

**AMENDMENT IN THE NATURE OF A SUBSTITUTE  
TO H.R. 3325  
OFFERED BY M. \_\_\_\_\_**

Strike all after the enacting clause and insert the following:

**1 SECTION 1. SHORT TITLE.**

2 This Act may be cited as the “Recruit and Retain  
3 Act of 2024”.

**4 SEC. 2. IMPROVING COPS GRANTS FOR POLICE HIRING  
5 PURPOSES.**

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

9 (1) by redesignating paragraphs (22) through  
10 (23) as paragraphs (23) through (24), respectively;  
11 and

12 (2) by inserting after paragraph (21) the fol-  
13 lowing:

14 “(22) to support hiring activities by law en-  
15 forcement agencies experiencing declines in officer  
16 recruitment applications by reducing application-re-  
17 lated fees, such as fees for background checks, psy-  
18 chological evaluations, and testing;”.

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

5 **SEC. 3. ADMINISTRATIVE COSTS; PIPELINE PARTNERSHIP**  
6 **PROGRAM.**

7 Section 1701 of title I of the Omnibus Crime Control  
8 and Safe Streets Act of 1968 (34 U.S.C. 10381) is amend-  
9 ed by adding at the end the following:

10 “(o) ADMINISTRATIVE COSTS.—Not more than 2 per-  
11 cent of a grant made for the hiring or rehiring of addi-  
12 tional career law enforcement officers may be used for  
13 costs incurred to administer such grant.

14 “(p) COPS PIPELINE PARTNERSHIP PROGRAM.—

15 “(1) ELIGIBLE ENTITY DEFINED.—In this sub-  
16 section, the term ‘eligible entity’ means a law en-  
17 forcement agency in partnership with not less than  
18 1 educational institution, which may include 1 or  
19 any combination of the following:

20 “(A) An elementary school.

21 “(B) A secondary school.

22 “(C) An institution of higher education.

23 “(D) A Hispanic-serving institution.

24 “(E) A historically Black college or univer-  
25 sity.

1                   “(F) A Tribal college.

2                   “(2) GRANTS.—The Attorney General shall  
3                   award competitive grants to eligible entities for re-  
4                   cruiting activities that—

5                   “(A) support substantial student engage-  
6                   ment for the exploration of potential future ca-  
7                   reer opportunities in law enforcement;

8                   “(B) strengthen recruitment by law en-  
9                   forcement agencies experiencing a decline in re-  
10                  cruits, or high rates of resignations or retire-  
11                  ments;

12                  “(C) enhance community interactions be-  
13                  tween local youth and law enforcement agencies  
14                  that are designed to increase recruiting; and

15                  “(D) otherwise improve the outcomes of  
16                  local law enforcement recruitment through ac-  
17                  tivities such as dedicated programming for stu-  
18                  dents, work-based learning opportunities,  
19                  project-based learning, mentoring, community  
20                  liaisons, career or job fairs, work site visits, job  
21                  shadowing, apprenticeships, or skills-based in-  
22                  ternships.

23                  “(3) FUNDING.—Of the amounts made avail-  
24                  able to carry out this part for a fiscal year, the At-

1           torney General may use not more than \$3,000,000  
2           to carry out this subsection.”.

3 **SEC. 4. COPS GRANT GUIDANCE FOR AGENCIES OPER-**  
4 **ATING BELOW BUDGETED STRENGTH.**

5           Section 1704 of title I of the Omnibus Crime Control  
6 and Safe Streets Act of 1968 (34 U.S.C. 10384) is amend-  
7 ed by adding at the end the following:

8           “(d) GUIDANCE FOR UNDERSTAFFED LAW EN-  
9 FORCEMENT AGENCIES.—

10           “(1) DEFINITIONS.—In this subsection:

11           “(A) COVERED APPLICANT.—The term  
12 ‘covered applicant’ means an applicant for a  
13 hiring grant under this part seeking funding for  
14 a law enforcement agency operating below the  
15 budgeted strength of the law enforcement agen-  
16 cy.

17           “(B) BUDGETED STRENGTH.—The term  
18 ‘budgeted strength’ means the employment of  
19 the maximum number of sworn law enforcement  
20 officers the budget of a law enforcement agency  
21 allows the agency to employ.

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

1           “(A) clarifies that covered applicants re-  
2           main eligible for funding under this part; and

3           “(B) enables covered applicants to attest  
4           that the funding from a grant awarded under  
5           this part is not being used by the law enforce-  
6           ment agency to supplant State or local funds,  
7           as described in subsection (a).

8           “(3) PAPERWORK REDUCTION.—In developing  
9           the procedures and guidance under paragraph (2),  
10          the Attorney General shall take measures to reduce  
11          paperwork requirements for grants to covered appli-  
12          cants.”.

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

14          (a) STUDY.—

15                 (1) IN GENERAL.—The Comptroller General of  
16                 the United States shall conduct a study to consider  
17                 the comprehensive effects of recruitment and attri-  
18                 tion rates on Federal, State, Tribal, and local law  
19                 enforcement agencies in the United States, to iden-  
20                 tify—

21                         (A) the primary reasons that law enforce-  
22                         ment officers—

23                                 (i) join law enforcement agencies; and

24                                 (ii) resign or retire from law enforce-

25                                 ment agencies;

1 (B) how the reasons described in subpara-  
2 graph (A) may have changed over time;

3 (C) the effects of recruitment and attrition  
4 on public safety;

5 (D) the effects of electronic media on re-  
6 cruitment efforts;

7 (E) barriers to the recruitment and reten-  
8 tion of Federal, State, and local law enforce-  
9 ment officers; and

10 (F) recommendations for potential ways to  
11 address barriers to the recruitment and reten-  
12 tion of law enforcement officers, including the  
13 barriers identified in subparagraph (E).

14 (2) REPRESENTATIVE CROSS-SECTION.—

15 (A) IN GENERAL.—The Comptroller Gen-  
16 eral of the United States shall endeavor to en-  
17 sure accurate representation of law enforcement  
18 agencies in the study conducted pursuant to  
19 paragraph (1) by surveying a broad cross-sec-  
20 tion of law enforcement agencies—

21 (i) from various regions of the United  
22 States;

23 (ii) of different sizes; and

24 (iii) from rural, suburban, and urban  
25 jurisdictions.

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

6 (b) REPORT.—Not later than 540 days after the date  
7 of enactment of this Act, the Comptroller General of the  
8 United States shall—

9 (1) submit to the Committee on the Judiciary  
10 of the Senate and the Committee on the Judiciary  
11 of the House of Representatives a report containing  
12 the study conducted under subsection (a); and

13 (2) make the report submitted under paragraph  
14 (1) publicly available online.

15 (c) CONFIDENTIALITY.—The Comptroller General of  
16 the United States shall ensure that the study conducted  
17 under subsection (a) protects the privacy of participating  
18 law enforcement agencies.

