



Fact Sheet

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“Community Policing, at its simplest,
is about building relationships
and solving problems.”

Bernard Melekian, Director
Office of Community Oriented Policing Services

Below are a variety of resources to better enable law enforcement agencies to recruit, hire, and retain officers. Additional resources to assist with the hiring of military veterans as law enforcement officers are also included.

- **COPS Video Cast – Hiring in the Spirit of Service** King County Sheriff Sue Rahr explains how her agency’s involvement in the “Hiring in the Spirit of Service” program helped aid organizational transformation and drastically improved recruiting and retention. <http://cops.usdoj.gov/html/COPSMediaCenter/index.html>
- **Innovations in Police Recruitment and Hiring – Hiring in the Spirit of Service** This publication discusses how agencies met their goals of hiring service-oriented recruits, and the challenges encountered as well as lessons learned. <http://cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=113>
- **Law Enforcement Recruitment Toolkit** The Law Enforcement Recruitment Toolkit developed by the International Association of Chiefs of Police (IACP) 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. www.cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=542

2012 COPS Hiring Program

Strengthening Community Policing by Hiring Officers

The fiscal year (FY) 2012 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. CHP provides funds directly to law enforcement agencies to hire new and/or rehire career law enforcement officers, and to increase their community policing capacity and crime prevention efforts. Law enforcement agencies awarded funding for new hires this fiscal year **must** hire military veterans. Approximately \$111 million will be available for CHP funding in FY2012.

The FY2012 CHP grant program is not an open solicitation. **Only agencies with a pending 2011 CHP application are eligible to apply for 2012 CHP funding consideration.** Agencies whose requests were fully funded in FY2011, or that received 25 officer positions, are not eligible to apply for 2012 CHP.

Supporting Local Law Enforcement

More than 15 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 nearly 123,800 officers to more than 12,000 state, local, and tribal law enforcement agencies to advance community policing in small and large jurisdictions across the nation.

Funding Provisions

2012 CHP grants will 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. 2012 CHP grants may be used on or after the official grant award start date to: (1) hire new officers who are military veterans (including 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 reductions unrelated to the receipt of grant funding; or (3) rehire officers scheduled to be laid off (at the time of updated application) from your department on a specific future date as a result of state, local, or BIA budget reductions unrelated to the receipt of grant funding. CHP applicants may request funding in one or more of the above-referenced hiring categories.

Agencies requesting CHP funding for new hire positions will be required to hire a new officer who is a military veteran. For 2012 CHP, a military veteran is defined as an individual who has served on active duty at any time in the armed forces for a period of more than 180 consecutive days, any part of which occurred during the period on or after September 11, 2001, and who has been discharged or released from active duty in the armed forces under honorable conditions. The new military veteran requirement only applies to officer positions awarded under the new hire category.

- **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 Training Officer (PTO) CD-ROM** This CD is a four-part compilation of resources of the COPS Office Police Training Officer (PTO) program, an innovative field training experience reflecting policing in the 21st century. www.cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=491
- **Police Recruitment and Retention for the New Millennium** This guidebook 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://cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=599>
- **Today's Police and Sheriff Recruits** This report provides the results of a recruit assessment conducted by RAND, including both findings about the overall sample as well as those focused on groups often of particular interest to law enforcement recruitment professionals. <http://cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=592>
- **Combat Deployment and the Returning Police Officer** This report examines issues concerning police officers' transition back to work after combat zone deployment. Topics include the psychological effects of combat deployment, methods that may lessen the severity of combat stress experienced, and strategies used by police agencies to help officers returning back to work, their families, and communities. The report highlights the responses of four police agencies that have taken measures to assist returning officers, and offers recommendations for further study. <http://cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=471>

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

The COPS Office has capped the number of officers that an agency can request through the FY2012 CHP program. All agencies' requests will be capped at no more than 5 percent of their actual sworn force strength as reported on the date of application, up to a maximum of 25 officers. Additionally, the request of any agency with a sworn force strength less than or equal to 20 will be capped at one officer. Agencies whose eligible requests were partially funded in FY2011 will have their eligible request reduced by the number of positions they were awarded in FY2011. CHP grant funding will be based on the current full-time entry-level salary and fringe benefits package of an officer in the department. Any additional costs for higher than entry-level salaries and fringe benefits will be the responsibility of the grantee agency.

The COPS Office may grant a waiver of some or all of an applicant's local match requirement. During the application review process, waiver requests will be evaluated based on a demonstration of *severe fiscal distress*. If an application is funded, but for a reduced number of officer positions, the percentage of local share will be applied to the total project cost of the awarded officers.

The COPS statutory nonsupplanting requirement mandates that CHP funds must be used to supplement (increase) state, local, or BIA funds that would have been dedicated toward sworn officer positions 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 the 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 and/or local funds, over and above the number of locally-funded positions that would have existed in the absence of the grant. Applicants are 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.

How to Apply

To access a pending application, please go to the COPS website at www.cops.usdoj.gov and click on the "Account Access" link in the upper right hand corner. Please enter your username and password and select COPS Hiring Program from the menu of services. When you reapply, you will be asked to update only certain questions; these questions will be highlighted in the 2012 CHP Application Guide. For all other questions you should re-enter the data from your 2011 CHP application.

If your agency chooses not to submit a 2012 CHP application, please log into "Account Access" and select your pending CHP application. **To be removed from consideration, proceed to Section 2, identify your reason for not continuing, electronically sign, date, and submit your withdrawal request.**

Complete application packages for the FY2012 CHP solicitation are due by **March 22, 2012, at 7:59 PM, EDT**. Hard copies or electronic copies sent via e-mail will not be accepted.

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.