

114TH CONGRESS  
2D SESSION

# H. R. 6419

To amend the Omnibus Crime Control and Safe Streets Act of 1968 to provide that COPS grant funds may be used to hire and train new, additional career law enforcement officers who are residents of the communities they serve, and for other purposes.

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## IN THE HOUSE OF REPRESENTATIVES

DECEMBER 1, 2016

Mr. LEWIS introduced the following bill; which was referred to the Committee on the Judiciary

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## A BILL

To amend the Omnibus Crime Control and Safe Streets Act of 1968 to provide that COPS grant funds may be used to hire and train new, additional career law enforcement officers who are residents of the communities they serve, and for other purposes.

1 *Be it enacted by the Senate and House of Representa-*  
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Law Enforcement In-  
5 clusion Act of 2016”.

6 **SEC. 2. FINDINGS.**

7 Congress finds the following:

1           (1) According to the Equal Employment Oppor-  
2           tunity Commission (EEOC) and the Census Bureau,  
3           which together provide detail on the racial composi-  
4           tion of government workers in large American cities,  
5           in about two-thirds of the United States cities with  
6           the largest police forces, the majority of police offi-  
7           cers commute to work from outside the city in which  
8           they work.

9           (2) When officers live in the cities in which they  
10          work, it may reduce the carbon footprint by employ-  
11          ees in their journey to work, foster more employee  
12          concern in the affairs of their city, ensure manpower  
13          will be available in case of emergencies, generate ad-  
14          ditional tax revenue for the city, and cut down on  
15          absenteeism and tardiness.

16          (3) According to the President’s Task Force on  
17          21st Century Policing, recommendation 1.8 reads  
18          “law enforcement agencies should strive to create a  
19          workforce that contains a broad range of diversity  
20          including race, gender, language, life experience, and  
21          cultural background to improve understanding and  
22          effectiveness in dealing with all communities.”.

23          (4) Additionally, the Fairness and Effectiveness  
24          in Policing: The Evidence states “A critical factor in  
25          managing bias is seeking candidates who are likely

1 to police in an unbiased manner. Since people are  
2 less likely to have biases against groups with which  
3 they have had positive experiences, police depart-  
4 ments should seek candidates who have had positive  
5 interactions with people of various cultures and  
6 backgrounds.”.

7 **SEC. 3. USE OF COPS GRANT FUNDS TO HIRE LAW EN-**  
8 **FORCEMENT OFFICERS WHO ARE RESIDENTS**  
9 **OF THE COMMUNITIES THEY SERVE.**

10 Section 1701(b) of the Omnibus Crime Control and  
11 Safe Streets Act of 1968 (42 U.S.C. 3796dd(b)) is amend-  
12 ed—

13 (1) in paragraph (17), by striking “and” at the  
14 end;

15 (2) by redesignating paragraph (18) as para-  
16 graph (20);

17 (3) in paragraph (20), as so redesignated, by  
18 striking “(17)” and inserting “(19)”; and

19 (4) by inserting after paragraph (17) the fol-  
20 lowing:

21 “(18) to recruit, hire, promote, retain, develop,  
22 and train new, additional career law enforcement of-  
23 ficers who are residents of the communities they  
24 serve;

1           “(19) to develop and publicly report strategies  
2           and timelines to recruit, hire, promote, retain, de-  
3           velop, and train a diverse and inclusive law enforce-  
4           ment workforce, consistent with merit system prin-  
5           ciples and applicable law; and”.

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