NORTH MIAMI
FLORIDA
776 N.E. 125 Street, North Miami, Florida 33161

Council Report

To: The Honorable Mayor and City Council

From: Natasha Colebrook-Williams, Chief of Staff

Date: July 14, 2015

RE: UNITED STATES DEPARTMENT OF JUSTICE COMMUNITY ORIENTED POLICING SERVICES (COPS) HIRING PROGRAM

RECOMMENDATION

It is recommended that the Mayor and City Council approve the attached resolution ratifying the submittal of a grant application and authorizing the City Manager and City Attorney to negotiate and execute an agreement between the city of North Miami and the United States Department of Justice for the Community Oriented Policing Services (COPS) Hiring Program.

BACKGROUND

The City of North Miami submitted an application for the COPS grant from the United States Department of Justice requesting $250,000, the total allowable cost for two (2) officers, with a federal contribution of $125,000 per officer. A match of $956,016.85 is required for a total project cost of $1,206,016.85. The funds will be used to increase the capacity of the North Miami Police Department by furthering the community policing efforts and strategies through the hiring of two (2) officers for a forty-eight (48) month period within the Community Oriented Policing Services (COPS) Unit.

ATTACHMENTS

Resolution

RESOLUTION NO._____

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA, RATIFYING THE SUBMITTAL OF A GRANT APPLICATION AND AUTHORIZING THE CITY MANAGER AND CITY ATTORNEY TO NEGOTIATE AND EXECUTE AN AGREEMENT BETWEEN THE CITY OF NORTH MIAMI AND THE UNITED STATES DEPARTMENT OF JUSTICE FOR GRANT FUNDS FROM THE COMMUNITY ORIENTED POLICING SERVICES (COPS) HIRING PROGRAM; PROVIDING FOR AN EFFECTIVE DATE AND FOR ALL OTHER PURPOSES.

WHEREAS, the City of North Miami ("City") applied for and secured the Community Oriented Policing Services (COPS) Hiring Program grant from the United States Department of Justice; and

WHEREAS, the City requested a grant in the amount of Two Hundred Fifty Thousand Dollars ($250,000.00) which is the total allowable cost for two (2) officers equating to a federal contribution of One Hundred Twenty-Five Thousand Dollars ($125,000.00) per officer, with a required match in the amount of Nine Hundred Fifty-Six Thousand Sixteen Dollars and Eighty-Five Cents ($956,016.85) for a total project cost in the amount of One Million Two Hundred Six Thousand Sixteen and Eighty-Five Cents ($1,206,016.85); and

WHEREAS, the funds will be used to increase the capacity of the North Miami Police Department by furthering the community policing efforts and strategies through the hiring of two (2) officers for a forty-eight (48) month period within the Community Oriented Policing Services (COPS) Unit; and

WHEREAS, the Mayor and City Council wish to ratify the submittal of a grant application as well as to fully authorize the negotiation and execution of an agreement for grant funds between the City and the United States Department of Justice.

NOW THEREFORE, BE IT DULY RESOLVED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF NORTH MIAMI, FLORIDA:

Section 1. Ratification of Submittal of Grant Application. The Mayor and City Council of the City of North Miami, Florida, hereby ratify the submittal of the City of North Miami's application for a grant from the United States Department of Justice.

Section 2. **Authority to City Manager and City Attorney.** The City Manager and City Attorney are hereby authorized to negotiate and execute an agreement between the City of North Miami, Florida and the United States Department of Justice.

Section 3. **Effective Date.** This Resolution shall become effective immediately upon adoption.

PASSED AND ADOPTED by a _____ vote of the Mayor and City Council of the City of North Miami, Florida, this _____ day of _____, 2015.

_____
DR. SMITH JOSEPH
MAYOR

ATTEST:

_____
MICHAEL A. ETIENNE, ESQ.
CITY CLERK

APPROVED AS TO FORM
AND LEGAL SUFFICIENCY:

_____
ROLAND C. GALDOS, ESQ.
INTERIM CITY ATTORNEY

SPONSORED BY: CITY ADMINISTRATION

Moved by: _____

Seconded by: _____

Vote:

Mayor Smith Joseph, D.O., Pharm. D.	_____ (Yes)	_____ (No)
Vice Mayor Carol Keys, Esq.	_____ (Yes)	_____ (No)
Councilman Scott Galvin	_____ (Yes)	_____ (No)
Councilman Philippe Bien-Aime	_____ (Yes)	_____ (No)
Councilman Alix Desulme	_____ (Yes)	_____ (No)

