**The 2016 COPS Hiring Program (CHP):** is a program through the US Department of Justice. It is designed to advance public safety through community policing by addressing the full-time sworn officer needs of local law enforcement agencies nationwide. The CHP provides funds directly to law enforcement agencies to hire new and/or rehire career law enforcement officers and to increase their community policing capacity and crime prevention efforts.

The grant is a four year commitment that will provide the Town of Rindge a total of $125,000, over the first three years, to cover the cost of the entry-level salary and benefits of one new police officer position. The Town of Rindge is required to pay the full cost of the salary and benefits the entire fourth year.

**The Competition:** 1,181 agencies nationwide competed for a COPS Grant in 2016. Only 181 agencies were awarded grants. (15.3% of all applicants.) Only 4 agencies in New Hampshire received awards. Rindge PD had the highest score of all NH applicants. In addition, Rindge is one of only 2 agencies nationwide to be awarded a grant in the community “Quality of Life” category.

**The 8th Police Officer:** In 2016, the Board of Selectmen voted to hire an 8th Police Officer based on staffing shortages regardless of the acceptance of the grant. Officer Swanson was hired on January 1, 2017 to fill the 8th Police Officer Position. The costs associated with 8th Officer and subsequent effect on funding with and without the grant are therefore based on her total salary and benefits package of $57,944\*.

\*These costs may increase if future raises are given or if Officer Swanson’s medical benefits category changes.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Federal vs. Local Funding Requirement if grant is accepted.** | | | | | |
| (Based on Officer Swanson’s Salary and Benefits package of $57,944) | | | | | |
| Year | Total Cost |  | Federal Funding |  | Local Funding |
| 1 | $57,944 | - | $54,017 | = | $3,928 |
| 2 | $57,944 | - | $41,572 | = | $16,372 |
| 3 | $57,944 | - | $29,411 | = | $28,533 |
| 4 | $57,944 | - | $0 | = | $57,944 |
| **Four-year total cost of 8th Officer** | **$231,776** |  | **$125,000** |  | **$106,777** |

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Potential Tax Impact of the 8th Officer Position** | | | | |
| (Based on a $200,000 property.) | | | | |
| Year | Annual cost without grant | Annual cost  with grant | Monthly cost without grant | Monthly cost  with grant |
| 1 | $22.10 | $1.50 | $1.84 | 12.5 cents |
| 2 | $22.10 | $6.24 | $1.84 | 52 cents |
| 3 | $22.10 | $10.88 | $1.84 | 91 cents |
| 4 | $22.10 | $22.10 | $1.84 | $1.84 |
| **Four-year total =** | **$88.40** | **$40.72** |  |  |