



Community Oriented Policing Services  
U.S. Department of Justice

# Fact Sheet

www.cops.usdoj.gov

The following is 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](http://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>.

## 2017 COPS Hiring Program Advancing Community Policing by Hiring Officers

The COPS Hiring Program (CHP) is designed to reduce crime and advance public safety through community policing by providing direct support to state, local, and tribal law enforcement agencies nationwide. CHP funding supports the hiring of career law enforcement officers to increase an agency's community policing capacity and crime prevention efforts. The FY 2017 CHP award program was an open solicitation. All local, state, and tribal law enforcement agencies having primary law enforcement authority were eligible to apply. The award selection process was highly competitive and based on a variety of factors including problem focus area, local crime data, agencies' commitment to community policing, agencies' demonstrated financial need, and statutory formulas.

The COPS Office received more than 1,100 CHP applications during the FY 2017 open solicitation period from law enforcement agencies in every state and US territory. After careful review of all applications, the COPS Office made FY 2017 CHP awards to 179 state, local, and tribal law enforcement agencies totaling \$98,495,397 to support the hiring of 802 full time law enforcement officers. These awards represent an important investment in our nation's safety and law enforcement communities.

### Supporting Local Law Enforcement

Twenty-three 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 crime problems and public safety issues. To date, the COPS Office has invested more than \$14 billion, including grants to more than 13,000 state, local, and tribal law enforcement agencies, to reduce crime by advancing community policing. In all, COPS Office funding has supported the hiring of more than 130,000 law enforcement officers in agencies large and small across the nation.

CHP is the COPS Office's flagship program with a long history of promoting police-community partnerships for the express purpose of crime reduction through effective community policing. Through CHP, the COPS Office is supporting our nation's front-line heroes by providing them with needed resources and expertise to enhance local community policing strategies and tactics.

### Problem Focus Areas

All proposed plans and focus areas were eligible for funding; however, additional consideration was given to agencies selecting one of the following priority focus areas:

- **Illegal immigration** - plans that address illegal immigration
- **Violent crime** - plans that focus on reducing violent crime
- **Homeland security** - including protecting critical infrastructures, information intelligence problems, and other homeland security problems

## Highlights of CHP FY 2017 Funding

- The demand for CHP funding remains extremely high among law enforcement agencies nationwide. More than 1,100 applications were received, 16 percent of which received awards.
- Eighty percent of awardees received priority consideration because they certified their willingness to cooperate with federal immigration authorities within their detention facilities to address illegal immigration.
- Additional consideration was given to applicants in 41 states and the District of Columbia with certain anti-human trafficking laws that treat minors engaged in commercial sex as victims (referred to as "safe harbor" laws).
- The most popular problem focus area for awardees was violent crime.
- One hundred thirty-eight awardees intend to hire one or more veterans with CHP funding.

## Program Funding Provisions

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.

Any additional costs for salaries and fringe benefits higher than entry level are the responsibility of the recipient agency. The COPS Office granted waivers of some or all of an applicant's local cash match based on a demonstration of *severe fiscal distress*.

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.

CHP award funds may not be used to supplant (replace) local funds that agencies otherwise would have devoted to sworn officer hiring. The hiring of officers under CHP must be in addition to, and not in lieu of, officers who otherwise would have been hired with state or local 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.

## 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).

- **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>.
- **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>.

Additional COPS Office publications and resources are posted online at [www.cops.usdoj.gov](http://www.cops.usdoj.gov).