

**U.S. Department of Justice**  
**FY 2025 President's Budget**  
*Office of Community Oriented Policing Services*

FY 2025 President's Budget  
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# Office of Community Oriented Policing Services

## I. Overview

In the Fiscal Year (FY) 2025 President's Budget Request, the Office of Community Oriented Policing Services (COPS) requests a total of \$534,000,000, 100 positions and 86 FTE to further the Department of Justice's (DOJ's) goal to assist State, local, and tribal law enforcement agencies in their efforts to prevent crime, enforce laws, and represent the rights and interests of the American people. This request includes \$49.0 million in program increases and a decrease of \$177.9 million for discretionary grants, for a net reduction of \$128.9 million below the FY 2023 Enacted level. Funding highlights include:

- \$370 million for the COPS Hiring Program (CHP) to assist in hiring additional sworn law enforcement professionals, including the following set-asides:
  - \$37.0 million for Tribal Resources Grant Program;
  - \$6.0 million for Tribal Access Program (TAP);
  - \$10.0 million for the Law Enforcement Mental Health and Wellness Program;
  - \$40.0 million for Regional Information Shared Services (RISS); and
  - \$7.5 million for Collaborative Reform
- \$16.0 million for Anti-Methamphetamine Task Forces
- \$13.0 million for the Police Act Program
- \$35.0 million for Anti-Heroin Task Forces
- \$55.0 million for COPS School Violence Prevention Program
- \$45.0 million for Community Policing Development

The Budget further requests \$2.175 billion in mandatory funding for the COPS Hiring Program (CHP) in 2025, and \$10.9 billion over five years in total as part of the [Safer America Plan](#). This will provide communities the resources needed to keep streets safe, including by helping them hire and train additional police officers for accountable community policing and dedicating funds for small law enforcement agencies.

## A. Background

The COPS Office was established in 1994 to assist state, local and tribal law enforcement agencies in enhancing their effectiveness in advancing public safety through the implementation of community policing strategies. Rather than simply responding to crimes once they have been committed, community policing concentrates on preventing crime and eliminating the atmosphere of fear it creates in collaboration with communities. A philosophy that promotes organizational strategies that support the systematic use of partnerships and problem-solving techniques, to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, fear of crime, and satisfaction with police services. Earning the trust of the

residents and working side by side with them - as stakeholders for a safer community - helps law enforcement to better understand and address the needs of the community, the factors that contribute to crime, and to more effectively address public safety concerns.

Since 1994, the COPS Office has invested in programs and initiatives that add officers to the nation's streets; enhance crime-fighting technology; support crime prevention initiatives; promote police effectiveness and provide training and technical assistance to help advance community policing. Those programs and initiatives have supported more than 13,000 of the nation's 18,000 law enforcement agencies, creating a community-policing infrastructure across the nation.

Research on the COPS Office demonstrates a positive relationship between community-oriented policing strategies and public safety outcomes. A study published in *Journal of Public Economics* by Evans and Owens, Volume 91 (2007) showed that the crime problems targeted by COPS Office grantees "led to a statistically precise drop in crime in subsequent years for four of the seven index crimes." Similarly, work by Princeton University to estimate the causal effects of police on crime concluded that an additional COPS-funded officer is associated with 2.9 fewer violent crimes and 16.23 fewer property crimes per 10,000 residents in the year following their hiring.<sup>1</sup>

Community policing is comprised of three key components:

### **1. Organizational Transformation**

Organizational Transformation is the alignment of organizational management, structure, personnel, and information systems to support community partnerships and proactive problem solving. The community policing philosophy focuses on the way that departments are organized and managed, and how the infrastructure can be changed to support the philosophical shift behind community policing. It encourages the application of modern management practices to increase efficiency and effectiveness. Community policing emphasizes changes in organizational structures to institutionalize its adoption and infuse it throughout the entire department.

### **2. Community Partnerships**

The COPS Office defines Community Partnerships as collaborative relationships between law enforcement agencies and the individuals and organizations they serve to develop solutions to problems and increase trust in police. Community policing, recognizing that police rarely can solve public safety problems alone, encourages interactive partnerships with relevant stakeholders. The range of potential partners is large, and agencies can use these partnerships to accomplish the two interrelated goals of developing solutions to problems through collaborative problem solving and improving public trust. The public should play a role in prioritizing and addressing public safety.

### **3. Problem Solving**

The Problem Solving component of Community Policing is the process of engaging in the proactive and systematic examination of identified problems to develop and rigorously evaluate

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<sup>1</sup> Mello, Steven. 2017. *More COPS, Less Crime*. Princeton, NJ: Princeton University.

effective responses. Rather than responding to crime only after it occurs, community policing encourages agencies to develop proactive solutions to the immediate underlying conditions contributing to public safety problems. Problem solving must be infused into all police operations and guide decision-making efforts. Agencies are encouraged to think innovatively about their responses and view making arrests as only one of a wide array of potential responses.

A major conceptual vehicle for helping officers to think about problem solving in a structured and disciplined way is the SARA (scanning, analysis, response, and assessment) problem-solving model:

- **Scanning:** Identify and prioritize problems
- **Analysis:** Research what is known about the problem
- **Response:** Develop solutions to bring about lasting reductions in the number and extent of problems
- **Assessment:** Evaluate the success of the responses

COPS also encourages the use of the crime triangle to focus on immediate conditions that give rise to public safety problems (victim/offender/location).

## **B. Programs Administered by COPS**

**COPS Hiring Program (CHP).** The CHP provides resources to support the hiring of sworn law enforcement personnel nationwide, while implementing administrative reforms that seek to more closely align the program with a broader array of evidence-based strategies to combat violent crime in partnership with communities. Increased community policing capacity has been shown to help law enforcement agencies identify problem factors driving crime, understand the nature of problems, and more effectively solve and resolve specific crimes. In addition, law enforcement agencies are more effective at crime reduction when they adopt policies and practices that promote fairness, legitimacy, and positive community partnerships.

CHP goals include the following:

- Enhance the capacity of law enforcement agencies to implement community policing strategies.
- Promote partnerships between law enforcement agencies and community stakeholders for the purpose of crime reduction and related problem solving.
- Encourage law enforcement agencies to consider organizational changes, which will enhance their capacity to implement community policing strategies.

The COPS Office commissioned the University of Chicago to conduct an analysis of the relationship between COPS Office hiring grants and crime rates. The 2016 report, titled *The Effects of COPS Office Funding on Sworn Force Levels, Crime, and Arrests*, identifies the measurable effects of COPS Office law enforcement hiring funding on police staffing levels and crime in America. The COPS Office FY 2009 hiring program funding created or preserved 4,699 sworn

law enforcement positions for a three-year period. According to the study, the funding not only increased officers per capita in 2009, it also led to declines in reported Uniform Crime Reporting (UCR) Part 1 crimes of approximately five percent in subsequent years. In 2010, a similar estimated decline in arrests occurred.

**Law Enforcement Mental Health and Wellness (LEMHWA).** This program helps law enforcement agencies establish or enhance mental health care services for their officers and deputies by making grants available to initiate pilot programs that support peer mentoring, annual mental health checks, crisis hotlines, and the delivery of other critical mental health and wellness services. It also supports the development of resources for the mental health providers who deliver tailored, specific services to law enforcement based on the unique challenges they face.

**Tribal Resources Grant Program (TRGP).** TRGP aims to expand the implementation of community policing and to meet the most serious needs of law enforcement in tribal nations. TRGP funding can be used for newly hired or rehired career law enforcement officers and village public safety officers as well as to procure basic equipment and training to assist in initiating or enhancing tribal community policing efforts.

**Tribal Access Program (TAP).** TAP supports the DOJ Office of the Chief Information Officer (OCIO) in expanding the Tribal Access Program (TAP). TAP provides tribes access to national crime information systems for both criminal and civil purposes. TAP allows tribes to more effectively serve and protect their citizens by ensuring the exchange of critical data across the Criminal Justice Information Services (CJIS) systems and other national crime information systems.

**Collaborative Reform Model.** This program provides critical and tailored technical assistance resources to state, local, territorial, and tribal law enforcement agencies on a wide variety of topics. It features a “by the field, for the field” approach while delivering individualized technical assistance (TA) using leading experts in a range of public safety, crime reduction, and community policing topics. The CRI-TA program is driven by the requesting agency’s specifically identified needs. It is a non-adversarial, collaborative process between the agency and the TA provider, designed to maximize practical impact through immediate actionable guidance and recommendations based on best and proven practices. Through CRI-TA, the field can improve policies and practices on critical issues that affect public safety nationally through the reach of technical assistance to agencies across the country.

**Community Policing Development (CPD).** This program assists law enforcement efforts to implement innovative programs and training to expand current, effective approaches within agencies that promote justice in policing and the reform of organizational culture, practices, and recruitment to build trust and legitimacy.

