

Constable Hiring: Overview of Financial Impact of Different Coverage Levels

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Background

- Through mid-2022, the Town employed two full-time constables and paid CSP for one resident trooper, for a total of three full-time law enforcement officers dedicated to Litchfield.
- In 2022, the Town's two constables retired. Due to a variety of factors including the requirements of the Police Accountability Bill, the Town elected to not hire new constables and instead added a second resident trooper, for a total of two full-time LEOs.
- Residents have expressed a desire for additional police coverage in public comment at Town meetings, as well as online.
- Following resident feedback, the Town approved funding for a third resident trooper as of July 2024, but CSP has been unable to staff the third trooper for over 1.5 years due to a statewide shortage of officers (~900 currently on the force vs. authorized end strength of 1,248).
- Some of the funding intended for a third trooper has been allocated to additional overtime for the two staffed resident troopers, with the remainder reverting back to the Town.
- Resident troopers currently work a 5/3 schedule, which results in their off days rotating every week; currently, one officer works dayshift (7am-3pm) and one works evenings (3pm-11pm).
- CSP has indicated that a third resident trooper may be forthcoming this year due to the strength of the new recruit pipeline, but this is not guaranteed.
- **This presentation provides an overview of the anticipated costs of, and coverage provided by, the addition of constables at three pro forma staffing levels.**

Hiring Considerations

- Competitiveness of pay and benefits package.
- Retired officers vs. lateral hires from other CT agencies.
- Eligibility of officers with full-time LEO jobs to work part-time.
- Accreditation compliance vis-à-vis retired LEOs.
- Litchfield's ability to make full-time hires into an agency with an uncertain future.
- Career progression opportunities vs. other municipalities.

Current Job Market Benchmarking

- Current job listings on PoliceApp.com for Connecticut police forces with fewer than 50 officers imply a market salary range of \$80-95k for currently certified Connecticut police officers being hired by local agencies.
- This salary figure does not include the cost of employee benefits such as health care and pension contribution; estimated at \$15-20k/year.
- Thus, the total implied per-officer annual run-rate pay/benefits cost to the Town would be approximately \$95-115k annually.
- Cost projections on the following slides are modeled on the midpoint of that range: \$105k/year.
- Importantly, many local departments in Connecticut are also offering hiring bonuses in the \$10-20k range. A hiring bonus of \$10k is factored into Year One expense estimates on the following slides.
- Comprehensive data for part-time officer compensation is not available, but anecdotal feedback from officers suggests current market rates are roughly \$50/hour.
- Overtime wages for full-time officers estimated at \$75/hour.

Town	Salary Range		
	Low End	High End	Midpoint
Killingly	\$65,000	\$85,000	\$75,000
Putnam	\$71,573	\$82,825	\$77,199
Monroe	\$68,883	\$90,076	\$79,480
East Lyme	\$75,500	\$83,720	\$79,610
Seymour	\$74,540	\$88,956	\$81,748
Oxford	\$66,443	\$97,503	\$81,973
Ansonia	\$77,937	\$87,692	\$82,815
Old Saybrook	\$78,099	\$87,561	\$82,830
Montville	\$78,249	\$88,566	\$83,408
Colchester	\$74,984	\$93,163	\$84,074
Vernon	\$82,935	\$86,296	\$84,616
Cheshire	\$77,221	\$92,034	\$84,628
Winchester	\$82,521	\$86,933	\$84,727
Derby	\$76,565	\$94,744	\$85,655
Suffield	\$76,897	\$96,200	\$86,549
Berlin	\$76,170	\$97,261	\$86,716
East Hampton	\$77,680	\$96,504	\$87,092
New Milford	\$82,480	\$93,260	\$87,870
Woodbridge	\$78,000	\$100,785	\$89,393
Cromwell	\$81,352	\$97,841	\$89,597
New Canaan	\$78,050	\$104,389	\$91,220
Wilton	\$77,848	\$106,591	\$92,220
Simsbury	\$77,568	\$108,740	\$93,154
Willimantic	\$95,000	\$95,000	\$95,000
Wolcott	\$98,200	\$98,200	\$98,200
Ridgefield	\$76,569	\$119,903	\$98,236
North Branford	\$99,035	\$99,035	\$99,035
Granby	\$101,603	\$101,603	\$101,603
Bethel	\$102,425	\$102,425	\$102,425
Median	\$77,848	\$95,000	\$86,549
Mean	\$80,322	\$95,269	\$87,795

Source: <https://www.policeapp.com/Job-Search?l-verify=Connecticut&l=Connecticut&j=2&r=10&s=0-50&p=0>

Note: Search parameters as follows – Connecticut agencies smaller than 50 officers hiring certified police officers.
Data current as of 1/23/2026.

Constable Program Start-Up Cost Assumptions

- Patrol vehicles (incl. lights/radio/camera): \$88,000 per vehicle.
- Facility setup (armory, office equipment, computers, radio, furniture, etc.): \$100,000 fixed cost across scenarios.
- Per-officer gear issue (uniform, rifle, pistol, Taser, radio, body camera): \$25,000 for both full-time and part-time officers.
- Per-officer hiring bonus: \$10,000.
- Assumes all startup expenses happen in Year 1.
- Assumes full-time officers will have their own vehicle that they will take home with them and part-time officers will share vehicles that will stay at Town facility when not in use.

