

119TH CONGRESS
1ST SESSION

H. R. 3408

To authorize a grant to encourage recruitment of law enforcement officers,
and for other purposes.

IN THE HOUSE OF REPRESENTATIVES

MAY 14, 2025

Ms. MORRISON (for herself, Mr. FINSTAD, Ms. CRAIG, Mr. FITZPATRICK, Ms. McCOLLUM, Mr. BACON, Mr. PANETTA, Mr. VALADAO, and Mr. NUNN of Iowa) introduced the following bill; which was referred to the Committee on the Judiciary

A BILL

To authorize a grant to encourage recruitment of law
enforcement officers, and for other purposes.

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

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Pathways to Policing
5 Act”.

6 **SEC. 2. GRANT PROGRAM.**

7 Title I of the Omnibus Crime Control and Safe
8 Streets Act of 1968 (34 U.S.C. 10101 et seq.) is amended
9 by adding at the end the following:

1 **“PART PP—LAW ENFORCEMENT HIRING**

2 **SUPPORT GRANT**

3 **“SEC. 3061. GRANT AUTHORIZATION.**

4 “(a) IN GENERAL.—Not later than 180 days after
5 the date of enactment of this part, the COPS Director
6 is authorized to make grants, on a competitive basis, to
7 States, units of local government, and law enforcement
8 agencies for the purposes described in subsection (c).

9 “(b) APPLICATIONS.—To be eligible to receive a
10 grant under this part, a State, unit of local government,
11 or law enforcement agency shall submit an application to
12 the COPS Director at such time, in such manner, and con-
13 taining such information as the COPS Director may re-
14 quire.

15 “(c) USE OF FUNDS.—A recipient of a grant under
16 this part may use the grant funds for the following:

17 “(1) MARKETING AND RECRUITMENT CAM-
18 PAIGNS.—Not more than 50 percent of the grant
19 funds awarded to a recipient under this part may be
20 used to develop, implement, or expand marketing
21 and recruitment campaigns for the purpose of en-
22 couraging candidates to seek careers in law enforce-
23 ment.

24 “(2) PATHWAYS TO POLICING.—Not more than
25 50 percent of the grant funds awarded to a recipient

1 under this part may be used to develop, operate, or
2 expand Pathways to Policing programs.

3 “(d) REPORT.—For each fiscal year in which a grant
4 is awarded under this part, each recipient of such grant
5 shall submit to the COPS Director a report containing a
6 summary of each activity carried out using such grant and
7 such other information as the COPS Director may require.

8 **“SEC. 3062. PRIORITY.**

9 “(a) UNDERREPRESENTED AND NONTRADITIONAL
10 GROUPS.—In awarding a grant under this part, priority
11 shall be given to applicants that seek to recruit candidates
12 who are members of communities traditionally underrep-
13 resented in the field of law enforcement or who have non-
14 traditional educational or career backgrounds.

15 “(b) COMMUNITY POLICING.—In awarding a grant
16 under this part, priority shall be given to applicants that
17 seek to recruit candidates who reside in or who are willing
18 to relocate to the communities that the candidates will
19 serve, or that are in close proximity to the communities
20 that the candidates will serve.

21 **“SEC. 3063. DEFINITIONS.**

22 “In this part:

23 “(1) COPS DIRECTOR.—The term ‘COPS Di-
24 rector’ means the Attorney General, acting through

1 the Director of the Office of Community Oriented
2 Policing Services.

3 “(2) PATHWAYS TO POLICING PROGRAMS.—The
4 term ‘Pathways to Policing programs’ refers to any
5 program that—

6 “(A) facilitates the entry into full-time law
7 enforcement positions for candidates that—

8 “(i) face barriers in obtaining the edu-
9 cation and training necessary to pursue a
10 law enforcement career; and

11 “(ii) have no prior law enforcement
12 experience;

13 “(B) provides candidates with financial
14 support, including tuition, compensation, or
15 benefits, while attending a law enforcement offi-
16 cer education and training program, and

17 “(C) may include service in part-time, uni-
18 formed positions that further a candidate’s
19 training to be a full-time law enforcement offi-
20 cer.

21 **“SEC. 3064. AUTHORIZATION OF APPROPRIATIONS.**

22 “There is authorized to be appropriated \$50,000,000
23 to carry out sections 3061, 3062, and 3063 for each of
24 fiscal years 2026 to 2030.

1 **“SEC. 3065. NATIONWIDE LAW ENFORCEMENT MARKETING**
2 **AND RECRUITMENT CAMPAIGN.**

3 “(a) **MARKETING AND RECRUITMENT CAMPAIGNS.**—
4 Not later than 1 year after the date of enactment of this
5 section, the Attorney General shall develop and implement
6 nationwide marketing and recruitment campaigns for the
7 purpose of encouraging candidates, including candidates
8 who are members of communities traditionally underrep-
9 resented in the field of law enforcement or who have non-
10 traditional educational or career backgrounds, to seek ca-
11 reers in law enforcement.

12 “(b) **CONSULTATION.**—In developing and imple-
13 menting the marketing and recruitment campaigns under
14 subsection (a), the Attorney General shall consult with
15 State attorneys general, State and local law enforcement
16 entities, professional law enforcement associations, com-
17 munity-based organizations, and academic researchers.

18 “(c) **STATES, UNITS OF LOCAL GOVERNMENT, AND**
19 **LAW ENFORCEMENT AGENCIES.**—In developing and im-
20 plementing the marketing and recruitment campaigns
21 under subsection (a), the Attorney General shall create
22 educational materials and related resources for States,
23 units of local government, and law enforcement agencies
24 to operate a marketing and recruitment campaign under
25 section 3061.

1 “(d) AUTHORIZATION OF APPROPRIATIONS.—There
2 is authorized to be appropriated to carry out this section
3 \$50,000,000 for each of fiscal years 2026 to 2030.”.

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