**Regional Information Sharing Systems (RISS).** This program is administered by the Office of Justice Programs (OJP) with funds typically transferred from the COPS Office appropriation, and supports federal, state, local, territorial, and tribal law enforcement agencies, and other criminal justice agencies through six regional RISS centers by providing the following services:

- A secure online information and intelligence-sharing network;
- Officer safety information and deconfliction services;
- Investigative and analytical support services;
- Loans of specialized investigative equipment and confidential investigative funds; and
- Training, conferences, and publications designed to assist RISS users in investigating and prosecuting regional, national, and transnational criminal activity.

**POLICE Act.** This program supports active shooter training and supports law enforcement and other first responders with scenario-based, integrated training on preparing for and responding to active shooter and other mass casualty events.

**Anti-Heroin Task Forces.** Supports efforts to increase the capacity of state investigative agencies to locate and investigate illicit activities, through statewide collaboration, related to the distribution of heroin, fentanyl, or carfentanil or the unlawful distribution of prescription opioids.

**Anti-Methamphetamine Task Forces.** Increases the capacity of state investigative agencies to locate and investigate illicit activities related to the manufacture and distribution of methamphetamine.

**STOP School Violence Act.** Supports states, units of local government, Indian Tribes, and public agencies in implementing comprehensive approaches to create safe learning environments with improved security in schools and on school grounds necessary to protect the teaching staff and students in attendance.

**Technology and Equipment Directed Projects.** Supports effective technologies that assist in responding to and preventing crime, and that help to improve police effectiveness and the flow of information among law enforcement agencies, local government service providers, and the communities they serve.

Other notable COPS activities include the following:

- Providing certified classroom and virtual training to law enforcement professionals in more than 30 topics ranging from community policing fundamentals to crisis intervention, de-escalation, and active shooter response. All COPS training is available at no cost to law enforcement. In 2022, more than 32,000 registered public safety professionals and partners representing more than 6,300 agencies across the nation utilized these training resources. Every year, the COPS Training Portal expands its catalogue of no-cost training resources to address emerging public safety issues and meet the demands of law enforcement agencies nationwide.
- Providing grants under the COPS Hiring Program (CHP) to support the hiring of sworn law enforcement personnel nationwide, while implementing administrative reforms that seek to more closely align the program with a broader array of evidence-based strategies to combat violent crime in partnership with communities;
- Continuing oversight and coordination of the National Blue Alert Network, which promotes rapid dissemination of information to law enforcement, the media and the public about violent

offenders who have killed, seriously injured or pose an imminent threat to law enforcement, or when an officer is missing in connection with official duties;

- Advancing the work of the national Officer Safety and Wellness (OSW) Group, which brings together representatives from law enforcement, federal agencies, and the research community to focus attention on this critical aspect of public safety. Semi-annual meetings of the OSW Group help amplify critical officer safety issues and result in reports which highlight the latest research and best practices around different safety and wellness topics; and
- Along with other DOJ components, supporting the Administration’s Comprehensive Strategy to Prevent and Respond to Gun Crime and Ensure Public Safety.

## **C. Transparency and Accountability**

In support of a more transparent and accountable Federal government, the COPS Office continues to review and improve business processes to achieve greater efficiencies and be more responsive to the needs of the law enforcement community. These efforts have led to the implementation of innovative projects to promote the COPS Office’s primary mission and improve grantees’ access to COPS resources and overall experiences with the COPS Office; expand current e-government capabilities; enhance customer service; and empower employees to meet its mission.

### **1. Community Policing Enhancements**

In FY 2025, the COPS Office will continue to refine COPS Office grant programs and knowledge resource management activities in an effort to advance public safety through community policing. Recent accomplishments include:

- **Prioritizations for Applicants:** COPS incentivize commonsense reforms by providing additional priority consideration, where appropriate, consistent with Section 20 of Executive Order 14074, Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety. The COPS Office will also continue to prioritize applications for jurisdictions that support Community Violence Intervention (CVI) programs, for jurisdictions that seek to hire officers that would engage directly with CVI teams and other community stakeholders to ensure those groups are involved in strategic operations and planning, and for jurisdictions seeking to implement hiring practices to help agencies mirror the racial diversity of the communities that they serve.
- *Comprehensive Community Policing Plan:* The COPS Office requires hiring grant applicants to complete a comprehensive community policing plan that incorporates a problem solving component; asks applicants to specify crime issues that they will target with hiring funding; and provide technical assistance on specific problems identified by grantees, such as Gun Violence, Building Legitimacy and Trust, Combating Hate and Domestic Extremism, and improving Police-Based Response to Persons in Crisis. The COPS Office will continue to promote areas that emphasize racial equity and justice.

- *Progress Report Enhancements:* Requiring detailed progress reports on community policing implementation across all COPS programs;
- *Further Integration of Outreach and Technical Assistance into Grants Operations:*
  - Integration of Technical Assistance into Grant Monitoring Activities: Implementing a grant monitoring strategy that involves a comprehensive review of the agency’s community policing efforts and providing additional on-site community policing technical assistance;
  - Customer Care Model of Grantee Outreach: Contacting each grantee at least twice a year to identify and assist with potential issues, such as progress report issues, or need for grant budget modifications or extensions. During the calls, grantees are also made aware of community policing resources available to them through the COPS Office’s Response Center or website.
  - E-Learning Portal: Making training more accessible to law enforcement in a time and cost-effective manner through self-paced, online instruction, that support agency needs and crime reduction efforts.

## **2. COPS Business Process Improvement**

The COPS Office remains committed to being a continuously improving organization that excels at meeting its mission and providing excellent customer service. The Office is engaged in an on-going effort to maintain and improve business processes and standard operating procedures.

### *Streamlining of Grant Program Applications:*

The COPS Office recognizes and appreciates the time and effort that grant applicants invest in order to receive consideration for competitive grant funding. We are committed to deploying solicitations that are easy to understand with straightforward data/information requirements. The goal is to minimize the overall burden on applicants while still capturing sufficient data/information necessary to establish a level playing field and to make informed funding decision.

In FY 2019 and 2020, the COPS Office began a routine effort to conduct systematic/thorough reviews of all existing grant-making processes in order to identify additional process improvements. The reviews culminated in significant streamlining actions affecting all grant programs. These efforts continue to simplify application processes, lessen the burden on all applicants, and improve administrative efficiency. In FY 2023, the COPS Office continued the process to revise and update standard operating procedures to further improve and streamline its operations to support the law enforcement field and communities’ safety.

The establishment of the JustGrants grant management system delivers a shared solution for the DOJ grants management community that leverages existing systems and tools. This program is a

joint effort between the Office on Violence Against Women (OVW), COPS, and OJP to define and deliver a hybrid, shared solution that enables common business processes, decreases the number of grants management solutions, and eliminates standalone systems and tools.

Also, in FY 2019, OJP, OVW and COPS committed to working on the Justice Grants Information Technology System (JGITS) now referred to as JustGrants. The JustGrants System was subsequently launched in October of 2020. The key focus for FY 2025 is to have a fully functional grants management system where OJP, OVW and COPS grantees can successfully apply and manage their awards efficiently and without significant burden. COPS staff and OJP continue to hold biweekly update meetings with additional meetings occurring as needed (including quarterly Steering Committee and Executive meetings).

### **3. Evidence and Evaluation**

The COPS Office strives to ensure that it executes evidence and evaluation in grant programs and promotes public adoption of evidence-based practices in the law enforcement field in FY 2025 and beyond.

The COPS Office continues to use the funding methodology we implemented in 2010 to further enhance its hiring grant program application. The current methodology has improved objectivity and evaluation-based community policing criteria. The COPS Office also developed standardized, measurable questions to indicate the extent of an agency's community policing activities and plans as they relate to specific public safety problems. This has allowed the COPS Office to track grant-related outcomes. For example, an agency may indicate on their initial application that they will examine specific types of data to improve their understanding of a specific crime problem. Alternatively, they may commit to implementing a specific type of organizational improvement such as the incorporation of problem solving and partnerships into hiring and promotional decisions. This baseline data is quantitatively captured across applications. Regular progress reports track activities and grantees indicate the implementation status. This process allows the COPS Office to examine agency progress toward community policing implementation that is a direct result of grant funding.

The COPS Office also facilitates the adoption of evidence-based practices in the field through the production of research-based guidance to local, state, and tribal law enforcement agencies, providing them with the latest information that can assist them in strategically addressing local priorities. The COPS Office supports demonstration projects that allow for expansion of promising practices. The Office has also produced knowledge products that follow principles of good guidance, meaning that they are:

- Quality driven, with an emphasis on action statements to drive best practices and reduce variations in performance;
- Evidence-based, with recommendations that are consistent with the weight of the best available evidence identified through systematic review;
- Accessible, with clear language and manageable lengths; and
- Memorable, to encourage immediate actions, or aid when tasks are complex or performed under stress.

#### **4. Efforts to Increase Program Cost Effectiveness**

As part of an overall effort to ensure public safety, the COPS Office offers training opportunities for local, state, and tribal law enforcement agencies and officers to enhance their skills in performing their duties. By offering a diverse library of classroom-based, train-the-trainer, and online training opportunities, the COPS Office supports agencies and officers as they make strategic decisions about how best to meet their training objectives based on local needs and requirements. Over 26,000 officers chose to participate in a COPS-sponsored training in FY 2023.