Run-Rate Cost Assumptions

- Total cost of compensation for full-time officers: \$105,000 per officer.
- Hourly compensation for part-time officers: \$50/hour.
- Hourly compensation for full-time officers working overtime: \$75/hour.
- Vehicle maintenance and fuel: \$20,000 per vehicle, annually.
- Body cam administration: \$5,000 fixed cost across scenarios.

Pro Forma Constable Staffing Options

- Note: these staffing plans are intended to provide an illustrative analysis of police coverage at different price points, and do not constitute a comprehensive list of Litchfield's options.
 - Importantly, these staffing plans would be in addition to resident trooper coverage.
 - In order to have constables, Litchfield must maintain staffing of at least one resident trooper to supervise them, in accordance with CT state law.
- Option A: One full-time constable / one part-time constable
 - One full-time officer working 40 hours/week, plus 5 hours overtime.
 - One part-time officer working 20 hours/week.
 - Two new patrol vehicles.
 - Total coverage: 65 hours/week.
- Option B: One full-time constable / three part-time constables
 - One full-time officer working 40 hours/week, plus 5 hours overtime.
 - Three part-time officers working 20 hours/week each.
 - Three new patrol vehicles.
 - Total coverage: 105 hours/week.
- Option C: Four full-time constables
 - Four full-time officers each working 40 hours/week, plus 5 hours overtime.
 - Four new patrol vehicles.
 - Total coverage: 180 hours/week.

Illustrative Constable Coverage Schedule

Note: Does not show resident trooper coverage or include budgeted overtime.

		Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	Sunday
Option A	Officer 1 (full-time)	7am-3pm	7am-3pm	7am-3pm	7am-3pm	7am-3pm	OFF	OFF
	Officer 2 (part-time)	OFF	OFF	OFF	OFF	3pm-7pm	12pm-8pm	12pm-8pm
	Total Coverage	7am-3pm	7am-3pm	7am-3pm	7am-3pm	7am-7pm	12pm-8pm	12pm-8pm
Option B	Officer 1 (full-time)	7am-3pm	7am-3pm	7am-3pm	7am-3pm	7am-3pm	OFF	OFF
	Officer 2 (part-time)	3pm-11pm	3pm-11pm	OFF	OFF	OFF	OFF	3pm-7pm
	Officer 3 (part-time)	OFF	OFF	3pm-11pm	3pm-11pm	OFF	8am-12pm	OFF
	Officer 4 (part-time)	OFF	OFF	OFF	OFF	3pm-11pm	12pm-8pm	11am-3pm
	Total Coverage	7am-11pm	7am-11pm	7am-11pm	7am-11pm	7am-11pm	8am-8pm	11am-7pm
Option C	Officer 1 (full-time)	7am-3pm	7am-3pm	7am-3pm	7am-3pm	7am-3pm	OFF	OFF
	Officer 2 (full-time)	3pm-11pm	3pm-11pm	3pm-11pm	3pm-11pm	3pm-11pm	OFF	OFF
	Officer 3 (full-time)	OFF	OFF	7am-3pm*	7am-3pm*	7am-3pm*	7am-3pm	7am-3pm
	Officer 4 (full-time)	OFF	OFF	3pm-11pm*	3pm-11pm*	3pm-11pm*	3pm-11pm	3pm-11pm
	Total Coverage*	7am-11pm						

* In option C, Officers 3 and 4 would work every Saturday and Sunday and rotate their remaining 3 days between different weekdays. With all officers available, 3/5 weekdays of any given week would have two officers on duty from 7am-11pm.

High-Level All-In Cost Comparison

Status Quo: 3 Resident Troopers (or 2 RT's plus overtime if third not staffed).

- Total cost ~\$450k/year run-rate cost including budgeted overtime (depending on seniority of new RT's).
- If 3rd RT not staffed within 2026-27 fiscal year, Town is likely to recoup some of budgeted police expense as it has in previous years even with additional overtime allocated to 2 RT's.

Number of RT's (annual cost)	Option A Total Cost Including RT's	Option B Total Cost Including RT's	Option C Total Cost Including RT's
1 (\$110k/yr)*	\$647k Year 1 / \$301k run-rate	\$825k Year 1 / \$409k run-rate	\$1,191k Year 1 / \$599k run-rate
2 (\$220k/yr)*	\$757k Year 1 / \$411k run-rate	\$935k Year 1 / \$519k run-rate	\$1,301k Year 1 / \$709k run-rate
3 (\$350k/yr)*	\$887k Year 1 / \$541k run-rate	\$1,065k Year 1 / \$649k run-rate	\$1,431k Year 1 / \$839k run-rate

*Assumes no budgeted overtime for RT's if constables are brought on board. Connecticut subsidizes up to two resident troopers per town, such that the Town pays only 85% of "list price" for the first two troopers, and 100% of the cost of each additional trooper. Cost per trooper estimated at CSP Step 4 seniority, i.e., \$130k.

Questions / Discussion