

City of Fayetteville Staff Review Form

2021-0800

Legistar File ID

11/16/2021

City Council Meeting Date - Agenda Item Only

N/A for Non-Agenda Item

Mike Reynolds

10/15/2021

POLICE (200)

Submitted By

Submitted Date

Division / Department

Action Recommendation:

Staff recommends a resolution authorizing the Fayetteville Police Department to accept the 2021 Community Policing Development (CPD) Crisis Intervention Team grant from the U.S. Department of Justice in the amount of \$250,000.00; approving an increase in police staffing by two (2) non-uniformed and two (2) uniformed FTE's for a total of four (4) FTE's; and approving a budget adjustment recognizing the grant revenues and funding two years of the uniformed officers expense.

Budget Impact:

1010.200.2920-various	General
Account Number	Fund
32104.2021	Police CPD grant
Project Number	Project Title
Budgeted Item? <u>Yes</u>	Current Budget
	\$ -
	Funds Obligated
	\$ -
	Current Balance
	\$ -
Does item have a cost? <u>Yes</u>	Item Cost
	\$ -
Budget Adjustment Attached? <u>Yes</u>	Budget Adjustment
	\$ 250,000.00
	Remaining Budget
	\$ 250,000.00

V20210527

Purchase Order Number: _____

Previous Ordinance or Resolution # _____

Change Order Number: _____

Approval Date: _____

Original Contract Number: _____

Comments:



MEETING OF NOVEMBER 16, 2021

TO: Mayor and City Council

FROM: Mike Reynolds

A handwritten signature in black ink that reads "Mike Reynolds".

DATE: October 20, 2021

SUBJECT: **Community Policing Development (CPD) Crisis Intervention Team Grant Award**

RECOMMENDATION:

Staff recommends a resolution authorizing the Fayetteville Police Department to accept the 2021 Community Policing Development (CPD) Crisis Intervention Team grant from the U.S. Department of Justice in the amount of \$250,000.00; approving an increase in police staffing by two (2) non-uniformed and two (2) uniformed FTE's for a total of four (4) FTE's; and approving a budget adjustment recognizing the grant revenues and funding two years of the uniformed officers expense.

BACKGROUND:

The U.S. DOJ, Office of Community Oriented Policing Services has announced the 2021 CPD grant awards. This is the first year the Fayetteville Police Department has applied for this grant. CPD funds will be used to support new, creative approaches in preventing crime and promoting safe communities. The CPD is a 2-year grant in the amount of \$250,000.

DISCUSSION:

The Fayetteville Police Department proposes to use CPD grant funds to hire two full-time social workers who will work in conjunction with uniformed officers. The DOJ is allocating these funds to create or expand the use of crisis intervention teams to embed mental and behavioral health services with law enforcement. These positions will identify citizens needing assistance or referrals for individuals in the following areas: mental health, substance abuse, housing and domestic abuse. Proposed grant expenditures include salaries and fringe benefits for a Master's level social worker and a Bachelor's level social worker, equipment, and overtime. Please see attached program abstract, program narrative and budget narrative for details. Two additional police officer positions are necessary to embed with these grant-funded positions to establish a co-response model.

BUDGET/STAFF IMPACT:

Grant funds in the amount of \$244,028 will be dedicated to cover salary expenses and fringe benefits for the two full-time social worker positions. The remaining \$5,972 of grant funds will be used for the purchase of minor equipment which will be utilized by these employees. The grant period begins January 1, 2022 and ends December 31, 2023. No matching funds are required.

Attachments:

Budget Adjustment
Award Documents
Program Abstract
Program Narrative
Budget Narrative
Budget Summary

✓ Award Letter

October 12, 2021

Dear Mike Reynolds,

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 FAYETTEVILLE, CITY OF for an award under the funding opportunity entitled 2021 Community Policing Development (CPD) Crisis Intervention Teams Solicitation. The approved award amount is \$250,000.

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

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.

Recipient Information

Recipient Name

FAYETTEVILLE, CITY OF

DUNS Number
071607688

ORI Number

Street 1
100 W ROCK ST STE A

Street 2

City
FAYETTEVILLE

State/U.S. Territory
Arkansas

Zip/Postal Code
72701

Country
United States

County/Parish

Province

 **Award Details**

Federal Award Date
10/12/21

Award Type
Initial

Award Number
15JCOPS-21-GG-02327-SPPS

Supplement Number
00

Federal Award Amount
\$250,000.00

Funding Instrument Type
Grant

Assistance Listing Number Assistance Listings Program Title

16.710

Statutory Authority

The Public Safety Partnership and Community Policing Act of 1994, 34 U.S.C. - 10381 et seq.



I have read and understand the information presented in this section of the Federal Award

Instrument.

✓ **Project Information**

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.

Solicitation Title	Awarding Agency
2021 Community Policing Development (CPD) Crisis Intervention Teams Solicitation	COPS
Application Number	
GRANT13379940	

Grant Manager Name	Phone Number
NICOLE PRUSS	202-616-0096
E-mail Address	
Nicole.Pruss2@usdoj.gov	

Project Title
Fayetteville, AR CIT Project

Performance Period Start Date	Performance Period End Date
09/01/2021	08/31/2023
Budget Period Start Date	Budget Period End Date
09/01/2021	08/31/2023

Project Description

Reimagining Policing: A Pathway to Crisis Prevention & Intervention is an effort to enhance community safety by reducing encounters with individuals experiencing crisis situations and connecting with community-based supportive living resources. The program will embed social workers into the law enforcement response to crisis

intervention. The program key areas of focus will reduce the criminalization of people who suffer from substance abuse, homelessness, and mental health issues; identify victims of crime who would benefit from additional community resources and or counseling; enhance and increase the community's trust in the Fayetteville Police Department; and collect data to evaluate program effectiveness. The social workers will implement strategies conducive to providing the officers with the reporting and insight to provide impactful policing. The social workers will collaborate and coordinate



I have read and understand the information presented in this section of the Federal Award Instrument.

✓ Financial Information

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.

A financial analysis of budgeted costs has been completed. All costs listed in the approved budget below were programmatically approved based on the final proposed detailed budget and budget narratives submitted by your agency to the COPS Office. Any adjustments or edits to the proposed budget are explained below.

Budget Clearance Date: 9/13/21 4:09 PM

Comments

No items

Budget Category	Proposed Budget	Change	Approved Budget	Percentages
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Sworn Officer Positions	\$0.00	\$0.00	\$0.00	
Civilian or Non-Sworn Personnel	\$225,957.45	\$0.00	\$225,957.45	
Travel	\$0.00	\$0.00	\$0.00	
Equipment	\$5,971.39	\$0.00	\$5,971.39	
Supplies	\$0.00	\$0.00	\$0.00	
SubAwards	\$0.00	\$0.00	\$0.00	
Procurement Contracts	\$0.00	\$0.00	\$0.00	
Other Costs	\$18,071.16	\$0.00	\$18,071.16	
Indirect Costs	\$0.00	\$0.00	\$0.00	
Total Project Costs	\$250,000.00	\$0.00	\$250,000.00	
Federal Funds:			\$250,000.00	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



I have read and understand the information presented in this section of the Federal Award Instrument.

✓ **Other Award Documents**

No other award documents have been added.

✓ **Award Conditions**

This award is offered subject to the conditions or limitations set forth in the Award Information, Project Information, Financial Information, and Award Conditions.



Conflict of Interest: Recipients and subrecipients must disclose in writing to the COPS Office or pass-through entity, as applicable, any potential conflict of interest affecting the awarded federal funding in 2 C.F.R. § 200.112.



Contract Provision: All contracts made by the award recipients under the federal award must contain the provisions required under 2 C.F.R. Part 200, Appendix II to Part 200—Contract Provisions for Non-Federal Entity Contracts Under Federal Awards. Please see appendices in the Award Owner’s Manual for a full text of the contract provisions.



Award Monitoring Activities: Federal law requires that recipients receiving federal funding from the COPS Office must be monitored to ensure compliance with their award conditions and other applicable statutes and regulations. The COPS Office is also interested in tracking the progress of our programs and the advancement of community policing. Both aspects of award implementation—compliance and programmatic benefits—are part of the monitoring process coordinated by the U.S. Department of Justice. Award monitoring activities conducted by the COPS Office include site visits, office-based grant reviews, alleged noncompliance reviews, financial and programmatic reporting, and audit resolution. As a COPS Office award recipient, you agree to cooperate with and respond to any requests for information pertaining to your award. This includes all financial records, such as general accounting ledgers and all supporting documents. All information pertinent to the implementation of the award is subject to agency review throughout the life of the award, during the close-out process and for three-years after the submission of the final expenditure report. 34 U.S.C. § 10385(a) and 2 C.F.R. §§ 200.334 and 200.337.

4

Duplicative Funding: The recipient understands and agrees to notify the COPS Office if it receives, from any other source, funding for the same item or service also funded under this award.

5

Termination: Recipient understands and agrees that the COPS Office may terminate funding, in whole or in part, for the following reasons:

- (1) When the recipient fails to comply with the terms and conditions of a Federal award.
- (2) When an award no longer effectuates the program goals or agency priorities, to the extent such termination is authorized by law.
- (3) When the recipient agrees to the termination and termination conditions.
- (4) When the recipient provides the COPS Office written notification requesting termination including the reasons, effective date, and the portion of the award to be terminated. The COPS Office may terminate the entire award if the remaining portion will not accomplish the purposes of the award.
- (5) Pursuant to any other termination provisions included in the award.

2. C.F.R. § 200.340.

6

Award Owner's Manual: The recipient agrees to comply with the terms and conditions in the applicable 2021 COPS Office Program Award Owner's Manual; DOJ Grants Financial Guide; COPS Office statute (34 U.S.C. § 10381, et seq.) as applicable; Students, Teachers, and Officers Preventing (STOP) School Violence Act of 2018 (34 U.S.C. § 10551, et seq.) as applicable; the requirements of 2 C.F.R. Part 200 (Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Awards) as adopted by the U.S. Department of Justice in 2 C.F.R. § 2800.101; 48 C.F.R. Part 31 (FAR Part 31) as applicable (Contract Cost Principles and Procedures); the Cooperative Agreement as applicable; representations made in the application; and all other applicable program requirements, laws, orders, regulations, or circulars.

7

Assurances and Certifications: The recipient acknowledges its agreement to comply with the Assurances and Certifications forms that were signed as part of its application.

