COPS HIRING PROGRAM (CHP)

NOW OPEN:
The FY20 COPS Hiring Program (CHP) Program is open and will close on March 11th, 2020 at 7:59 PM EDT

Please follow us on Facebook (https://www.facebook.com/DOJCOPS) and Twitter (https://twitter.com/COPSOFFICE) and subscribe to the CP Dispatch (dispatch/index.html), the COPS Office e-newsletter, to learn about current news on community policing awards, publications and projects.

The COPS Hiring Program (CHP) Program is a competitive solicitation, open to all state, local, and tribal law enforcement agencies with primary law enforcement authority.

Approximately $400 million in funding is available for FY 2020 CHP. CHP provides funding to hire and re-hire entry level career law enforcement officers in order to preserve jobs, increase community policing capacities and support crime prevention efforts.

Funding under this program may be used to do the following:
- Hire new officers
- Rehire officers (laid off as a result of budget reductions)
- Rehire officers (at the time of application, currently scheduled to be laid off as a result of budget reductions)

Highlights for this year's COPS Hiring Program:
- Funds 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.
- Provides 75 percent of the approved entry-level salaries and fringe benefits of each newly hired and/or rehired full-time officer, up to $125,000 per officer position, over the three year (36 month) grant period
- Requires you to identify a specific crime and disorder problem/focus area and explain how CHP funding will be used to implement community policing approaches to that problem/focus area.

Additional consideration will be given to applicants who select the following problem/focus areas:
- Violent Crime

https://cops.usdoj.gov/chp
All awards are subject to the availability of appropriated funds and any modifications or additional requirements that may be imposed by law.

Please Note: To apply for funding, applicants must have a DUNS number (DUNS numbers are required of all agencies requesting federal funding) and have an active registration with the System for Award Management (SAM) database. SAM replaces the Central Contractor Registration (CCR) database as the repository for standard information about federal financial assistance applicants, recipients, and subrecipients. Applicants must update or renew their SAM registration annually to maintain an active status. Please see the CHP Application Guide for more details.

HOW TO APPLY

It is strongly recommended that applicants register immediately on Grants.gov (http://www.grants.gov/). In addition, applicants are strongly encouraged to complete the SF-424 as quickly as possible. Any delays in registering with Grants.gov (http://www.grants.gov/) or submitting the SF-424 may result in insufficient time for processing your application.


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 "Applying for CHP" checklist. Hard copies or electronic copies of applications sent via email or U.S. Mail will not be accepted.

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If you have forgotten your password, Reset Your Password (https://portal.cops.usdoj.gov/ResetPassword.aspx). Agency Registration requires your agencies OR; if you do not have it, you may Request Your ORI (https://portal.cops.usdoj.gov/ORIRequest.aspx). If your agency has not registered with COPS and you are the administrative contact for your agency, Register Your Agency (https://portal.cops.usdoj.gov/RegisterAgency.aspx) with COPS. If you have changes in executives or officials and cannot make updates in Agency Portal, please complete the Change of Information Form (https://cops.usdoj.gov/pdf/2018_Change_of_Info_508d_Form.pdf) and submit it to the COPS Response Center at AskCopsRC@usdoj.gov (mailto:askcopsRC@usdoj.gov).

PROGRAM DOCUMENTS

• Quick Start Application Guide (/pdf/2020AwardDocs/chp/UserGuide.pdf) - Start Here!
• Full Application Guide (/pdf/2020AwardDocs/chp/FY2020_CHP_App_Guide.pdf)
• MOU Fact Sheet (/pdf/2020AwardDocs/chp/SRO_MOU_FactSheet.pdf)
• Pre Award Fact Sheet (/pdf/2020AwardDocs/chp/FactSheet.pdf)
• School Policing Fact Sheet (/pdf/2020AwardDocs/chp/SRO_School_Policing_FactSheet.pdf)
School Resource Officers and School-based Policing

A school resource officer (SRO) is a career law enforcement officer assigned in a community policing capacity to a local educational agency. SROs work in collaboration with schools and community-based organizations to provide a positive and visible law enforcement presence on school campuses. SROs have four major roles:

- **Law Enforcement.** SROs address crime and disorder in and around school campus. SROs strive to employ non-punitive techniques when interacting with students, using citation and arrest only as a last resort under narrow circumstances.

