

It also requires that if a peace officer who has been employed by a state law enforcement agency for less than 5 years (currently 3) is hired by a local law enforcement agency, the 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.

KRS 183.881 is amended to provide that public airport boards *may* require newly appointed safety and security officers participating in the Kentucky Law Enforcement Foundation Program Fund to enter an employment contract for a period no longer than five years from the date of graduation from the Department of Criminal Justice Training or other training approved by the Kentucky Law Enforcement Council. If the safety and security officer accepts employment as a peace officer with another agency, that agency shall reimburse the initial agency for the actual cost incurred and expended including but not limited to the application process, training costs, equipment costs, salary, and fringe benefits. The initial agency shall be reimbursed for the costs from the time of the officer's initial application until graduation from the Department of Criminal Justice Training.

The fiscal impact of SB 101 on local governments is indeterminable. We don't know how many officers will opt to change agencies, nor do we know which agencies will be losing an officer or which agencies will be hiring an officer from another agency. However, we can estimate the cost of reimbursement.

According to the Department of Criminal Justice Training, 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 Department of Criminal Justice Training, whose primary funding source is the Kentucky Law Enforcement Foundation Program Fund. 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 nearly \$25,200 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 refers to SB 101 as introduced.

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

Preparer: WB (RB) **Reviewer:** KHC **Date:** 2/17/23