8

Federal Civil Rights: The Applicant understands that the federal statutes and regulations applicable to the award (if any) made by the Department based on the application specifically include statutes and regulations pertaining to civil rights and nondiscrimination, and, in addition

a. the Applicant understands that the applicable statutes pertaining to civil rights will include section 601 of the Civil Rights Act of 1964 (42 U.S.C. § 2000d); section 504 of the Rehabilitation Act of 1973 (29 U.S.C. § 794); section 901 of the Education Amendments of 1972 (20 U.S.C. § 1681); and section 303 of the Age Discrimination Act of 1975 (42 U.S.C. § 6102);

b. the Applicant understands that the applicable statutes pertaining to nondiscrimination may include section 809(c) of Title I of the Omnibus Crime Control and Safe Streets Act of 1968 (34 U.S.C. § 10228(c)); section 1407(e) of the Victims of Crime Act of 1984 (34 U.S.C. § 20110(e)); section 299A(b) of the Juvenile Justice and Delinquency Prevention Act of 2002 (34

U.S.C. § 11182(b)); and that the grant condition set out at section 40002(b)(13) of the Violence Against Women Act (34 U.S.C. § 12291(b)(13)), which will apply to all awards made by the Office on Violence Against Women, also may apply to an award made otherwise;

c. the Applicant understands that it must require any subrecipient to comply with all such applicable statutes (and associated regulations); and

d. on behalf of the Applicant, I make the specific assurances set out in 28 C.F.R. §§ 42.105 and 42.204.

The Applicant also understands that (in addition to any applicable program-specific regulations and to applicable federal regulations that pertain to civil rights and nondiscrimination) the federal regulations applicable to the award (if any) made by the Department based on the application may include, but are not limited to, 2 C.F.R. Part 2800 (the DOJ "Part 200 Uniform Requirements") and 28 C.F.R. Parts 22 (confidentiality - research and statistical information), 23 (criminal intelligence systems), 38 (regarding faith-based or religious organizations participating in federal financial assistance programs), and 46 (human subjects protection).

9

Mandatory Disclosure: Recipients and subrecipients must timely disclose in writing to the Federal awarding agency or pass-through entity, as applicable, all federal criminal law violations involving fraud, bribery, or gratuity that may potentially affect the awarded federal funding. Recipients that receive an award over \$500,000 must also report certain civil, criminal, or administrative proceedings in SAM and are required to comply with the Term and Condition for Recipient Integrity and Performance Matters as set out in 2 C.F.R. Part 200, Appendix XII to Part 200. Failure to make required disclosures can result in any of the remedies, including suspension and debarment, described in 2 C.F.R. § 200.339. 2 C.F.R. § 200.113.

10

False Statements: False statements or claims made in connection with COPS Office awards may result in fines, imprisonment, debarment from participating in federal awards or contracts, and/or any other remedy available by law. 31 U.S.C. § 3729-3733.

11

Enhancement of Contractor Protection from Reprisal for Disclosure of Certain Information: The recipient agrees not to discharge, demote, or otherwise discriminate against an employee as reprisal for the employee disclosing information that he or she reasonably believes is evidence of gross mismanagement of a federal contract or award, a gross waste of federal funds, an abuse of authority relating to a federal contract or award, a substantial and specific danger to public health or safety, or a violation of law, rule, or regulation related to a Federal contract (including the competition for or negotiation of a contract) or award. The recipient also agrees to provide to their employees in writing (in the predominant native language of the workforce) of the rights and remedies provided in 41 U.S.C. § 4712. Please see appendices in the Award Owner's Manual for a full text of the statute.

12

System for Award Management (SAM) and Universal Identifier Requirements: The recipient agrees to comply with the following requirements of 2 C.F.R. Part 25, Appendix A to Part 25 – Award Term:

I. System for Award Management and Universal Identifier Requirements

A. Requirement for System for Award Management

Unless you are exempted from this requirement under 2 CFR 25.110, you as the recipient

must maintain current information in the SAM. This includes information on your immediate and highest level owner and subsidiaries, as well as on all of your predecessors that have been awarded a Federal contract or Federal financial assistance within the last three years, if applicable, until you submit the final financial report required under this Federal award or receive the final payment, whichever is later. This requires that you review and update the information at least annually after the initial registration, and more frequently if required by changes in your information or another Federal award term.

B. Requirement for Unique Entity Identifier

If you are authorized to make subawards under this Federal award, you:

1. Must notify potential subrecipients that no entity (see definition in paragraph C of this award term) may receive a subaward from you until the entity has provided its Unique Entity Identifier to you.
2. May not make a subaward to an entity unless the entity has provided its Unique Entity Identifier to you. Subrecipients are not required to obtain an active SAM registration, but must obtain a Unique Entity Identifier.

C. Definitions

For purposes of this term:

1. System for Award Management (SAM) means the Federal repository into which a recipient must provide information required for the conduct of business as a recipient. Additional information about registration procedures may be found at the SAM internet site (currently at <https://www.sam.gov>).
2. Unique Entity Identifier means the identifier assigned by SAM to uniquely identify business entities.
3. Entity includes non-Federal entities as defined at 2 CFR 200.1 and also includes all of the following, for purposes of this part:
 - a. A foreign organization;
 - b. A foreign public entity;
 - c. A domestic for-profit organization; and
 - d. A Federal agency.
4. Subaward has the meaning given in 2 CFR 200.1.
5. Subrecipient has the meaning given in 2 CFR 200.1.

13

Reporting Subawards and Executive Compensation

The recipient agrees to comply with the following requirements of 2 C.F.R. Part 170, Appendix A to Part 170 – Award Term:

- I. Reporting Subawards and Executive Compensation
 - a. Reporting of first-tier subawards.

Applicability. Unless you are exempt as provided in paragraph d. of this award term, you must report each action that equals or exceeds \$30,000 in Federal funds for a subaward to a non-Federal entity or Federal agency (see definitions in paragraph e. of this award term).

2. Where and when to report.

i. The non-Federal entity or Federal agency must report each obligating action described in paragraph a.1. of this award term to <http://www.fsrs.gov>.

ii. For subaward information, report no later than the end of the month following the month in which the obligation was made. (For example, if the obligation was made on November 7, 2010, the obligation must be reported by no later than December 31, 2010.)

3. What to report. You must report the information about each obligating action that the submission instructions posted at <http://www.fsrs.gov> specify.

b. Reporting total compensation of recipient executives for non-Federal entities.

1. Applicability and what to report. You must report total compensation for each of your five most highly compensated executives for the preceding completed fiscal year, if—

i. The total Federal funding authorized to date under this Federal award equals or exceeds \$30,000 as defined in 2 CFR 170.320;

ii. in the preceding fiscal year, you received—

(A) 80 percent or more of your annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards), and

(B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards); and,

iii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/execomp.htm>.)

2. Where and when to report. You must report executive total compensation described in paragraph b.1. of this award term:

i. As part of your registration profile at <https://www.sam.gov>.

ii. By the end of the month following the month in which this award is made, and annually thereafter.

c. Reporting of Total Compensation of Subrecipient Executives.

1. Applicability and what to report. Unless you are exempt as provided in paragraph d. of this award term, for each first-tier non-Federal entity subrecipient under this award, you shall report the names and total compensation of each of the subrecipient's five most highly compensated

executives for the subrecipient's preceding completed fiscal year, if—

i. in the subrecipient's preceding fiscal year, the subrecipient received—

(A) 80 percent or more of its annual gross revenues from Federal procurement contracts (and subcontracts) and Federal financial assistance subject to the Transparency Act, as defined at 2 CFR 170.320 (and subawards) and,

(B) \$25,000,000 or more in annual gross revenues from Federal procurement contracts (and subcontracts), and Federal financial assistance subject to the Transparency Act (and subawards); and

ii. The public does not have access to information about the compensation of the executives through periodic reports filed under section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m(a), 78o(d)) or section 6104 of the Internal Revenue Code of 1986. (To determine if the public has access to the compensation information, see the U.S. Security and Exchange Commission total compensation filings at <http://www.sec.gov/answers/execomp.htm>.)

2. Where and when to report. You must report subrecipient executive total compensation described in paragraph c.1. of this award term:

i. To the recipient.

ii. By the end of the month following the month during which you make the subaward. For example, if a subaward is obligated on any date during the month of October of a given year (i.e., between October 1 and 31), you must report any required compensation information of the subrecipient by November 30 of that year.

d. Exemptions.

If, in the previous tax year, you had gross income, from all sources, under \$300,000, you are exempt from the requirements to report:

i. Subawards, and

ii. The total compensation of the five most highly compensated executives of any subrecipient.

e. Definitions. For purposes of this award term:

1. Federal Agency means a Federal agency as defined at 5 U.S.C. 551(1) and further clarified by 5 U.S.C. 552(f).

2. Non-Federal entity means all of the following, as defined in 2 CFR part 25:

i. A Governmental organization, which is a State, local government, or Indian tribe;

ii. A foreign public entity;

iii. A domestic or foreign nonprofit organization; and,

iv. A domestic or foreign for-profit organization

3. Executive means officers, managing partners, or any other employees in management

positions.

4. Subaward:

i. This term means a legal instrument to provide support for the performance of any portion of the substantive project or program for which you received this award and that you as the recipient award to an eligible subrecipient.

ii. The term does not include your procurement of property and services needed to carry out the project or program (for further explanation, see 2 CFR 200.331).

iii. A subaward may be provided through any legal agreement, including an agreement that you or a subrecipient considers a contract.

5. Subrecipient means a non-Federal entity or Federal agency that:

i. Receives a subaward from you (the recipient) under this award; and

ii. Is accountable to you for the use of the Federal funds provided by the subaward.

6. Total compensation means the cash and noncash dollar value earned by the executive during the recipient's or subrecipient's preceding fiscal year and includes the following (for more information see 17 CFR 229.402(c)(2)).

 **14**

Equal Employment Opportunity Plan (EEOP): All recipients of funding from the COPS Office must comply with the federal regulations pertaining to the development and implementation of an Equal Employment Opportunity Plan. 28 C.F.R. Part 42 subpart E.

 **15**

Reports/Performance Goals: To assist the COPS Office in monitoring and tracking the performance of your award, your agency will be responsible for submitting semi-annual programmatic progress reports that describe project activities during the reporting period and quarterly Federal Financial Reports using Standard Form 425 (SF-425). 2 C.F.R. §§ 200.328 - 200.329. The progress report is used to track your agency's progress toward implementing community policing strategies and to collect data to gauge the effectiveness of increasing your agency's community policing capacity through COPS Office funding. The Federal Financial Report is used to track the expenditures of the recipient's award funds on a cumulative basis throughout the life of the award.

 **16**

Recipient Integrity and Performance Matters: For awards over \$500,000, the recipient agrees to comply with the following requirements of 2 C.F.R. Part 200, Appendix XII to Part 200 – Award Term and Condition for Recipient Integrity and Performance Matters:

A. Reporting of Matters Related to Recipient Integrity and Performance

1. General Reporting Requirement

If the total value of your currently active grants, cooperative agreements, and procurement contracts from all Federal awarding agencies exceeds \$10,000,000 for any period of time during the period of performance of this Federal award, then you as the recipient during that period of time must maintain the currency of information reported to the System for Award Management (SAM) that is made available in the designated integrity and performance system

(currently the Federal Awardee Performance and Integrity Information System (FAPIS)) about civil, criminal, or administrative proceedings described in paragraph 2 of this award term and condition. This is a statutory requirement under section 872 of Public Law 110-417, as amended (41 U.S.C. 2313). As required by section 3010 of Public Law 111-212, all information posted in the designated integrity and performance system on or after April 15, 2011, except past performance reviews required for Federal procurement contracts, will be publicly available.

