**Appendix A**

**Estimated Starting/Continued Police Department Operating Costs**

**Salary and Benefits (per officer)**

|  |  |
| --- | --- |
| Base salary | $40,000 |
| FICA (7.65% of base) | $3,060 |
| IPERS Protective Occupation Rate (FY2012 = 9.97%) | $3,998 |
| Workers’ Compensation | $1,400 |
| \*Health Insurance (including vision and dental) | $9,000 |
| \*Term Life Insurance | $75 |
| \*Long-term Disability | $150 |
| Total Mandatory Salary & Benefits | $48,458 |
| plus Optional Benefits | $9,225 |
| **Total Salary & Benefits** | **$57,683** |

**\***Optional Benefits

**Support Expenses – Start-up costs incurred the first year**

|  |  |
| --- | --- |
| Estimated costs for uniforms and equipment (per officer)* Three uniforms
* Duty gear
* Portable radio/other communication equipment
* Sidearm
* Ballistic vest
 | $7,000 |
| Estimated costs for equipped patrol vehicle* Vehicle
* Top-lights
* Radio/computer/communications
* Radar unit
* Support equipment
 | $35,000 |
| Tuition for certification training at Iowa Law Enforcement Academy  | $7,000 |
| **Total Start-Up Costs** | **$49,000** |

**Annual Support Expenses – These costs would be incurred every year**

|  |  |
| --- | --- |
| Vehicle maintenance/fuel (15,000 miles @ $.51/mile) | $7,650 |
| Annual training (per officer) | $1,000 |
| **Total Annual Support Cost** | **$8,650** |

**Total first-year costs (salary, benefits and total support costs) $115,333**

**Total annual costs (salary, benefits and annual support costs) $66,333**

*Estimates do not include office space, telephone, office supplies and material*