

Peer Support Program Training

Law Enforcement Mental Health and Wellness Act

DOJ COPS Office

City of Hollywood Police Department

Project Narrative

6-3-2021

Issue Identification and Solicitation Responsiveness

The Hollywood Police Department (HPD) recognizes that the law enforcement profession is inherently stressful on many fronts, for both sworn and non-sworn employees. Almost everyone has experienced or will experience some sort of stressful situation in his or her lifetime. Therefore, the Department has assembled and trained a group of employees to provide peer support and emotional care during and after times of critical incidents and/or personal crisis. The assistance offered may be in the form of group interventions, defusing, debriefings, one on one peer support or confidential referrals to a Mental Health Professional. The Peer Support Team (PST) will not be used as or in support of any form of corrective action or discipline. It will be the policy of the Department not to question Peer Support Team Members for the facts surrounding a critical incident defusing or debriefing or a Peer counseling session.

The initial training for each member of the 22 member team is paid for with department training funds. The current budget does not account for continued training on a team wide scale, and as such many of the team members are missing out on viable and necessary training opportunities due to associated costs. This project will provide funding to hire Crisis Systems Management, LLC (CSM) to provide their nationally acclaimed Law Enforcement Resiliency and Peer Support (LERPS) training course to the entire HPD PST. In conjunction with funding HPD officers, this project is requesting additional funding to invite up to 20 guest officers from regional agencies to attend the same training at no cost to those agencies. In addition to the 40 hour training course, this project will pay for the cost of the 22 HPD officers to obtain a Certificate of Specialized Training in Resiliency and Peer Support through CSM.

Regional development of the Peer Support Program is a goal of HPD. Recognizing that HPD Officers live throughout the region and have professional and personal relationships throughout such, organizing a regional response team to assist all officers is a long term goal of the PST. By hosting the LERPS training and offering free tuition to guests, other agencies will have a stronger "buy-in" of the training.

HPD Officers rarely have the opportunity to travel outside the region for tactical and professional training, much less for Peer Support training. Since the 3 months the PSP has been active, only 5 officers have been able to attend outside training. Annually the Public Safety Peer Support Association holds a 40 hours training Conference in San Diego, CA. This project will fund 8 officers from HPD to attend the Conference. The Conference hosts nationwide professionals that provide training seminars and networking opportunities that our Officers do not have regionally.

Impact on the Field

The HPD currently employs approximately 350 sworn Officers, 50 civilian positions, and approximately 350 retirees. Beyond the employees of the agency, more than 2,000 family members support these employees in their emotional and professional struggles. The PSP intends to develop all of its PST members to be able to respond to crisis within the agency employees and their families. Additionally the HPD has accounted for a regional response when such large scale crisis such as the Marjory Stoneman Douglas School shooting occur. HPD will work with regional agencies, especially those that attend the CMS training to create a regional network of supporters that can offer both support and training opportunities to each other.

Project Management Plan and Strategy

HPD has already discussed this project plan with CMS and they are ready and willing to coordinate the training course based on the needs of our program and the requirements of this grant. Once funding is awarded CMS will be notified and provide the necessary advertisement for the guest agencies, and any other agencies that wish to pay for their attendance. The scheduling is planned for 3rd quarter of Fy22 and FY23, however unforeseen staffing issues or other event could modify that time frame. The Public Safety Peer Support Conference is held in 4th quarter each year. HPD intends to send 4 officers each year (Fy22 and FY23).

Lieutenant Karen Zorsky is the PST Coordinator. Her responsibilities include collecting contact data from team members. These contacts are classified as proactive, reactive, new, follow-ups, and include any professional referrals. These statistics are collected monthly and submitted to the Command Staff member in charge. The data collected will be utilized to determine program success by identifying the goal of increasing proactive contacts by 25% each year of the program. Lt. Zorsky is also responsible for developing the quarterly training for the PST, developing informational flyers for PST members to distribute, and posting information on the agency bulletin board. Officer Thomas Hughes, the author of this application, will be responsible for managing the grant and ensuring the requirements and obligations are met. Ofc. Hughes will coordinate the statistical data with Lt. Zorsky and its reporting to the program manager. Micheline Vitale is the department fiscal manager and she will oversee the use of funds and ensure those reports are available to Ofc Hughes for submission.

