



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 Services

Below are a variety of resources to better enable law enforcement agencies to recruit, hire, and retain officers. Additional resources for transitioning military veterans to careers in law enforcement can be found at www.cops.usdoj.gov/Default.aspx?Item=2630.

- **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
- **COPS Video Cast—Hiring in the Spirit of Service** King County Sheriff Sue Rahr explains how her agency’s involvement in the “Hiring in the Spirit of Service” program helped aid organizational transformation and drastically improved recruiting and retention. <http://cops.usdoj.gov/html/COPSMediaCenter/index.html>
- **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
- **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. www.cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=542

2012 COPS Hiring Program

Strengthening Community Policing by Hiring Officers

The 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. Approximately \$111 million in grant funding was appropriated for this initiative through the fiscal year (FY) 2012 Full-Year Continuing 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 FY2012, the CHP grant program was not an open solicitation. Only agencies with a pending 2011 CHP application were eligible to apply for 2012 CHP funding consideration. Agencies whose requests were fully funded in FY2011, or that received 25 officer positions, were not eligible to apply for 2012 CHP.

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 nearly 123,800 officers to more than 12,000 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 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 FY2012, the COPS Office awarded \$111 million in CHP grants to more than 200 law enforcement agencies to hire, preserve, and/or rehire 800 full-time career law enforcement officers. CHP grants 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. These grants may be used on or after the official grant award start date to: (1) hire new officer positions who are military veterans (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 updated 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 updated application) on a specific future date as a result of state, local, or BIA budget reductions unrelated to the receipt of grant funding.

- **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/quality_policing/cops.html
- **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. <http://cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=491>
- **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://cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=599>
- **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. www.rand.org/pubs/monographs/MG992.html
- **Community Policing Defined** Community Policing Defined provides a detailed description of the elements of the community policing philosophy. <http://cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=513>

Visit the COPS Hiring Grantee Resources website at <http://cops.usdoj.gov/Default.asp?item=2557> for a complete listing of hiring, recruitment, and retention resources.

For additional information on the COPS Office, visit www.cops.usdoj.gov.

CHP grant funding is based on an agency's entry-level full-time sworn officer salary and fringe benefits at the time of updated grant application. 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 percent of their actual sworn force strength as reported in their application, up to a maximum of 15 officers for jurisdictions that service a population less than 1 million, and up to a maximum of 25 officers for jurisdictions that service a population more than 1 million. Additionally, the request of any agency with a sworn force strength less than or equal to 20 was capped at one officer. Agencies whose eligible requests were partially funded in FY2011 had their eligible requests reduced by the number of positions they were awarded in FY2011.

The COPS Office granted waivers of some or all of an applicant's local cash match requirement. Requests for waivers were evaluated during the application review process based on a demonstration of severe fiscal distress.

The COPS Office statutory nonsupplanting requirement mandates that CHP funds 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 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.