

## At a Glance

### H.R. 3325, Recruit and Retain Act of 2024

As reported by the House Committee on the Judiciary on May 6, 2024

By Fiscal Year, Millions of Dollars	2024	2024-2029	2024-2034
Direct Spending (Outlays)	0	0	0
Revenues	0	0	0
Increase or Decrease (-) in the Deficit	0	0	0
Spending Subject to Appropriation (Outlays)	*	21	not estimated

Increases <i>net direct spending</i> in any of the four consecutive 10-year periods beginning in 2035?	No	Statutory pay-as-you-go procedures apply?	No
	<b>Mandate Effects</b>		
Increases <i>on-budget deficits</i> in any of the four consecutive 10-year periods beginning in 2035?	No	Contains intergovernmental mandate?	No
		Contains private-sector mandate?	No

\* = between zero and \$500,000.

#### The bill would

- Increase the percentage of Community Oriented Policing Services (COPS) grants that can be used for administrative activities
- Expand the COPS program by creating new competitive grants to local law enforcement agencies to improve recruitment and assist with hiring new officers
- Require the Department of Justice to create new guidance for understaffed law enforcement agencies to obtain COPS grants
- Require the Government Accountability Office to report on recruitment practices and attrition rates across law enforcement agencies

#### Estimated budgetary effects would mainly stem from

- Increasing the federal share of COPS grants to cover administrative expenses
- Authorization of appropriations for new grant programs
- Administrative costs to issue grants guidance and complete the report

**Detailed estimate begins on the next page.**

See also

[CBO's Cost Estimates Explained](#), [CBO Describes Its Cost-Estimating Process](#), [Glossary](#)

## Bill Summary

H.R. 3325 would amend the Community Oriented Policing Services (COPS) program to increase the percentage of grant funds that can be used for administrative purposes. The bill also would expand the COPS program by authorizing new grants to help law enforcement agencies partner with schools to improve recruitment and assist hiring by law enforcement agencies experiencing application declines. Lastly, the bill would require the Governmental Accountability Office (GAO) to report to the Congress on recruitment practices and attrition across law enforcement agencies.

## Estimated Federal Cost

The estimated budgetary effect of H.R. 3325 is shown in Table 1. The costs of the legislation fall within budget function 750 (administration of justice).

<b>Table 1.</b>							
<b>Estimated Increases in Spending Subject to Appropriation Under H.R. 3325</b>							
	<b>By Fiscal Year, Millions of Dollars</b>						
	2024	2025	2026	2027	2028	2029	2024-2029
Estimated Authorization	*	6	7	6	6	7	32
Estimated Outlays	*	1	3	5	6	6	21

\* = between zero and \$500,000.

## Basis of Estimate

CBO assumes that the bill will be enacted near the middle of calendar year 2024. Most underlying authorizations for the COPS program expired in 2009. The Congress has continued to provide funding for the program, including an appropriation of \$665 million in 2024. CBO’s estimate of this bill is for the cost of implementing the new activities specified in the bill and not the cost of reauthorizing the COPS program.

CBO estimates that H.R. 3325 would authorize the appropriation of \$32 million over the 2024-2029 period for those new activities. Subject to the availability of appropriated funds, CBO estimates that implementing the bill would cost \$21 million over the same period.

## Administrative Expenses

H.R. 3325 would allow a local law enforcement agency that is awarded a COPS grant for hiring or rehiring officers to use 2 percent of the funds to cover administrative expenses under the grant. Under current law, COPS grants can be used to cover up to 75 percent of the cost of hiring an officer—the remaining cost is paid by the local agency. CBO estimates that allowing 2 percent of each grant to be used to cover administrative expenses would increase federal costs because some of what localities spend on administrative costs would now be covered under the federal grant. In 2024, the Department of Justice (DOJ) allocated

\$157 million to COPS grants that support hiring or rehiring officers. Accounting for anticipated inflation, CBO estimates that implementing this provision would cost \$10 million over the 2024-2029 period.

### **Pipeline Partnership Program**

H.R. 3325 would create a new competitive grant program for law enforcement agencies that partner with schools or universities to strengthen and support recruiting, outreach, and related activities. The bill would set aside \$3 million each year from appropriated funds for the program. Based on historical spending patterns for similar activities, CBO estimates that the new program would cost \$11 million over the 2024-2029 period.

### **Grants to Reduce Application Fees**

H.R. 3325 would authorize competitive grants to local law enforcement agencies to reduce application fees for recruits, including background checks, tests, and certifications. Using information from DOJ on grant awards in recent years and the average application fee for recruits, CBO estimates that the program would cost less than \$500,000 over the 2024-2029 period.

### **Grants Guidance and Reporting Requirement**

H.R. 3325 would require DOJ to create new procedures and guidance for understaffed law enforcement agencies to obtain COPS grants and require GAO to report to the Congress on recruitment practices and attrition across law enforcement agencies. Based on the costs of similar activities, CBO estimates that those provisions would cost less than \$500,000 over the 2024-2029 period.

### **Pay-As-You-Go Considerations**

Enacting the bill would not affect direct spending or revenues; therefore, pay-as-you-go procedures do not apply.

### **Increase in Long-Term Net Direct Spending and Deficits**

CBO estimates that enacting H.R. 3325 would not increase net direct spending or deficits in any of the four consecutive 10-year periods beginning in 2035.

### **Mandates**

The bill contains no intergovernmental or private-sector mandates as defined in the Unfunded Mandates Reform Act.

### **Previous CBO Estimate**

On June 26, 2023, CBO transmitted a [cost estimate for S. 546](#), the Recruit and Retain Act, as reported by the Senate Committee on the Judiciary on June 8, 2023. The two bills are similar, and CBO's estimates of most provisions in both bills are the same. CBO's estimated cost of allowing federal grant funds to cover administrative expenses is lower for H.R. 3325

than it was for S. 546. CBO's estimates are based on the amounts DOJ allocated for administrative expenses for the COPS program. DOJ allocated less for administrative expenses in 2024 than in 2023 and CBO's estimates reflect those differences.

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