Experience and Capacity

Crisis Systems Management, who will be hosting the team training, has been a provider of first responder resiliency and peer support training for more than 10 years. The director of CSM Peer Support Programs, Tanya Schmell has worked as a consultant and instructor for the U.S Department of Justice, St. Petersburg College and of Bureau of Justice Assistance since 2017. Schmell has vast experience in Peer Support Training ranging from teaching foreign governments, veteran assistance to suicide prevention training with the U.S. Marshal's Office. Schmell is very qualified and the course he company provides is recognized nationwide.

Micheline Vitale, the HPD Fiscal Manager has over 20 years' experience with managing the departments funds, including grants from the Department of Justice, Federal Emergency Management Agency and the Department of Homeland Security. Lt. Zorsky has over 20 years' experience as a Police Officer and currently oversees the Neighborhood Services Unit. Her unit utilizes community based policing strategies to enhance the department's relationship with the community and coordinate the law enforcement approach to community problems. Ofc. Hughes has over 15 years' experience in Law Enforcement and holds a Master's degree in Public Administration. Ofc Hughes is assigned to strategic projects and has completed coursework in Government Grant Writing.

✓ Award Letter

October 14, 2021

Dear Thomas Hughes,

On behalf of Attorney General Merrick B. Garland, it is my pleasure to inform you the Office of Community Oriented Policing Services (the COPS Office) has approved the application submitted by HOLLYWOOD, CITY OF (INC) for an award under the funding opportunity entitled 2021 Law Enforcement Mental Health and Wellness Act (LEMHWA) Solicitation. The approved award amount is \$37,500.

Review the Award Instrument below carefully and familiarize yourself with all conditions and requirements before accepting your award. The Award Instrument includes the Award Offer (Award Information, Project Information, Financial Information, and Award Conditions) and Award Acceptance.

Please note that award requirements include not only the conditions and limitations set forth in the Award Offer, but also compliance with assurances and certifications that relate to conduct during the period of performance for the award. These requirements encompass financial, administrative, and programmatic matters, as well as other important matters (e.g., specific restrictions on use of funds). Therefore, all key staff should receive the award conditions, the assurances and certifications, and the application as approved by the COPS Office, so that they understand the award requirements. Information on all pertinent award requirements also must be provided to any subrecipient of the award.

Should you accept the award and then fail to comply with an award requirement, DOJ will pursue appropriate remedies for non-compliance, which may include termination of the award and/or a requirement to repay award funds.

To accept the award, the Authorized Representative(s) must accept all parts of the Award Offer in the Justice Grants System (JustGrants), including by executing the required declaration and certification, within 45 days from the award date.

Congratulations, and we look forward to working with you.

ROBERT CHAPMAN
Acting Director

Office for Civil Rights Notice for All Recipients

The Office for Civil Rights (OCR), Office of Justice Programs (OJP), U.S. Department of Justice

(DOJ) has been delegated the responsibility for ensuring that recipients of federal financial assistance from the OJP, the Office of Community Oriented Policing Services (COPS), and the Office on Violence Against Women (OVW) are not engaged in discrimination prohibited by law. Several federal civil rights laws, such as Title VI of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973, require recipients of federal financial assistance to give assurances that they will comply with those laws. Taken together, these civil rights laws prohibit recipients of federal financial assistance from DOJ from discriminating in services and employment because of race, color, national origin, religion, disability, sex, and, for grants authorized under the Violence Against Women Act, sexual orientation and gender identity.

