



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>.

2016 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 \$119 million in award funding was appropriated for this initiative through the FY 2016 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 2016 CHP award 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 129,000 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.

Program Funding Provisions

In FY 2016, the COPS Office funded more than \$119 million in CHP awards to 184 law enforcement agencies to hire or rehire 918 full-time career law enforcement officers. CHP awards provide up to 75 percent of the approved entry-level salaries and fringe benefits of full-time officers for a 36-month award period, with a minimum 25 percent local cash match requirement and a maximum federal share of \$125,000 per officer position. These awards may be used on or after the official 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 reductions; or (3) rehire officers who were, at the time of award 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 reductions.

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 award funding is based on an agency's entry-level full-time sworn officer salary and fringe benefits at the time of award application. Any additional costs for salaries and fringe benefits higher than entry level are the responsibility of the recipient 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. In addition, 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 award 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, recipients must retain all sworn officer positions awarded under the CHP award for a minimum of 12 months. The retained CHP-funded position(s) should be added to the recipient'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 award. Applicants were required to affirm in their CHP award application that their agency plans to retain any additional officer positions funded following the expiration of the award and identify their planned source(s) of retention funding.

Highlights of FY 2016 CHP

Starting in 2011, CHP has allowed agencies to hire officers to address specific problem/focus areas. Under FY 2016 CHP, additional consideration was given to agencies that selected one of the following community policing problem/focus areas:

- **Building trust:** To include issues of fairness and impartiality, transparency, and respect and other trust-related topics.
- **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 (SRO):** Recipients that requested officer position(s) in order to deploy SROs must deploy all their officer positions as SROs. The COPS Office requires all recipients who chose "School-Based Policing through SROs" as their community policing focus area 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. Additionally, all COPS Office-funded SRO(s) are required to complete a National Association of School Resource Officers (NASRO) basic training course no later than nine months after the date shown on the award congratulatory letter. The COPS Office will pay the training fee directly to NASRO and pay allowable travel costs (airfare, hotel, and per diem) up to \$1,000 per COPS Office-funded SRO. More information can be found on the SRO Training Fact Sheet that is posted on the website. Please see www.cops.usdoj.gov/pdf/2016AwardDocs/chp/SRO_Mandatory_Training_Fact_Sheet.pdf.

CHP recipients who chose one of the community policing problem/focus areas listed above are not allowed to change the problem/focus 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.