2. Proceedings About Which You Must Report

Submit the information required about each proceeding that:

a. Is in connection with the award or performance of a grant, cooperative agreement, or procurement contract from the Federal Government;

b. Reached its final disposition during the most recent five-year period; and

c. Is one of the following:

(1) A criminal proceeding that resulted in a conviction, as defined in paragraph 5 of this award term and condition;

(2) A civil proceeding that resulted in a finding of fault and liability and payment of a monetary fine, penalty, reimbursement, restitution, or damages of \$5,000 or more;

(3) An administrative proceeding, as defined in paragraph 5. of this award term and condition, that resulted in a finding of fault and liability and your payment of either a monetary fine or penalty of \$5,000 or more or reimbursement, restitution, or damages in excess of \$100,000; or

(4) Any other criminal, civil, or administrative proceeding if:

(i) It could have led to an outcome described in paragraph 2.c.(1), (2), or (3) of this award term and condition;

(ii) It had a different disposition arrived at by consent or compromise with an acknowledgment of fault on your part; and

(iii) The requirement in this award term and condition to disclose information about the proceeding does not conflict with applicable laws and regulations.

3. Reporting Procedures

Enter in the SAM Entity Management area the information that SAM requires about each proceeding described in paragraph 2 of this award term and condition. You do not need to submit the information a second time under assistance awards that you received if you already provided the information through SAM because you were required to do so under Federal procurement contracts that you were awarded.

4. Reporting Frequency

During any period of time when you are subject to the requirement in paragraph 1 of this award term and condition, you must report proceedings information through SAM for the most recent five year period, either to report new information about any proceeding(s) that you have not reported previously or affirm that there is no new information to report. Recipients that have Federal contract, grant, and cooperative agreement awards with a cumulative total value greater than \$10,000,000 must disclose semiannually any information about the criminal, civil, and administrative proceedings.

5. Definitions

For purposes of this award term and condition:

a. Administrative proceeding means a non-judicial process that is adjudicatory in nature in order to make a determination of fault or liability (e.g., Securities and Exchange Commission Administrative proceedings, Civilian Board of Contract Appeals proceedings, and Armed Services Board of Contract Appeals proceedings). This includes proceedings at the Federal and State level but only in connection with performance of a Federal contract or grant. It does not include audits, site visits, corrective plans, or inspection of deliverables.

b. Conviction, for purposes of this award term and condition, means a judgment or conviction of a criminal offense by any court of competent jurisdiction, whether entered upon a verdict or a plea, and includes a conviction entered upon a plea of nolo contendere.

c. Total value of currently active grants, cooperative agreements, and procurement contracts includes—

(1) Only the Federal share of the funding under any Federal award with a recipient cost share or match; and

(2) The value of all expected funding increments under a Federal award and options, even if not yet exercised.

17

Restrictions on Internal Confidentiality Agreements: No recipient or subrecipient under this award, or entity that receives a contract or subcontract with any funds under this award, may require any employee or contractor to sign an internal confidentiality agreement or statement that prohibits or otherwise restricts the lawful reporting of waste, fraud, or abuse to an investigative or law enforcement representative of a federal department or agency authorized to receive such information. Consolidated Appropriations Act, 2021, Public Law 116-260, Division E, Title VII, Section 742.

18

Debarment and Suspension: The recipient agrees not to award federal funds under this program to any party which is debarred or suspended from participation in federal assistance programs. 2 C.F.R. Part 180 (Government-wide Nonprocurement Debarment and Suspension) and 2 C.F.R. Part 2867 (DOJ Nonprocurement Debarment and Suspension).

19

Employment Eligibility: The recipient agrees to complete and keep on file, as appropriate, the Department of Homeland Security, U.S. Citizenship and Immigration Services (USCIS) Employment Eligibility Verification Form (I-9). This form is to be used by recipients of federal funds to verify that persons are eligible to work in the United States. Immigration Reform and Control Act of 1986 (IRCA), Public Law 99-603.

20

Additional High-Risk Recipient Requirements: The recipient agrees to comply with any additional requirements that may be imposed during the award performance period if the

awarding agency determines that the recipient is a high-risk recipient. 2 C.F.R. § 200.208.

21

Extensions: Your agency may request an extension of the award period to receive additional time to implement your award program. Such extensions do not provide additional funding. Only those recipients that can provide a reasonable justification for delays will be granted no-cost extensions. Extension requests must be received prior to the end date of the award. 2 C.F.R. §§ 200.308(e)(2) and 200.309.

22

Domestic preferences for procurements: Recipient agrees that it, and its subrecipients, to the greatest extent practicable, will provide a preference for the purchase, acquisition, or use of goods, products, and materials produced in, and services offered in, the United States. 2 C.F.R. § 200.322 and Executive Order 14005, Ensuring the Future is Made in All of America by All of America's Workers, January 25, 2021.

23

Modifications: Award modifications are evaluated on a case-by-case basis in accordance with 2 C.F.R. § 200.308(f). For federal awards in excess of \$250,000, any modification request involving the reallocation of funding between budget categories that exceed or are expected to exceed 10 percent (10%) of the total approved budget requires prior written approval by the COPS Office. Regardless of the federal award amount or budget modification percentage, any reallocation of funding is limited to approved budget categories. In addition, any budget modification that changes the scope of the project requires prior written approval by the COPS Office.

24

Sole Source Justification: Recipients who have been awarded funding for the procurement of an item (or group of items) or service in excess of \$250,000 and who plan to seek approval for use of a noncompetitive procurement process must provide a written sole source justification to the COPS Office for approval prior to obligating, expending, or drawing down award funds for that item or service. 2 C.F.R. § 200.325(b)(2).

25

Human Subjects Research: The recipient agrees to comply with the provisions of the U.S. Department of Justice's common rule regarding Protection of Human Subjects, 28 C.F.R. Part 46, prior to the expenditure of Federal funds to perform such activities, if applicable. The recipient also agrees to comply with 28 C.F.R. Part 22 regarding the safeguarding of individually identifiable information collected from research participants.

26

News Media: The recipient agrees to comply with the COPS Office policy on contact with the news media. The policy establishes the COPS Office Communications Division as the principal point of contact for the news media for issues relevant to the COPS Office or parameters of this award. The recipient agrees to refer all media inquiries on these topics directly to the COPS Office Communications Division at 202-514-9079.

27

Copyright: If applicable, the recipient may copyright any work that is subject to copyright and was developed, or for which ownership was acquired, under this award in accordance with 2 C.F.R. § 200.315(b). The COPS Office reserves a royalty-free, nonexclusive and irrevocable license to reproduce, publish, or otherwise use the work, in whole or in part (including create derivative works), for Federal Government purposes, and to authorize others to do so. The COPS Office also reserves the right, at its discretion, not to publish deliverables and other materials developed under this award as a U.S. Department of Justice resource.

Products and deliverables developed with award funds and published as a U.S. Department of Justice resource will contain the following copyright notice:

"This resource was developed under a federal award and may be subject to copyright. The U.S. Department of Justice reserves a royalty-free, nonexclusive, and irrevocable license to reproduce, publish, or otherwise use the work for Federal Government purposes and to authorize others to do so. This resource may be freely distributed and used for noncommercial and educational purposes only."

28

Public Release Information: The recipient agrees to submit one copy of all reports and proposed publications resulting from this award ninety (90) days prior to public release. Any publications (written, curricula, visual, sound, or websites) or computer programs, whether or not published at government expense, shall contain the following statement:

"This project was supported, in whole or in part, by federal award number [YYYY-XX-XXXX] awarded to [Entity] by the U.S. Department of Justice, Office of Community Oriented Policing Services. The opinions contained herein are those of the author(s) or contributor(s) and do not necessarily represent the official position or policies of the U.S. Department of Justice. References to specific individuals, agencies, companies, products, or services should not be considered an endorsement by the author(s), contributor(s), or the U.S. Department of Justice. Rather, the references are illustrations to supplement discussion of the issues.

The Internet references cited in this publication were valid as of the date of publication. Given that URLs and websites are in constant flux, neither the author(s) nor the COPS Office can vouch for their current validity."

29

Supplementing, not Supplanting: State, local, and tribal government recipients must use award funds to supplement, and not supplant, state, local, or Bureau of Indian Affairs (BIA) funds that are already committed or otherwise would have been committed for award purposes (hiring, training, purchases, and/or activities) during the award period. In other words, state, local, and tribal government recipients may not use COPS Office funds to supplant (replace) state, local, or BIA funds that would have been dedicated to the COPS Office-funded item(s) in the absence of the COPS Office award. 34 U.S.C. § 10384(a).

30

Computer Network Requirement: The recipient understands and agrees that no award funds may be used to maintain or establish a computer network unless such network blocks the viewing, downloading, and exchanging of pornography. Nothing in this requirement limits the use of funds necessary for any federal, state, tribal, or local law enforcement agency or any

other entity carrying out criminal investigations, prosecution, or adjudication activities. Consolidated Appropriations Act, 2021, Public Law 116-260, Division B, Title V, Section 527.

31

Evaluations: The COPS Office may conduct monitoring or sponsor national evaluations of its award programs. The recipient agrees to cooperate with the monitors and evaluators. 34 U.S.C. § 10385(b).

32

Travel Costs: Travel costs for transportation, lodging and subsistence, and related items are allowable with prior approval from the COPS Office. Payment for allowable travel costs will be in accordance with 2 C.F.R. § 200.475.

33

Prohibition on Certain Telecommunications and Video Surveillance Services or Equipment: Recipient agrees that it, and its subrecipients, will not use award funds to extend, renew, or enter into any contract to procure or obtain any covered telecommunication and video surveillance services or equipment as described in 2 CFR §200.216. Covered services and equipment include telecommunications or video surveillance services or equipment produced or provided by Huawei Technologies Company or ZTE Corporation (or any subsidiary or affiliate of such entities); Hytera Communications Corporation, Hangzhou Hikvision Digital Technology Company, or Dahua Technology Company (or any subsidiary or affiliate of such entities); or an entity that the Secretary of Defense, in consultation with the Director of the National Intelligence or the Director of the Federal Bureau of Investigation, reasonably believes to be an entity owned or controlled by, or otherwise connected to, the government of China. The use of award funds on covered telecommunications or video surveillance services or equipment are unallowable.

2. C.F.R. § § 200.216 & 471. See also Section 889 of the John S. McCain National Defense Authorization Act of Fiscal Year 2019, Public Law 115-232.

34

The Paperwork Reduction Act Clearance and Privacy Act Review: Recipient agrees, if required, to submit all surveys, interview protocols, and other information collections to the COPS Office for submission to the Office of Management and Budget (OMB) for clearance under the Paperwork Reduction Act (PRA). Before submission to OMB, all information collections that request personally identifiable information must be reviewed by the COPS Office to ensure compliance with the Privacy Act. The Privacy Act compliance review and the PRA clearance process may take several months to complete. 44 U.S.C. §§ 3501-3520 and 5 U.S.C. § 552a.