COPS Office online training is the key element in helping maximize local control over officer training by providing 24/7 instant access to courses and content in a no-charge, self-paced learning environment. This allows agencies and individual officers to obtain training of their choosing and at their convenience, with none of the expense of traveling or being away from their agencies. State, local, and tribal law enforcement value this type of flexibility and access to systematically developed and field-tested training courses. Current online training offerings include more than 36 courses in basic and advanced community policing, clandestine methamphetamine labs, homicide and violent crime reduction, ethical decision-making, and tactical community policing for homeland security. The COPS Training Portal now has more than 44,000 registered users, enrolled in more than 86,000 courses, and sees nearly 6,000 unique visitors each month.

The COPS Office online Resource Center is at the center of a broader information-sharing effort, offering hundreds of knowledge products on a wide variety of topics including collaborating with federal law enforcement, improving crime data collection and analysis, recruiting and hiring well-qualified personnel, addressing a multitude of crime problems, and protecting officers in their uniquely dangerous work. In FY 2023, more than 240,000 copies of knowledge products were distributed to requestors, including new resources on the critically important issues of assaults and firearms violence against law enforcement officers, responding to mass casualty events, addressing the opioid crisis, improving crime data analysis, addressing violence and victimization, and promoting law enforcement as a rewarding career.

State, local, and tribal law enforcement officers can quickly and easily search through the online Resource Center library for resources relevant to their local needs. They can be confident that the guidance material they find has been developed in partnership with experts in the field.

The COPS Office also continues to focus on an enhanced web and social media campaign to expand the outreach to practitioners and stakeholders who have access to information and resources around important community policing issues. COPS continues to refresh its homepage, and expand its social media (Facebook and Twitter) outreach and knowledge distribution efforts. COPS currently has nearly 28,000 social media followers on Twitter and Facebook and reaches approximately 30,000 subscribers with news and events; publication and press releases; and monthly issues of the Community Policing Dispatch.

## 5. COPS Customer Service

The COPS Office continues to promote and apply sound customer service in various business areas. Examples include:

**Response Center:** The COPS Office's Response Center is the initial customer contact point for general information about the COPS Office. It provides direct access to information regarding COPS Office grant opportunities, resources, and grant reporting. In FY 2023, the Response Center staff answered nearly 5,000 telephone calls, responded to nearly 3,000 emails, and shipped over 240,000 items/publications. Other important customer service functions performed by the Response Center include:

- Customer support for management of grant and cooperative agreement awards;
- Distribution of community policing publications;
- Maintenance of the publication distribution warehouse;
- Assisting grantees with access to on-line applications and referrals to appropriate COPS Office staff for assistance with pending grant extensions, budget modifications, progress report functions, accessing grant funds, and other grant-related issues; and
- Maintenance of the COPS Office Resource Center Website, ensuring that new and updated publications are 508 compliant and properly posted for individual use.

**Application and Award Process:** The COPS Office makes annual improvements to its grant application system, with the goals of offering clear guidance for submitting a grant application and ensuring ease of use by applicants. Ultimately, these efforts facilitate the submission of detailed and accurate application information by applicants, allowing the COPS Office to make high quality and informed funding decisions.

**Grant Maintenance and Monitoring:** The COPS Office maintains a team whose job is to provide direct customer service and technical assistance to assist each grantee with the administrative, programmatic and financial aspects of their grant award(s). Compliance reviews by the COPS Office's Grant Monitoring Division verify that grantees are adhering to grant requirements and remain good stewards of Federal funds. Grant Monitoring efforts ensure COPS Office grantees have successful projects and implement their awards in a manner consistent with applicable laws and policies.

**Progress Reporting Assistance:** The COPS Office's Progress Report team provides technical assistance to grantees to complete online progress reports, which are required semi-annually. To ensure compliance with COPS grant reporting requirements, the team makes reminder calls throughout the reporting period to grantees that have not submitted their progress reports. At the end of the reporting period, the team reviews the submissions and follows up with the grantee and/or the COPS Office point of contact to resolve any identified issues.

**COPS Outreach and Reporting Integration (CORI) System:** The ability of the COPS Office to ensure accurate and timely grantee financial and programmatic reporting on active grants has

been greatly enhanced by our COPS Outreach and Reporting Integration (CORI) Web Application. The CORI system is a grantee outreach tool that supports hiring and expenditure reporting requirements and provides enhanced customer service to grantees to ensure proper reporting, expensing, and reimbursement of grant funds. CORI combines programmatic and financial grant data to predict grantee actions and project grant expenditures. The system applies specified parameters to the financial and programmatic data reported by grantees to categorize any potential discrepancy into one of eight common case issues. CORI's predictions and data analysis allow the COPS staff to focus on those grants with potential issues, thus cutting down significantly on research time. In this way, CORI enables enhanced risk management through elimination of improper payments and improved internal controls.

CORI is also a workflow tool. It assigns the grantee's case to a specific user, allowing for customized outreach to grantees and timely resolution of issues. CORI also collects data from staff members to provide a historical profile of grantee issues and service, enabling identification of trends across the grant population and tracking of common grantee issues for specific, proactive grantee communication and training.

The goals of the CORI system are to:

- Provide a comprehensive view of grantee financial and hiring data, creating a method to monitor and control internal COPS financial and programmatic reporting functions;
- Support identification and correction of reporting inaccuracies and discrepancies between internal reports and grantee submissions;
- Eliminate the potential for improper payments through improved internal controls;
- Enhance insight into policy and procedural challenges faced by grantees that have not fully met their hiring targets and/or requested minimal or inappropriate amounts of grant funds to cover reported expenses;
- Offer technical assistance and encouragement to grantees that accurately report hiring information but outlay insufficient funds to cover actual expenditures;
- Enhance reporting of outlay projections using data collected from grantees during outreach calls;
- Track interactions with grantees from initiation through issue resolution to identify opportunities for improvement (e.g., consistent misreporting that may require more clarity to grantees, etc.); and
- Provide real-time data to ensure users have the most accurate information (i.e., changes to reported numbers because of calls to grantees.)

## **D. Challenges**

There are three key policy challenges facing the COPS Office, particularly with respect to supporting the safety and wellness of law enforcement officers and building and sustaining collaborative relationships between law enforcement agencies and the communities, they serve:

1) reducing spikes in violent crime; 2) keeping law enforcement officers safe; and 3) ensuring racial equity and the need to build trust and legitimacy between law enforcement and the communities while combatting hate and domestic extremism.

The first challenge relates to assisting the Administration with its efforts to combat and reduce spikes in violent crime in certain cities across the country. Several U.S. cities have experienced sudden increases in violent crime as a result of the pandemic, and this surge in violence has been exacerbated by the ensuing economic conditions and impact to law enforcement agencies whose ranks have also been impacted by the pandemic. Our overriding concern is to ensure communities have the resources needed to successfully address and combat the factors driving the uptick in violent crime and reverse the trend.

In addition to supporting the Administration's Comprehensive Strategy to Prevent and Respond to Gun Crime and Ensure Public Safety, the COPS Office will continue to address violent crime, especially violent gun crime, by administering award programs that invest in community violence intervention (CVI) strategies. In particular, the COPS Hiring Program will continue to put additional officers on the nation's streets to assist in improving public safety. COPS Hiring Program grants support local law enforcement efforts designed to mitigate homicides, gun violence, and other criminal activity, while simultaneously promoting trust and cooperation with community residents to identify prolific offenders and reduce crime.

Law enforcement agencies know and trust the COPS Office to support their law enforcement needs, and the COPS Office is able to provide immediate and flexible technical assistance to agencies upon their request. Whether it is helping law enforcement to build trust and improve community partnerships, helping an agency prepare for a major event, or providing resources to improve school safety, the COPS Office can provide valuable assistance to agencies through grants and technical assistance. In 2025, the COPS Office will continue its support for the Collaborative Reform Initiative. This provides direct technical assistance to law enforcement agencies, conducts after action reviews of critical incidents and it provides comprehensive organizational assessments and recommendations for law enforcement agencies to encourage positive improvements.

The second challenge arises from the need to protect our nation's law enforcement officers as they carry out their mission to keep our communities safe. In 2019, the COPS office awarded a grant to the Fraternal Order of Police (FOP) to monitor and track shootings of law enforcement officers in the United States and its territories—specifically, shootings in which on-duty officers are wounded or killed. The FOP uses media monitoring software and general research to analyze publicly available information. Based on this data, the Department, in partnership with the FOP, issues a Report on Officers Shot, which documents all known shooting incidents in a calendar year, in order to better understand the nature and frequency of incidents that could give rise to the issuance of a Blue Alert. The 2022 Report contains data on law enforcement officers shot in the line of duty, both fatally and non-fatally. These types of felonious attacks account for nearly all situations where a Blue Alert would be issued. Tracking data does not include assaults by means other than firearms, due to inconsistent availability of data.

