**U.S. Department of Justice**
Office of Community Oriented Policing Services

# Fact Sheet

www.cops.usdoj.gov

# 2020 COPS Hiring Program

*Strengthening Community Policing by Hiring Officers*

**The FY 2020 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 or rehire existing career law enforcement officers and to increase their community policing capacity and crime-prevention efforts.

The FY 2020 CHP award 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 to any modifications or additional requirements that may be imposed by law.

**WHEN:** Deadline for grant application is March 11, 2020 at 7:59 p.m. EDT.

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

**WHERE:**
1. Register at www.grants.gov.
2. Complete the application at www.cops.usdoj.gov. Click the "Account Access" tab.

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

## Supporting Local Law Enforcement

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 funded the addition of more than 130,000 officers to more than 13,000 state, local, and tribal law enforcement agencies.

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 2020 CHP awards will provide up to 75 percent of the approved entry-level salaries and fringe benefits of full-time officers for a 36-month award period, with a minimum 25 percent local cash match requirement and a maximum federal share of $125,000 per officer position. FY 2020 CHP awards may be used on or after the official 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 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.

In FY 2020, agencies may request the number of officer positions necessary to support their proposed community policing strategy. Please keep in mind that there is a minimum 25 percent local cash match and a 12-month retention period for each officer position funded. The COPS Office will fund as many positions as possible for successful applicants; however, the number of officer positions requested by an agency may be reduced based on the availability of funding and other programmatic considerations.

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.

At the conclusion of the 36 months of federal funding, recipients must retain all sworn officer positions awarded under the CHP award for a minimum of 12 months.

Retained CHP-funded positions should be added to the recipient's law enforcement budget with state or local funds, to increase the number of locally-funded sworn officer positions that would have existed in the absence of the award. 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 2020 CHP

The COPS Office supports the attorney general's priority goals of reducing violent crime, protecting critical infrastructure and information/intelligence systems through homeland security, and deploying school resource officers to protect elementary or secondary schools through school-based policing. Applicants that choose Violent Crime, Homeland and Border Security, or School-Based Policing as a targeted community policing problem area in their 2020 CHP application will receive additional consideration for funding. Please note: 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.

Under FY 2020 CHP, new-hire officer positions are not required to be military veterans. However, because the COPS Office supports the attorney general's priority to hire military veterans whenever possible, applicants who commit to hiring or rehiring at least one military veteran under CHP will receive additional consideration for FY 2020 CHP funding. These military veterans may be in any of the three hiring categories described under "Funding Provisions," not just new hires.

Additional consideration will be provided to applicants that partner with federal law enforcement to address illegal immigration and to agencies that have experienced an unanticipated catastrophic event. 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 nonviolent offenses as a result of being trafficked. Additional consideration will also be provided to agencies from rural areas and agencies that have not previously received COPS Office grant funding.

Applicants who wish to request officer positions in order to deploy school resource officers (SRO) must choose the School-Based Policing through School Resource Officers community policing problem area in their 2020 CHP application. Note that applicants requesting officer positions in order to deploy SROs must deploy all their requested officer positions as SROs. CHP recipients 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 partners. In addition, all applicants who select School-Based Policing as their focus area and subsequently receive FY 2020 CHP funding for SRO'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 recipients at the time of award or shortly thereafter.

## How to Apply

Applicants are first required to register via www.grants.gov and complete an SF-424. Once the SF-424 has been submitted, applicants will receive an email 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 Office website at www.cops.usdoj.gov and click on the "Account Access" tab 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 email will not be accepted.

Complete application packages for the FY 2020 CHP solicitation are due by March 11, 2020, at 7:59 p.m. EDT. Before submitting your application, please review the *2020 COPS Hiring Program (CHP) Application Guide*. Hard copies or electronic copies sent via email or U.S. Mail will not be accepted.

## Contact the COPS Office

For more information about COPS Office programs and resources, please call the COPS Office Response Center at 800-421-6770 or visit the COPS Office website at www.cops.usdoj.gov.