Recipients are also prohibited from discriminating in services because of age. For a complete review of these civil rights laws and nondiscrimination requirements, in connection with DOJ awards, see <https://ojp.gov/funding/Explore/LegalOverview/CivilRightsRequirements.htm>.

Under the delegation of authority, the OCR investigates allegations of discrimination against recipients from individuals, entities, or groups. In addition, the OCR conducts limited compliance reviews and audits based on regulatory criteria. These reviews and audits permit the OCR to evaluate whether recipients of financial assistance from the Department are providing services in a nondiscriminatory manner to their service population or have employment practices that meet equal-opportunity standards.

If you are a recipient of grant awards under the Omnibus Crime Control and Safe Streets Act or the Juvenile Justice and Delinquency Prevention Act and your agency is part of a criminal justice system, there are two additional obligations that may apply in connection with the awards: (1) complying with the regulation relating to Equal Employment Opportunity Programs (EEOs); and (2) submitting findings of discrimination to OCR. For additional information regarding the EEO requirement, see 28 CFR Part 42, subpart E, and for additional information regarding requirements when there is an adverse finding, see 28 C.F.R. §§ 42.204(c), .205(c) (5).

The OCR is available to help you and your organization meet the civil rights requirements that are associated with DOJ grant funding. If you would like the OCR to assist you in fulfilling your organization's civil rights or nondiscrimination responsibilities as a recipient of federal financial assistance, please do not hesitate to contact the OCR at askOCR@ojp.usdoj.gov.

- › **Award Information**
- › **Project Information**
- › **Financial Information**
- › **Other Award Documents**
- › **Award Conditions**
- › **Award Acceptance**

Hollywood, FL LEMHWA Project

Performance Period Start Date

09/01/2021

Performance Period End Date

08/31/2023

Budget Period Start Date

09/01/2021

Budget Period End Date

08/31/2023

Project Description

The City of Hollywood presently offers Medical Health insurance which also covers Mental Wellness visits (co-payment required) and an Employee Assistance Program (EAP) offered through Corporate Counseling Associates (CCA). Although there is an insurance based assistance program already accessible to all city employees, through discussions and surveys the HPD has determined an extreme value in having a Peer Support Team (PST) made up of other sworn law enforcement officers that may have prior experience in dealing with certain events, or can utilize personal skills and training relate with officers or civilians within the agency during times of crisis. The funds obtained from this program would be utilized to support the training and certification of the members of the PST. This certification will then be maintained with an annual requirement of mandatory training that will assist our programs implementation into assisting our officers. Funds will also provide the same level of training to guest regional agencies wishing to implement a program of their own, and begin a network of law enforcement PSTs throughout our region. The financial support of this funding will drastically improve the likelihood of our programs success being that there are presently not enough budgetary funding to train and certify all the members of our team.

Budget Category	Proposed Budget	Change	Approved Budget	Percentages
Sworn Officer Positions	\$0.00	\$0.00	\$0.00	
Civilian or Non-Sworn Personnel	\$0.00	\$0.00	\$0.00	
Travel	\$15,400.00	\$0.00	\$15,400.00	
Equipment	\$0.00	\$0.00	\$0.00	
Supplies	\$0.00	\$0.00	\$0.00	
SubAwards	\$0.00	\$0.00	\$0.00	
Procurement Contracts	\$22,100.00	\$0.00	\$22,100.00	
Other Costs	\$0.00	\$0.00	\$0.00	
Indirect Costs	\$0.00	\$0.00	\$0.00	
Total Project Costs	\$37,500.00	\$0.00	\$37,500.00	
Federal Funds:			\$37,500.00	100.00%
Match Amount:			\$0.00	0.00%
Program Income:			\$0.00	0.00%

Budget Detail Summary View

Budget Category

Sworn Officer

Civilian Personnel

Travel

Equipment

Supplies

SubAwards

Procurement Contracts

Other Costs

Indirect Costs