



**COPS**

Community Oriented Policing Services  
U.S. Department of Justice

# Fact Sheet

[www.cops.usdoj.gov](http://www.cops.usdoj.gov)

**“We are pleased to partner with local law enforcement in their efforts to enhance public safety through community policing.”**

Joshua A. Ederheimer, Acting Director  
Office of Community Oriented Policing Services

## 2013 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 \$127 million in grant funding was appropriated for this initiative through the fiscal year (FY) 2013 Full-Year Continuing Appropriations Act. 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.

The FY2013 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.

Below are a variety of resources to better enable law enforcement agencies to recruit, hire, and retain officers, especially School Resource Officers (SRO).

- **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**  
discusses how agencies met their goals of hiring service-oriented recruits, the challenges encountered as well as lessons learned. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-CD021>
- **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. <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](http://www.discoverpolicing.org)

### 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 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 FY2013, the COPS Office awarded \$127 million in CHP grants to 266 law enforcement agencies to hire and/or rehire 955 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 your jurisdiction) on a specific future date as a result of state, local, or BIA budget cuts.

- ***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 both findings about the overall sample as well as 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>
- ***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](http://www.cops.usdoj.gov).

CHP grant funding is based on an agency's entry-level full-time sworn officer salary and fringe benefits at the time of updated 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 10 officers for agencies that serve a population less than 1 million, and up to a maximum of 15 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 granted more than 30 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*.

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 and/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.

Since its creation in 1994, the COPS Office has also dedicated significant grant funding to state, local, and tribal law enforcement agencies nationwide to deploy School Resource Officers (SRO) and establish school safety programs. Starting in 2011, CHP has allowed agencies to hire officers to address specific problem areas. Under FY2011 and FY2012 CHP, the COPS Office provided nearly \$60 million in hiring funds to agencies that identified the need for school-based policing. In FY2013, 144 grantees committed to deploying 370 SRO positions through school-based policing. The COPS Office requires all grantees who chose "School Based Policing through School Resource Officers" as their community policing problem on their 2013 CHP applications 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) before drawing down funds.

## 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](http://www.cops.usdoj.gov).