COPS Application

FL01318

North Miami, City of

COMMUNITY ORIENTED POLICING SERVICES
U.S. DEPARTMENT OF JUSTICE

S. BUDGET SUMMARY

Instructions: Please review the category totals and the total project costs below. If the category totals and project amounts shown are correct, please continue with the submission of your application. Should you need to make revisions to a budget category, please return to the Budget Detail Worksheet.

located on the Award Document. The implementation of the COPS Hiring Grant without submission and acceptance of the required MOU within the 90 day timeframe may result in expenditures not being reimbursed by the COPS Office and/or award de-obligation. Please refer to the program-specific Application Guide to determine if an MOU or other application attachments are required. The Guide will also specify if optional attachments are permitted for submission. Please use appropriately descriptive file names (e.g., Program Narrative, Budget Detail Worksheet and Budget Narrative, Timelines, Memoranda of Understanding, Resumes) for all attachments. Please do not submit executable file types as application attachments. These disallowed file types include, but are not limited to, the following extensions: .com, .bat, .exe, .vbs, .cfg, .dat, .db, .dbf, .dll, .ini, .log, .ora, .sys, and .zip. The system may reject applications with files that use these extensions.

Current Attachments

Upload attachments using "Browse..." and "Upload...". File names may only contain: a-z0-9period(.), underscore(_), hyphen(-)Characters other than these will be replaced by a hyphen(-).After clicking the "Upload..." button, please wait for the page to refresh. The uploaded file will automatically appear in the file list.

Form COPS_Sh_ApplicationAttachment_2_2-V2.2.pdf	SF-424	Delete
Form SF424_2_1-V2.1.pdf	SF-424	Delete

Choose File No file chosen Memorandum of Understanding ▼ Upload...

SECTION 14: BUDGET DETAIL WORKSHEETS

Instructions for Completing the Budget Detail Worksheets

The following Budget Detail Worksheets are designed to allow all COPS grant and cooperative agreement applicants to use the same budget forms to request funding. Allowable and unallowable costs vary widely and depend upon the type of COPS program. The maximum federal funds that can be requested and the federal/local share breakdown requirements also vary.

Please refer to the program-specific Application Guide to determine the allowable/unallowable costs, the maximum amount of federal funds that can be requested, and the federal/local share requirements for the COPS program for which your agency is applying(See http://www.cops.usdoj.gov/Default.asp?Item=46). To assist you, sample Budget Detail Worksheets are included in each Application Guide

Please complete each section of the Budget Detail Worksheets applicable to the program for which you are applying (See http://www.cops.usdoj.gov/Default.asp?Item=46 for requirements). If you are not requesting anything under a particular budget category, please check the appropriate box in that category indicating that no positions or items are requested.

Final calculations will be rounded to the nearest whole dollar. Once the budget for your proposal has been completed, a budget summary page will reflect the total amounts requested in each category, the total project costs, and the total federal and local shares.

If you need assistance in completing the Budget Detail Worksheets, please call the COPS Office Response Center at 800-421-6770.

SECTION 14A: BUDGET DETAIL WORKSHEETS

Instructions: This worksheet will assist your agency in reporting your agency's current entry-level salary and benefits and identifying the total salary and benefits request per officer position for the length of the grant term. Please list the current entry-level base salary and fringe benefits rounded to the nearest whole dollar for one full-time sworn officer position within your agency. Do not include employee contributions. (Please refer to http://www.cops.usdoj.gov/Default.asp?Item=46 for information on the length of the grant term for the program under which you are applying.)

Special note regarding sworn officer fringe benefits: For agencies that do not include fringe benefits as part of the base salary costs and typically calculate these separately, the allowable expenditures may be included under Part 1, Section B. Any fringe benefits that are already included as part of the agency's base salary (Part 1, Section A of the Sworn Officer Budget Worksheet) should not also be included in the separate fringe listing (Part 1, Section B). Please refer to http://www.cops.usdoj.gov/Default.asp?Item=46 for information about allowable and unallowable fringe benefits for sworn officer positions requested under the program to which your agency is applying.

A. SWORN OFFICER POSITIONS

Full-Time Entry-Level Sworn Officer Base Salary Information

Part 1: Instructions: Please Complete the questions below based on your agency's entry-level salary and benefits package for one locally-funded officer position. As applicable per the program-specific Application Guide, you may also be required to project Year 2 and Year 3 salaries.

