

117TH CONGRESS
2D SESSION

S. 4287

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 SENATE OF THE UNITED STATES

MAY 19 (legislative day, MAY 17), 2022

Mr. GRAHAM (for himself, Ms. KLOBUCHAR, Ms. CORTEZ MASTO, Ms. MURKOWSKI, and Mr. COONS) introduced the following bill; which was read twice and 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.

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 “COPS on the Beat
5 Grant Program Parity Act of 2022”.

6 **SEC. 2. FINDINGS; SENSE OF CONGRESS.**

7 (a) FINDINGS.—Congress finds the following:

8 (1) The President’s Task Force on 21st Cen-
9 tury Policing highlighted the importance of hiring

1 law enforcement officers who reflect the diversity
2 and values of the community, and who have both the
3 mindset and the skills needed to engage with the
4 community.

5 (2) Diverse workforces can be more effective,
6 creative, and resilient than homogenous workforces,
7 and teams with broader perspectives result in better
8 decision making and problem-solving practices. Re-
9 cruiting a diverse pool of candidates includes quali-
10 fied individuals from different races, genders,
11 ethnicities, and cultural backgrounds.

12 (3) Effective recruitment practices can help law
13 enforcement agencies engender trust, develop good
14 relations with their communities, and ensure that
15 the officers they hire can best serve those commu-
16 nities. Recruitment efforts should start in the com-
17 munity, and law enforcement agencies should con-
18 sider developing youth programs to attract younger
19 generations. This could include Explorer programs,
20 internships through local schools, cadet academies,
21 university partnerships, and youth mentorship pro-
22 grams that foster relationships between young adults
23 and departments. Not only do these programs de-
24 velop enthusiasm for a law enforcement career, but

1 they can also build relationships between law en-
 2 forcement agencies and the communities they serve.

3 (b) SENSE OF CONGRESS.—It is the sense of Con-
 4 gress that the Office of Community Oriented Policing
 5 Services (commonly known as the “COPS Office”) of the
 6 Department of Justice is uniquely suited to empower local
 7 law enforcement agencies to fulfill recommendations re-
 8 lated to law enforcement hiring practices, including agen-
 9 cies being reflective of the communities they serve, both
 10 demographically and in values and vision, and possessing
 11 the mindset and skills needed to engage with the commu-
 12 nity.

13 **SEC. 3. RURAL COMMUNITY ACCESS TO COPS GRANTS.**

14 (a) USES OF GRANT AMOUNTS.—Section 1701(b) of
 15 title I of the Omnibus Crime Control and Safe Streets Act
 16 of 1968 (34 U.S.C. 10381(b)) is amended—

17 (1) by redesignating paragraphs (3) through
 18 (23) as paragraphs (4) through (24), respectively;

19 (2) by inserting after paragraph (2) the fol-
 20 lowing:

21 “(3) in the case of any State or unit of local
 22 government that has a median household income of
 23 less than 70 percent of the national median house-
 24 hold income and qualifies for a reduced contribution
 25 under subsection (g)(2), to increase wages of career

1 law enforcement officers to not more than 80 per-
2 cent of the national median household income;” and

3 (3) in paragraph (23), as redesignated, by
4 striking “through (21)” and inserting “through
5 (22)”.

6 (b) PREFERENTIAL CONSIDERATION.—Section
7 1701(c) of title I of the Omnibus Crime Control and Safe
8 Streets Act of 1968 (34 U.S.C. 10381(c)) is amended—

9 (1) by striking paragraph (1); and

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

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

15 “(g) MATCHING FUNDS.—

16 “(1) IN GENERAL.—Except as provided in para-
17 graph (2), the portion of the costs of a program,
18 project, or activity provided by a grant under sub-
19 section (a) may not exceed 75 percent, unless the
20 Attorney General waives, wholly or in part, the re-
21 quirement under this subsection of a non-Federal
22 contribution to the costs of a program, project, or
23 activity. In relation to a grant for a period exceeding
24 1 year for hiring or rehiring or increasing the com-
25 pensation of career law enforcement officers, the

1 Federal share shall decrease from year to year for
 2 up to 5 years, looking toward the continuation of the
 3 increased hiring and compensation level using State
 4 or local sources of funding following the conclusion
 5 of Federal support, as provided in an approved plan
 6 pursuant to section 1702(c)(8).

7 “(2) REDUCED NON-FEDERAL CONTRIBU-
 8 TION.—

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

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

16 “(ii) 85 percent for the second year of
 17 the grant;

18 “(iii) 80 percent for the third year of
 19 the grant; or

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

22 “(B) STATE OR UNIT OF LOCAL GOVERN-
 23 MENT DESCRIBED.—A State or unit of local
 24 government described in this subparagraph is
 25 any State or unit of local government—

1 “(i) with a median household income
 2 that is not more than 80 percent of the na-
 3 tional median household income;

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

8 “(iii) that is a rural State, rural com-
 9 munity, or rural area as such terms are
 10 defined in section 40002(a) of the Violent
 11 Crime Control and Law Enforcement Act
 12 of 1994 (34 U.S.C. 12291(a)).”.

