



Fact Sheet

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"Community Policing, at its simplest, is about building relationships and solving problems."

Bernard Melekian, Director
Office of Community Oriented Policing

2010 COPS Hiring Program

Strengthening Community Policing by Hiring Officers

The COPS Hiring Program (CHP) is designed to advance community policing by addressing the full-time sworn officer needs of state, local, and tribal law enforcement agencies nationwide. \$298 million in grant funding was appropriated for this initiative through the 2010 Consolidated Appropriations Act. 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.

In fiscal year (FY) 2010, applicant agencies eligible for CHP funding consideration were selected from an existing pool of approximately 6,000 pending FY 2009 COPS Hiring Recovery Program (CHRP) applications previously submitted. While the COPS Office did not accept new applications for CHP in FY 2010, a letter to all pending applicants was sent by the COPS Office advising them of CHP funding availability and required application updates so that the applications could be evaluated based on current data. Agencies that did not provide an updated application by the requested deadline were eliminated from funding consideration.

Supporting Local Law Enforcement

More than 15 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 122,800 officers to over 13,800 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 as state, local, and tribal law enforcement agencies embrace the challenges of keeping communities safe while maintaining sufficient sworn personnel levels.

Grant Program Funding Provisions

In FY 2010, the COPS Office awarded approximately \$298 million in CHP grants to 379 agencies for the hiring of 1388 additional full-time sworn law enforcement officers. CHP grants provide 100 percent funding for approved entry-level salaries and fringe benefits of full-time officers for 36 months of grant funding. These grants may be used on or after the official grant award start date to: (1) hire new officer positions (including filling existing officer vacancies that are no longer funded in an agency's budget); (2) rehire officers already laid off (at the time of the updated application) as a result of state, local or tribal budget reductions unrelated to the receipt of grant funding; or (3) rehire officers scheduled to be laid off (at the time of the updated application) on a specific future date as a result of state, local or tribal budget reductions unrelated to the receipt of grant funding.

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***

This publication discusses how agencies met their goals of hiring service-oriented recruits, the challenges encountered as well as lessons learned. www.cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=113

- ***Recruitment, Hiring, and Retention Resources for Law Enforcement CD-ROM***

This CD provides resources to assist those responsible for finding, training, and retaining qualified staff. www.cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=450

- ***Police Recruitment and Retention Clearinghouse***

The purpose of this website is to promote evidence-based personnel planning by making information on police staffing readily available for police decision makers in an easy to use, searchable form. www.rand.org/ise/centers/qualitypolicing/cops

- ***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 Training Officer (PTO) CD-ROM***

This CD is a four-part compilation of resources of the COPS Office Police Training Officer (PTO) program, an innovative field training experience reflecting policing in the 21st century. www.cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=491

Additional COPS publications and resources are posted online at www.cops.usdoj.gov.

There is no local match under CHP and awarded grant funding is 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 are the responsibility of the grantee agency. All agencies' awards were capped at no more than 5% of their actual sworn force strength as reported in 2009, up to a maximum of 50 officers. Additionally, the request of any agency with a sworn force strength less than or equal to 20 was capped at one officer.

The COPS statutory nonsupplanting requirement mandates that CHP funds must be used to supplement (increase) state, local or Bureau of Indian Affairs (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 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 were 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.

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.