Sworn Officer Position

A. Base Salary Information

	Year 1 Salary	Year 2 Salary	Year 3 Salary
	Enter the first year entry-level	Enter the second year entry-level	Enter the third year entry-level

http://www.cops.usdoj.gov/Default.asp?Item=46 for information on the length of the grant term for the program under which you are applying.)

Special note regarding sworn officer fringe benefits: For agencies that do not include fringe benefits as part of the base salary costs and typically calculate these separately, the allowable expenditures may be included under Part 1, Section B. **Any fringe benefits that are already included as part of the agency's base salary (Part 1, Section A of the Sworn Officer Budget Worksheet) should not also be included in the separate fringe listing (Part 1, Section B).** Please refer to http://www.cops.usdoj.gov/Default.asp?Item=46 for information about allowable and unallowable fringe benefits for sworn officer positions requested under the program to which your agency is applying.

A. SWORN OFFICER POSITIONS

Full-Time Entry-Level Sworn Officer Base Salary Information

Part 1: Instructions: Please Complete the questions below based on your agency's entry-level salary and benefits package for one locally-funded officer position. *As applicable per the program-specific Application Guide, you may also be required to project Year 2 and Year 3 salaries.*

Sworn Officer Position

A. Base Salary Information

	Year 1 Salary	Year 2 Salary	Year 3 Salary
	Enter the first year entry-level base salary for one sworn officer position.	Enter the second year entry-level base salary for one sworn officer position.	Enter the third year entry-level base salary for one sworn officer position.
	47933.00	51336.00	54981.00
	☐ Please check this box if base salary includes vacation costs.	☐ Please check this box if base salary includes vacation costs.	☐ Please check this box if base salary includes vacation costs.
	☐ Please check this box if the base salary includes sick leave costs.	☐ Please check this box if the base salary includes sick leave costs.	☐ Please check this box if the base salary includes sick leave costs.

B. Fringe Benefit costs should be calculated for each year of the grant term.

FRINGE BENEFITS:		Year 1 Fringe Benefits		Year 2 Fringe Benefits		Year 3 Fringe Benefits	
		COST BASE	% OF SALARY	COST BASE	% OF SALARY	COST BASE	% OF SALARY
Social security expenses cannot exceed 6.2%	Exempt ✓ 6.2% Fixed Rate	2971.85	6.2	3182.83	6.2	3408.82	6.2
Medicare expenses cannot exceed 1.45%	Exempt ✓ 1.45% Fixed Rate	695.03	1.45	744.37	1.45	797.22	1.45
Health Insurance (Family Coverage)		5849.00	12.20	6726.00	13.10	7975.00	14.51
Life Insurance		138.00	0.29	148.00	0.29	158.00	0.29
Vacation	Number of Hours Annually: 80	1844.00	3.85	1974.00	3.85	2115.00	3.85
Sick Leave	Number of Hours Annually: 80	1844.00	3.85	1974.00	3.85	2115.00	3.85
Retirement		20208.00	42.16	22845.00	44.50	25841.00	47.00
Worker's Compensation	Exempt	19173.00	40.00	20534.00	40.00	21992.00	40.00
Unemployment Insurance	Exempt	420.00	0.88	420.00	0.82	420.00	0.76
Other	Holiday Pay	2304.00	4.81	2468.00	4.81	2643.00	4.81
Other	Professional Liability Insurance	1166.00	2.43	1201.00	2.34	1237.00	2.25
Other	Dental Insurance	192.00	0.40	221.00	0.43	254.00	0.46
Benefits Sub-Total Per Year (1 Position)		56804.88		62438.20		68956.04	
C. Total Salary + Benefits Per Year (1 Position)		104737.88		113774.20		123937.04	

D. Total Salary and Benefits for Years 1, 2, and 3 (1

X 2 # of Positions

Position):	342449.12	684898.24

SALARY DETAILS

Part 2 : Sworn Officer Salary Information

1. If your agency's second and/or third-year costs for salaries and/or fringe benefits increase after the first year, check the reasons(s) why in the space below. If these costs do not increase, please select "Not Applicable".

- [x] Cost of Living Adjustment (COLA)
- [x] Step Raises
- [x] Change in Benefit Costs
- [ ] Not Applicable

Part 3: Federal/Local Share Costs (for Hiring Grants)

As part of the local matching requirement for the 2015 COPS Hiring Program, grantees must assume a progressively larger share of the cost of the grant with local funds over the three-year grant period. This means that your local match must increase each year, while the federal share must decrease.

