



# BJA Bureau of Justice Assistance Fact Sheet

Nancy E. Gist, Director

## Police Hiring Supplement Program

On August 30, 1993, U.S. Attorney General Janet Reno announced the creation of the Police Hiring Supplement Program, a new \$150 million competitive grant program awarding grants directly to law enforcement jurisdictions to hire and/or rehire additional sworn law enforcement officers. This program, funded by a supplemental appropriation by Congress, represents part of the Clinton Administration's commitment to making America's neighborhoods safer through community policing strategies that address crime and crime-related problems. The program is administered by the Bureau of Justice Assistance (BJA) of the U.S. Department of Justice (DOJ).

The goals of the Police Hiring Supplement Program are:

- To increase the number of sworn law enforcement officers serving areas where they are needed most.
- To improve the long-term ability of law enforcement agencies to engage in community policing by deploying additional sworn law enforcement officers.
- To prevent crime, promote problem solving, and enhance public safety through innovative crime prevention, including community policing.

Fifty percent of the \$150 million available for these grants (\$75 million) was awarded to applicants serving jurisdictions with populations of 150,000 and above, and 50 percent (\$75 million) was awarded to applicants serving jurisdictions with populations of less than 150,000. These funds are to be used to help pay the salaries and fringe benefits, excluding overtime, of newly sworn and/or rehired officers for a 3-year period.

### Eligibility Requirements

Eligibility for the Police Hiring Supplement Program was limited to law enforcement agencies and a consortia of law enforcement agencies that could demonstrate both a significant need for additional sworn law

enforcement officers and a commitment to using community policing to address crime and crime-related problems. State law enforcement agencies could apply if they had law enforcement jurisdiction and provided local law enforcement services to communities within the State.

### Federal Share

For each officer funded under this program, the Federal share (award or grant amount) could not exceed the greater of 75 percent of the total salary and benefits over the life of the grant, up to a maximum of \$75,000; or 50 percent of the total salary and benefits over the life of the grant. The authorized Federal share per officer could be increased if the agency submitted sufficient evidence of extraordinary economic hardship due to factors such as economic dislocation, natural disaster, or other severe mitigating circumstances. An increase in the Federal share was granted only in the most extreme circumstances.

### Maximum Award Amount

Maximum award amounts were based on the population of the jurisdiction served by the applicants:

- A maximum of \$1 million over the life of the grant for jurisdictions *with a population of less than 150,000*.
- A maximum of \$2 million over the life of the grant for jurisdictions *with a population between 150,000 and 749,999*.
- A maximum of \$3 million over the life of the grant for jurisdictions *with a population between 750,000 and 2 million*.
- A maximum of \$4 million over the life of the grant for jurisdictions *with a population in excess of 2 million*.

No waiver of the maximum award amounts was allowed.

---

---

## Application Requirements

Applications for the Police Hiring Supplement Program were developed by law enforcement agencies in consultation with community groups and appropriate public and private agencies. The applications reflected each community's unique needs and responsiveness to local circumstances. Applicants were required to:

- ❑ Demonstrate the jurisdiction's public safety need for additional sworn law enforcement officers, as well as the reason(s) that local funding was not available to meet these needs, including a description of the jurisdiction's overall crime situation.
- ❑ Include a 3-year strategy for community policing in the jurisdiction that specified how additional sworn officers would lead to increased community policing targeted against crime and related problems in the jurisdiction.
- ❑ Specify how the hiring or rehiring of additional sworn law enforcement officers would help the jurisdiction implement community policing activities.
- ❑ Describe how the applicant intended to continue the project and retain the positions created with the project funds following the conclusion of the grant period.
- ❑ Discuss the availability and use of nonproject funds and resources from other organizations (Federal, State, local, or private), providing the fund sources, the fund amounts, and how the resources were to be used.
- ❑ Include a budget and budget narrative that specifically identified the number of officers to be hired, the salary and fringe benefits per officer, and the total salary and fringe benefits costs.

Applicants also certified that Federal funds made available under the grant would not be used to supplant State or local funds, but would be used exclusively to increase the amount of State or local funds that would be available for law enforcement purposes in the absence of Federal funds.

## Application Deadlines

Applications for funding under the Police Hiring Supplement Program were considered competitively in three rounds, with funding distributed over the three rounds. Applications were due on October 14, 1993; November 1, 1993; and December 1, 1993.

## Award Information

On December 20, 1993, DOJ announced the first 74 awards totaling approximately \$50 million to local law enforcement agencies to hire 658 officers. On February 9, 1994, the second round of awards was announced, with 34 local law enforcement agencies receiving grants for a total of \$26 million to hire or rehire 364 police officers. On May 12, 1994, the third round was announced, with 142 jurisdictions receiving funds to hire a total of 1,001 officers for approximately \$74 million.

In total, the program has funded 250 jurisdictions across the country, for a total of 2,023 additional law enforcement officers in all 50 States. Of the recipients, 225 were from city, town, township, and county police departments serving jurisdictions ranging in population from more than 3.6 million in Los Angeles, California, to 416 in Duncan, Mississippi. Nineteen county sheriff's departments received awards either directly or indirectly from this program. These include 12 sheriff's departments, 3 others that received awards as part of a consortium, and 4 that will contract with cities that received awards to provide law enforcement services. Two State police departments—Illinois and Maine—received awards. Three consortia of law enforcement agencies received awards: a consortium in Oregon composed of a county sheriff, State police, and six municipal police departments; a consortium of a county sheriff and two city police departments in Utah; and a consortium of city police and county sheriffs in Kansas. In addition, two Native American tribes (the Choctaw in Mississippi and the Nisqually in Washington) and one transit police department (Los Angeles County Metropolitan Transit Authority) received grants.

## For Further Information

To obtain a copy of Police Hiring Supplement Program guidelines or for further information, contact:

### **Bureau of Justice Assistance Clearinghouse**

P.O. Box 6000

Rockville, MD 20849-6000

Tel: 1-800-688-4252

Fax: 1-301-251-5212

Bulletin Board System: 1-301-738-8895

Internet: look@ncjrs.aspsys.com

### **U.S. Department of Justice Response Center**

Tel: 1-800-421-6770