



Fact Sheet

cops.usdoj.gov

2024 COPS Hiring Program

Strengthening Community Policing by Hiring Officers

The FY 2024 COPS Hiring Program (CHP) is designed to advance public safety through community policing by addressing the full-time sworn officer needs of state, local, tribal, and territorial law enforcement agencies nationwide. CHP provides funds directly to law enforcement agencies to hire new or rehire additional career law enforcement officers and to increase their community policing capacity and crime-prevention efforts.

The FY 2024 CHP award program is an open solicitation. All local, state, tribal, and territorial law enforcement agencies that have primary law enforcement authority are eligible to apply. All awards are subject to the availability of appropriated funds and to any modifications or additional requirements that may be imposed by law.

WHEN: Deadline for first part of application in Grants.gov is **June 6, 2024**, at 4:59 p.m. ET. Deadline for completed application in JustGrants is **June 12, 2024**, at 4:59 p.m. ET.

Start EARLY. This is more than a one-day process.

WHERE: **1.** Register at www.grants.gov.
2. Complete the application in the [JustGrants Justice Grants System](#).

HOW: Online only. No hard copies sent by U.S. Mail or electronic copies sent via email.

PROGRAM WEBSITE:
<https://cops.usdoj.gov/chp>

Supporting Local Law Enforcement in Advancing Community Policing so Communities can Thrive

More than 25 years after its establishment by the Violent Crime Control and Law Enforcement Act of 1994, the COPS Office continues to support the efforts of law enforcement agencies across the country to develop creative and innovative ways to meet long-standing challenges in their communities. To date, the COPS Office has been appropriated more than \$20 billion to advance community policing including grants awarded to more than 15,000 state, local, and tribal law enforcement agencies to fund the hiring and redeployment of more than 136,000 officers.

COPS Office hiring programs like CHP assist law enforcement agencies in advancing public safety by enhancing their community policing efforts. In a changing economic climate, these programs help state, local, and tribal law enforcement agencies maintain sufficient sworn personnel levels to keep their communities safe.

Funding Provisions

FY 2024 CHP awards will provide up to 75 percent of the entry-level salary and fringe benefits for each approved position for a three-year period. There is a minimum 25 percent

cost share or matching funds requirement, which must be in the form of cash, unless a waiver is approved. The maximum federal share per officer position is \$125,000 over the three-year period unless a cost share or matching funds waiver is approved. Any additional costs for higher than entry-level salaries and fringe benefits will be the responsibility of the recipient agency.

CHP awards provide funding for three years (36 months) of entry-level salary for each position awarded. The award period of performance is five years (60 months) to accommodate the hiring process. Agencies must retain each CHP-funded position for 12 months following the three years of funding for that position. The additional officer positions should be added to your agency's law enforcement budget with state or local funds (or both) over and above the number of locally funded officer positions that would have existed in the absence of the award. Absorbing CHP-funded positions through attrition (rather than adding the extra positions to your budget with additional funding) does not meet the retention requirement.

Funding under this program may be used to do the following: (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 award 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 award funding. CHP applicants may request funding in one or more of these three hiring categories.

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 Office 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 award 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.

Applicants are required to affirm in their CHP award application that their agency plans to retain any additional officer positions funded following the expiration of the award and identify their planned sources of retention funding.

Highlights of FY 2024 CHP

Additional consideration in the application review process will be given to applicants that propose a community-based approach to the following problem/focus areas: Building Legitimacy and Trust, Violent Crime/Gun Violence, Combating Hate and Domestic Extremism, and Police-Based Response to Persons in Crisis. If awarded CHP funding, recipients that chose any of these specific community policing problem areas will not be allowed to change the problem area post-award.

Additional consideration will also be given to applicants that meet any of the following criteria:

- **Persistent Poverty.** Applicants in an area with persistent poverty
- **Preventing Radicalization of Personnel.** Applicants seeking support for screening and counseling programs to identify and prevent the radicalization of applicants and personnel who endorse violent and hateful extremist movements
- **Community-Based Hires.** Applicants that commit to recruiting officers from the community in which they will serve
- **Community-Based Officer Relocation.** Applicants that commit to recruiting officers who are willing to relocate to areas characterized by fragmented relations between police and community residents or to areas of high crime
- **Diversity Training.** Agencies that require evidence-based cultural sensitivity training for officers
- **Safe Harbor.** Applicants in states with certain anti-human trafficking laws that treat minors engaged in commercial sex as victims (referred to as "safe harbor" laws) and permit individuals to vacate arrest or prosecution records for nonviolent offenses as a result of being trafficked
- **Catastrophic Incident.** Applicants that experienced an unanticipated catastrophic event or Attorney General-declared area in crime-related crisis

- **Hiring Veterans.** Applicants that commit to hiring at least one military veteran
- **Rural Designation.** Applicants from rural areas
- **Agency Not Funded in FY23.** Applicants that did not receive a CHP award in FY 2023

In addition, responses to the list of questions related to the activities outlined in the Federal Priorities for Policing Inventory will help the U.S. Department of Justice evaluate the possibility for priority consideration, where appropriate, and identify potential gaps in training and technical assistance.

CHP recipients who use CHP funding to deploy school resource officers (SRO) will be required to submit a memorandum of understanding (MOU) between the law enforcement agency and the school partners. In addition, all applicants who receive FY24 CHP funding for SROs will be 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. Additional information about this training requirement will be provided to recipients at the time of award.

How to Apply

Step 1. Register with the SAM (System of Award Management) database or confirm or renew your existing SAM registration.

Step 2. Confirm your entity's electronic business point of contact (E-Biz POC) in SAM is accurate.

Step 3. Register with Grants.gov or confirm your existing registration.

Step 4. Submit the first part of your application in Grants.gov. **Deadline to complete this step is June 6, 2024, at 4:59 p.m. ET.**

Step 5. Onboard your agency to the JustGrants Justice Grants System.

Step 6. Complete and submit the second part of your application in JustGrants (<https://www.justicegrants.usdoj.gov>).

Further instructions and explanations of the application process can be found on the COPS Office website at <https://cops.usdoj.gov>.

Complete application packages for the FY 2024 CHP solicitation are due by **June 12, 2024, at 4:59 p.m. ET.**

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.