35

Allowable Costs: The funding under this award is for the payment of approved costs for program-specific purposes. The allowable costs approved for your agency's award are limited to those listed in your agency's award package. In accordance with 2 C.F.R. § 200.400(g), the recipient must forgo any profit or management fee. Your agency may not use award funds for any costs not identified as allowable in the award package.



I have read and understand the information presented in this section of the Federal Award Instrument.

✓ **Award Acceptance**

Declaration and Certification to the U.S. Department of Justice as to Acceptance

By checking the declaration and certification box below, I--

A. Declare to the U.S. Department of Justice (DOJ), under penalty of perjury, that I have authority to make this declaration and certification on behalf of the applicant.

B. Certify to DOJ, under penalty of perjury, on behalf of myself and the applicant, to the best of my knowledge and belief, that the following are true as of the date of this award acceptance: (1) I have conducted or there was conducted (including by applicant's legal counsel as appropriate and made available to me) a diligent review of all terms and conditions of, and all supporting materials submitted in connection with, this award, including any assurances and certifications (including anything submitted in connection therewith by a person on behalf of the applicant before, after, or at the time of the application submission and any materials that accompany this acceptance and certification); and (2) I have the legal authority to accept this award on behalf of the applicant.

C. Accept this award on behalf of the applicant.

D. Declare the following to DOJ, under penalty of perjury, on behalf of myself and the applicant: (1) I understand that, in taking (or not taking) any action pursuant to this declaration and certification, DOJ will rely upon this declaration and certification as a material representation; and (2) I understand that any materially false, fictitious, or fraudulent information or statement in this declaration and certification (or concealment or omission of a material fact as to either) may be the subject of criminal prosecution (including under 18 U.S.C. §§ 1001 and/or 1621, and/or 34 U.S.C. §§ 10271-10273), and also may subject me and the applicant to civil penalties and administrative remedies under the federal False Claims Act (including under 31 U.S.C. §§ 3729-3730 and/or §§ 3801-3812) or otherwise.

Agency Approval

Title of Approving Official	Name of Approving Official	Signed Date And Time
Acting Director	ROBERT CHAPMAN	9/23/21 11:49 AM

Authorized Representative

Declaration and Certification (Law Enforcement Executive)

Mike Reynolds
Mike Reynolds
Chief of Police

10/19/2021
Date

Declaration and Certification (Government Executive)

Lionel Jordan
Mayor

Date

Program Abstract

REIMAGINING Policing: A Pathway to Crisis Prevention & Intervention is an effort to enhance community safety by reducing encounters with individuals experiencing crisis situations and connecting with community-based supportive living resources. The program will embed social workers into the law enforcement response to crisis intervention. The program key areas of focus will reduce the criminalization of people who suffer from substance abuse, homelessness, and mental health issues; identify victims of crime who would benefit from additional community resources and or counseling; enhance and increase the community's trust in the Fayetteville Police Department; and collect data to evaluate program effectiveness. The social workers will implement strategies conducive to providing the officers with the reporting and insight to provide impactful policing. The social workers will collaborate and coordinate with community organizations to provide the individuals with appropriate resources. Our key partners in ensuring a safe, vibrant community are the City of Fayetteville, University of Arkansas, Black Action Collective, Northwest Arkansas Continuum of Care, Northwest Arkansas NAACP, Ozark Guidance Center, Seven Hill Homeless Shelter, Northwest Medical Center for Behavioral Health, Hark of Northwest Arkansas, and the Northwest Arkansas Crisis Stabilization Unit.

Background

In early 2020, the Fayetteville Police Department began exploring options for integrating social workers into the law enforcement response to individuals experiencing crisis. A relationship with the University of Arkansas was quickly developed, which provided guidance and subject matter expertise on how a social worker and officer co-response to mental health crisis could look for the city of Fayetteville.

From a national perspective, there were numerous examples of social workers embedded within police departments, but there was no national standard or best practices established. Each program the department's staff surveyed varied based upon numerous factors that included: demographics, public support, law enforcement culture, and funding sources.

With this knowledge, the department collaborated with the University of Arkansas and began an internship program for graduate level social workers. The internship program has drawn regional attention that has resulted in media interviews, podcasts, and information requests from other regional law enforcement agencies. The results from the internship were promising, with numerous individuals participating in the program. The internship has also positively impacted departmental culture as officers are enthusiastic to refer individuals in crisis to the program.

If funded, the department would expand their efforts and lead the region as an example of compassionate care for those most vulnerable in the community.

Proposal Narrative

REIMAGINING Policing: A Pathway to Crisis Prevention & Intervention

Summary

The Fayetteville Police Department (FPD) was established in 1870. Since that time, many officers have served the community with pride, professionalism, and distinction. The operational components of the department are designed to carry out the mission of the FPD. Its mission statement says:

This Department through progressive thinking, credible, efficient, and responsive actions will provide our citizens with a safe and healthy community in which to live and work. We will provide impartial enforcement of all criminal and traffic laws. We will strive to interact and form a partnership with the citizens to provide education so they can learn ways of reducing opportunities for crime to occur.

Today, the FPD is a full-service law enforcement agency. Police Chief Mike Reynolds is the chief executive officer (CEO) of the department and has ultimate control over the appointment and supervision of all employees. He also is responsible for the direction, planning, training, and regulation of discipline within the police department. All operational components report to the Deputy Chief, who then reports directly to the Chief. The agency is comprised of five major components to include the Patrol Division, the Criminal Investigation Division, the Administration Division, the Records Division, and the Central Dispatch Center.

The city of Fayetteville became a City of First Class on June 20, 1905, with 5000 inhabitants, and it is the location of the county seat of Washington County, Arkansas. As of 2021, the United States Census Bureau estimated Fayetteville had a population of 89,540. Consequently, this is the largest city in the Northwest Arkansas (NWA) area, and the second largest city in the state of Arkansas. Additionally, Fayetteville has been named by numerous publications as one of the top cities in the nation based upon a variety of quality-of-life metrics. The larger metropolitan area currently has a population of 566,100 people and it is expected to grow to over 1 million residents by the year 2040. Along with this significant growth, challenges have occurred in providing adequate resources and services to this increased population.

As a result, the FPD has also shown steady growth since the early 1990s when the department had less than seventy sworn officers. The department has grown rapidly since that time to the current staffing number of one-hundred thirty-one sworn officers and forty-eight civilian employees. Similar to other police departments across the country, FPD has struggled to cope with the increasing demand, particularly responding to increased levels of homelessness, mental health concerns, and problematic drug use in the area.

Prior to 2019, FPD officers had few options for dealing with an individual in crisis. These limited options included obtaining a mental health commitment or making a criminal arrest, in cases where a crime occurred. As a result, officers responded to calls for service involving many of the same individuals, repeatedly, as there were no other methods of intervention available. In the summer of 2019, the state of Arkansas established the region's first Crisis Stabilization Unit

(CSU) within the city limits of Fayetteville. The CSU began accepting patients from the broader metropolitan area in July of 2019. The goal of the CSU was to provide law enforcement officers an alternative to arrest when dealing with individuals in crisis and to provide those same individuals with the opportunity for a medical intervention from a mental health professional. In a corresponding action to the opening of the CSU, law enforcement agencies throughout NWA began training officers on the Crisis Intervention Team (CIT) model to increase officer awareness of mental illness and crisis. Since implementation of the CSU, the FPD has trained 23% of its sworn personnel in the 40-hour CIT course. Absent COVID-19 pandemic disruptions, the number of FPD sworn personnel trained in the 40-hour CIT model would have been significantly higher as the FPD administration has made CIT training a top priority. Chief Reynolds increased training on mental illness through department wide training efforts, with 48 officers completing a nine-hour class on Behavioral Health and Crisis Intervention for Law Enforcement. These focused courses have increased the knowledge and identification of individuals suffering from mental illness, along with enhanced strategies to support individuals with behavioral health and substance abuse issues. Since the opening of the CSU, the FPD has referred 143 individuals to the facility. In the NWA region, the FPD has referred and utilized the CSU more than any of its peer agencies. While the FPD established a functioning CIT program, there were no officer or civilian employees dedicated solely to the program.

In 2020, Chief Reynolds tasked members of the FPD with exploring options for integrating social workers into the daily operations of the police department. The overarching goal of the program was to facilitate connecting citizens in crisis with community-based supportive services and identify the human service needs for the residents of Fayetteville. Because of this outreach, FPD realized they possessed a valuable asset as the city is the home to the state's flagship university. The University of Arkansas (UA) has a School of Social Work, which coincidentally, has several faculty members who specialize in criminal justice research. A collaborative relationship with the School of Social Work and these faculty members was quickly developed. This essential resource provided significant guidance and expertise in the implementation and development of a social work pilot-program within the FPD. The school also has existing relationships with and knowledge of a myriad of social service providers in NWA through both internships and alumni. These relationships and knowledge provide a broad understanding of available resources for the citizens we intended to serve.

Through comprehensive meetings with the faculty of the UA, it was determined the quickest and most actionable path forward to implement social workers into the FPD, was through a master's level internship program. The Masters of Social Work (MSW) intern would work three 8-hour days during the week, and initially would only be following up with individuals referred to the program by officers or civilian staff. Also, the MSW intern was paired with a CIT officer for the purpose of conducting follow-up contacts with referrals, but initially they were not authorized to respond to calls for service in real-time. This program was implemented in January 2021, with the following program goals:

- Reduce the criminalization of people who suffer from substance abuse, homelessness, and mental health issues.
- Identify victims of crime who would benefit from additional community resources and or counseling.

- Enhance and increase the community's trust in the Fayetteville Police Department.
- Collect data to evaluate program effectiveness.

Because there are few evidence-based models in the country and these strategies need to reflect the specific community needs, the FPD leadership, UA faculty, and the MSW intern spent much of the first quarter of 2021 creating the foundation for the vision of the program. These time-intensive efforts were substantial, but subsequently resulted in the creation of necessary documents, data collection methods, and relationships with external stakeholders to advance the program. Additionally, there were many personnel issues due to the COVID-19 pandemic that proved challenging for the program implementation. However, efforts prevailed, and the MSW intern received 36 case referrals from officers during the first month of interaction. Of these referrals, homelessness, substance abuse, and mental health issues were the most common factors leading to a referral from officers.

At the conclusion of 2021's first quarter, it became apparent the success of the program required the MSW intern be available to aid with calls for service in real-time. This was necessitated by the fact that many individuals in crisis could not be contacted by the MSW intern after the crisis had passed. It was hypothesized that because of a variety of issues, those who were in crisis, were not actively seeking assistance so they were less likely to accept an offer of delayed assistance. As would be expected, the MSW intern had difficulty contacting those individuals who were homeless and people who lived a more transitory lifestyle. This was a common characteristic of individuals experiencing crisis throughout the city. This issue was also compounded by the fact the MSW intern was a graduate student with significant academic obligations as well as a work week limitation of 24-hours.

