H. R. 6375

To permit COPS grants to be used for the purpose of increasing the compensation and hiring of law enforcement officers, and for other purposes.

IN THE HOUSE OF REPRESENTATIVES
JANUARY 12, 2022

Mr. Rice of South Carolina (for himself, Ms. Spanberger, Ms. Herrera Beutler, Mr. Golden, Mr. Chabot, Mrs. Murphy of Florida, Mr. Owens, Mr. Kind, Mr. Katko, Mr. Cuellar, and Mrs. Kim of California) introduced the following bill; which was referred to the Committee on the Judiciary

A BILL

To permit COPS grants to be used for the purpose of increasing the compensation and hiring of law enforcement officers, and for other purposes.

Be it enacted by the Senate and House of Representatives of the United States of America in Congress assembled,

SECTION 1. SHORT TITLE.

This Act may be cited as the “COPS on the Beat Grant Program Reauthorization and Parity Act of 2022”.

SEC. 2. FINDINGS; SENSE OF CONGRESS.

(a) FINDINGS.—The Congress finds the following:
(1) The President’s Task Force on 21st Century Policing highlighted the importance of hiring law enforcement officers who reflect the diversity and values of the community, and who have both the mindset and the skills needed to engage with the community.

(2) Diverse workforces can be more effective, creative, and resilient than homogenous workforces, and teams with broader perspectives result in better decision-making and problem-solving practices. Recruiting a diverse pool of candidates includes qualified individuals from different races, genders, ethnicities, and cultural backgrounds.

(3) Effective law enforcement recruitment practices can help engender trust, develop good relations with their communities, and ensure that the officers they hire can best serve those communities. Recruitment efforts should start in the community, and law enforcement agencies should consider developing youth programs to attract younger generations. This could include Explorer programs, internships through local schools, cadet academies, university partnerships, and youth mentorship programs that foster relationships between young adults and departments. Not only do these programs develop en-
thusiasm for a law enforcement career, they can also build relationships between law enforcement agencies and the communities they serve.

(b) Sense of Congress.—It is the sense of Congress that the COPS Office is uniquely suited to empower local law enforcement agencies to fulfill recommendations related to law enforcement hiring practices, including agencies being reflective of the communities they serve, both demographically and in values and vision, and possessing the mindset and skills needed to engage with the community.

SEC. 3. REAUTHORIZATION OF COPS ON THE BEAT GRANT PROGRAMS.

(a) Reauthorization of COPS on the Beat Grant Program.—Section 1001(a)(11)(A) of title I of the Omnibus Crime Control and Safe Streets Act of 1968 (34 U.S.C. 10261(a)(11)(A)) is amended by striking “for each of fiscal years 2006 through 2009” and inserting “for each of fiscal years 2022 through 2031”.

SEC. 4. RURAL COMMUNITY ACCESS TO COPS GRANTS.

(a) Uses of Grant Amounts.—Section 1701(b) of title I of the Omnibus Crime Control and Safe Streets Act of 1968 (34 U.S.C. 10381(b)) is amended—

(1) by redesignating paragraphs (3) through (23) as paragraphs (4) through (24), respectively;
(2) by inserting after paragraph (2) the follow-
ing:

“(3) in the case of any State or unit of local
government that has a median household income of
less than 70 percent of the national median house-
hold income and qualifies for a reduced contribu-
tion under subsection (g)(2), to increase wages of career
law enforcement officers to not more than 80 per-
cent of the national median household income;”; and

(3) in paragraph (23), as redesignated, by
striking “through (21)” and inserting “through
(22)”.

(b) Preferential Consideration.—Section
1701(c) of title I of the Omnibus Crime Control and Safe
Streets Act of 1968 (34 U.S.C. 10381(c)) is amended—

(1) by striking paragraph (1); and

(2) by redesignating paragraphs (2) and (3) as
paragraphs (1) and (2), respectively.

(c) Cost Share.—Section 1701(g) of title I of the
Omnibus Crime Control and Safe Streets Act of 1968 (34
U.S.C. 10381(g)) is amended to read as follows:

“(g) Matching Funds.—

“(1) In general.—Except as provided in para-
graph (2), the portion of the costs of a program,
project, or activity provided by a grant under sub-
section (a) may not exceed 75 percent, unless the
Attorney General waives, wholly or in part, the re-
quirement under this subsection of a non-Federal
contribution to the costs of a program, project, or
activity. In relation to a grant for a period exceeding
1 year for hiring or rehiring or increasing the com-
pensation of career law enforcement officers, the
Federal share shall decrease from year to year for
up to 5 years, looking toward the continuation of the
increased hiring and compensation level using State
or local sources of funding following the conclusion
of Federal support, as provided in an approved plan
pursuant to section 1702(c)(8).