- **Informal Counselor.** SROs build relationships with students and act as liaisons to community services for youth and families.

- **Educator.** SROs teach students about crime prevention and safety, drug awareness, conflict resolution, and other topics related to law enforcement and the legal system.

- **Emergency Manager.** SROs develop and implement emergency preparedness policies, including comprehensive school safety plans, and coordinate with first responders in an emergency. SROs are integral members of a school threat assessment team.

**Developing Your School-Based Partnership**

It is essential for law enforcement agencies and schools implementing an SRO program to develop a Memorandum of Understanding (MOU) that clearly documents the roles, responsibilities, and expectations of the SROs, school officials, law enforcement, education departments, students, and parents. A useful MOU documents the program's purpose, all partner roles and responsibilities, and the parameters for information sharing. (Family Educational Rights and Privacy Act (FERPA) laws support SRO and school information sharing to maximize coordinated response and student safety.) The MOU should be reviewed and updated as needed on an annual basis.

Information sharing between SROs and school personnel should include student records when necessary to promote school safety and the physical security of students. The Family Educational Rights and Privacy Act (FERPA) supports such information sharing to maximize coordinated response and positive outcomes.

One essential element of an MOU is the clear prohibition on SROs responding to disciplinary matters. MOUs must clearly indicate that SROs will not be responsible for or involved in routine student discipline. Disciplinary issues are the sole responsibility of school personnel and should be carefully selected and trained.

**Selection and training**

SRO candidates should be sworn law enforcement officers or deputies with at least three years' work experience and an interest in developing positive, community-oriented relationships with youth and the school community. Candidates should volunteer for the assignment.

Every new SRO should complete an initial training on police work in a school setting. Training should cover youth development, problem-solving and mentoring, positive behavior interventions, and emergency management. In addition, SROs should have annual refresher training to learn about new standards and policies and the most current research. The COPS Office partners with the National Association of School Resource Officers (NASRO) to support local, national, and online training.
Emergency management
SROs are also integral to school emergency preparation and response. In addition to formal prevention measures such as threat assessments and safety plans, SROs can also intervene with students at risk of violence. In an actual emergency, such as an attack or a natural disaster, SROs respond in their law enforcement capacity and act as a liaison between the school and first responders.

School-based Policing
School districts and law enforcement agencies may not be able to sustain assigned SROs in the K-12 setting, but officers and school personnel can still collaborate to increase student safety and reduce crime. Officers can be involved in schools as visiting instructors, coaches, or mentors for programs such as Youth Cadets. Officers can be integral partners in threat assessment and emergency management teams. Officers can also provide support and crime prevention for specific events such as after-school sports. Security staff can support safety initiatives but do not replace law enforcement.

Ongoing communication between officers and youth, through either an SRO program or school-based policing, leads to improved trust and mutual respect, which results in a safer school and improved outcomes for students.

What is a School Resource Officer?
Federal statute defines a school resource officer as a career law enforcement officer, with sworn authority, deployed in community oriented policing, and assigned by the employing police department to a local educational agency to work in collaboration with schools and community-based organizations to
- educate students in crime and illegal drug use prevention and safety;
- develop or expand community justice initiatives for students;
- train students in conflict resolution, restorative justice, and crime and illegal drug use awareness.

Resources

Supporting Safe Schools webpage.
https://cops.usdoj.gov/supportingsafeschools

Beyond the Badge: Profile of a School Resource Officer – A film about SRO Ronald Cockrell and the work of SROs, with accompanying discussion guides.

To Protect and Educate: The School Resource Officer and the Prevention of Violence in Schools – A NASRO publication.

Averted School Violence Database – A reporting system that enables law enforcement, school personnel and mental health professionals to share their stories and lessons learned.
https://www.avertedschoolviolence.org/

Readiness and Emergency Management for Schools Center (REMS TA) – A technical assistance hub that provides information, resources, training, and services in the field of campus emergency operations planning.
https://rems.ed.gov/

Protecting Student Privacy: K-12 School Officials – Resources addressing FERPA, including guidance for SROs and school based policing.
https://studentprivacy.ed.gov/audience/school-officials-k-12

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.

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