684898.24	Total Salary and Benefits for year 1, 2, & 3 (all positions):
250000.00	Total Federal Share:
36.501772883808	Total Federal Percentage:
434898.24	Total local share required:
63.498227116191	Total Local Percentage:

Please project in the chart below how your agency plans to assume a progressively larger share of the grant costs during each year of the program. The chart is only a projection of your plans; while your agency may deviate from these specific projections during the grant period, it must still ensure that the federal share decreases and the local share increases. For more details on local matching requirements for this program, please refer to http://www.cops.usdoj.gov/Default.asp?Item=46.

Please use the Recalculate button below after any changes to the benefit table above before moving forward.

25	Percent of the "Total Local Share Required" your agency plans to assume in Year 1
35	Percent of the "Total Local Share Required" your agency plans to assume in Year 2
40	Percent of the "Total Local Share Required" your agency plans to assume in Year 3
100	Percent Total
100751.20	Federal Share Year 1
75334.00	Federal Share Year 2
73914.80	Federal Share Year 3
250000	Federal Total
108724.56	Local Share Year 1
152214.38	Local Share Year 2
173959.30	Local Share Year 3
434898.24	Local Total
684898.24	Recalculate

Section

Budget Category	Category Total	
A. Sworn Officer Positions	$684898.24	
B. Non-Sworn Personnel	$0.00	
C. Equipment & Technology	$0.00	
D. Supplies	$0.00	
E. Travel & Training	$0.00	
F. Contracts & Consultants	$0.00	
G. Other Costs	$0.00	
H. Indirect Costs	$0.00	
Total Project Amount:	$684898.24	
Total Federal Share Amount: (Total Project Amount X Federal Share Percentage Allowable)	$250000.00	36.501773%
Total Local Share Amount(If applicable): (Total Project Amount - Total Federal Share Amount)	$434898.24	63.498227%

If your application is funded, but for a reduced number of officer positions, the percentage of the local share provided above will be applied to the total project cost of the awarded officers.

Waiver of Local Match

The COPS Office may waive some or all of a grantee's local match requirement based on severe fiscal distress. During the application review process, your agency's waiver request will be evaluated based on the availability of funding, a demonstration of **severe fiscal distress** as reflected through the fiscal health data in Section 7 of this application, and a comparison of your fiscal health data with that of the overall applicant pool.

Q1: Are you requesting a waiver of the local match based on severe fiscal distress?

No ▼

Contact Information for Budget Questions

Please provide contact information of the financial official that the COPS Office may contact with questions related to your budget submission.

First Name:

Jorge

Last Name:

Manresa

Title:

Police Administrator

Telephone Number:

305-891-0294

Fax:

305-893-2707

Email Address:

jmanresa@northmiar

2015 COPS HIRING BUDGET SHEET

	YEAR 1 FY 16	YEAR 2 FY 17	YEAR 3 FY 18	SUB-TOTAL		YEAR 4 FY 19	TOTAL	
SALARY & BENEFITS FOR TWO (2) OFFICERS	288,241.62	293,951.11	315,042.60	897,235.33		308,781.52	1,206,016.85	
FEDERAL SHARE	100,751.20	75,334.00	73,914.80	250,000.00	28%	-	250,000.00	21%
LOCAL SHARE (City)	187,490.42	218,617.11	241,127.80	647,235.33	72%	308,781.52	956,016.85	79%

Year One (FY 16) COPS Hiring Progam Worksheet:

		CODE	Amount:		Computation/Explanation:
First Year Base Salary & Fringe Benefits for One Officer.	Salary	101	$47,932.86		Step 1 Salary (Includes 2% COLA)
	Social Security (FICA)	140	$2,971.84		6.2% X Base Salary
	Medicare (MICA)	140	$695.03		1.45% X Base Salary
	Health Insurance	142	$5,848.92		$487.41/month (Family) X 12 mos.
	Dental Insurance	142	$192.24		$16.02/month X 12 mos.
	Life Insurance	142	$138.00		$11.50/month (.24/1000 X Base Salary) X 12 mos.
	Pension/Retirement	141	$20,208.49		42.16% X Base Salary
	Unemployment	145	$420.00		6% X 1st $7,000 of Base Salary
	Worker Compensation	144	$19,173.14		0.40 X Base Salary
	Vacation	101	$1,843.57		80 hrs
	Sick Leave	101	$1,843.57		80 hrs
	Holiday Pay	106	$2,304.46		5 holidays (OT Rate) + 5 holidays worked (Regular Rate)
	Police Professional Liability		$1,165.71		Based on 137 (123 Sworn & 14 Crossing Guards) / $159,702
	Sub-Total (Salary & Fringe):		**$104,737.84**		
First Year Additional Expenditures for One Officer.	Fully Marked Vehicle (Leased @ $1,200/mo. for 3 years)	601		$14,400.00	
	COPS Program Pay Differential	101		$4,531.73	7.5% of $ 60,423 (Step 6 Salary)
	Accidental Death and Disability (AD&D)	142		$23.04	$1.92/month (.04/1000 X Salary) X 12 mos.
	Air Cards	302		$456.00	$38/month. X 12 mos.
	Laptop & Car Adapter	602		$2,000.00	
	Radio, Charger & Spare Battery	604		$3,600.00	
	Overtime	104		$5,012.21	Base Salary/2080 hrs. X 1.5 X 145 Hours
	State Salary Incentive	107		$960.00	
	Uniform Cleaning & Maintenance	308		$400.00	$400 per Year
	Uniform, Equipment & Vest	308		$8,000.00	
	Sub-Total (Equipment):			**$39,382.98**	
	SALARY AND BENEFITS OF ONE (1) OFFICER:		**$144,120.81**		
	SALARY AND BENEFITS OF TWO (2) OFFICER:		**$288,241.62**		

Year 2 (FY 17) COPS Hiring Progam Worksheet:

		CODE	Amount:		Computation/Explanation:
First Year Base Salary & Fringe Benefits for One Officer.	Salary	101	$51,336.00		Step 2 Salary (Includes 2% COLA)
	Social Security (FICA)	140	$3,182.83		6.2% X Base Salary
	Medicare (MICA)	140	$744.37		1.45% X Base Salary
	Health Insurance	142	$6,726.36		$560.53/month (Family) X 12 mos. (15% Increase from previous Year)
	Dental Insurance	142	$221.16		$18.43/month X 12 mos. (15% Increase from previous Year)
	Life Insurance	142	$147.84		$12.32/month (.24/1000 X Base Salary) X 12 mos.
	Pension/Retirement	141	$22,844.52		44.5% X Base Salary
	Unemployment	145	$420.00		6% X 1st $7,000 of Base Salary
	Worker Compensation	144	$20,534.40		0.40 X Base Salary
	Vacation	101	$1,974.46		80 hrs
	Sick Leave	101	$1,974.46		80 hrs
	Holiday Pay	106	$2,468.08		5 holidays (OT Rate) + 5 holidays worked (Regular Rate)
	Police Professional Liability		$1,200.68		Based on 137 (123 Sworn & 14 Crossing Guards) / $164,493 (3% increase for inflation)
	Sub-Total (Salary & Fringe):		**$113,775.16**		
First Year Additional Expenditures for One Officer.	Fully Marked Vehicle (Leased @ $1,200/mo. for 3 years)	601		$14,400.00	
	COPS Program Pay Differential	101		$4,531.73	7.5% of $ 60,423 (Step 6 Salary)
	Accidental Death and Disability (AD&D)	142		$24.60	$2.05/month (.04/1000 X Salary) X 12 mos.
	Air Cards	302		$456.00	$38/month. X 12 mos.
	Overtime	104		$5,368.07	Base Salary/2080 hrs. X 1.5 X 145 Hours
	State Salary Incentive	107		$960.00	
	Radio, Charger & Spare Battery	604		$3,600.00	
	State Salary Incentive	107		$960.00	
	Uniform Cleaning & Maintenance	308		$400.00	$400 per Year
	Uniform, Equipment & Vest	308		$2,500.00	
	Sub-Total (Equipment):			**$33,200.39**	
	SALARY AND BENEFITS OF ONE (1) OFFICER:		**$146,975.56**		
	SALARY AND BENEFITS OF TWO (2) OFFICER:		**$293,951.11**		

Year 3 (FY 18) COPS Hiring Progam Worksheet:

		CODE	Amount:		Computation/Explanation:
First Year Base Salary & Fringe Benefits for One Officer.	Salary	101	$54,981.00		Step 3 Salary (Includes 2% COLA)
	Social Security (FICA)	140	$3,408.82		6.2% X Base Salary
	Medicare (MICA)	140	$797.22		1.45% X Base Salary
	Health Insurance	142	$7,975.32		$644.61/month (Family) X 12 mos. (15% Increase from previous Year)
	Dental Insurance	142	$254.40		$21.20/month X 12 mos. (15% Increase from previous Year)
	Life Insurance	142	$158.40		$13.20/month (.24/1000 X Base Salary) X 12 mos.
	Pension/Retirement	141	$25,841.07		47% X Base Salary
	Unemployment	145	$420.00		6% X 1st $7,000 of Base Salary
	Worker Compensation	144	$21,992.40		0.40 X Base Salary
	Vacation	101	$2,114.65		80 hrs
	Sick Leave	101	$2,114.65		80 hrs
	Holiday Pay	106	$2,643.32		5 holidays (OT Rate) + 5 holidays worked (Regular Rate)
	Police Professional Liability		$1,236.70		Based on 137 (123 Sworn & 14 Crossing Guards) / $169,428 (3% increase for inflation)
	Sub-Total (Salary & Fringe):		**$123,937.96**		
First Year Additional Expenditures for One Officer.	Fully Marked Vehicle (Leased @ $1,200/mo. for 3 years)	601		$14,400.00	
	COPS Program Pay Differential	101		$4,531.73	7.5% of $ 60,423 (Step 6 Salary)
	Accidental Death and Disability (AD&D)	142		$26.40	$2.20/month (.04/1000 X Salary) X 12 mos.
	Air Cards	302		$456.00	$38/month. X 12 mos.
	Overtime	104		$5,749.22	Base Salary/2080 hrs. X 1.5 X 145 Hours
	State Salary Incentive	107		$960.00	
	Radio, Charger & Spare Battery	604		$3,600.00	
	State Salary Incentive	107		$960.00	
	Uniform Cleaning & Maintenance	308		$400.00	$400 per Year
	Uniform, Equipment & Vest	308		$2,500.00	
	Sub-Total (Equipment):			**$33,583.34**	
	SALARY AND BENEFITS OF ONE (1) OFFICER:		**$157,521.30**		
	SALARY AND BENEFITS OF TWO (2) OFFICER:		**$315,042.60**		

Year 4 (FY 18) COPS Hiring Progam Worksheet:

		CODE	Amount:		Computation/Explanation:
First Year Base Salary & Fringe Benefits for One Officer.	Salary	101	$58,885.00		Step 3 Salary (Includes 2% COLA)
	Social Security (FICA)	140	$3,650.87		6.2% X Base Salary
	Medicare (MICA)	140	$853.83		1.45% X Base Salary
	Health Insurance	142	$8,895.72		$741.31/month (Family) X 12 mos. (15% Increase from previous Year)
	Dental Insurance	142	$292.56		$24.38/month X 12 mos. (15% Increase from previous Year)
	Life Insurance	142	$168.36		$14.13/month (.24/1000 X Base Salary) X 12 mos.
	Pension/Retirement	141	$29,442.50		50% X Base Salary
	Unemployment	145	$420.00		6% X 1st $7,000 of Base Salary
	Worker Compensation	144	$23,554.00		0.40 X Base Salary
	Vacation	101	$2,264.81		80 hrs
	Sick Leave	101	$2,264.81		80 hrs
	Holiday Pay	106	$2,831.01		5 holidays (OT Rate) + 5 holidays worked (Regular Rate)
	Police Professional Liability		$1,273.80		Based on 137 (123 Sworn & 14 Crossing Guards) / $174,511 (3% increase for inflation)
	Sub-Total (Salary & Fringe):		**$134,797.27**		
First Year Additional Expenditures for One Officer.	COPS Program Pay Differential	101		$4,531.73	7.5% of $ 60,423 (Step 6 Salary)
	Accidental Death and Disability (AD&D)	142		$28.32	$2.36/month (.04/1000 X Salary) X 12 mos.
	Air Cards	302		$456.00	$38/month. X 12 mos.
	Overtime	104		$6,157.45	Base Salary/2080 hrs. X 1.5 X 145 Hours
	State Salary Incentive	107		$960.00	
	Radio, Charger & Spare Battery	604		$3,600.00	
	State Salary Incentive	107		$960.00	
	Uniform Cleaning & Maintenance	308		$400.00	$400 per Year
	Uniform, Equipment & Vest	308		$2,500.00	
	Sub-Total (Equipment):			**$19,593.49**	
	SALARY AND BENEFITS OF ONE (1) OFFICER:		**$154,390.76**		
	SALARY AND BENEFITS OF TWO (2) OFFICER:		**$308,781.52**		