In 2025, the COPS Office will continue to support State, Tribal, and Local Law Enforcement Officers by coordinating with State, tribal, and local governments, and with law enforcement agencies at all levels, including other Federal agencies, to develop executive branch strategies to prevent violence against the brave men and women who have sworn to protect our communities.

The COPS Office will continue its work to coordinate Blue Alert plans with states and local governments. This work includes issuing voluntary guidelines and recommendations; maintaining a national Blue Alert information repository; providing education and technical assistance; developing strategic public and private partnerships; and managing the Advisory Group, which is statutorily charged with providing assistance to states, law enforcement agencies, and other Blue Alert stakeholders.

In 2025, the COPS Office will advance work under the Law Enforcement Mental Health and Wellness Act by awarding grants to improve the delivery of and access to mental health and wellness services for law enforcement. These activities include training and technical assistance, demonstration projects, and implementation of promising practices related to peer mentoring mental health and wellness programs that are national in scope and responsive to the solicitation topic requirements.

The COPS Office will also continue to convene the Officer Safety and Wellness Group (OSW). Comprised of representatives from law enforcement agencies and associations, federal agencies, and the research community, the purpose of the OSW Group is to bring law enforcement thought leaders, criminal justice practitioners, and other colleagues together to share their broad perspectives on improving officer safety and wellness.

The third challenge is ensuring racial equity and the need to build trust and legitimacy between law enforcement and the communities they serve while continuing to combat bias-motivated acts of violence that divide our communities, intimidate our most vulnerable citizens, and erode trust in the rule of law. The COPS Office will continue to devote resources to promote diversity training in law enforcement, build trust between law enforcement and their communities, and combat hate and domestic extremism. This includes offering tolerance, diversity, and anti-bias training both in person and through the COPS Training Portal as well as providing both active and passive technical assistance to agencies in these areas.

## **E. COPS Office Decision Unit and Program Costs**

All COPS office programs are integrated into one comprehensive decision unit, Community Oriented Policing. Within the comprehensive decision unit, two primary activities have been identified: *Supporting Law Enforcement by Advancing Community Policing through Grant Resources and Advancing Community Policing through Technical Assistance*. Program funding will continue to be aligned with the two major activity functions through FY 2025 and will support the COPS Office's mission to advance public safety through community policing.

The management and administration costs associated with managing these programs and other mission-critical, non-grant related activities to ensure results are encompassed within the one comprehensive decision unit. The requested programs, and corresponding grant dollars, are then aligned under one of the two primary activities. The concept of integrating management and administration costs into the individual programs to further illustrate the full cost of each initiative accounts for the performance and compliance monitoring, technical assistance, implementation and closeout support for both current year and prior year grant awards funded under each program.

## **F. Environmental Accountability**

The COPS Office is committed to integrating environmental accountability into its day-to-day decision making, as well as complying with all environmental laws and regulations. The Office continues its pursuit of reducing the Department's environmental impact through its involvement in various Green initiatives. The COPS Office is a part of the 2CON-Constitution Square office building and occupies space with other DOJ components. 2CON is a LEED Platinum certified Green Building. In addition to the paper and standard recycling products program, which the COPS Office's facilities staff actively encourages, we have water saver restrooms and water faucets. The building exhibits a design that has efficient electrical fixtures that utilize motion sensors and maximize natural light. This increases energy efficiency. The building also utilizes a Greywater recycling system, thus reducing water usage. A green roof reduces the energy utilized for heat and air conditioning.

## II. Summary of Program Changes

Item Name	Description			Dollars (\$000)	
		Pos.	FTE		
<b>DISCRETIONARY CHANGES:</b>					
COPS Hiring Program	CHP promotes community policing, increased law enforcement capacity has been shown to help police gather information about crime and disorder problems, understand the nature of the problems, and solve specific crimes	0	0	\$46,000	
Preparing for Active Shooter Situations (PASS)	The overarching goal of PASS is to increase the survivability of active shooter and other hostile events through evidence-based multi-disciplinary training for law enforcement officers and other public safety-first responders that focuses on response integration, improvements to critical decision making, and the execution of appropriate judgment during critical events.			\$1,000	
STOP School Violence Act		0	0	\$2,000	
COPS Technology and Equipment	The funding in this program was for one-time projects, so it is not requested in 2025.			-\$177,880	
<b>SUBTOTAL, DISC.</b>				<b>-\$128,880</b>	
COPS Hiring Program (Mandatory)	Supplements funding for CHP, as part of the Safer America Plan goal to fund 100,000 new officers.			2,175,000	
<b>TOTAL</b>		0	0	<b>2,046,120</b>	

### III. Appropriations Language and Analysis of Language

#### COMMUNITY ORIENTED POLICING SERVICES

#### COMMUNITY ORIENTED POLICING SERVICES PROGRAMS

#### (INCLUDING CANCELLATION AND TRANSFER OF FUNDS)

For activities authorized by the Violent Crime Control and Law Enforcement Act of 1994 (Public Law 103–322); the Omnibus Crime Control and Safe Streets Act of 1968 ("the 1968 Act"); the Violence Against Women and Department of Justice Reauthorization Act of 2005 (Public Law 109–162) ("the 2005 Act"); the American Law Enforcement Heroes Act of 2017 (Public Law 115–37); the Law Enforcement Mental Health and Wellness Act (Public Law 115–113) ("the LEMHW Act"); the SUPPORT for Patients and Communities Act (Public Law 115–271); and the Supporting and Treating Officers In Crisis Act of 2019 (Public Law 116–32) ("the STOIC Act"), [651,000,000] \$534,000,000, to remain available until expended: Provided, That any balances made available through prior year deobligations shall only be available in accordance with section 504 of this Act: Provided further, That of the amount provided under this heading—

(1) [537,000,000] \$370,000,000 is for grants under section 1701 of title I of the 1968 Act (34 U.S.C. 10381) for the hiring and rehiring of additional career law enforcement officers under part Q of such title notwithstanding subsection (i) of such section: Provided, That, notwithstanding section 1704(c) of such title (34 U.S.C. 10384(c)), funding for hiring or rehiring a career law enforcement officer may not exceed \$125,000 unless the Director of the Office of Community Oriented Policing Services grants a waiver from this limitation: Provided further, That of the amounts appropriated under this paragraph, [40,000,000] \$37,000,000 is for improving Tribal law enforcement, including hiring, equipment, training, anti-methamphetamine activities, and anti-opioid activities: Provided further, That of the amounts appropriated under this paragraph, \$40,000,000 is for regional information sharing activities, as authorized by part M of title I of the 1968 Act, which shall be transferred to and merged with "Research, Evaluation, and Statistics" for administration by the Office of Justice Programs: Provided further, That of the amounts appropriated under this paragraph, no less than \$6,000,000 is to support the Tribal Access Program: Provided further, That of the amounts appropriated under this paragraph, [8,000,000] \$10,000,000 is for training, peer mentoring, mental health program activities, and other support services as authorized under the LEMHW Act and the STOIC Act: [*Provided further*, That of the amounts appropriated under this paragraph, \$35,000,000 is for community policing development activities in furtherance of section 1701 of title I of the 1968 Act (34 U.S.C. 10381):] *Provided further*, That within the amounts appropriated under this paragraph, [20,000,000] \$7,500,000 is for the collaborative reform model of technical assistance in furtherance of section 1701 of title I of the 1968 Act (34 U.S.C. 10381): *Provided further*, That awards funded by amounts appropriated for the collaborative reform model of technical assistance shall not be subject to section 1703 of title I of the 1968 Act (34 U. S.C. 10383);

(2) [11,000,000] \$13,000,000 is for activities authorized by the POLICE Act of 2016 (Public Law 114-199); (3) [15,000,000] \$16,000,000 is for competitive grants to State law enforcement agencies in States with high seizures of precursor chemicals, finished methamphetamine, laboratories, and laboratory dump seizures: *Provided*, That funds appropriated under this paragraph shall be utilized for investigative purposes to locate or investigate illicit activities, including precursor diversion, laboratories, or methamphetamine traffickers;

(4) \$35,000,000 is for competitive grants to statewide law enforcement agencies in States with high rates of primary treatment admissions for heroin and other opioids: Provided, That these funds shall be utilized for investigative purposes to locate or investigate illicit activities, including activities related to the distribution of heroin or unlawful distribution of prescription opioids, or unlawful heroin and prescription opioid traffickers through statewide collaboration; [and]

(5) [~~\$53,000,000~~] \$55,000,000 is for competitive grants to be administered by the Community Oriented Policing Services Office for purposes authorized under the STOP School Violence Act (title V of division S of Public Law 115-141); *and*

(6) \$45,000,000 is for community policing development activities in furtherance of section 1701 of title I of the 1968 Act (34 U.S.C. 10381).

(CANCELLATION)

Of the unobligated balances from prior year appropriations available under this heading, [~~\$15,000,000~~] \$20,000,000 are hereby permanently cancelled: Provided, That no amounts may be cancelled from amounts that were designated by the Congress as an emergency requirement pursuant to the Concurrent Resolution on the Budget or the Balanced Budget and Emergency Deficit Control Act of 1985, as amended. (Department of Justice Appropriations Act, 2023.)