13 (d) LIMITATION ON HIRING AND REHIRING.—Sec-
 14 tion 1704(c) of title I of the Omnibus Crime Control and
 15 Safe Streets Act of 1968 (34 U.S.C. 10384(c)) is amended
 16 to read as follows:

17 “(c) HIRING AND COMPENSATION COST.—

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

22 “(2) REDUCED CONTRIBUTION.—In the case of
 23 a jurisdiction that has a median household income of
 24 less than 70 percent of the national median house-
 25 hold income and qualifies for a reduced contribution

1 under section 1701(g)(2), a career law enforcement
2 officer who is hired or rehired or whose compensa-
3 tion is increased under this part may not receive
4 from any funding provided under this part com-
5 pensation exceeding 80 percent of the national me-
6 dian household income for work performed as an on-
7 duty law enforcement officer.”.

8 (e) ALLOCATION OF COPS GRANT PROGRAM
9 FUNDS.—Section 1001(a)(11)(B) of title I of the Omni-
10 bus Crime Control and Safe Streets Act of 1968 (34
11 U.S.C. 10261(a)(11)(B)) is amended by inserting after
12 the second sentence the following: “If funds remain avail-
13 able for obligation under this subparagraph in a fiscal year
14 after all eligible and qualified grantees have been funded
15 from the 50 percent of funding allocated for grants pursu-
16 ant to applications submitted by units of local government
17 or law enforcement agencies having jurisdiction over areas
18 with populations exceeding 150,000 or by public and pri-
19 vate entities that serve areas with populations exceeding
20 150,000, the remaining funds may be used for grants pur-
21 suant to applications submitted by units of local govern-
22 ment or law enforcement agencies having jurisdiction over
23 areas with populations 150,000 or less or by public and
24 private entities that serve areas with populations 150,000
25 or less.”.

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

5 “(8) ‘Attorney General’ means the Attorney
 6 General, acting through the Director of the Office of
 7 Community Oriented Policing Services.”.

8 **SEC. 4. COPS OFFICE.**

9 Section 1701(a) of title I of the Omnibus Crime Con-
 10 trol and Safe Streets Act of 1968 (34 U.S.C. 10381(a))
 11 is amended to read as follows:

12 “(a) OFFICE OF COMMUNITY ORIENTED POLICING
 13 SERVICES.—

14 “(1) ESTABLISHMENT OF OFFICE.—There is
 15 within the Department of Justice, under the general
 16 authority of the Attorney General, a separate and
 17 distinct office to be known as the Office of Commu-
 18 nity Oriented Policing Services (referred to in this
 19 subsection as the ‘COPS Office’).

20 “(2) DIRECTOR.—The COPS Office shall be
 21 headed by a Director who shall—

22 “(A) be appointed by the Attorney Gen-
 23 eral; and

24 “(B) have final authority over grants
 25 under this part and any other grants, coopera-

1 tive agreements, and contracts awarded by the
2 COPS Office.

3 “(3) GRANT AUTHORIZATION.—The Attorney
4 General, acting through the Director, shall make
5 grants to States, units of local government, Indian
6 tribal governments, other public and private entities,
7 and multi-jurisdictional or regional consortia for the
8 purposes described in subsection (b).”.

9 **SEC. 5. GAO REPORT.**

10 (a) IN GENERAL.—In fiscal year 2026 and fiscal year
11 2031, the Comptroller General of the United States, after
12 consultation with the Attorney General, shall submit to
13 Congress and make publicly available a report that pro-
14 vides the information described in subsection (b) using a
15 broad cross-section of law enforcement agencies—

- 16 (1) from various regions of the United States;
17 (2) of different sizes; and
18 (3) from rural, suburban, and urban jurisdic-
19 tions.

20 (b) INFORMATION REQUIRED.—The information re-
21 ferred to in subsection (a) is—

- 22 (1) a measure of how representative law en-
23 forcement officers are of the communities they serve
24 based on demographics, including, at a minimum,
25 gender and race;

1 (2) the percentage of law enforcement officers
2 who live in the jurisdiction in which they are em-
3 ployed;

4 (3) a measure of average law enforcement offi-
5 cer pay compared to cost of living in the jurisdiction
6 in which the law enforcement officers are employed;
7 and

8 (4) legislative and administrative recommenda-
9 tions for improving—

10 (A) the diversity of law enforcement agen-
11 cies, including officers, specifically in relation to
12 the communities they serve; and

13 (B) the number of officers who live in the
14 jurisdiction in which they are employed.

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