To address several of the issues noted above, the FPD moved to Phase-2 of the pilot-program. Beginning May 24, 2021, the MSW intern was paired with a CIT officer with authorization to respond to calls for service where the scene was secured and deemed safe by initial responding officers. Since the implementation of Phase 2, the CIT officer and MSW intern have responded to individuals suffering from mental illness, substance use disorders, and individuals threatening self-harm. Consequently, the adoption of Phase-2 increased departmental enthusiasm and support for the program. Since the inception of Phase-2, officers have made 13 referrals for individuals who were experiencing crisis within a 6-day time period.

In June 2021, an evaluation of officer referrals and community needs was completed to provide a broad view of the personal crisis officers encountered daily. Program referrals were primarily comprised of individuals who threatened self-harm and those with mental illness. The backgrounds of individuals referred to the program were broad and included the following: military veterans, college students, individuals with chronic physical and mental illness, individuals experiencing financial distress, and individuals who lacked access to resources. Additionally, several of the officer referrals were for individuals who stated they wanted to commit "suicide by cop." A trend was noted that many of the referrals for mental illness were often individuals experiencing hallucinations or breaks in their view of reality.

To enhance the community and FPD's understanding of the needs, UA faculty recommended increasing evaluation efforts of the data-tracking tool already developed. This task was aided by

the FPD's modern software-based Records Management System (RMS) that tracks internal data. In an effort to separate the activity completed by the CIT from other units in the FPD, a new call-type of "Community Outreach" was created. This call-type subsequently allows the FPD to track all field activity conducted by the CIT. It also allows the FPD to create "heat" maps to identify trends within the city's neighborhoods to better deploy services. The FPD is seeking to collaborate and share this information with organizations that are tasked with providing services to individuals in need.

As of the second quarter of 2021, the CIT pilot-program is progressing and gaining community attention. Due to the high demand for services, a second MSW intern will be embedded within the CIT pilot-program in the fall of 2021. Additionally, the FPD and the UA School of Social Work have begun discussing the possibility of an undergraduate social work internship. However, for the pilot-program to progress into an innovative example for the region, the FPD will need a funding partner.

Demand for Services

FPD staff and researchers from the UA School of Social Work partnered to study the demand for social workers who were embedded within the CIT pilot-program. While the study is on-going, it focused on quantitative and qualitative data gathered throughout the first phase of the program as well as historical data. There was significant data supporting the need for a more advanced approach to the CIT model at the FPD.

Secondly, FPD staff examined external data throughout this rapidly growing region and surmised this growth has a direct correlation and importance to the necessity of this project. According to the United States Census Bureau, 24.3% of Fayetteville residents live in poverty, much higher than the national average of 10.5%. Furthermore, a 2019 study conducted by the Northwest Arkansas Continuum of Care and the Endeavor Foundation, found the metropolitan area had approximately 529 residents who were experiencing homelessness within NWA. These numbers are significant as poverty and homelessness are viewed as a predicate for many of the issues that lead to an individual experiencing crisis.

FPD staff concluded that there were no existing programs operating within the jurisdictional boundaries of the FPD that were duplicative of its pilot-program. While most law enforcement organizations in the region are making efforts to train their officers on the CIT model, there were no programs identified that embed social workers within the organization's CIT model for the purpose of co-responding with officers, in real-time, to individuals in crisis.

FPD staff then evaluated the demand for mental health crisis services for the CSU and the Washington County Prosecutor's Office. Since the CSU's inception in 2019, the facility received 904 total referrals from within Washington County. This number was highly indicative of the region's need when considering the significant obstacles faced when implementing a new program and the added burden of navigating the COVID-19 pandemic. During that same time period, the Washington County Prosecutor's Office processed 303 petitions for a mental health commitment.

In total, the FPD responded to 51,672 calls for service in the year of 2020. It was determined that the call-types for individuals experiencing mental illness and the threat of self-harm had the highest correlation with an individual experiencing a crisis. In 2020, the FPD responded to 854 calls for service involving a threat of self-harm and 678 calls for service involving a reported individual experiencing mental illness. Both call-types require that two officers be dispatched. Call-types involving a threat of self-harm took officers an average of two hours to clear from the time of initial dispatch. Call-types involving a reported individual with mental illness took on average 37 minutes for officers to clear. While these call-types had a direct correlation to a person experiencing a crisis, the FPD staff quickly identified many other call-types that had a high occurrence of individuals experiencing a crisis. These other call-types include the following: disturbances, welfare concerns, trespassing, intoxicated persons, and abuse.

The FPD staff expanded their evaluation of the demand for services to include whether there were early-warning indicators that an individual was likely to have a crisis situation in the future. This question was prompted during a review of individuals who were referred to the CIT pilot-program and the CSU. FPD staff observed that most individuals who were referred to these programs had numerous police contacts leading up to the moment of crisis. FPD staff identified homelessness, intoxication, trespassing, being the victim of crime, and a lack of access to resources as potential early-warning indicators for officers to be aware of when considering if an individual should be referred to the CIT pilot-program.

During the second quarter of 2021, the FPD staff and social work intern facilitated multiple meetings with established CIT programs throughout the United States that had embedded social workers with officers. The purpose of these meetings was to compile lessons learned by agencies that have already navigated the complex issues of launching similar programs. These meetings were extremely impactful to the FPD's CIT pilot-program. While researching law enforcement agencies with established CIT programs that mirrored the vision of social workers pairing with CIT officers, none were located in Arkansas. In fact, most of the agencies were located on the western half of the United States with Bloomington, Indiana being the exception. These meetings provided evidence that embedding social workers was impactful in regard to decreasing crisis calls.

During the second quarter of 2021, FPD staff began evaluating the acceptance of referrals from the Fourth Judicial District Drug Task Force (4th JDDTF), which is comprised of investigators who are tasked with investigating regional drug-related crimes for Washington and Madison Counties. The 4th JDDTF focuses their investigations on drug-related criminal enterprises that have elements of violence and can be exploitive of individuals who suffer from substance abuse. 4th JDDTF investigators frequently encounter the same high-risk individuals who are often being exploited by the investigations primary target. After conversations with 4th JDDTF, it was determined there was an opportunity to divert many of these high-risk individuals to the CIT pilot-program. Prior to the CIT pilot-program, 4th JDDTF investigators had few options to assist these types of individuals. These options were limited to investigators criminally charging the individual with possessing a controlled substance with the hope the individual would be accepted into the Washington County Drug Diversion Program. 4th JDDTF investigators informed the FPD staff that they did not possess the capacity to monitor these individuals, and the Drug Diversion Program had requirements that excluded many individuals. The 4th JDDTF was

enthusiastic of the CIT pilot-program, and as of June 2021, the 4th JDDTF has referred four individuals to the MSW intern who could have faced criminal charges for possession a controlled substance or possession of drug paraphernalia. One of these individuals was also experiencing a mental health crisis, which led to the MSW intern assisting them in being admitted to the CSU.

Additionally, the FPD was not immune to the national debate about law enforcement's role when responding to individuals in crisis. This issue has been a topic of discussion in Fayetteville for several years, with numerous citizens seeking to become involved in the review of police practices involving individuals in crisis. Consequently, the public's attention and this national debate continue to inform and drive the enhancement and necessity of the CIT and CSU programs. These pilot projects also reflect a department and community actively responding and sharing responsibility for these concerning issues.

These community demands come at a time when the FPD has averaged a 6% increase in call volume from 2019 to 2020, and are currently on track to exceed 9% in 2021. The rise in calls for service occurred during a time when violent crime rose 25% within the city during the year of 2020. The FPD has dealt with the increasing crime and call volume without adding any new sworn positions since 2018. Based on a 2020 municipal survey of the largest 25 cities within the state of Arkansas, the FPD was the second largest city by population, but was ranked 24 out of the 25 largest cities in Arkansas at a rate of 1.55 officers per 1,000 inhabitants. The same survey showed that FPD officers had the second highest crime burden of the departments surveyed, with an average of 32.73 violent and property crimes per officer.

The expansion of the FPD's CIT pilot-program would remove a significant burden from the Patrol Division as the call-types involving individuals in crisis are frequent, and they typically require two officers be dispatched. The pilot-program would decrease the amount of time patrol officers spend on crisis calls as the social worker and CIT officer would become the unit responsible for incident outcomes. The FPD staff believe that providing individuals in crisis access to the pilot-program's services will reduce the Patrol Division's call volume as many of these individuals have historically had numerous interactions with the Patrol Division. This belief is based upon the observation that the Patrol Division officers typically had multiple interactions with individuals referred to the pilot-program or the CSU.

Since the launch of the FPD's CIT pilot-program, two law enforcement agencies have approached the FPD to request meetings about the program's progress. The first agency was located in Arkansas, and it did not possess the resources or capacity to pilot a program of similar nature. The second agency was located in Missouri, and it had an operational capacity that was more than double that of the FPD. These requests demonstrated that other agencies throughout the region are interested in the FPD's pilot-program, and they are monitoring the program's success or failure.

If the FPD was selected for the grant, law enforcement agencies throughout the region would have an educational resource available they could access for in-person meetings, guidance, lessons learned, demonstrations of techniques, and best practices. The FPD's regional relevance, as a progressive law enforcement agency, could remove roadblocks that other agencies may face with regards to establishing similar programs.

Limitations & Obstacles

Throughout the implementation of the FPD's pilot-program with the UA School of Social Work, there were significant challenges encountered that impacted the collection of data and staffing personnel to the CIT pilot-program. The COVID-19 pandemic was the most significant disruptor as personnel were subjected to quarantine orders and social distancing mandates. These staffing issues prevented CIT trained officers from being able to consistently be paired with the social work intern. Social distancing mandates made meetings with the School of Social Work difficult as they were primarily conducted virtually. Furthermore, the pandemic created abnormalities in the FPD's 2020 data when compared with non-pandemic years. As the city transitions back to pre-pandemic norms, the FPD staff believe many of the pandemic related issues will be resolved, which should accelerate the program's progress. Researchers from the School of Social Work will determine, and provide guidance, on how to effectively measure program data when compared against 2020's pandemic disrupted statistics.

Additionally, the pandemic also created significant concerns for the city's financial outlook. While the city is currently fully funded, the city's leadership is justifiably cautious due to the unknowns and volatility observed in economic conditions. Stakeholders within the city are hesitant to expand operations until the economic outlook is more predictable.

A lack of public knowledge about the CIT pilot-program was also compounded by social distancing mandates. Staff noted that there were more situations where the social work intern was introducing the program to individuals in crisis rather than individuals in crisis contacting the social work intern for assistance. There were also significant communication barriers when trying to make follow-up contact with individuals in crisis due to their transient lifestyles or a change in phone number. This issue was a significant obstacle to the collection of necessary data from clients regarding evaluation feedback.