### **Analysis of Appropriations Language**

The above language shows amendments from the 2024 President's Budget request language for comparison purposes. Requested changes to that language include the following:

Addition/Deletion: \$537,000,000 is deleted and \$370,000,000 is added for the COPS Hiring Program.

Explanation of addition/deletion: This budget line will decrease from \$537,000,000 to \$370,000,000 to enhance support for hiring local law enforcement officers and deputies and advance community policing.

Addition/Deletion: \$40,000,000 is deleted and \$37,000,000 is added for the Tribal Resources Grant Program.

Explanation of addition/deletion: This budget line will increase from \$40,000,000 to \$37,000,000 to expand the implementation of community policing and to meet the most serious needs of law enforcement in tribal nations.

Addition/Deletion: \$12,000,000 is deleted and \$13,000,000 is added for the Police Act.

Explanation of addition/deletion: This budget line will increase from \$12,000,000 to \$13,000,000 to increase the survivability of active shooter and other hostile events through evidence-based multi-disciplinary training for law enforcement officers and other public safety first responders that focuses on response integration, improvements to critical decision making, and the execution of appropriate judgment during critical events.

Addition/Deletion: \$53,000,000 is deleted and \$55,000,000 is added for the STOP School Violence Act.

Explanation of addition/deletion: This budget line will increase from \$53,000,000 to \$55,000,000 to establish and enhance a variety of school safety equipment, training, and coordination initiatives in support of school safety efforts to prevent school violence within their communities.

Addition: (Cancellation) Of the unobligated balances from prior year appropriations available under this heading, \$20,000,000 are hereby permanently cancelled: Provided, That no amounts may be cancelled from amounts that were designated by the Congress as an emergency requirement pursuant to the Concurrent Resolution on the Budget or the Balanced Budget and Emergency Deficit Control Act of 1985, as amended. (Department of Justice Appropriations Act, 2023.)

Explanation of addition: Allows for a proposed \$20,000,000 cancellation.

## IV. Program Activity Summary

### A. Community Oriented Policing Services (COPS)

<i>Community Oriented Policing Services (COPS) Discretionary Funding</i>	<b>Direct Pos.</b>	<b>Estimate FTE</b>	<b>Amount</b>
2023 Enacted	100	86	\$662,880,000
2024 Continuing Resolution	100	86	\$662,880,000
2025 Current Services	100	86	\$662,880,000
2025 Program Increases	0	0	\$49,000,000
2025 Program Offsets	0	0	-\$177,880,000
2025 President's Budget Request	100	86	\$534,000,000
<b>Total Change 2024-2025</b>	0	0	-\$128,880,000

## V. Performance and Resource Tables

<b>Definition, Validation, Verifications, and Limitations:</b>
<u>Percent increase in grant awards prioritized to address Gun Violence:</u> The COPS Office prioritizes funding to address violent gun crime as part of the Department's efforts in Community Violence Intervention (CVI), a comprehensive strategy for reducing violent crime. Through the solicitation and application process, applicants are asked to identify any challenges related to gun violence for priority consideration.
<u>Percentage of grantees that conduct community engagement activities as part of the program planning for their crime reduction initiative:</u> Through the application process and semi-annual progress reporting, applicants are asked to respond to specific data inquiries and demonstrate (1) the community policing activities engaged in that are detailed in their application and (2) how the award funds and award-funded officers (or an equal number of redeployed veteran officers) were specifically used to enhance (increase) or initiate community policing activities according to the community policing and engagement strategy contained in the application. Furthermore, applicants and awardees are asked to provide information on collaborative partnerships between the law enforcement agency and the individuals and organizations they serve to both develop solutions to problems and increase trust in police.
<u>Number of Community Policing Officers/Deputies Funded:</u> This is the number of officer/deputy positions for which the COPS Office has provided grant funding.
<u>The number of law enforcement agencies that have reported new partnerships in support of community policing:</u> This measure will track the number of law enforcement agencies that have identified new community partnerships as a result of the COPS funding.
<u>Amount of diversion (nationally) of opioids and stimulants:</u> The COPS Office provides funding to improve the capacity of state investigative agencies to locate and/or investigate illicit activities, including diversion of opioids and other controlled substances. On a semi-annual basis, state investigative bodies provide data on the implementation and impact of the funding received including seizures from funded investigations including heroin, fentanyl, carfentanil, other opioids, prescription opioids, and methamphetamines.
<u>Total Quantities of opioids and stimulants seized:</u> The COPS Office provides funding to improve the capacity of state investigative agencies to locate and/or investigate illicit activities, including diversion of opioids and other controlled substances. On a semi-annual basis, state investigative bodies provide data on the implementation and impact of the funding received including seizures from funded investigations including heroin, fentanyl, carfentanil, other opioids, prescription opioids, and methamphetamines.

Percentage increase in number of grants to state, tribal, and local partners to address unlawful acts of hate:

Through the solicitation and application process, applicants are asked to identify whether the application will focus on combating bias-motivated acts of violence that divide our communities, intimidate our most vulnerable citizens, and erode trust in the rule of law for priority consideration.

Number of grants to state, tribal, and local partners to address unlawful acts of hate over the prior year baseline:

Through the solicitation and application process, applicants are asked to identify whether the application will focus on combating bias-motivated acts of violence that divide our communities, intimidate our most vulnerable citizens, and erode trust in the rule of law for priority consideration. The COPS Office is able to identify the number of successful applicants funded

Percentage increase in local law enforcement agency requests for technical assistance support to implement reform initiatives:

The COPS Office supports local law enforcement efforts for organizational transformation through a variety of technical assistance efforts and is viewed as a substantial resource to assist law enforcement partners with community policing and reform efforts to build community trust. The COPS Office is able to track the number of request and engagements to assist in reform efforts.

Number of requests from local law enforcement agencies for technical assistance support to implement reform initiatives over the prior year baseline:

The COPS Office supports local law enforcement efforts for organizational transformation through a variety of technical assistance efforts and is viewed as a substantial resource to assist law enforcement partners with community policing and reform efforts to build community trust. The COPS Office is able to track the number of request and engagements to assist in reform efforts.

**PERFORMANCE AND RESOURCES TABLE**

**Decision Unit: Office of Community Oriented Policing Services**

RESOURCES (\$ in thousands)			Target		Actual		Target		Changes		Requested (Total)	
			FY 2023		FY 2023		FY 2024		Current Services Adjustments and FY 2025 Program Changes		FY 2025 Request	
Total Costs and FTE (Reimbursable: FTE are included, but costs are bracketed and not included in totals)			FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			86	33,732	77	38,393	86	33,732	0	55,951	86	89,683
TYPE	STRATEGIC OBJECTIVE	PERFORMANCE	FY 2023		FY 2023		FY 2024		Current Services Adjustments and FY 2025 Program Changes		FY 2025 Request	
Program Activity	2.3 Combat Violent Crime and Gun Violence	Invest in community-based (Community Policing) programs to discourage and prevent violence before it occurs	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			86	541,000	77	541,000	86	2,716,000	0	-107,500	86	2,595,500
<b>APG Measure:</b>												
<b>KPI:</b>												
<b>Performance Measure:</b>	2.3	Percentage of grantees that conduct community engagement activities as part of the program planning for their crime reduction initiative.	N/A New Measure in FY 2024		N/A New Measure in FY 2024		50%				50%	
<b>Performance Measure:</b>	2.3	Number of Community Policing Officers/Deputies Funded	1,038		1,730		20,000		0		20,000	
<b>Performance Measure:</b>	2.3	Percentage of grantee law enforcement agencies reporting new partnerships in support of community policing	N/A New Measure in FY 2024		N/A New Measure in FY 2024		10%		0		10%	

1. Performance and Resource Tables

Strategic Objective	PERFORMANCE MEASURE TABLE				
	Decision Unit: Office of Community Oriented Policing Services				
	Performance Measures	FY 2023	FY 2024	FY 2025	
		Actual	Target	Target	
2.3	Agency Priority Goals				
2.3	Key Performance Indicator				
2.3	Performance Measure	Percentage of grantees that conduct community engagement activities as part of the program planning for their crime reduction initiative.	N/A	50%	50%
2.3	Performance Measure	Number of Community Policing Officers/Deputies Funded	1,730	20,000	20,000
2.3	Performance Measure	Percentage of grantee law enforcement agencies reporting new partnerships in support of community policing	N/A	10%	10%

[N/A= Data Unavailable]

