\$68,515.20	\$3,000.00 non-certified/\$10,000.00 certified
Chesterfield	\$61,776.00	\$79,580.00	\$5,000.00 non-certified/\$10,000.00 certified
Peterborough	\$60,653.00	\$90,979.00	5% increase upon completion of Academy and ADDITIONAL 5% upon completion of probation/FTO
NHSP	\$64,542.40	\$83,241.60	Lateral Salary match

The average "range" of reporting agencies across the State is \$60,819.00 to \$81,008.60

Some Departments offer physical fitness incentives, stipends for higher education levels, and many others

Hiring bonuses range from \$5,000.00 to \$30,000.00 across the state, with

This is what we're competing with.

Total of all current hiring departments:	\$378,170.40
Average starting of all current hiring:	\$63,028.40
Average starting more than Rindge current:	\$7,097.20

This is the recommended amount to **increase** Rindge starting wage (and across the board)

# ATTACHMENT #6

Pay Date	Officer #1			Officer #2		
	Hourly Rate	Health	Dental	Hourly Rate	Ins Stipend	Total Savings
	\$32.95			\$29.71	\$1,750.00	
8/28/2025				\$1,188.40	\$67.31	
9/4/2025				\$1,188.40	\$67.31	
9/11/2025	\$1,318.00			\$1,188.40	\$67.31	
9/18/2025	\$1,318.00			\$1,188.40	\$67.31	
9/25/2025	\$1,318.00			\$1,188.40	\$67.31	
10/2/2025	\$1,318.00			\$1,188.40	\$67.31	
10/9/2025	\$1,318.00			\$1,188.40	\$67.31	
10/16/2025	\$1,318.00			\$1,188.40	\$67.31	
10/23/2025	\$1,318.00			\$1,188.40	\$67.31	
10/30/2025	\$1,318.00	\$1,834.00	\$76.11	\$1,188.40	\$67.31	
11/6/2025	\$1,318.00			\$1,188.40	\$67.31	
11/13/2025	\$1,318.00			\$1,188.40	\$67.31	
11/20/2025	\$1,318.00			\$1,188.40	\$67.31	
11/27/2025	\$1,318.00	\$1,834.00	\$76.11	\$1,188.40	\$67.31	
12/4/2025	\$1,318.00			\$1,188.40	\$67.31	
12/11/2025	\$1,318.00			\$1,188.40	\$67.31	
12/18/2025	\$1,318.00			\$1,188.40	\$67.31	
12/25/2025	\$1,318.00	\$1,834.00	\$76.11	\$1,188.40	\$67.31	
<b>Totals</b>	<b>\$21,088.00</b>	<b>\$5,502.00</b>	<b>\$228.33</b>	<b>\$21,391.20</b>	<b>\$1,211.54</b>	<b>\$49,421.07</b>
<i>Group II Ret. 30.95% 30.95%</i>						
<b>Actual Total</b>	<b>\$27,614.74</b>			<b>\$28,011.78</b>		<b>\$62,568.38</b>

Retention Incentive Projection: Effective October 1, 2025

Remaining full time Police Department employees = 8

Retention Incentive Proposal = \$5,000.00

Total Incentive Proposal = \$40,000.00

Remaining unspent wages/benefits through end of 2025 calendar year = \$22,568.38

Proposed hiring bonus for ≤5 years of experience = \$10,000.00

Remaining salary funds through end of 2025 calendar year = \$12,568.38

Projected hire date for certified officer utilizing remaining funds - November 1, 2025

Projected hire date for 2nd open position - ≥ January 1, 2026