



**COPS**

Community Oriented Policing Services  
U.S. Department of Justice

# Fact Sheet

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

## Resources

Following are a variety of resources to better enable law enforcement agencies to recruit, hire, and retain officers. Additional resources to assist with the hiring of military veterans as law enforcement officers are also included.

### **Police Perspectives: Building Trust in a Diverse Nation - How to Support Trust Building in Your Agency**

This publication discusses hiring for a diverse workforce and to support trust building in your community. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P346>

### **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, and the challenges encountered as well as lessons learned. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P090>

### **Law Enforcement Recruitment Toolkit**

The Law Enforcement Recruitment Toolkit developed by the International Association of Chiefs of Police (IACP) 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**

This guidebook 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**

This report provides the results of a recruit assessment conducted by RAND, including both findings about the overall sample as well as 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>

### **Combat Deployment and the Returning Police Officer**

This report examines issues concerning police officers' transition back to work after combat zone deployment. Topics include the psychological effects of combat deployment, methods that may lessen the severity of combat stress experienced, and strategies used by police agencies to help officers returning back to work, their families, and communities. The report highlights the responses of four police agencies that have taken measures to assist returning officers, and offers recommendations for further study. <http://ric-zai-inc.com/ric.php?page=detail&id=COPS-P150>

## 2016 COPS Hiring Program

### **Strengthening Community Policing by Hiring Officers**

The fiscal year (FY) 2016 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. 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.

The FY 2016 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 any modifications or additional requirements that may be imposed by law.

### **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 of dealing with long-standing challenges within their communities and public safety issues. To date, the COPS Office has funded the addition of more than 127,000 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 assist law enforcement agencies advance public safety through enhancing their community policing efforts. COPS programs such as CHP are particularly important as state, local, and tribal law enforcement agencies face the economic challenges of keeping their communities safe through community policing while maintaining sufficient sworn personnel levels in a changing economic climate.

### **Funding Provisions**

FY 2016 CHP grants will provide up to 75 percent of the approved entry-level salaries and fringe benefits of full-time officers for a 36-month grant period, with a minimum 25 percent local cash match requirement and a maximum federal share of \$125,000 per officer position. FY 2016 CHP grants may be used on or after the official grant award start date to: (1) hire new officers (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 application) as a result of state, local, or Bureau of Indian Affairs (BIA) budget reductions unrelated to the receipt of grant funding; or (3) rehire officers scheduled to be laid off (at the time of application) on a specific future date as a result of state, local, or BIA budget reductions unrelated to the receipt of grant funding. CHP applicants may request funding in one or more of the above-referenced hiring categories.

The COPS Office has capped the number of officers that an agency can request through the FY 2016 CHP program. All agencies' requests will be capped at no more than 5 percent of their actual sworn force strength as reported on the date of

application. Agencies with a service population of 1 million or above may apply for up to 25 officer positions; however, agencies with a service population less than 1 million may apply for up to 15 officer positions. The request of any agency with a sworn force strength less than or equal to 20 will be capped at one officer. CHP grant funding will be 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 will be the responsibility of the grantee agency.

The COPS Office may grant a waiver of some or all of an applicant's local match requirement. During the application review process, waiver requests will be evaluated based on a demonstration of *severe fiscal distress*.

The COPS statutory nonsupplanting requirement mandates that CHP funds must be used to supplement (increase) state, local, or 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 the 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 are 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.

## Highlights of FY 2016 CHP

Under FY 2016 CHP, new hire officer positions are not required to be military veterans. However, since the COPS Office supports the Attorney General's commitment to hiring military veterans whenever possible, applicants who commit to hiring or rehiring at least one military veteran under CHP will receive additional consideration for FY 2016 CHP funding. These military veterans may be in any of the three hiring categories described above, not just new hires.

Applicants who request officer positions in order to deploy School Resource Officers (SRO) will likewise receive additional consideration for FY 2016 CHP funding. Applicants who wish to do so must choose the "School Based Policing through School Resource Officers" community policing problem area in their 2016 CHP application. Note that applicants requesting officer positions(s) in order to deploy SROs must deploy all their officer positions as SROs. Moreover, if awarded CHP funding, CHP grantees who choose this specific community policing problem area will not be allowed to change it post-award. CHP grantees who use CHP funding to deploy SROs will also be required to submit a Memorandum of Understanding (MOU) between the law enforcement agency and the school partner(s). Additionally, all applicants who select School Based Policing as their Focus Area and subsequently receive FY 2016 COPS Hiring Program (CHP) funding for a School Resource Officer(s) will be required to send each awarded SRO position to a regionally-based training, sponsored and subsidized by the COPS Office. Additional information about this training requirement will be provided to awardees at the time of award or shortly thereafter.

The COPS Office supports the Attorney General's priority goal of reducing violent crime, especially if gun related. Applicants that choose "Homicide" and "Gun Violence" as a problem area in their 2016 CHP application will receive additional consideration for funding.

Additionally, agencies that select Building Trust or Homeland Security Problems as their targeted community policing problem/focus area in the application will receive additional consideration for funding. Please note, if awarded CHP funding, grantees that chose any of these specific community policing problem areas will not be allowed to change the problem area post-award.

Additional consideration will be provided to agencies that have experienced an unanticipated catastrophic event, as well as agencies that have a neighborhood or other geographic area designated by the President's Promise Zone Initiative. All agencies that report that they have experienced a catastrophic event will be required to submit an attachment documenting the event or incident as part of their application. Additional consideration will also be provided to agencies in states with certain anti-human trafficking laws that treat minors engaged in commercial sex as victims (referred to as "safe harbor" laws) or permit individuals to vacate arrest or prosecution records for non-violent offenses as a result of being trafficked.

## How to Apply

Applicants are first required to register via [www.grants.gov](http://www.grants.gov) and complete an SF-424. Once the SF-424 has been submitted, applicants will receive an e-mail with instructions on completing the second part of the CHP application through the COPS Office Online Application System. To complete the CHP application, please go to the COPS website at [www.cops.usdoj.gov](http://www.cops.usdoj.gov) and click on the "Account Access" link in the upper right hand corner. Enter your username and password and select "COPS Hiring Program" from the menu of services. Hard copies or electronic copies sent via e-mail will not be accepted.

## 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).

## School resource officers and safe schools

### Supporting Safe Schools website

<http://cops.usdoj.gov/Default.asp?Item=2687>

### Assigning Police Officers to Schools

Nearly half of all public schools have assigned police officers, commonly referred to as school resource officers (SRO's) or education officers. Assigning Police Officers to Schools 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>

### Vets to COPS

This website provides resources and information to assist with the recruitment of military veterans for a career in law enforcement, as well as federal career transition services for veterans. <http://cops.usdoj.gov/Default.asp?Item=2630>

### School Safety CD-ROM

This 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, the CD-ROM provides school safety information in terms of 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 publications and resources are posted online at [www.cops.usdoj.gov](http://www.cops.usdoj.gov).