**PERFORMANCE AND RESOURCES TABLE**

**Decision Unit: Office of Community Oriented Policing Services**

RESOURCES (\$ in thousands)			Target		Actual		Target		Changes		Requested (Total)	
			FY 2023		FY 2023		FY 2024		Current Services Adjustments and FY 2025 Program Changes		FY 2025 Request	
<b>Total Costs and FTE</b> (Reimbursable: FTE are included, but costs are bracketed and not included in totals)			FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			86	33,732	77	33,732	86	33,732	0	0	86	89,683
TYPE	STRATEGIC OBJECTIVE	PERFORMANCE	FY 2023		FY 2023		FY 2024		Current Services Adjustments and FY 2025 Program Changes		FY 2025 Request	
<b>Program Activity</b>	2.5 Combat Drug Trafficking and Prevent Overdose Deaths	<i>Improve the capacity of state investigative agencies to locate or investigate illicit activities, including diversion of opioids and other controlled substances</i>	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000	FTE	\$000
			86	51,000	72	51,000	86	51,000	0	0	86	51,000
<b>APG Measure:</b>												
<b>KPI:</b>												
<b>Performance Measure:</b>	2.5	Amount of diversion (nationally) of opioids and stimulants	N/A New Measure in FY 2024		N/A New Measure in FY 2024		1,000 Kilos of Opioids/5,000 pounds of Stimulants		0		1,000 Kilos of Opioids/5,000 pounds of Stimulants	
<b>Performance Measure:</b>	2.5	Total Quantities of opioids and stimulants seized	N/A New Measure in FY 2024		TBD (FY 2022 data under review)		1,000 Kilos of Opioids/5,000 pounds of Stimulants		0		1,000 Kilos of Opioids/5,000 pounds of Stimulants	

Strategic Objective	PERFORMANCE MEASURE TABLE				
	Decision Unit: Office of Community Oriented Policing Services				
	Performance Measures	FY 2023	FY 2024	FY 2025	
		Actual	Target	Target	
2.5	Agency Priority Goals				
2.5	Key Performance Indicator				
2.5	Performance Measure	Amount of diversion (nationally) of opioids and stimulants	N/A Baseline to be established after FY 2024	1,000 Kilos of Opioids/5,000 pounds of Stimulants	1,000 Kilos of Opioids/5,000 pounds of Stimulants
2.5	Performance Measure	Total Quantities of opioids and stimulants seized	TBD (FY 2023 data under review)	1,000 Kilos of Opioids/5,000 pounds of Stimulants	1,000 Kilos of Opioids/5,000 pounds of Stimulants

[N/A= Data Unavailable]

<b>PERFORMANCE AND RESOURCES TABLE</b>												
<b>Decision Unit: Office of Community Oriented Policing Services</b>												
<b>RESOURCES (\$ in thousands)</b>			<b>Target</b>		<b>Actual</b>		<b>Target</b>		<b>Changes</b>		<b>Requested (Total)</b>	
			<b>FY 2023</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>Current Services Adjustments and FY 2023 Program Changes</b>		<b>FY 2025 Request</b>	
<b>Total Costs and FTE</b> (Reimbursable: FTE are included, but costs are bracketed and not included in totals)			<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>
			86	33,732	77	33,732	86	33,732	0	0	86	89,683
<b>TYPE</b>	<b>STRATEGIC OBJECTIVE</b>	<b>PERFORMANCE</b>	<b>FY 2023</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>Current Services Adjustments and FY 2025 Program Changes</b>		<b>FY 2025 Request</b>	
<b>Program Activity</b>	3.2 Combat Discrimination and Hate Crimes	Combat discrimination, hate crimes and hate incidents	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>
			84	10,000	72	10,000	86	10,000	0	0	86	10,000
<b>APG Measure:</b>												
<b>KPI:</b>												
<b>Performance Measure:</b>	3.2	Percentage increase in number of grants to state, tribal, and local partners to address unlawful acts of hate	N/A New Measure in FY 2024		N/A New Measure in FY 2024		10%		0		10%	
<b>Performance Measure:</b>	3.2	Number of grants to state, tribal, and local partners to address unlawful acts of hate over the prior year baseline	N/A New Measure in FY 2024		N/A New Measure in FY 2024		10%		0		10%	

Strategic Objective	PERFORMANCE MEASURE TABLE				
	Decision Unit: Office of Community Oriented Policing Services				
	Performance Measures	FY 2023	FY 2024	FY 2025	
		Actual	Target	Target	
3.2	Agency Priority Goals				
3.2	Key Performance Indicator				
3.2	Performance Measure	Percentage increase in number of grants to state, tribal, and local partners to address unlawful acts of hate	New Measure in FY 2024	10%	10%
3.2	Performance Measure	Number of grants to state, tribal, and local partners to address unlawful acts of hate over the prior year baseline	New Measure in FY 2024	10%	10%

[N/A= Data Unavailable]

**PERFORMANCE AND RESOURCES TABLE**

<b>Decision Unit: Office of Community Oriented Policing Services</b>												
<b>RESOURCES (\$ in thousands)</b>			<b>Target</b>		<b>Actual</b>		<b>Target</b>		<b>Changes</b>		<b>Requested (Total)</b>	
			<b>FY 2023</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>Current Services Adjustments and FY 2024 Program Changes</b>		<b>FY 2025 Request</b>	
<b>Total Costs and FTE</b> (Reimbursable: FTE are included, but costs are bracketed and not included in totals)			<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>
			86	33,732	77	33,732	86	33,732	0	0	86	89,683
<b>TYPE</b>	<b>STRATEGIC OBJECTIVE</b>	<b>PERFORMANCE</b>	<b>FY 2023</b>		<b>FY 2023</b>		<b>FY 2024</b>		<b>Current Services Adjustments and FY 2024 Program Changes</b>		<b>FY 2025 Request</b>	
<b>Program Activity</b>	3.3	Improve law enforcement accountability and transparency to build community trust	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>	<b>FTE</b>	<b>\$000</b>
	Reform and Strengthen the Criminal and Juvenile Justice Systems to Ensure Fair and Just Treatment		86	53,000	77	53,000	86	53,000	0	0	86	2,595,500
<b>APG Measure:</b>												
<b>KPI:</b>												
<b>Performance Measure:</b>	3.3	Percentage increase in local law enforcement agency requests for technical assistance support to implement reform initiatives	N/A		N/A		10%		0		10%	
<b>Performance Measure:</b>	3.3	Number of requests from local law enforcement agencies for technical assistance support to implement reform initiatives over the prior year baseline	N/A		N/A		Baseline to be established after FY 2024		0		10	

Strategic Objective	PERFORMANCE MEASURE TABLE				
	Decision Unit: Office of Community Oriented Policing Services				
	Performance Measures		FY 2023	FY 2024	FY 2025
			Actual	Target	Target
3.3	Agency Priority Goals				
3.3	Key Performance Indicator				
3.3	Performance Measure	Percentage increase in local law enforcement agency requests for technical assistance support to implement reform initiatives	TBD/Baseline NEW MEASURE IN FY 2024	10%	10%
3.3	Performance Measure	Number of requests from local law enforcement agencies for technical assistance support to implement reform initiatives over the prior year baseline	TBD/Baseline New Measure in FY 2023	Baseline to be established after FY 2023	10

[N/A= Data Unavailable]

## 2. Performance, Resources, and Strategies

The COPS Office is the primary source of federal funding for assisting state, local, and tribal law enforcement agencies, and the communities they serve, to advance community policing practices. The Office's grants, technical assistance, and training support the law enforcement community's efforts to enhance public safety and address community concerns and priorities through the development and implementation of comprehensive community policing strategies. The programs proposed in the FY 2025 Budget directly support strengthening the partnerships between law enforcement and the communities they serve to advance efforts to prevent violent crime and more effectively address shifts in public safety needs as they arise.

### a. Performance Plan and Report for Outcomes

The COPS Office collects program information necessary to measure the performance of its various programs to assess the impact of COPS funding at the state and local community level. COPS collects program information primarily through its semi-annual progress and performance reporting requirements completed by recipients of its award funding. Periodically, the reporting measures are refined to better capture data related to strategic goals and priorities of the Department. Through its program implementation, the COPS Office has aligned its objectives to further advance efforts to (1) reduce violent crime, (2) reduce drug related deaths and addiction, (3) advance civil rights, equity, and justice for all, and (4) reform and strengthen the criminal justice system at all levels including the local level.

One of the COPS Office's principal performance measures is the number of community policing officers/deputies funded. Research indicates that each community policing officer/deputy hired helps to build trust in communities across the nation while also enhancing a community's capacity to prevent crime<sup>2</sup> while also raising the standard for a just, fair, and equitable law enforcement for every member of the community.

Other performance measures include:

- Percentage of grantees that conduct community engagement activities as part of the program planning for their crime reduction initiative.
- Percentage of grantee law enforcement agencies reporting new partnerships in support of community policing
- Amount of diversion (nationally) of opioids and stimulants
- Total Quantities of opioids and stimulants seized
- Percentage increase in local law enforcement agency requests for technical assistance support to implement reform initiatives
- Number of requests from local law enforcement agencies for technical assistance support to implement reform initiatives over the prior year baseline
- Percentage increase in number of grants to state, tribal, and local partners to address unlawful acts of hate

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<sup>2</sup> Ibid., p. 7.