Lastly, while the MSW intern selected by the UA and FPD has excelled and exceeded expectations, there are significant limitations to advancing a pilot-program that depends upon an internship program. Currently, the pilot-program relies on one graduate level intern who is limited to only working 24 hours a week. Furthermore, the internship has start and end dates that create gaps in service at the conclusion of a semester. To meet the high demand for services, a second graduate level internship position will be added to the program at the beginning of the fall semester. However, the reliance on MSW interns, who have significant classroom obligations and scheduling limitations, will continue to be an obstacle when compared to the value a dedicated full-time employee can bring to the organization.

Project Management Plan and Strategy

If the FPD was selected to receive the Community Policing Development (CPD) grant, funds would be used to expand its current CIT pilot-program by hiring two social workers, purchasing two tablet computers, and funding overtime expenses for shift coverage, call-outs, and program specific administrative tasks.

The two full-time City of Fayetteville social workers would be hired in the fourth quarter of 2021, and they would be embedded within the CIT pilot-program. When considering whether to hire full-time positions, versus entering a contract with a service provider, the FPD staff concluded that full-time employees were better suited for promoting organizational enthusiasm and collaboration, and they would facilitate an increased level of institutional knowledge as their professional development increased through educational opportunities and lessons learned from the program. Furthermore, these full-time City of Fayetteville social workers would facilitate the FPD's ability to meet program specific outcomes, goals, objectives, and deliverables.

The funding from the grant would allow the FPD to hire one full-time "Lead Social Services Advocate" and one full-time "Social Services Advocate." While each of the two positions would share many of the same responsibilities, they would have separate job descriptions. Not only would these positions respond to calls involving crisis, but they would also be instrumental in the collection of data and the creation of program reports. These reports and the collection of relevant data would be accessible to area law enforcement agencies that are interested in launching similar programs.

The Lead Social Services Advocate (LSSA) position would require experience within the social work profession and enhanced credentials, and it would have a supervisory role within the program. This position would require the applicant be a Licensed Master of Social Work (LMSW) or be on a clear path to LMSW licensure as evident by their active pursuit of certification. This position would be responsible for responding to calls for service involving individuals in crisis, case management, identifying community resources, developing training materials, completing program specific reports, supervising social work interns, and supervising other social workers hired by the FPD. It is anticipated that this position would primarily provide staffing during the normal daytime business hours of 9 a.m. to 5 p.m.

The Social Services Advocate (SSA) position would be an entry-level position. This position would also be responsible for responding to calls for service involving individuals in crisis, case management, and community outreach. This position would require the applicant be a certified Licensed Social Worker (LSW). This position would report to the Lead Social Services Advocate. It is anticipated this position would provide staffing during the hours of 5 p.m. to 1 a.m.

These two positions would allow the CIT pilot-program to provide a crisis response during the hours the Patrol Division responds to calls for service with the highest frequency. The FPD staff came to this conclusion by analyzing the department's call volume data by hour and by day. It was determined that approximately 78% of all calls for service to the FPD occurred between the hours of 9 a.m. and 1 a.m. The FPD staff would utilize any funds allocated for overtime to deal with staffing disruptions such as vacation leave, sick leave, CIT call-outs, and special occurrences such as critical incidents or community outreach events.

The FPD staff believed that requiring these two positions be licensed social workers would further strengthen the partnership that has developed between the agency and the UA School of Social Work. This partnership will be instrumental for advancing the pilot-program towards a regional example of best practices for law enforcement response to individuals in crisis.

During the implementation of the pilot-program, the FPD staff determined there was a need for the social workers to have tablet computers that would allow them to collect electronic signatures for a variety of documents while they work in the field. These tablet computers would allow the seamless upload and collection of the following internal documents: client consent for treatment, client consent for release of information, client consent to follow-up, social work contact refusal, client feedback survey, client evaluation survey, and any newly created pilot-program documents.

The FPD and UA School of Social Work internship program would continue absent any unforeseen issues. This would allow the FPD to deploy two full-time social workers and two graduate-level social work interns to respond to, and follow-up with, individuals within the community who are experiencing a crisis.

Goals & Objectives

Goal 1: Reduce the criminalization of individuals experiencing a crisis (Q4 2021 – Q4 2023)

Objective #1.1- In the first quarter of 2021, the FPD's CIT will develop a training program for law enforcement sworn and civilian employees that promotes awareness for the pilot-program, early-warning indicators of crisis, and the identification of individuals in crisis.

Objective #1.2- By the end of the 24-month pilot-program, a minimum of 500 individuals experiencing a crisis will have been contacted by the CIT.

Objective #1.3- By the end of the 24-month pilot-program, a minimum of 100 individuals, who have provided written consent, will have participated in the program.

Objective #1.4- By the end of the 24-month pilot-program, 25% of program participants, who entered the program in the year of 2023, will remain free of additional criminal charges.

Objective #1.5- By the end of the 24-month pilot-program, a minimum of 100 individuals, who could have been criminally charged for possession of a controlled substance or drug paraphernalia, will have been diverted to the program by the Patrol Division.

Objective #1.6- By the end of the 24-month pilot-program, a minimum of 40 individuals, who could have been criminally charged for possession of a controlled substance or drug paraphernalia, will have been diverted to the program by the 4th JDDTF.

Objective #1.7- By the end of the 24-month pilot-program, a minimum of 200 victims of violent crime will be contacted by the FPD's CIT to assess the need for social services.

Objective #1.8- By the end of the 24-month pilot-program, the FPD will seek to reduce the rate of criminalization, for individuals attempting to self-harm or who were reported to be mentally ill, through a 10% year-over-year reduction in the following criminal offenses:

- Disorderly Conduct

- Public Intoxication
- Possession of a Controlled Substance

Goal 2: Increase collaboration with stakeholders and the community (Q4 2021 – Q4 2023)

Objective#2.1- In the fourth quarter of 2021, the FPD’s CIT will develop a flyer that promotes and informs the community about the pilot-program.

Objective #2.2- In the fourth quarter of 2021, the FPD’s CIT will compile an official document of community resources the CIT will/can utilize in community resources and referrals.

Objective #2.3- In the fourth quarter of 2021, the FPD’s CIT will collaborate with the CSU by implementing quarterly meetings to identify ways to strengthen crisis intervention with the community.

Objective #2.4- In the fourth quarter of 2021, the FPD’s CIT will begin attending monthly meetings with the Northwest Arkansas Continuum of Care to identify ways to better meet the needs of individuals experiencing homelessness.

Objective #2.5- Beginning in the first quarter of 2022, the FPD’s CIT will compile reports detailing the geographical “hot spot” locations of crisis related calls for service within the city, and they will seek to collaborate and share any pertinent data with community partners.

Objective #2.6- Throughout the 24-month pilot-program, the FPD and faculty from the UA School of Social Work will meet 4 times per year to assess their collaboration and potentially enhance these efforts.

Objective #2.7- Throughout the 24-month pilot-program, the FPD’s CIT will attend at least one community event every quarter to increase community awareness of the program.

Objective #2.8- Throughout the 24-month pilot-program, the FPD’S COP Division will notify and update the community on the progress of the program on a quarterly basis through various social media platforms.

Objective #2.9- By the end of the 24-month pilot-program, the faculty from the UA School of Social Work and the FPD staff will develop and present at least two manuscripts and/or conference presentations on pilot-program outcomes.

Objective #2.10- By the end of the 24-month pilot-program, the FPD will seek to continue and enhance its collaboration with the UA School of Social Work as evident by their continuation of the internship program with consideration for additional internship positions within the department.

Goal 3: Collect and summarize data to evaluate program effectiveness (Q4 2021 – Q4 2023)

Objective #3.1- Throughout the 24-month pilot-program, the FPD's CIT will administer the client evaluation form after terminating cases to establish client feedback.

Objective #3.2- The FPD will administer an annual community satisfaction survey to gauge the program's impact on the community's trust of the department.

Objective #3.3- The FPD will administer periodic surveys to all staff to assess internal perceptions of the CIT program. Survey questions will fall under two main categories:

1. Do sworn and civilian employees understand the role of social workers in the department?
2. Do they think that employing social workers adds value to the department?

Objective #3.4- Throughout the 24-month pilot-program, the FPD's CIT will monitor and summarize arrest and citation data for calls for service involving mental illness, and they will provide quarterly reports to FPD staff and researchers with the UA School of Social Work.

Objective #3.5- Throughout the 24-month pilot-program, faculty from the UA School of Social Work will provide support for the pilot-program with summary reports and the evaluation of data collection.

Objective #3.6- By the end of the 24-month pilot-program, the FPD's CIT will generate a summary report of its efforts, outcomes, and lessons learned for its objectives related to the diversion of individuals, who could have been criminal charged with possession of a controlled substance or drug paraphernalia, away from the criminal justice system.

Objective 3.7- By the end of the 24-month pilot-program, the FPD's CIT will generate a summary report of the total number of referrals to the program and the subsequent outcomes as a result of the referrals.

Goal 4: Reduce the length of time the Patrol Division spends on mental health crisis calls (Q1 2022 – Q4 2023)

Objective #4.1- By the end of the 24-month pilot-program, the FPD's CIT will have reduced the Patrol Division's time spent on mental health calls by 50% for the year of 2023.

Objective #4.2- Throughout the 24-month pilot-program, The FPD's CIT will provide a direct or indirect response to at least 90% of mental health crisis calls to provide referrals or other supportive services.

Timeline

Activities	Responsible Staff	Timeline
Hire: <ul style="list-style-type: none"> • (1) Lead Social Services Advocate (LSSA) • (1) Services Advocate (SSA) 	Administrative Supervisor, Program Administrator, Finance Manager, Task Manager	Q4, 2021
<ul style="list-style-type: none"> • Purchase (2) tablet computers 	Task Manager	Q4, 2021
<ul style="list-style-type: none"> • Develop a training program for sworn and civilian staff 	Program Administrator, Social Work Advisors, & Academic Researchers	Q4, 2021
<ul style="list-style-type: none"> • Create informational flyer • Compile a list of community resources 	Program Administrator, Social Work Advisors, LSSA	Q4, 2021
<ul style="list-style-type: none"> • Administer the 2022 annual community satisfaction survey 	Program Administrator, Public Information Officer	Q3, 2022
<ul style="list-style-type: none"> • Administer the 2023 annual community satisfaction survey 	Program Administrator, Public Information Officer	Q3, 2023
<ul style="list-style-type: none"> • Prepare and submit progress reports 	Program Administrator, LSSA	Quarterly through period of performance
<ul style="list-style-type: none"> • Attend community events • Meet with CSU 	CIT members, SSA, LSSA, Program Administrator	Quarterly through period of performance
<ul style="list-style-type: none"> • Notify community members of program progress 	Public Information Officer	Quarterly through the period of performance
<ul style="list-style-type: none"> • Prepare and submit summative final reports after data collection for all stated goals & deliverables 	Program Administrator, LSSA, Academic Researchers	Q4, 2023
<ul style="list-style-type: none"> • Prepare and submit program case study 	Program Administrator, SSA, Administrative Supervisor, Academic Researchers	Q4, 2023

Deliverables

With the implementation of this program, the FPD can achieve the goals and specific objectives stated. We will also provide a case study providing other departments of similar size and capacity with a model to embed social workers within their departments. These funds will allow the department to collect call data, reflect lessons learned, and develop best practices for assisting those in our community struggling with mental health, problematic drug use, and homelessness. Ultimately, this program will help reinforce trust between the community and the department, along with promoting the seamless integration of mental health and other services to ensure that those in the community who are in crisis have their needs met.

