

HIDALGO COUNTY

Department Of Budget & Management

CONSTABLE PRECINCT 1 2017 COPS Hiring Program (CHP)

Salary	Year 1	Year 2	Year 3	Retention Period (12 months)
Base Salary	44,577.00	45,914.31	48,439.16	54,147.26
Step Increase	-	1,114.00	4,131.00	1,246.00
3 % COLA	1,337.31	1,410.85	1,577.10	1,661.80
Total Salary:	\$ 45,914.31	\$ 48,439.16	\$ 54,147.26	\$ 57,055.06

Fringe Benefits	Rates				
Health Insurance	\$6,300.00	6,300.00	6,300.00	6,300.00	6,300.00
Life Insurance	\$43.56	43.56	43.56	43.56	43.56
FICA	7.65%	3,512.44	3,705.60	4,142.27	4,364.71
Retirement	11.47%	5,266.37	5,555.97	6,210.69	6,544.22
Unemployment Comp.	0.60%	275.49	290.63	324.88	342.33
Workers Comp.	3.12%	1,432.53	1,511.30	1,689.39	1,780.12
Total Fringe Benefits:		\$16,830.39	\$17,407.06	\$18,710.80	\$19,374.94

Total Compensation:	\$ 62,744.70	\$ 65,846.22	\$ 72,858.06	\$ 76,430.00
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2017 CHP Award (75%, up to \$125,000.00 per officer)	\$ 47,058.52	\$ 49,384.66	\$ 28,556.82	\$ -
Percentage	75.00%	75.00%	39.20%	0.00%

County Cash Match (25%, anything in excess of \$125,000.00)	\$ 15,686.18	\$ 16,461.56	\$ 44,301.24	\$ 76,430.00
Percentage	25.00%	25.00%	60.80%	100.00%