- Number of grants to state, tribal, and local partners to address unlawful acts of hate over the prior year baseline

The collection of this performance and other data allows the COPS Office to report progress towards its targets and to compliment other efforts of the Department in achieving its public safety goals. Furthermore, the COPS Office routinely conducts reviews of its programs to better understand and maximize the impacts and outcomes of program funding, explore options to enhance its programs, reduce applicant burden, and better coordinate with other federal agencies to achieve shared outcomes. The COPS Office, in coordination with the Office of Audit Assessment and Management, is currently assessing its School Violence Prevention Program (SVPP) to assess opportunities to improve and/or enhance the program and its coordination with other school safety program initiatives related to the STOP Act of 2018. COPS also continues to assess the priority focus areas of its CHP and other programs to incentivize objectives aligned with strategic priorities of the Department.

#### b. Strategies to Accomplish Outcomes

The COPS Office Performance Management Program (PMP) continues refine its strategy to align grant and knowledge resources to enhance public safety in the communities of grantees and knowledge resource recipients that are implementing community policing strategies. COPS has refined its measures to track outcomes that (1) reduce violent crime, (2) reduce drug related deaths and addiction, (3) advance civil rights, equity, and justice for all, and (4) reform and strengthen the criminal justice system at all levels including the local level. To meet these performance outcomes, the Office will focus its ability to collect data associated with applications, performance and progress reporting, as well as data on requests it receives from the field. COPS will also continue to use evaluations and other evidence sources to continue to refine outcome-related measures necessary to assess can improve program effectiveness.

## VI. Program Increases by Item

### Program Increases by Item

**Item Name:** COPS Hiring Program (CHP) - Discretionary

**Budget Decision Unit(s):** Community Oriented Policing Services

**Organizational Program:** Community Oriented Policing Services

**Program Increase:** Positions 0 Agt/Atty 0 FTE 0 Dollars **\$46,000,000**

### Description of Item

The FY 2025 President's Budget requests \$370 million in discretionary funding for the COPS Hiring Program (CHP) topline appropriation, a net increase of \$46 million above the FY 2024 Continuing Resolution level. This includes a \$45 million increase to the base COPS Hiring Program to increase the capacity of law enforcement agencies to implement community policing strategies that strengthen partnerships for safer communities and enhance law enforcement's capacity to prevent, solve, and control crime – especially violent crime – through funding for additional officer and deputy positions.

The request also provides \$5 million in increases for carveout programs funded under the CHP appropriation, detailed as follows:

- **Tribal Resources Grant Program (TRGP; +\$3 million).** The request funds this program at \$37 million, an increase of \$3 million above the FY 2023 Enacted level. This program is a comprehensive program which aims to expand the implementation of community policing and to meet the most serious needs of law enforcement in tribal nations. TRGP funding can be used for newly hired or rehired career law enforcement officers and village public safety officers as well as to procure basic equipment and training to assist in initiating or enhancing tribal community policing efforts.
- **Tribal Access Program (TAP; +\$2 million).** The request funds this program at \$6 million, an increase of \$2 million above the FY 2023 Enacted level. This increase will expand the Department's capability to further serve vulnerable tribal communities with assistance in holding offenders accountable to promote safer tribal lands and territories. This program provides Tribes access to national crime information systems for both criminal and civil purposes. TAP allows Tribes to more effectively serve and protect their citizens by ensuring the exchange of critical data across the Criminal Justice Information Services (CJIS) systems and other national crime information systems.

To support these increases, the budget also includes reductions and adjustments to other programs under the CHP appropriation, detailed as follows:

- **Regional Information Sharing Systems (RISS; -\$4 million).** The FY 2025 President's Budget funds this program at \$40 million, a decrease of \$4 million below the FY 2023 Enacted level. This request is consistent with historical funding requests for RISS.

## **Justification**

**COPS Hiring Program (CHP).** One of the COPS Office's principal performance measures is the number of community policing officers/deputies funded. The requested resources will potentially support the funding of more than 2,000 additional local law enforcement officers and deputies. COPS also expects to see increases to community engagement, new partnerships, and an increased focus addressing unlawful acts of hate and violence – including gun violence.

Increased funding will further incentivize state and local police departments to undertake commonsense reforms the President required of federal law enforcement agencies in May in Executive Order 14074. These reforms include banning chokeholds and carotid holds except where deadly force is authorized; training officers in de-escalation tactics to prevent the unnecessary use of force; restricting the use of no-knock warrants; requiring that body cameras be activated when conducting arrests and searches and when on patrol; submitting data to the new National Law Enforcement Accountability Database that the Justice Department will create; and undertaking other consensus reforms. COPS will also prioritize funding for officers that are representative of the communities they are sworn to serve (including recruits who live in or are from the community), and will require that officers hired with federal funds be properly screened, including to ensure that they do not have a history of termination or resignation under investigation for serious misconduct from another police department.

**Tribal Resource Grant Program (TRGP).** Increases to this program will expand the implementation of community policing and help to meet the most serious needs of law enforcement in tribal nations. TRGP funding can be used for newly hired or rehired career law enforcement officers and village public safety officers as well as to procure basic equipment and training to assist in initiating or enhancing tribal community policing efforts. COPS expects to be able to support the funding of even more law enforcement officers under this program.

**Tribal Access Program (TAP).** Increases to this program will help to support tribal communities in addressing their public safety needs by removing barriers to tribal law enforcement agencies' ability to access and enter information into national crime information databases. These funds will provide hardware, software, training and technical assistance, and related support to connect tribal agencies to Federal criminal databases to improve public safety. Tribes will be better equipped to enter or search for information about stolen property; missing or wanted persons, domestic violence protection orders; criminal histories and background investigations; process finger and palm prints; take mugshots; and submit historical records to national databases. Furthermore, this program will improve tribal efforts to have orders of protection enforced off-reservation; protect children; keep guns out of the wrong hands; improve the safety of public housing; register sex

offenders; and allow tribes to have tribal arrests and tribal convictions be associated with their tribe. The activities under this program will continue to strengthen the criminal justice system.

**Impact on Performance**

One of the COPS Office’s principal performance measures is the number of community policing officers/deputies funded. Increased discretionary funding under the CHP will support the funding of more than 2,000 additional law enforcement officers and are also expected to lead to measurable increases in community engagement, new partnerships, and an increased focus on addressing unlawful acts of hate and violence – including gun violence.

In addition, increases to the TRGP will help to meet the most serious needs of law enforcement in tribal nations including the ability to hire an additional 40 law enforcement officers under. Also, TAP increases to this program will expand the resources available to provide hardware, software, training, and technical assistance, and the necessary support to accelerate the pace in which tribal agencies may be assisted in connecting to Federal criminal databases necessary to improve public safety and strengthen the criminal justice system.

**Funding**

**Base Funding**

FY 2023 Enacted				FY 2024 Continuing Resolution				FY 2025 Current Services			
Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)
0	0	0	324,000	0	0	0	324,000	0	0	0	370,000

**Personnel Increase Cost Summary**

Not Applicable.

**Non-Personnel Increase Cost Summary**

Not Applicable.

**Total Request for this Item**

	Pos	Agt/Atty	FTE	Personnel (\$000)	Non-Personnel (\$000)	Total (\$000)
Current Services	0	0	0	0	0	324,000
Increases	0	0	0	0	0	46,000
Total Request	0	0	0	0	0	370,000

## **Program Increases by Item**

**Item Name:** **COPS School Violence Prevention Program (SVPP)**

Budget Decision Unit(s): Community Oriented Policing Services

Organizational Program: Community Oriented Policing Services

Program Increase: Positions 0 Agt/Atty 0 FTE 0 Dollars **\$2,000,000**

## **Description of Item**

The FY 2025 President's Budget requests \$55 million in discretionary funding for the COPS School Violence Prevention Program (SVPP), an increase of \$2 million above the FY 2024 Continuing Resolution level. This program provides funding directly to states, units of local government, Indian Tribes, and public agencies (school districts, public boards of education, and law enforcement departments) to improve security at schools and on school grounds in the grantees' jurisdictions through evidence-based school safety programs and technology. Pursuant to 34 U.S.C. § 10551(b)(5)-(9), SVPP funding is authorized and available under the following purpose areas:

- "Coordination with local law enforcement;"
- "Training for local law enforcement officers to prevent school violence against others and self;"
- "Placement and use of metal detectors, locks, lighting, and other deterrent measures;"
- "Acquisition and installation of technology for expedited notification of local law enforcement during an emergency;"
- "Any other measure that, in the determination of the director of the COPS Office, may provide a significant improvement in security."

## **Justification**

The SVPP program will improve security at schools and on school grounds in the jurisdiction of the grantee. The most critical component of this program is violence prevention, which is both a goal of the Attorney General's and the COPS Office. While it is difficult to measure prevention, the COPS Office has provided funding to track averted school attacks in order to illustrate the impact of preventative measures.

The STOP School Violence Act of 2018 was designed to provide jurisdictions with the tools they need to prevent violent acts at schools and on school grounds, which will be accomplished by providing funding in support of law enforcement training to prevent school violence, coordination between schools and law enforcement, and equipment and technology such as metal

detectors, locks, and technology that provides expedited notification to law enforcement during a school emergency.

