



Fact Sheet

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2024 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 2024 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 573 CHP applications during the open solicitation period from law enforcement agencies in nearly every state and U.S. territory. After careful review of all applications, the COPS Office made FY 2024 CHP awards to 235 state, local, and tribal law enforcement agencies totaling \$157,155,896 to support the hiring of 1,193 full-time officers and deputies (of whom 91 are school resource officers). These awards represent an important investment in our nation's safety and law enforcement communities.

Supporting Local Law Enforcement

Thirty 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 been appropriated more than \$20 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 138,000 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:

- **Building Legitimacy and Trust**
- **Violent Crime** - with additional consideration for community violence intervention (CVI) approaches in areas of high gun violence
- **Police-Based Response to Persons in Crisis**
- **Combating Hate and Domestic Extremism**

Highlights of CHP FY 2024 Funding

- The demand for CHP funding remains extremely high among law enforcement agencies nationwide. The COPS Office received 573 applications, approximately 41 percent of which received awards.
- Eighty-five of the awardees will use the funding to focus on building legitimacy and trust, 26 will seek to address high rates of gun violence, 67 will focus on other areas of violent crime, 39 will focus CHP resources on police-based response to persons in crisis, and one will focus on combating hate and domestic extremism.

Program Funding Provisions

CHP awards provide up to 75 percent of the approved entry-level salaries and fringe benefits of full-time officers for 36 months, with a minimum 25 percent local cash match requirement and a maximum federal share of \$125,000 per officer position. Awards are five years long to allow time for recruitment and hiring before the 36 months of salary funding begins.

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.

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.

CHP recipients that use CHP funding to deploy school resource officers (SRO) are required to submit a memorandum of understanding (MOU) between the law enforcement and the school partners. In addition, all applicants that receive FY24 CHP funding for SROs are required to send each awarded SRO position to a training sponsored and subsidized by the COPS Office no later than nine months after the date shown on the award congratulatory letter or six months from the SRO hire date, whichever comes first.

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.

Contact the COPS Office

For more information about COPS Office programs and resources, please contact the COPS Office Response Center at AskCOPSRC@usdoj.gov or 800-421-6770 or visit the COPS Office website at <https://cops.usdoj.gov>.

Resources

The following are select resources to support state, local, and tribal law enforcement officers.

Lessons to Advance Community Policing

Case studies of COPS Office microgrant projects, highlighting successful community policing strategies that may be used in other agencies across the country.

<https://portal.cops.usdoj.gov/resourcecenter/RIC/ric.php?page=detail&id=COPS-W0880>

Officer Safety and Wellness: Promoting Positive Coping Strategies

Identifying ways in which officers may struggle to manage the stress of the job in order to develop programs and services that can provide them with the skills, tools, and positive coping strategies that will enable them to build their own resilience and not merely survive but flourish.

<https://portal.cops.usdoj.gov/resourcecenter/RIC/ric.php?page=detail&id=COPS-P375>

Law Enforcement Best Practices: Lessons from the Field

Examines key areas for community policing. These areas include de-escalation; crisis intervention; first-line supervisors; early intervention systems; internal affairs; recruitment, hiring, promotion, and retention; and data systems.

<https://portal.cops.usdoj.gov/resourcecenter/RIC/ric.php?page=detail&id=COPS-W0875>

Discover Policing

This website offers first-hand descriptions of law enforcement work and provides opportunities for potential recruits and agencies to connect.

<https://www.discoverpolicing.org>