



Council Agenda Item

Meeting Date: 10/15/2024

Agenda Item: COPS Hiring Grant

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BACKGROUND

(Enter the who, what when, where, why)

On Monday, September 30, 2024, the Department of Justice notified us that we were awarded \$375,000 of grant funding through the COPS Hiring Grant. Mathematically, this is an approximately 60/40 split (with 40% of the cost of the officers being grant funded). The City has 45 days to accept the funding. If approved, the City has five years to utilize the funding, which will occur over three years (project end date: 9/30/2029).

Practically, this means that in order to take advantage of the grant funding, the Council needs to accept funding in the short-term. However, that does not force a strict timeline on when the officers would need to be hired as long as the three-year cycle of grant-funded officers is completed by 9/30/2029. This buffer allows for other factors (i.e. a potential referendum outcome) to be determined prior to hiring the additional staff.

It's important to note that the three officers designated for funding through the grant, would be required to actively work toward the community oriented policing strategies that are outlined in the attached problem/focus area document. That document was submitted as a part of the grant application. The award package states that existing officers (rather than newly hired officers) are allowed to be utilized in that specific capacity, which is an important distinction, as newly hired officers may not be best suited to function in that capacity.

The U.S. Department of Justice Office of Community Oriented Policing Services (COPS) has opened a solicitation for grant requests under the FY24 COPS Hiring Program (CHP). In order to be eligible, applicants must be local, state, territorial or tribal law enforcement agencies with primary law enforcement authority. Applications are due June 12, 2024.

The CHP provides funding to law enforcement agencies to hire and/or rehire additional sworn officers in an effort to increase community policing capacity and crime prevention efforts. Agency requests for officers are capped at 20% of actual sworn force, and the maximum federal share per officer position is \$125,000 over the three-year funding period. Agencies are required to cost share at least 25% and are required to pay a progressively larger share of the cost of the award with local funds over the award period. Staff would plan to request three officers with the following cost breakdown per officer (based on the assumption that the total annual cost per officer is approximately \$105,000):

2025: Federal share: \$75,000 per officer (\$225,000 total)/**City share:** \$30,000 per officer (\$90,000 total)
2026: Federal share: \$35,000 per officer (\$105,000 total)/**City share:** \$70,000 per officer (\$210,000 total)
2027: Federal share: \$15,000 per officer (\$45,000 total)/**City share:** \$90,000 per officer (\$270,000 total)

The City would be responsible for the full cost of each officer after the three-year funding period. The City is required to retain the additional positions for a minimum of 12 months beyond the three-year funding period.

PREVIOUS ACTIONS – COMMITTEE RECOMMENDATIONS

(Dates, committees, action taken)

On May 7, 2024, Council directed City staff to apply for the COPS Hiring Grant.

FINANCIAL IMPACT

(If none, state N/A)

If the grant is accepted, a total of \$375,000 in federal funding would be received by the City over the 5-year program period.

STAFF RECOMMENDATION

Recommended Motion: **Move to formally accept the awarded grant funding from the COPS Hiring Grant.**

ATTACHMENT(S) INCLUDED

(If none, state N/A)

1. COPS Hiring Grant Award Package
 2. 2024 CHP Problem_Focus Area Final
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