SVPP encourages effective school safety interventions that incorporate a comprehensive list of school safety measures, aligned with school safety planning and assessment efforts, that focus on improving the overall school environments to create a positive learning climate for all students, and are designed to meet the unique needs and challenges of each school and jurisdiction. Improving school security should involve the entire school community, including input from students, parents, teachers, and administrators as well as local law enforcement. When undertaking comprehensive school safety and security approaches, applicants are further encouraged to prioritize implementing school safety measures that help to promote a positive school climate that does not detract from the mission of the school to educate students or negatively impact the health and wellbeing of students. Applicants are reminded to be mindful of the need to protect student privacy and safeguard their civil rights and the potential for some security measures to cause or exacerbate trauma for some students, and to use a trauma-informed approach when implementing security measures to help mitigate these concerns.

## Funding

### Base Funding

FY 2023 Enacted				FY 2024 Continuing Resolution				FY 2025 Current Services			
Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)
0	0	0	53,000	0	0	0	53,000	0	0	0	55,000

### Personnel Increase Cost Summary

Not Applicable.

### Non-Personnel Increase Cost Summary

Not Applicable.

### Total Request for this Item

	Pos	Agt/Atty	FTE	Personnel (\$000)	Non-Personnel (\$000)	Total (\$000)
Current Services	0	0	0	0	0	53,000
Increases	0	0	0	0	0	2,000
<b>Total Request</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>55,000</b>

## **Program Increases by Item**

**Item Name:** **Preparing for Active Shooter Situations (PASS)**

Budget Decision Unit(s): Community Oriented Policing Services

Organizational Program: Community Oriented Policing Services

Program Increase: Positions 0 Agt/Atty 0 FTE 0 Dollars **\$1,000,000**

## **Description of Item**

The FY 2025 President’s Budget requests an increase of \$1.0 million for a total of \$13.0 million for this program. The overarching goal of PASS is to increase the survivability of active shooter and other hostile events through evidence-based multi-disciplinary training for law enforcement officers and other public safety-first responders that focuses on response integration, improvements to critical decision making, and the execution of appropriate judgment during critical events. Current services for this program are \$12.0 million.

## **Justification**

The COPS Office Preparing for Active Shooter Situations (PASS) Training Program is designed to increase public and law enforcement safety nationwide by training first responders—including law enforcement, fire, emergency medical services (EMS), dispatchers, medical personnel, facility security, emergency management, and any other professionals who may reasonably be key to a successful integrated response—to handle an active shooter or other violent threat. Training provided under the PASS program will advance the goal of the 2016 Protecting Our Lives by Initiating COPS Expansion (POLICE) Act in offering “scenario-based, integrated response courses designed to counter active shooter threats or acts of terrorism against individuals or facilities.”

In FY 2023, the COPS Office awarded \$10.9 million under the PASS Training Program. Funding was awarded with the following provisions:

- PASS provides funds to training providers who can offer integrated, scenario-based response courses as described in the 2016 POLICE Act.
- The PASS-funded provider has substantial experience with providing and tailoring cross-disciplinary active shooter training to law enforcement and other first responders nationally.
- PASS funding may be used to provide supplemental resources to help officers maintain these vital but perishable skills—including scenario libraries and e-learning modules—and to enhance agency skills in tactical medicine and managing exposure to trauma.

**Impact on Performance**

**Funding**

Base Funding

FY 2023 Enacted				FY 2024 Continuing Resolution				FY 2025 Current Services			
Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)
0	0	0	12,000	0	0	0	12,000	0	0	0	12,000

Personnel Increase Cost Summary

Not Applicable.

Non-Personnel Increase Cost Summary

Not Applicable.

Total Request for this Item

	Pos	Agt/Atty	FTE	Personnel (\$000)	Non-Personnel (\$000)	Total (\$000)
Current Services	0	0	0	0	0	12,000
Increases	0	0	0	0	0	1,000
Total Request	0	0	0	0	0	13,000

Affected Crosscuts

**Violent Crime?**

## **Program Increases by Item**

**Item Name:** **COPS Hiring Program (CHP) - Mandatory Proposal**

Budget Decision Unit(s): Community Oriented Policing Services

Organizational Program: Community Oriented Policing Services

Program Increase: Positions 0 Agt/Atty 0 FTE 0 Dollars **\$2,175,000,000**

### **Description of Item**

The FY 2025 President's Budget requests \$2.175 billion in mandatory resources for the COPS Hiring Program (CHP) in 2025, and \$10.877 billion over five years in total. This funding will supplement discretionary investments for CHP, and further support the Safer America Plan by providing the resources necessary to recruit, train, support, and manage additional police officers for effective, accountable community policing.

### **Justification**

The Safer America Plan calls on Congress to appropriate \$10.877 billion in mandatory funding over five years for the COPS Hiring Program in support of the President's ultimate goal to fund 100,000 new police officers to support our nation's communities. These funds will be used to get officers out of their stations and squad cars and into the community, walking the beat on foot patrols that have been shown to enhance officer morale, improve community relations, and have a deterrent effect on crime.

These new funds will incentivize state and local police departments to undertake commonsense reforms the President required of federal law enforcement agencies in May in Executive Order 14074, as COPS will prioritize awards for jurisdictions federal priorities in policing. These reforms include banning chokeholds and carotid holds except where deadly force is authorized; training officers in de-escalation tactics to prevent the unnecessary use of force; restricting the use of no-knock warrants; requiring that body cameras be activated when conducting arrests and searches and when on patrol; submitting data to the new National Law Enforcement Accountability Database that the Justice Department will create; and undertaking other consensus reforms.

COPS will also prioritize funding for officers that are representative of the communities they are sworn to serve (including recruits who live in or are from the community), and we will require that officers hired with federal funds be properly screened, including to ensure that they do not have a history of termination or resignation under investigation for serious misconduct from another police department.

**Impact on Performance**

One of the COPS Office’s principal performance measures is the number of community policing officers/deputies funded. This mandatory request will support the funding of approximately 17,000 additional law enforcement officers annually, and approximately 85,000 new officers over the five-year period. COPS also expects to see increases to community engagement, new partnerships, and an increased focus addressing unlawful acts of hate and violence – including gun violence.

**Funding**

**Base Funding**

FY 2022 Enacted				FY 2024 Continuing Resolution				FY 2025 Current Services			
Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)	Pos	Agt/Atty	FTE	\$(000)
N/A	0	N/A	0	N/A	0	N/A	0	0	0	0	0

**Personnel Increase Cost Summary**

Not Applicable.

**Non-Personnel Increase Cost Summary**

Not Applicable.

**Total Request for this Item**

	Pos	Agt/Atty	FTE	Personnel (\$000)	Non-Personnel (\$000)	Total (\$000)
Current Services	0	0	0	0	0	0
Increases	0	0	0	0	0	2,175,000
Total Request	0	0	0	0	0	2,175,000

**Affected Crosscuts**

Civil Rights

Gun Safety

State and Local Law Enforcement Support

## VII. Program Offsets by Item

### Program Offsets by Item

**Item Name:** COPS Discretionary Grants

Budget Decision Unit(s): Community Oriented Policing Services

Organizational Program: Community Oriented Policing Services

Program Increase: Positions 0 Agt/Atty 0 FTE 0 Dollars **-\$ 177,880,000**

### Description of Item

The FY 2025 President’s Budget proposes no funding for Technology and Equipment Community Projects/COPS Law Enforcement Technology and Equipment. These were one-time projects in the congressional directed amount to the appropriately designated State, local, Tribal, territorial, and other entities to develop and acquire effective equipment, technologies, and interoperable communications that assist in responding to and preventing crime.

### Justification

These were one-time projects funded in the FY 2023 Enacted.

### Impact on Performance

The congressionally directed funded technology and equipment projects were one-time projects funded in FY 2023 Enacted.

### Funding

#### Base Funding

FY 2023 Enacted				FY 2024 Continuing Resolution				FY 2025 Current Services			
Pos	Agt/ Atty	FTE	\$(000)	Pos	Agt/ Atty	FTE	\$(000)	Pos	Agt/ Atty	FTE	\$(000)
<u>N/A</u>	<u>0</u>	<u>N/A</u>	<u>177,880</u>	<u>N/A</u>	<u>0</u>	<u>N/A</u>	<u>-177,880</u>	<u>N/A</u>	<u>0</u>	<u>N/A</u>	<u>-177,880</u>

#### Personnel Increase Cost Summary

Not Applicable.

#### Non-Personnel Increase Cost Summary

Not Applicable.

#### Total Request for this Item

	Pos	Agt/Atty	FTE	Personnel (\$000)	Non-Personnel (\$000)	Total (\$000)
Current Services	0	0	0	0	0	0
Decreases	0	0	0	0	0	-177,880
Total Request	0	0	0	0	0	-177,880

Affected Crosscuts

- Civil Rights
- State and Local Law Enforcement Support
- Gun Safety