



U.S. Department of Justice

Office of the Associate Attorney General

Crime -
Community
Policing
COPS AHEAD

The Associate Attorney General

Washington, D.C. 20530

October 25, 1994

Dear Colleague:

The Violent Crime Control and Law Enforcement Act of 1994, signed into law by President Clinton on September 13, created a federal-local law enforcement partnership and the opportunity to hire 100,000 new officers under the "Cops on the Beat" program. With community policing as its base, the program is intended to encourage the development of police-citizen cooperation to control crime, maintain order, and improve the quality of life in America. Attorney General Janet Reno has established the Office of Community Oriented Policing Services to expedite the hiring of new police officers and to implement community policing programs.

The Department of Justice and the new Office of Community Oriented Policing Services (COPS) are pleased to announce the Accelerated Hiring, Education, and Deployment program (COPS AHEAD). Through this new expedited grant approach, law enforcement agencies serving populations of 50,000 or more are eligible to hire new officers to participate in community policing, up to a maximum of 3 percent of their actual sworn officers subject to the conditions contained in the attached Fact Sheet.

I am enclosing a fact sheet that describes COPS AHEAD in more detail. *To apply for a share of these funds, you must return the enclosed response form to the COPS Office, postmarked or faxed by November 10, 1994.* We recognize that this is a short response period, but one of the goals of COPS AHEAD is to expedite and streamline the process of making funds available to law enforcement agencies. Within two weeks after receiving these responses, based upon the number of responses we receive, we will let you know the specific number of sworn officers that you may select and train. Before funding is ultimately approved--and while your new officers are in training-- you must still submit qualifying information concerning your community policing plan and your budget.

The COPS AHEAD program is one part of a multi-faceted effort that will bring new officers and deputies to cities, counties, and towns throughout America. If you do not wish to participate in COPS AHEAD, other funding opportunities will be available to hire new officers. Electing to wait for other programs will not prejudice your funding opportunities under those programs. Similarly, participating in COPS AHEAD will not prejudice your opportunity to receive funds for officers beyond those authorized under COPS AHEAD.

Announcements will be sent to you soon about other funding opportunities. We have tried to distribute this announcement widely and if you received more than one copy of this announcement or if your agency does not meet all of the eligibility requirements for COPS AHEAD, please pass the information along to a colleague. For more information about this program please call the Crime Bill Response Center at 1-800-421-6770.

We look forward to working with you in a productive partnership to fight crime in our country.

Sincerely,

John R. Schmidt



U. S. Department of Justice

Office of Community Oriented Policing Services

633 Indiana Avenue N.W., 3rd Floor
Washington, D.C. 20531

(202) 514-2058
FAX (202) 514-9272

Community Oriented Policing - Accelerated Hiring, Education and Development

LETTER OF INTENT TO PARTICIPATE

Yes, we are interested in participating in COPS AHEAD. We understand that by providing the information requested below, and returning this form postmarked by November 10, 1994, we will receive a formal application kit and confirmation of eligibility by November 21, 1994. We also understand that COPS AHEAD hiring grants provide a maximum federal contribution of 75% of the salary and benefits of each officer over three years, up to a cap of \$75,000 per officer, with the federal share decreasing from year to year.

Executive Information

Law Enforcement Executive's Name _____
Address _____
City _____ State _____ Zip Code _____
Telephone _____ FAX _____

Government Executive's Name _____
Address _____
City _____ State _____ Zip Code _____
Telephone _____ FAX _____

General Information

Number of Officers Requested Through COPS AHEAD _____
Actual Number of Sworn Officers as of October 1, 1994 _____
Entry Level Annual Salary Per Officer _____ Entry Level Annual Fringe Benefits Cost Per Officer _____
Area of Jurisdiction (square miles) _____ Current Population Served (per most recent U.S. Census data) _____

I certify that the information provided on this form is true and accurate to the best of my knowledge. I understand that, prior to any grant award, the applicant must demonstrate compliance with all program requirements of the Violent Crime Control and Law Enforcement Act of 1994 and other requirements of federal law.

Law Enforcement Executive's Signature _____ Date _____

Government Executive's Signature _____ Date _____

Return or FAX this letter of intent to: U.S. Department of Justice
COPS AHEAD
P. O. Box 14440
Washington, D.C. 20044



U.S. Department of Justice Fact Sheet

Community Oriented Policing Services Accelerated Hiring, Education and Deployment (COPS AHEAD) for Populations of 50,000 and Over

Program Information

COPS AHEAD is one of several approaches developed by the Department of Justice under the Violent Crime Control and Law Enforcement Act of 1994 to speed the deployment of new officers devoted to community policing on the streets and rural routes of this nation. COPS AHEAD permits interested agencies to begin recruiting and hiring new officers now in anticipation of later COPS grant funding, without compromising the quality and thoroughness of officer training and the careful design of community policing programs. COPS AHEAD will benefit jurisdictions with populations of 50,000 and over, while COPS FAST will be used to expedite the applications of agencies serving smaller populations.

Funding Provisions

Law enforcement agencies intending to participate in COPS AHEAD may select and train new officers now, prior to submission and approval of a formal grant application. Funding will begin once the new officers have been sworn and a satisfactory grant application has been submitted and approved. Grants will be made for up to 75 percent of the total salary and benefits of each officer over three years, up to a maximum of \$75,000 per officer, with the remainder to be paid by state or local funds.

Grant funds may be used to enable each agency to hire new officers to increase its actual sworn force up to a maximum of 3 percent over actual October 1, 1994 force level.

Up to \$225 million in grants will be made under COPS AHEAD to state, local and other public law enforcement agencies which serve populations of 50,000 and over. If requests exceed the funds available, the amount or starting date of grants may be adjusted to accommodate demand.

COPS grant funds must not be used to replace funds that eligible agencies otherwise would have devoted to future officer hiring. In other words, any hiring under the COPS AHEAD program must be in addition to, and not in lieu of, officers that otherwise would have been hired.

In hiring new officers, agencies may not reduce the scope of their customary screening and training procedures, and must include community policing principles and methods in their training curricula. In addition, to the extent practicable, COPS AHEAD grant funds should be used to increase the representation of women and racial and ethnic minorities within the ranks of sworn officers.

All agencies serving a population of 50,000 and over will receive an invitation to participate in COPS AHEAD. In response, an interested agency must send a letter of intent to the COPS Office, to be received no later than November 10, 1994. The COPS Office expects to confirm the eligibility of applicants and proposed funding levels no later than November 21, 1994. Officers proposed to be funded under COPS AHEAD must be hired *no later than* the agency's first class starting in 1995.

At the time that proposed funding levels are confirmed, a formal grant application will be sent requesting information concerning the agency's strategic community policing plan for the use of the officers that have been approved to be hired, budget plans and projections, and other information to enable the COPS Office to confirm compliance with grant conditions.

An award under COPS AHEAD will not affect the consideration of an agency's application for a grant under any other COPS program. An agency that received funding under COPS Phase I is eligible to receive additional funding under COPS AHEAD if the combined hiring under both programs does not exceed 3 percent of the actual October 1, 1994 force level.