



## MAJOR CITIES CHIEFS ASSOCIATION

November 20, 2023

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The Honorable Josh Harder  
United States House of Representatives  
Washington, D.C. 20515

Dear Representative Harder,

I'm writing on behalf of the Major Cities Chiefs Association (MCCA) to register our support for H.R. 4246, the *Investing in Community Safety Act of 2023*. The MCCA is a professional organization of law enforcement executives representing the largest cities in the United States and Canada.

Many local law enforcement agencies are having trouble recruiting and retaining officers. Some MCCA members, for example, are understaffed by hundreds of officers. This has had operational, logistical, and other effects on law enforcement agencies. While COPS grants provide critical resources, the program has traditionally focused on recruitment. However, retention is equally important as there are currently not enough individuals interested in becoming law enforcement officers to keep pace with attrition rates.

The MCCA has continually stressed that solving the current law enforcement staffing challenge will require solutions that address both recruitment and retention. The *Investing in Community Safety Act* is an example of legislation focusing on both components. In addition to providing additional flexibility regarding how agencies can use COPS grants to support recruitment efforts, this bill would explicitly allow law enforcement agencies to use them for retention bonuses. This will help ensure that agencies can utilize these resources to address their most pressing staffing challenges, regardless of whether they are related to recruitment or retention.

Thank you for your leadership and your continued support of law enforcement. Please do not hesitate to contact me if the MCCA can be of additional assistance.

Sincerely,

Eddie Garcia  
Chief, Dallas Police Department  
President, Major Cities Chiefs Association

Calgary, Alberta  
Edmonton, Alberta  
Montreal, Québec  
Ottawa, Ontario  
Peel Region, Ontario  
Toronto, Ontario  
Vancouver, B.C.  
Winnipeg, Manitoba  
York Region, Ontario