“(2) Reduced non-Federal contribute-

“(A) In General.—The portion of the
costs of a program, project, or activity provided
by a grant under subsection (a), in any State
or unit of local government described in sub-
paragraph (B), may not exceed—

“(i) 90 percent for the first year of
the grant;

“(ii) 85 percent for the second year of
the grant;
“(iii) 80 percent for the third year of the grant; and

“(iv) 75 percent for the fourth year of the grant.

“(B) State or unit of local government described.—A State or unit of local government described in this subparagraph is any State or unit of local government—

“(i) with a median household income that is not more than 80 percent of the national median household income;

“(ii) that does not provide a single employee with compensation that is more than double the national median household income; and

“(iii) that is a rural State, rural community, or rural area as such terms are defined in section 40002(a) of the Violent Crime Control and Law Enforcement Act of 1994 (34 U.S.C. 12291(a)(26)(A)) is amended.”.

(d) Limitation on Hiring and Rehiring.—Section 1704(c) of title I of the Omnibus Crime Control and Safe Streets Act of 1968 (34 U.S.C. 10384(c)) is amended to read as follows:
“(c) Hiring and Compensation Cost.—

“(1) In general.—Funding provided under
this part for hiring or rehiring a career law enforce-
ment officer may not exceed $75,000, unless the At-
torney General grants a waiver from this limitation.

“(2) Reduced contribution.—In the case of
a jurisdiction that qualifies for a reduced contribu-
tion under section 1701(g)(2), a career law enforce-
ment officer who is hired or rehired or whose com-
pensation is increased under this part may not re-
ceive from any funding provided under this part
compensation exceeding 80 percent of the national
median household income for work performed as an
on-duty law enforcement officer.”.

(e) Allocation of COPS Grant Program

Funds.—Section 1001(a)(11)(B) of title I of the Omni-
bus Crime Control and Safe Streets Act of 1968 (34
U.S.C. 10261(a)(11)(B)) is amended by inserting after
the second sentence the following: “If funds remain avail-
able for obligation under this subparagraph in a fiscal year
after all eligible and qualified grantees have been funded
from the 50 percent of funding allocated for grants pursu-
ant to applications submitted by units of local government
or law enforcement agencies having jurisdiction over areas
with populations exceeding 150,000 or by public and pri-
vate entities that serve areas with populations exceeding
150,000, the remaining funds may be used for grants pur-
suant to applications submitted by units of local govern-
ment or law enforcement agencies having jurisdiction over
areas with populations 150,000 or less or by public and
private entities that serve areas with populations 150,000
or less.”.

(f) DEFINITIONS.—Section 1709 of title I of the Om-
nibus Crime Control and Safe Streets Act of 1968 (34
U.S.C. 10389) is amended by adding at the end the fol-
lowing:

“(8) ‘Attorney General’ means the Attorney
General, acting through the COPS Director.”.

SEC. 5. COPS OFFICE.

(a) COPS PROGRAM.—Section 1701(a) of title I of
the Omnibus Crime Control and Safe Streets Act of 1968
(34 U.S.C. 10381(a)) is amended to read as follows:

“(a) The Office of Community Oriented Policing Services.—

“(1) In general.—There is within the Depart-
ment of Justice, under the general authority of the
Attorney General, a separate and distinct office to
be known as the Office of Community Oriented Po-
licing Services (referred to in this subsection as the
‘COPS Office’).
“(2) Director.—The COPS Office shall be headed by a Director who shall—

“(A) be appointed by the Attorney General; and

“(B) have final authority over grants under this part and any other grants, cooperative agreements, and contracts awarded by the COPS Office.”.

SEC. 6. GAO REPORT.

In fiscal year 2026 and fiscal year 2031, the Comptroller General of the United States, after consultation with the Attorney General, shall submit to Congress and make publicly available a report that provides national averages and averages for department characteristic subgroups including at least size of police and sheriff departments and urban or rural designations by jurisdiction detailing—

(1) a measure of how representative the existing workforce of the average police and sheriff departments is to the community served based on demographics which include at least gender and race;

(2) the percentage of those employed by the average police and sheriff departments that live in the jurisdiction in which they are currently employed;
(3) a measure of average officer pay in police and sheriff departments compared to cost of living in the jurisdiction in which they are currently employed; and

(4) legislative and administrative recommendations for improving the percentage of officers that live in the jurisdiction in which they are employed and how representative the law enforcement agency is of the community it serves.