The project also increases collaboration between the state's flagship university, through the UA School of Social Work assisting the FPD in preparing a report in the form of a case study that will focus on the following areas.

1. Implementation and Lessons Learned

Researchers at the UA School of Social Work are currently interviewing all those involved in the implementation of the graduate level internship and plan to put together a case study regarding what went well, the challenges that were faced and the lessons learned in the process. This puts them in a great position to help the FPD evaluate the effectiveness of full-time social workers within the department, along with the challenges faced and the lessons learned in the process. It also allows for a more robust picture of embedding social workers within a police department and how these partnerships can be used to train future criminal justice oriented social workers. This last factor is crucial given the expanding demand for CIT and social workers within law enforcement.

2. Engaging and Informing the Community

Under the direction of Chief Reynolds, the FPD has a proven track record of engaging the community by providing the best police service possible with well-trained, professional, and community-oriented police officers who promote the organization's programs. The FPD's community programs have been carefully developed as an outreach to everyone in the community. These programs were developed using models from across the country, and they include community programs geared towards serving at-risk populations such as the elderly and at-risk youth. Other programs focus on crime prevention and proactive projects to lessen crime and improve the quality of life for all our citizens. The department strives to be on the cutting edge of community policing through innovative and intentional interactions within the city. The building of trust and legitimacy through inclusion, equity, technology and transparency is the responsibility of every employee of the FPD. Engaging the community "where they are" while actively listening not just to the community's concerns, but to their expectations of the police department is an essential aspect of community policing. Community policing is not just a theory at the FPD, it is the foundation.

The FPD's COP Division is comprised of specially trained officers whose focus is presenting information to media outlets, neighborhood associations, social media platforms, businesses,

churches, and other groups. These presentations can include information on safety, crime prevention, drug abuse, and numerous other topics.

If selected for the grant, the COP Division will notify and update the public on the progress of the program on a quarterly basis through various social media platforms. Furthermore, members of the CIT will attend, at minimum, one community event every quarter to engage and inform the community about the program.

The FPD will collaborate with the researchers from the UA School of Social Work to explore how the State's flagship university could facilitate informing a larger audience about the program. This partnership could dramatically increase the FPD's CIT pilot-program's visibility as the University of Arkansas has a much broader scope of influence throughout the state and region.

Researchers from the School of Social Work are currently examining the feasibility of developing a program, or coursework, which is tailored to college students who have a desire to work as social workers that are embedded within law enforcement agencies.

3. *Data*

In this section we will provide data that centers on our stated objectives along with more general data such as demographics of citizens engaging with the CIT, numbers of calls and referrals, reductions in sworn officers' time spent on calls, frequent referrals/calls, outcomes for referrals, and types of referrals, among others.

As far as our specific goals are concerned, the FPD and faculty with the UA will produce the following:

Deliverables for Goal #1

1. Course outline, curriculum, and presentation for civilian and sworn law enforcement employees that promotes awareness of the pilot-program, early-warning indicators of potential crisis, and the identification of an individual who is experiencing a crisis.
2. A summarized report detailing the number of individuals the CIT pilot-program interacted with, and the corresponding statistical impact the program had in relation to the stated diversionary objectives: total contacts, total participants, total 4th JDDTF referrals, total violent crime victim contacts, and benchmark reductions in recidivism rates.

Deliverables for Goal #2

1. An example of the informational flyer and social media posts.
2. Produce a compiled resource document as an example for other agencies.
3. Summary reports from our meetings with the external stakeholders and the community.
4. An example of the heat map depicting where crisis calls for service originate with highest frequency.
5. An example of course outlines, presentation materials, and manuscripts.

Deliverables for Goal #3

1. Summary report from the client/referral feedback survey.
2. Summary report from the community feedback survey.
3. Results from the departmental survey on perceptions of the CIT pilot-program.
4. Summary report of the CIT pilot-program's efforts, outcomes, and lessons learned for its objectives related to the diversion of individuals who could have been charged with a criminal offense, but were instead diverted to the program.
5. Summary report of the CIT pilot-program's efforts, outcomes, and lessons learned for objectives related to providing victims of violent crime social services.
6. Number of total referrals and the corresponding outcomes emanating from mental health calls.

Deliverables for Goal #4

1. Report the reduction in sworn officer time spent on CIT related calls.
2. Report the percentage of mental health calls when CIT provided a response.

Along with the case study report, researchers at the UA School of Social Work, in partnership with FPD, intend to use this data to produce peer-reviewed journal articles along with presentations at social work and criminal justice-oriented conferences to share our findings and our experiences widely.

These deliverables will help provide evidence to the community and to future sponsors of the efficacy of the program in order to ensure fiscal sustainability and community support. Those two factors will help perpetuate the program and possibly see it expand to other communities in Arkansas and communities in other states.

Stakeholder Experience and Capacity to Achieve Stated Outcomes

Key Personnel:

Program Administrator

Lieutenant Tim Shepard has worked for the FPD since 2008. During that time, he has worked multiple assignments to include patrol officer, criminal investigator, first-line supervisor, CSU liaison, CIT pilot-program administrator, and patrol commander. In 2017, he was promoted to the first-line supervisory rank of sergeant, where he was tasked with supervising 15 employees, and coordinating the newly formed CIT and the CSU. His role was expanded in 2019 when he was promoted to the rank of lieutenant and tasked with implementing an enhanced CIT pilot-program that embedded social workers into the patrol response to individuals in crisis. In addition to Lt. Shepard's experience administrating operations, he has extensive higher education in organizational and operational management, which included significant coursework on how to effectively implement projects within their intended scope and parameters. He received a Bachelor of Science in Organizational Management from John Brown University as well as a Master of Science in Operations Management from the University of Arkansas. In addition to his work-related assignments, Lt. Shepard is the mayor's appointment to the Community

Development and Assistance Programs Advisory Board (CDAP) where he is tasked with promoting community involvement in the prioritization of community development initiatives, improving community awareness of community development and public assistance programs provided by the City of Fayetteville, and advising the city's leadership on the proposed use of Community Development Block Grant funds (CDBG).

Administrative Supervisor

Captain Bradley Renfro has been employed by the FPD for the last 25 years. During that time, he has worked in a variety of roles to include: patrol officer, criminal investigator, patrol supervisor, 4th JDDTF supervisor, patrol commander, special events commander, administrative captain, and he is currently the patrol captain. Captain Renfro has successfully implemented and managed many large-scale programs, grants, and capital improvement projects. He is a graduate of the FBI National Academy, and he received a Bachelor of Science in Organizational Management from John Brown University. As Lt. Shepard's supervisor, Captain Renfro provides guidance and expertise on how to manage and implement the CIT pilot-program.

Public Information Officer

Sergeant Anthony Murphy has worked for the FPD since 2004. During that time, he has worked as a patrol officer, criminal investigator, patrol supervisor, and he is currently tasked with supervising the COP. Since being assigned as the COP supervisor in 2017, Sgt. Murphy has increased the FPD's yearly community outreach events by 105%. Furthermore, Sgt. Murphy's leadership led to the FPD's social media platform obtaining 45,740 followers.

Finance Manager

Support Services Manager Willie Newman has worked for the Fayetteville Police Department since 2006. Mr. Newman supervises the FPD's Records Division, and he is responsible for managing the operating budget for the FPD. During his 15 years at the FPD, Mr. Newman successfully applied for, and was awarded, numerous grants at the State and Federal level. He currently administers and manages several federal grants, including the COPS hiring grant, Project Safe Neighborhood grant (PSN), the Edward Byrne Memorial Justice Assistance Grant (JAG), drug enforcement grants, and the Selective Traffic Enforcement Program (STEP).

Task Manager

Assistant Support Services Manager Tonyia Tannehill has extensive experience working within civilian roles throughout the public sector. Mrs. Tannehill facilitated the implementation of the social work internship program through personal relationships she developed with faculty members at the University of Arkansas. She has experience managing the grants that have been awarded to the FPD. Mrs. Tannehill received a Bachelor of Arts in Criminology from Arkansas State University.

Academic Researcher

Dr. Kim Stauss is a professor and the chair at the UA School of Social Work. Dr. Stauss is an accomplished researcher who has authored numerous publications within the field of social work that have a direct correlation with the FPD's CIT pilot-program. She has successfully secured numerous contracts, fellowships, and grants. Dr. Stauss serves as a Journal Reviewer for the

Journal of Offender Rehabilitation, and she is currently the President of the Arkansas Crisis Center Board of Directors. Dr. Stauss is a Licensed Clinical Social Worker, and she received a PhD in Social Work from the University of Utah. She has been awarded the Ferritor Teaching Award of Excellence, as well as several awards and honors for her extensive research efforts. Dr. Stauss' vast experience within the field of social work will provide expert guidance and research assistance to the FPD staff.

Academic Researcher

Dr. Mark Plassmeyer is an assistant professor at the UA School of Social Work. Dr. Plassmeyer is an accomplished researcher with numerous publications and presentations within the field of social work. His research interests are broadly focused on the criminal justice system with an emphasis on social, economic, and civic opportunities for people with criminal histories and the policies that impact their lives. Dr. Plassmeyer has successfully secured numerous grants and research fellowships. In 2012, he was awarded the University of Pittsburgh School of Social Work Community Practice Award for his outstanding community organizing efforts for his time at Peoples Oakland, which is a premier recovery and wellness center that is committed to holistic, comprehensive, member driven recovery. Dr. Plassmeyer received a Master of Social Work from the University of Pittsburgh and a Doctor of Philosophy from the University of Denver Graduate School of Social Work. Dr. Plassmeyer's vast experience as an educator and researcher in the field of social work will provide the FPD staff with expert guidance as they implement the expanded CIT pilot-program.

Social Work Advisor

Professor Whitney Payne is a clinical assistant professor at the UA School of Social Work, and she is a Licensed Clinical Social Worker. Mrs. Payne was a key contributor to the pilot-program's internship launch. She has held a variety of positions within the field of social work. Prior to her current role, Mrs. Payne was a Treatment Coordinator for the Northwest Arkansas Community Corrections Center where she helped female offenders who often struggled with chemical dependency. She received a Bachelor in Social Work from the University of Anchorage, Alaska and a Master of Social Work from the UA School of Social Work. She currently administers the day-to-day functions of the interns who are placed in the program, and she has been a critical subject matter expert to the FPD staff.

