

Union Calendar No. 399

118TH CONGRESS
2^D SESSION

H. R. 3325

[Report No. 118–481]

To amend the Omnibus Crime Control and Safe Streets Act of 1968 to authorize law enforcement agencies to use COPS grants for recruitment activities, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 15, 2023

Mr. HUNT (for himself and Mr. IVEY) introduced the following bill; which was referred to the Committee on the Judiciary

MAY 6, 2024

Additional sponsors: Mr. NEHLS, Mr. SMITH of New Jersey, Ms. ROSS, Mr. BACON, Mr. TRONE, Mr. LAWLER, Mr. LYNCH, Mr. GARBARINO, Mr. STAUBER, Mr. FLOOD, Mr. CISCOMANI, Mr. ARMSTRONG, Mr. VAN DREW, Mr. OGLES, Ms. JACKSON LEE, and Mr. CORREA

MAY 6, 2024

Reported with an amendment, committed to the Committee of the Whole House on the State of the Union, and ordered to be printed

[Strike out all after the enacting clause and insert the part printed in *italic*]

[For text of introduced bill, see copy of bill as introduced on May 15, 2023]

A BILL

To amend the Omnibus Crime Control and Safe Streets Act of 1968 to authorize law enforcement agencies to use COPS grants for recruitment activities, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 *This Act may be cited as the “Recruit and Retain Act*
5 *of 2024”.*

6 **SEC. 2. IMPROVING COPS GRANTS FOR POLICE HIRING**
7 **PURPOSES.**

8 *(a) GRANT USE EXPANSION.—Section 1701(b) of title*
9 *I of the Omnibus Crime Control and Safe Streets Act of*
10 *1968 (34 U.S.C. 10381(b)) is amended—*

11 *(1) by redesignating paragraphs (22) through*
12 *(23) as paragraphs (23) through (24), respectively;*
13 *and*

14 *(2) by inserting after paragraph (21) the fol-*
15 *lowing:*

16 *“(22) to support hiring activities by law enforce-*
17 *ment agencies experiencing declines in officer recruit-*
18 *ment applications by reducing application-related*
19 *fees, such as fees for background checks, psychological*
20 *evaluations, and testing;”.*

21 *(b) TECHNICAL AMENDMENT.—Section 1701(b)(23) of*
22 *title I of the Omnibus Crime Control and Safe Streets Act*
23 *of 1968 (34 U.S.C. 10381(b)(23)), as so redesignated, is*
24 *amended by striking “(21)” and inserting “(22)”.*

1 **SEC. 3. ADMINISTRATIVE COSTS; PIPELINE PARTNERSHIP**
2 **PROGRAM.**

3 *Section 1701 of title I of the Omnibus Crime Control*
4 *and Safe Streets Act of 1968 (34 U.S.C. 10381) is amended*
5 *by adding at the end the following:*

6 “(o) *ADMINISTRATIVE COSTS.*—*Not more than 2 per-*
7 *cent of a grant made for the hiring or rehiring of additional*
8 *career law enforcement officers may be used for costs in-*
9 *curred to administer such grant.*

10 “(p) *COPS PIPELINE PARTNERSHIP PROGRAM.*—

11 “(1) *ELIGIBLE ENTITY DEFINED.*—*In this sub-*
12 *section, the term ‘eligible entity’ means a law enforce-*
13 *ment agency in partnership with not less than 1 edu-*
14 *cational institution, which may include 1 or any*
15 *combination of the following:*

16 “(A) *An elementary school.*

17 “(B) *A secondary school.*

18 “(C) *An institution of higher education.*

19 “(D) *A Hispanic-serving institution.*

20 “(E) *A historically Black college or univer-*
21 *sity.*

22 “(F) *A Tribal college.*

23 “(2) *GRANTS.*—*The Attorney General shall*
24 *award competitive grants to eligible entities for re-*
25 *cruiting activities that—*

1 “(A) support substantial student engage-
2 ment for the exploration of potential future ca-
3 reer opportunities in law enforcement;

4 “(B) strengthen recruitment by law enforce-
5 ment agencies experiencing a decline in recruits,
6 or high rates of resignations or retirements;

7 “(C) enhance community interactions be-
8 tween local youth and law enforcement agencies
9 that are designed to increase recruiting; and

10 “(D) otherwise improve the outcomes of
11 local law enforcement recruitment through ac-
12 tivities such as dedicated programming for stu-
13 dents, work-based learning opportunities, project-
14 based learning, mentoring, community liaisons,
15 career or job fairs, work site visits, job shad-
16 owing, apprenticeships, or skills-based intern-
17 ships.

