



Community Oriented Policing Services  
U.S. Department of Justice

# Fact Sheet

www.cops.usdoj.gov

## Additional Resources

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.

### Innovations in Police Recruitment and Hiring – Hiring in the Spirit of Service

This publication discusses how agencies meet their goals of hiring service-oriented recruits, and the challenges encountered as well as lessons learned. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-W0113>

### 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. <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)

### 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://ric-zai-inc.com/ric.php?page=detail&id=COPS-P199>

### 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://ric-zai-inc.com/ric.php?page=detail&id=COPS-W0592>

### 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

## 2014 COPS Hiring Program Strengthening Community Policing by Hiring Officers

The FY 2014 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.

The FY 2014 CHP grant program is an open solicitation. All local, state, and tribal law enforcement agencies that have primary law enforcement authority are eligible to apply. All awards are subject to the availability of appropriated funds and any modifications or additional requirements that may be imposed by law.

### Supporting Local Law Enforcement

Nearly 20 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 of dealing 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. COPS Office hiring programs such as CHP are particularly important as state, local, and tribal law enforcement agencies face the challenges of keeping their communities safe through community policing while maintaining sufficient sworn personnel levels in a changing economic climate.

### Funding Provisions

FY 2014 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. FY 2014 CHP grants may be used on or after the official grant award start date to: (1) hire new officers (including filling existing officer vacancies that are no longer funded in an agency's budget); (2) rehire officers already laid off by any jurisdiction (at the time of application) as a result of state, local, or Bureau of Indian Affairs (BIA) budget reductions; or (3) rehire officers scheduled to be laid off by your jurisdiction (at the time of application) on a specific future date as a result of state, local, or BIA budget reductions. CHP applicants may request funding in one or more of the above-referenced hiring categories.

The COPS Office has capped the number of officers that an agency can request through the FY 2014 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. Agencies with a service population of 1 million or above may apply for up to 25 officer positions while agencies with a service population less than 1 million may apply for up to 15 officer positions. The request of any agency with a sworn force strength less than or equal to 20 will be capped at one officer. 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*.

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.

## Highlights of FY 2014 CHP

Under FY 2014 CHP additional consideration will be given to applicants who select one of the following community policing problem 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 SROs:** Applicants requesting officer positions(s) in order to deploy SROs must deploy **all** their officer positions as SROs. Moreover, if awarded CHP funding, CHP grantees who chose this specific community policing problem area will not be allowed to change it post-award. CHP grantees who use CHP funding to deploy SROs will also be required to submit to the COPS Office the contact information for each school partner where they intend to deploy the SROs, and to provide a Memorandum of Understanding between the CHP grantee and the school partner.
- **Trust Problems:** To include issues of fairness and impartiality, transparency problems, respect problems, and other trust-related problems.

CHP grantees who choose one of the community policing problem areas listed above will not be allowed to change it post-award.

Additional consideration may also be given for the following:

- Applicants who have experienced an unanticipated catastrophic event. Applicants indicating that they have experienced an unanticipated catastrophic event will be required to submit an attachment documenting the event or incident as part of their application.
- Applicants that have a neighborhood or other geographic area designated as a Promise Zone as part of the President's Promise Zone Initiative.
- Applicants who commit to hire at least one military veteran. These military veterans may be in any of the three hiring categories; new hire, rehire or rehire scheduled to be laid off.

## How to Apply

Applicants are first required to register via [www.grants.gov](http://www.grants.gov) and complete an SF-424. After submitting the SF-424, applicants will receive an e-mail with instructions on completing the second part of the CHP application through the COPS Office Online Application System. To complete the CHP application, please visit the COPS Office website at [www.cops.usdoj.gov](http://www.cops.usdoj.gov) and click on the "Account Access" link in the upper right-hand corner. Applicants should then enter their username and password and select "Applications" from the Agency Portal Menu.

Complete application packages for the FY 2014 CHP solicitation are due by **June 23, 2014 at 7:59 p.m., 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 the COPS Office online at [www.cops.usdoj.gov](http://www.cops.usdoj.gov).

## Additional Resources cont'd

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://ric-zai-inc.com/ric.php?page=detail&id=COPS-P150>

### 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. *Assigning Police Officers to Schools* 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

This 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, the CD-ROM provides school safety information in terms of 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).