Social Work Advisor

Professor Ananda Rosa is a field education director. She is a clinical assistant professor for the UA School of Social Work, and she is a Licensed Clinical Social Worker. Mrs. Rosa was a key contributor to the pilot-program's internship launch, and she facilitated the selection of the graduate level interns embedded within the FPD. Prior to her current role, Mrs. Rosa was the program director for the undergraduate social work programs for the University of Arkansas, as well as the social work coordinator for the Fayetteville School District. Mrs. Rosa received a Master of Social Work, and she is a critical subject matter expert for the FPD staff.

Key Partnerships:

Northwest Arkansas Crisis Stabilization Unit

Opened in 2019, the CSU is one of four facilities located in Arkansas that is designed as a short-term clinical facility to provide treatment for those whose mental health problems cause them to perform acts that require law enforcement intervention. The facility's purpose is to provide and facilitate treatment that alleviates underlying mental health issues so that people experiencing a crisis will not have to endure the psychologically negative aspects of incarceration. The CSU is located one block from downtown Fayetteville.

Hark – Excellerate Foundation

Hark is a division of the Excellerate Foundation, which is a non-profit community foundation that serves the NWA community. The organization connects people to vital community resources and services. Hark builds its clients detailed, customized, and confidential resource plans based on its comprehensive, constantly updated resource map of the region. The organization also gathers data and insights for the benefit of the community. FPD officers have distributed Hark program material to numerous individuals throughout the community.

Northwest Medical Behavioral Health Center

Northwest Medical Center offers a range of services for adult patients, including diagnostic evaluation, crisis stabilization and treatment. FPD utilizes this facility when dealing with individuals who are experiencing a crisis that creates a need for 24-hour monitoring and supervision.

Seven Hills Homeless Center

Seven Hills is a homeless shelter located in Fayetteville. The organization provides a wide range of basic needs and housing services, and they collaborate with partner organizations to ensure a holistic approach to decreasing homelessness in the community.

Ozark Guidance Center (OGC)

Ozark Guidance Center is a private Commission on Accreditation on Rehabilitation Facilities (CARF) non-profit behavioral health center that is committed to meeting the needs of the individual, family, and community for positive mental health outcomes. The organization operates several facilities within Fayetteville, and is the contract provider for the CSU.

NWA NAACP

The NWA NAACP is dedicated to improving the political, educational, social, and economic status of minorities and eliminating racial prejudice. The FPD has formed a partnership with the local chapter, and it hopes to build upon those relationships to further promote equity, transparency, and community engagement.

Northwest Arkansas Continuum of Care

The Northwest Arkansas Continuum of Care is a regional organization that seeks to end homelessness. They host meetings with community groups to facilitate assistance across providers and to optimize system functions and performance to match resources with client need.

The Black Action Collective (BAC)

The BAC is a non-profit organization founded in part by city council member D'Andre Jones who has been heavily involved as an advocate for the CIT pilot-program. The BAC empowers

and cultivates community transformation by building awareness, developing programs to prevent undervalued cultural roots, building allies, collaborating with individuals and organizations to disrupt racial injustice, and collectively build a more cohesive, inclusive, and equitable environment for all members of the community. The FPD's relationship and support from the BAC will facilitate program awareness and enhance the community's trust in the department.

FY21 CPA Budget Narrative

Community Policing Development (CPD) Crisis Intervention Teams

City of Fayetteville, Arkansas

Budget Narrative

6-23-2021

Sworn personnel (base salary and fringe benefits)

Not Applicable

Civilian personnel (base salary and fringe benefits)Lead Social Services Advocate - \$125,578.24Salary

The Lead Social Services Advocate will be a Master's Level candidate, who will coordinate with the Social Services Advocate to provide social service contacts to the community and work in conjunction with sworn personnel.

The Lead Social Services Advocate base salary is based on current market range at the rate of \$48,922 for year one. This salary rate is reflected as a grade J422 in the City of Fayetteville's current pay schedule. For year two, the anticipated salary increase is 4%, in the amount of \$50,878. The total time worked by the Lead Social Services Advocate will be solely dedicated to the Crisis Intervention Team's responses in connection with this grant project.

Fringe benefits

Social security is computed at the rate of 6.2% of the base salary. Year one - $\$48,922 \times .062 = \$3,033.16$. Year two - $\$50,878 \times .062 = \$3,154.44$.

Medicare is computed at the rate of 1.45% of the base salary. Year one - $\$48,922 \times .0145 = \709.37 . Year two - $\$50,878 \times .0145 = \737.73 .

Health insurance and health savings accounts are offered through the City of Fayetteville. The employer's portion of the premium and health savings contribution is calculated at a rate of 9% for the employer's cost for the participant in the plan based on current costs. Year one - $\$48,922 \times .09 = \$4,402.98$. Year two - $\$50,878 \times .09 = \$4,579.02$.

Life insurance is also offered as a fringe benefit, at the cost of .059% of the employee's salary. Year one - $\$48,922 \times .0059 = \288.64 . Year two - $\$50,878 \times .0059 = \300.18 .

Vacation and Sick leave are provided by the City of Fayetteville and included in the fringe benefits package at no cost.

Retirement is provided by the City of Fayetteville after the employee's first year anniversary. The rate of the City's contribution is 12%, and would be expensed in the second year of service. The year two retirement would be calculated at $\$50,878 \times .12 = \$6,105.36$.

Worker's compensation is a fixed rate benefit calculated at 1.97%. Year one - $\$48,922 \times .0197 = \963.76 . Year two - $\$50,878 \times .0197 = \$1,002.30$.

There is no unemployment insurance expense.

Disability insurance is figured at the rate of .49%. Year one - $\$48,922 \times .0049 = \239.72 . Year two - $\$50,878 \times .0049 = \249.30 .

Accident insurance is computed at the rate of .01%. Year one - $\$48,922 \times .000123 = \6.02 . Year two - $\$50,878 \times .000123 = \6.26 .

Social Services Advocate - \$100,379.21

Salary

The Social Services Advocate will be a Bachelor's Level candidate, who will work under the direction and guidance of the Lead Social Services Advocate to provide social service contacts to the community and work in conjunction with sworn personnel. The total time worked by the Social Services Advocate will be solely dedicated to the Crisis Intervention Team's responses in connection with this grant project.

The Social Services Advocate base salary is based on current market range at the rate of \$39,104 for year one. This salary rate is reflected as a grade J416 in the City of Fayetteville's current pay schedule. For year two, the anticipated salary increase is 4%, in the amount of \$40,668.

Fringe benefits

Social security is computed at the rate of 6.2% of the base salary. Year one - $\$39,104 \times .062 = \$2,424.45$. Year two - $\$40,668 \times .062 = \$2,521.42$.

Medicare is computed at the rate of 1.45% of the base salary. Year one - $\$39,104 \times .0145 = \567.01 . Year two - $\$40,668 \times .0145 = \589.69 .

Health insurance and health savings accounts are offered through the City of Fayetteville. The employer's portion of the premium and health savings contribution is calculated at a rate of 9% for the employer's cost for the participant in the plan based on current costs. Year one - $\$39,104 \times .09 = \$3,519.36$. Year two - $\$40,668 \times .09 = \$3,660.12$.

Life insurance is also offered as a fringe benefit, at the cost of .059% of the employee's salary. Year one - $\$39,104 \times .0059 = \230.71 . Year two - $\$40,668 \times .0059 = \239.94 .

Vacation and Sick leave are provided by the City of Fayetteville and included in the fringe benefits package at no cost.

Retirement is provided by the City of Fayetteville after the employee's first year anniversary. The rate of the City's contribution is 12%, and would be expensed in the second year of service. The year two retirement would be calculated at $\$40,668 \times .12 = \$4,880.16$.

Worker's compensation is a fixed rate benefit calculated at 1.97%. Year one - $\$39,104 \times .0197 = \770.35 . Year two - $\$40,668 \times .0197 = \801.16 .

There is no unemployment insurance expense.

Disability insurance is figured at the rate of .49%. Year one - $\$39,104 \times .0049 = \191.61 . Year two - $\$40,668 \times .0049 = \199.27 .

Accident insurance is computed at the rate of .0015%. Year one - $\$39,104 \times .00015 = \5.87 . Year two - $\$40,668 \times .00015 = \6.10 .

Total for all Civilian positions - \$225,957.45

Travel

Not applicable.

Equipment - \$5,971.39

Each position will need a tablet for work in the field and also at Police headquarters for case management, notes, obtaining signatures on consent forms, and access to the department's Records Management System (RMS) in gathering information and compiling reports for the referrals and citizen contacts by the social services advocates. A tablet is desirable for its durability and portability to use both in the field and in an office setting. Pricing was obtained by the City of Fayetteville Information Technology Division for a compatible item from approved contractor for the City of Fayetteville, CDW-G. The tablets will be utilized exclusively by the social services advocates for Crisis Intervention Team responses. Each tablet is priced at \$2,985.70, which includes the tablet, battery, and vehicle adapter. Total cost for two tablets - $\$2,985.70 \times 2 = \$5,971.39$.

Supplies

Not applicable.

Sub-awards

Not applicable.

Procurement contracts

Not applicable.

Other costs - \$18,071.16

Overtime will be an additional expense for both these positions, as they will be working in the field with officers responding to individuals in crisis. Much like law enforcement officers, these advocates will be required to perform follow-up on the same day rather than delaying any task due to their scheduled work day ending. This urgency will make working overtime unavoidable on some days.

Lead Social Services Advocate –

Overtime for the Lead Social Services Advocate is calculated at the base salary divided by 2080 hours (which represents 40 hours per week x 52 weeks) and then multiplied by 1.5.

Year one – base salary - $\$48,922 / 2080 = 23.52$. $\$23.52 \times 1.5 = \35.28 per hour for overtime.
 $\$35.28$ per hour x 150 hours = $\$5,292.00$

Year two – base salary - $\$50,878 / 2080 = \24.46 . $\$24.46 \times 1.5 = \36.69 per hour for overtime.
 $\$36.69$ per hour x 125 hours = $\$4,586.25$.

Social Services Advocate –

Overtime for the Social Services Advocate is calculated at the base salary divided by 2080 hours (which represents 40 hours per week in a year) and then multiplied by 1.5.

Year one – base salary - $\$39,104 / 2080 = 18.80$. $\$18.80 \times 1.5 = 28.20$ per hour for overtime.
 $\$28.20$ per hour x 160.52 hours = $\$4,526.66$.

Year two – base salary - $\$40,668 / 2080 = \19.55 . $\$19.55 \times 1.5 = \29.33 per hour for overtime.
 $\$29.33$ per hour x 125 hours = $\$3,666.25$.

Indirect costs

Not applicable.

Budget Category**Total Cost**

Sworn Officer Positions

\$0.00

Civilian or Non-Sworn Personnel

\$225,957.45

Travel

\$0.00

Equipment

\$5,971.39

Supplies

\$0.00

SubAwards

\$0.00

Procurement Contracts

\$0.00

Other Costs

\$18,071.16

Indirect Costs

\$0.00

Total Project Costs

\$250,000.00

Federal Funds:

\$250,000.00

100.00%

Match Amount:

\$0.00

0.00%

Program Income:

\$0.00

0.00%