18 “(3) FUNDING.—Of the amounts made available
19 to carry out this part for a fiscal year, the Attorney
20 General may use not more than \$3,000,000 to carry
21 out this subsection.”.

1 **SEC. 4. COPS GRANT GUIDANCE FOR AGENCIES OPERATING**
2 **BELOW BUDGETED STRENGTH.**

3 *Section 1704 of title I of the Omnibus Crime Control*
4 *and Safe Streets Act of 1968 (34 U.S.C. 10384) is amended*
5 *by adding at the end the following:*

6 *“(d) GUIDANCE FOR UNDERSTAFFED LAW ENFORCE-*
7 *MENT AGENCIES.—*

8 *“(1) DEFINITIONS.—In this subsection:*

9 *“(A) COVERED APPLICANT.—The term ‘cov-*
10 *ered applicant’ means an applicant for a hiring*
11 *grant under this part seeking funding for a law*
12 *enforcement agency operating below the budgeted*
13 *strength of the law enforcement agency.*

14 *“(B) BUDGETED STRENGTH.—The term*
15 *‘budgeted strength’ means the employment of the*
16 *maximum number of sworn law enforcement offi-*
17 *cers the budget of a law enforcement agency al-*
18 *lows the agency to employ.*

19 *“(2) PROCEDURES.—Not later than 180 days*
20 *after the date of enactment of this Act, the Attorney*
21 *General shall establish consistent procedures for cov-*
22 *ered applicants, including guidance that—*

23 *“(A) clarifies that covered applicants re-*
24 *main eligible for funding under this part; and*

25 *“(B) enables covered applicants to attest*
26 *that the funding from a grant awarded under*

1 *this part is not being used by the law enforce-*
2 *ment agency to supplant State or local funds, as*
3 *described in subsection (a).*

4 “(3) *PAPERWORK REDUCTION.*—*In developing*
5 *the procedures and guidance under paragraph (2), the*
6 *Attorney General shall take measures to reduce paper-*
7 *work requirements for grants to covered applicants.”.*

8 **SEC. 5. STUDY ON POLICE RECRUITMENT.**

9 *(a) STUDY.*—

10 (1) *IN GENERAL.*—*The Comptroller General of*
11 *the United States shall conduct a study to consider*
12 *the comprehensive effects of recruitment and attrition*
13 *rates on Federal, State, Tribal, and local law enforce-*
14 *ment agencies in the United States, to identify—*

15 (A) *the primary reasons that law enforce-*
16 *ment officers—*

17 (i) *join law enforcement agencies; and*

18 (ii) *resign or retire from law enforce-*
19 *ment agencies;*

20 (B) *how the reasons described in subpara-*
21 *graph (A) may have changed over time;*

22 (C) *the effects of recruitment and attrition*
23 *on public safety;*

24 (D) *the effects of electronic media on re-*
25 *cruitment efforts;*

1 (E) barriers to the recruitment and reten-
2 tion of Federal, State, and local law enforcement
3 officers; and

4 (F) recommendations for potential ways to
5 address barriers to the recruitment and retention
6 of law enforcement officers, including the bar-
7 riers identified in subparagraph (E).

8 (2) REPRESENTATIVE CROSS-SECTION.—

9 (A) IN GENERAL.—The Comptroller General
10 of the United States shall endeavor to ensure ac-
11 curate representation of law enforcement agencies
12 in the study conducted pursuant to paragraph
13 (1) by surveying a broad cross-section of law en-
14 forcement agencies—

15 (i) from various regions of the United
16 States;

17 (ii) of different sizes; and

18 (iii) from rural, suburban, and urban
19 jurisdictions.

20 (B) METHODS DESCRIPTION.—The study
21 conducted pursuant to paragraph (1) shall in-
22 clude in the report under subsection (b) a de-
23 scription of the methods used to identify a rep-
24 resentative sample of law enforcement agencies.

1 **(b) REPORT.**—*Not later than 540 days after the date*
2 *of enactment of this Act, the Comptroller General of the*
3 *United States shall—*

4 (1) *submit to the Committee on the Judiciary of*
5 *the Senate and the Committee on the Judiciary of the*
6 *House of Representatives a report containing the*
7 *study conducted under subsection (a); and*

8 (2) *make the report submitted under paragraph*
9 *(1) publicly available online.*

10 **(c) CONFIDENTIALITY.**—*The Comptroller General of*
11 *the United States shall ensure that the study conducted*
12 *under subsection (a) protects the privacy of participating*
13 *law enforcement agencies.*

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