



POLICE DEPARTMENT

To: Mayor and Town Council

From: Whitney Rehm, Budget Officer & Grants Administrator

**Through: Mario Canizares, Town Manager
Doug Kowalski, Chief of Police**

Re: FY23 COPS Hiring Program Award Acceptance

Town Council Meeting – December 12, 2023

Strategic Visioning Priority: 4. Provide Excellent Municipal Services

Agenda Item:

Consider and act upon accepting the 2023 FY23 COPS Hiring Program grant award from the Department of Justice (DOJ) Office of Community Oriented Policing Services (COPS Office).

Description of Agenda Item:

On November 2, 2023, the Town was notified that it had been awarded funding for five (5) officers, for a federal cost share total of \$625,000 over three years.

The purpose of the COPS Hiring Program is to advance the practice of community policing through the hire or rehire of additional career law enforcement officers. Funding under this award program will be utilized by local law enforcement agencies to hire and rehire career law enforcement officers necessary to increase the jurisdiction's community policing capacity to prevent and disrupt crime and violence.

The \$625,000 2023 FY23 COPS Hiring Program grant award is a reimbursable grant and will fund 37.45% of the total cost of five (5) entry-level sworn police officers' salaries and fringe benefits for 36 months at a decreasing cost share rate. The funding percentage decreases from 66.6% in the first year to 30% in the second year and 20% in the third and final year for an aggregate funding percentage of 37.45%. The Project Period is October 1, 2023, to September 30, 2028, with an anticipated start date after October 1, 2024, for the officers, if approved in the FY25 budget. This will begin the 36-month funding period.

The breakdown of the match is as follows:

	Year 1 Awarded	Year 2 Awarded	Year 3 Awarded	Total Awarded
Local Match (62.55%)	166,667	388,889	488,439	1,043,995

Federal Share (37.45%)	333,333	166,667	125,000	625,000
Total	500,000	555,556	613,439	1,668,995

The below are notable grant award conditions and requirements:

Local Match: COPS Hiring Program award recipients are required to contribute a local match of at least 25 percent towards the total cost of the approved award project, unless waived in writing by the COPS Office. The local match must be a cash match from funds not previously budgeted for law enforcement purposes and must be paid during the award period. The local match contribution must be made on an increasing basis during each year of the three-year award period, with the federal share decreasing accordingly. 34 U.S.C. § 10381(g).

Supplementing, not Supplanting: State, local, and tribal government recipients must use award funds to supplement, and not supplant, state, local, or Bureau of Indian Affairs (BIA) funds that are already committed or otherwise would have been committed for award purposes (hiring, training, purchases, and/or activities) during the award period. In other words, state, local, and tribal government recipients may not use COPS Office funds to supplant (replace) state, local, or BIA funds that would have been dedicated to the COPS Office-funded item(s) in the absence of the COPS Office award. 34 U.S.C. § 10384(a).

Retention: At the time of award application, your agency committed to retaining all sworn officer positions awarded under the CHP award with state and/or local funds for a minimum of 12 months following the conclusion of 36 months of federal funding for each position, over and above the number of locally funded sworn officer positions that would have existed in the absence of the award. Your agency cannot satisfy the retention requirement by using CHP-funded positions to fill locally funded vacancies resulting from attrition. 34 U.S.C. § 10382 (c)(8).

Grant acceptance is required to be electronically certified by the Town Authorized Representatives by December 17, 2023.

Budget Impact:

The Town's cost share for salaries and benefits over the 36-month funding period is \$1,043,995 (62.55%). All other expenses, including salary and benefit expenses above the allowed award amount, will be the responsibility of the Town.

The five officers associated with this grant will be requested as a separate discretionary package as part of the fiscal year 2024-2025 budget process.

All expenses will be paid out of the appropriate Police Department Expense accounts and revenue allocated to grant revenue in the matching fund. Grant program is on a reimbursement basis.

Legal Obligations and Review:

Terrence Welch of Brown & Hofmeister, L.L.P., has approved the attached documents as to form and legality.

Attached Documents:

1. COPS Office Award Letter

Town Staff Recommendation:

Town Staff recommends accepting the 2023 FY23 COPS Hiring Program grant award from the Department of Justice (DOJ) Office of Community Oriented Policing Services (COPS Office).

Proposed Motion:

I move to accept the 2023 FY23 COPS Hiring Program grant award from the Department of Justice (DOJ) Office of Community Oriented Policing Services (COPS Office).