



Fact Sheet

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“Now is the time to act boldly and wisely — to not only revive this economy, but to build a new foundation for lasting prosperity.”

— President Barack Obama

COPS Hiring Recovery Program Strengthening Community Policing by Creating and Preserving Sworn Officer Positions

The COPS Hiring Recovery Program (CHRP) is a competitive grant program designed to address the full-time sworn officer needs of state, local, and tribal law enforcement agencies nationwide. CHRP provides funding directly to law enforcement agencies to hire new and/or rehire career law enforcement officers in an effort to create and preserve jobs, and to increase their community policing capacity and crime-prevention efforts. Up to \$1 billion in grant funding was appropriated for this initiative through the American Recovery and Reinvestment Act of 2009.

Supporting Local Law Enforcement

Nearly 15 years after the Violent Crime Control and Law Enforcement Act of 1994 was signed into law, the Office of Community Oriented Policing Services (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. CHRP is one of several hiring programs developed by the COPS Office since its inception to support law enforcement across the nation. 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 during times of economic hardship.

To date, the COPS Office has funded the addition of nearly 117,000 officers and awarded more than 40,000 grants to 13,300 state, local, and tribal law enforcement agencies to advance community policing.

Funding Provisions

The CHRP grant program is an open solicitation. All state, local, and tribal law enforcement agencies that have primary law enforcement authority are eligible to apply. Applications for CHRP grants will be accepted online via the COPS Office web site at www.cops.usdoj.gov beginning through

CHRP grants will provide 100 percent funding for approved entry-level salaries and fringe benefits of full-time officers for 36 months of grant funding. CHRP 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 who have been laid off as a result of state, local or tribal budget cuts unrelated to the receipt of grant funding; or (3) rehire officers who are scheduled to be laid off on a specific future date as a result of state, local or tribal budget cuts unrelated



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

www.cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=113

This publication discusses how agencies met their goals of hiring service-oriented recruits, the challenges encountered as well as lessons learned.

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

www.cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=450

This CD provides resources to assist those responsible for finding, training, and retaining qualified staff.

Police Recruitment and Retention Clearinghouse

www.rand.org/ise/centers/quality_policing/cops/

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.

Discover Policing

www.discoverpolicing.org

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

Police Training Officer (PTO) CD-ROM

www.cops.usdoj.gov/RIC/ResourceDetail.aspx?RID=491

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.

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

to the receipt of grant funding. CHRP grant awards will be made for officer positions requested in the three hiring categories. Recipients of CHRP grant awards are required to use grant funds for the specific hiring categories awarded and maintain documentation pertinent to the officers hired/rehired with CHRP grant funding. There is no cap on the number of positions an agency may request; however, awards will be limited to available funding. When determining how many officers to request, applicants should be cognizant of the initial three-year grant period and their agency's ability to fill and retain the officer positions awarded, while following their agency's established hiring policies and procedures.

There is no local match requirement for CHRP; however, grant funding requests must 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 statute nonsupplanting requirement mandates that CHRP 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. CHRP 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 CHRP must be in addition to, and not in lieu of, officers who otherwise would have been hired or rehired with local funds.

The American Recovery and Reinvestment Act (Recovery Act) requires grantees to report their financial and programmatic progress within 10 days after the end of each calendar quarter. The COPS Office plans to request information from grantees consistent with Section 1512 of the Recovery Act, including collecting information on the number of new jobs created and the number of jobs preserved using CHRP funding.

At the conclusion of federal funding, grantees must retain all sworn officer positions awarded under the CHRP grant for a minimum of 12 months following the 36-month grant period. The retained CHRP-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 CHRP 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 Recovery Program, please call the COPS Office Response Center at 800.421.6770, or visit COPS Online at www.cops.usdoj.gov.