



Community Oriented Policing Services
U.S. Department of Justice

Fact Sheet

www.cops.usdoj.gov

Below are a variety of resources to better enable law enforcement agencies to recruit, hire, and retain officers.

- **Innovations in Police Recruitment and Hiring—Hiring in the Spirit of Service**
Discusses how agencies met their goals of hiring service-oriented recruits, the challenges encountered, and lessons learned. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P090>.
- **Law Enforcement Recruitment Toolkit**
Developed by the International Association of Chiefs of Police (IACP), this toolkit comprises four reports, each focusing on a different area of recruitment. This toolkit is one step among many in addressing the recruitment needs of the field. The issues of police recruitment, selection, and retention are critical to the advancement of community policing and the policing profession in general. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P171>.
- **Discover Policing** This website offers first-hand descriptions of law enforcement work and provides opportunities for potential recruits and agencies to connect. www.discoverpolicing.org.
- **Police Recruitment and Retention for the New Millennium** Summarizes for police practitioners lessons on recruiting and retaining diverse, effective workforces. It provides a means for local officials to identify what has been tried elsewhere and what might be applicable in their own communities. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P199>.
- **Today's Police and Sheriff Recruits** Provides the results of a recruit assessment conducted by RAND, including findings about both the overall sample and those focused on groups often of particular interest to law enforcement recruitment professionals. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-W0592>.

2015 COPS Hiring Program Strengthening Community Policing by Hiring Officers

The COPS Hiring Program (CHP) is designed to advance public safety through community policing by addressing the full-time sworn officer needs of state, local, and tribal law enforcement agencies nationwide. Approximately \$107 million in grant funding was appropriated for this initiative through the FY 2015 appropriations act. CHP provides funds directly to law enforcement agencies to hire new or rehire career law enforcement officers and to increase their community policing capacity and crime prevention efforts.

The FY 2015 CHP grant program was an open solicitation. All local, state, and tribal law enforcement agencies that have primary law enforcement authority were eligible to apply.

Supporting Local Law Enforcement

Twenty years after the Violent Crime Control and Law Enforcement Act of 1994 was signed into law, the COPS Office continues to support the efforts of law enforcement agencies across the country as they develop creative and innovative ways to deal with long-standing community problems and public safety issues. To date, the COPS Office has funded the addition of more than 125,000 officers to more than 13,000 state, local, and tribal law enforcement agencies to advance community policing in small and large jurisdictions across the nation.

CHP is one of several hiring programs developed by the COPS Office since its inception to support law enforcement. This is particularly important in the current economy as state, local, and tribal law enforcement agencies embrace the challenges of keeping communities safe while maintaining sufficient sworn personnel levels.

Grant Program Funding Provisions

In FY 2015, the COPS Office awarded \$107 million in CHP grants to 196 law enforcement agencies to hire or rehire 866 full-time career law enforcement officers. CHP grants provide up to 75 percent of the approved entry-level salaries and fringe benefits of full-time officers for a 36-month grant period, with a minimum 25 percent local cash match requirement and a maximum federal share of \$125,000 per officer position. These grants may be used on or after the official grant award start date to: (1) hire new officer positions, which includes filling existing officer vacancies that are no longer funded in an agency's budget; (2) rehire officers laid off by any jurisdiction as a result of state, local, or Bureau of Indian Affairs (BIA) budget cuts; or (3) rehire officers who were, at the time of grant application, scheduled to be laid off (by the applicant's jurisdiction) on a specific future date as a result of state, local, or BIA budget cuts.

The COPS Office granted waivers of some or all of an applicant's local cash match requirement. Requests for waivers were evaluated during the application review process based on a demonstration of *severe fiscal distress*.

CHP grant funding is based on an agency's entry-level full-time sworn officer salary and fringe benefits at the time of grant application. Any additional costs for higher than entry-level salaries and fringe benefits are the responsibility of the grantee agency. All agencies' awards were capped at no more than 5 percent of their actual sworn force strength as reported in their application, up to a maximum of 15 officers for agencies that serve a population less than 1 million and up to a maximum of 25 officers for agencies that serve a population of 1 million or more. Additionally, the request of any agency with a sworn force strength less than or equal to 20 was capped at one officer.

The COPS Office statutory nonsupplanting requirement mandates that CHP funds be used to supplement (increase) state, local, or BIA funds that would have been dedicated toward sworn officer positions even if federal funding had not been awarded. CHP grant funds must not be used to supplant (replace) local funds that agencies otherwise would have devoted to sworn officer hiring. The hiring or rehiring of officers under CHP must be in addition to, and not in lieu of, officers who otherwise would have been hired or rehired with state, local, or BIA funds.

At the conclusion of 36 months of federal funding, grantees must retain all sworn officer positions awarded under the CHP grant for a minimum of 12 months. The retained CHP-funded position(s) should be added to the grantee's law enforcement budget with state or local funds, over and above the number of locally-funded positions that would have existed in the absence of the grant. Applicants were required to affirm in their CHP grant application that their agency plans to retain any additional officer positions awarded following the expiration of the grant and identify their planned source(s) of retention funding.

Highlights of FY 2015 CHP

Starting in 2011, CHP has allowed agencies to hire officers to address specific problem areas. Under FY 2015 CHP, additional consideration was given to agencies that selected one of the following community policing problem/focus areas:

- **Homeland security:** To include protecting critical infrastructures, information intelligence problems, and other homeland security problems.
- **Homicide/gun violence:** The COPS Office supports the attorney general's priority goal of reducing violent crime, especially if it is gun related.
- **School-based policing through School Resource Officers (SROs):** Grantees that requested officer position(s) in order to deploy SROs must deploy all their officer positions as SROs. The COPS Office requires all grantees who chose "School-Based Policing through SROs" as their community policing problem to provide contact information for each school partner where they intend to deploy SROs. These grantees are also required to submit to the COPS Office a Memorandum of Understanding between the law enforcement agency and their school partner(s) within 90 days of the date shown on the award congratulatory letter.
- **Trust problems:** To include issues of fairness and impartiality, transparency problems, respect problems, and other trust-related problems.

CHP grantees who chose one of the community policing problem/focus areas listed above are not allowed to change the problem area post-award.

Contact the COPS Office

For more information about the COPS Hiring Program, please call the COPS Office Response Center at 800-421-6770 or visit COPS Online at www.cops.usdoj.gov.

- **Assigning Police Officers to Schools** Nearly half of all public schools have assigned police officers, commonly referred to as school resource officers (SRO) or education officers. This publication summarizes the typical duties of SROs, synthesizes the research pertaining to their effectiveness, and presents issues for communities to bear in mind when considering the adoption of an SRO model. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P182>.
- **School Safety (CD-ROM)** Provides more than 110 documents and links related to school violence, gangs, bullying, and property crime as a resource to local policymakers, law enforcement, school administrators, parents, and students. Bullying, stalking, and other interpersonal crimes affect our nation's children at an alarming rate. As such, School Safety provides resources on bullying and interpersonal violence, youth violence prevention, alcohol and substance abuse, community partnerships, property crime and nuisance violations, school resource officers, and emergency preparedness and management. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-CD010>.

Additional COPS Office publications and resources are posted online at www.cops.usdoj.gov.