



# Fact Sheet

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

## COPS Hiring Program Statutory Requirements

### Advancing Public Safety Through Community Policing

More than twenty years after the Violent Crime Control and Law Enforcement Act of 1994 was signed into law, the Office of Community Oriented Policing Services (COPS Office) continues to support the efforts of law enforcement agencies across the country as they develop creative and innovative ways of dealing with public safety challenges within their communities. The COPS Hiring Program (CHP) is one of several programs developed by the COPS Office to help law enforcement agencies advance public safety by enhancing their community policing efforts.

The 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 to any modifications or additional requirements that may be imposed by law. The COPS Office maintains some flexibility and discretion in the development of certain CHP program requirements, but other specific requirements are mandated by the COPS Office statute or annual appropriation. These mandatory provisions of the CHP are listed below:

- **Allowable Costs**—CHP grants may be used for the salaries and benefits of newly hired or rehired career law enforcement officers for deployment in community policing. 42 U.S.C. 3796dd(b).
- **Population Split**—50 percent of all hiring funds shall go to law enforcement agencies serving jurisdictions with populations exceeding 150,000 and 50 percent shall go to law enforcement agencies serving populations of 150,000 or less. 42 U.S.C. 3793(a)(11)(b).
- **State Minimum Requirement**—Not less than 0.5 percent of all hiring funds shall go to each U.S. state and territory from which the COPS Office has eligible applications. 42 U.S.C. 3796dd(f).
- **Officer Cap**—Under the statute, funding for hiring or rehiring a law enforcement officer may not exceed \$75,000 per officer unless waived by the Attorney General. The most recent appropriation for the COPS Office increased the amount to \$125,000 per officer for the current fiscal year. 42 U.S.C. 3796dd-3(c).
- **Local Match**—The federal share for the hiring or rehiring of law enforcement officers may not exceed 75% of total approved salary and benefit costs unless the 25% local match is waived wholly or in part. 42 U.S.C. 3796dd(g).
- **Nonsupplanting Requirement**—CHP funds may not supplant (replace) state, local, or Bureau of Indian Affairs (BIA) funds committed for hiring officers. Grant funds must be used to increase the amount of officer hiring funds that would, in the absence of Federal funds, be made available from state, local or BIA sources. 42 U.S.C. 3796dd-3(a).
- **Retention**—CHP grantees must specify plans for the continuation of the increased hiring level using state or local funding following the conclusion of the CHP grant award. 42 U.S.C. 3796dd-1(c)(8).