



local law enforcement agency shall reimburse the state law enforcement agency the costs expended with the initial hiring and training of that officer. This includes costs associated with the application process, training costs, equipment costs, salary and fringe benefits. The legislation removes the prorating of reimbursement for state law enforcement agencies.

**The fiscal impact of this legislation is indeterminable.**

According to the Kentucky Department of Criminal Justice Training (DOCJT), the cost for pre-employment screening of prospective law enforcement officers ranges between \$400 and \$500.

The cost of law enforcement basic training is borne entirely by DOCJT, whose primary funding source is the Kentucky Law Enforcement Foundation Program Fund (KLEFPF). Law enforcement agencies do not pay for any costs of basic training, however, they pay the cadet's salary throughout their training. The Law Enforcement Basic Training Academy takes 20 weeks to complete the 824.5-hour curriculum.

The Kentucky League of Cities reports that the FY 2020, median annual pay for police officers was about \$38,000. CERS hazardous duty benefits will cost 44.33% of the employee's salary for FY 2023. This is about \$16,845 annually. In FY 2020, the average median single health insurance plan cost cities \$7,200 annually (\$600 monthly). Most cities also pay for the cost of dental, vision, and life insurance for the employee which totals approximately \$37 per month or \$444 annually. Employers are also responsible for FICA contributions of 7.65% or approximately \$2,900 annually. For the purposes of this calculation, costs associated with overtime and other employer costs such as unemployment insurance costs were not used. The approximate annual median cost of salary and benefits for a city police officer is nearly \$65,400.

The 20 weeks of academy training is 38.5% of a 52 week work year. Therefore, the approximate cost of training for a city police officer, not including travel and equipment expenses, is \$25,100 per officer.

**Depending on the size of the law enforcement agency, this could be a moderate or higher impact.**

**Part III: Differences to Local Government Mandate Statement from Prior Versions**

Part II, above, pertains to the bill as introduced.

**Data Source(s):** Kentucky Department of Criminal Justice Training, Kentucky League of Cities.

**Preparer:** MJO **Reviewer:** KHC **Date:** 2/25/22