

LOS ANGELES POLICE COMMISSION

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EXECUTIVE OFFICE
POLICE ADMINISTRATION BUILDING
100 WEST FIRST STREET, SUITE 134
LOS ANGELES, CA 90012-4112

(213) 236-1400 PHONE
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November 27, 2023

BPC #23-228

The Honorable Karen Bass
Mayor, City of Los Angeles
City Hall, Room 303
Los Angeles, CA 90012

The Honorable City Council
City of Los Angeles, Room 395
c/o City Clerk's Office

Dear Honorable Members:

RE: TRANSMITTAL OF THE GRANT APPLICATION AND AWARD FOR THE 2023 LAW
ENFORCEMENT AGENCY DE-ESCALATION GRANT – COMMUNITY POLICING
DEVELOPMENT PROGRAM

At the regular meeting of the Board of Police Commissioners held Tuesday, November 21, 2023, the Board APPROVED the Department's report relative to the above matter.

Respectfully,

BOARD OF POLICE COMMISSIONERS

A handwritten signature in cursive script that reads "Maria Silva".

MARIA SILVA
Commission Executive Assistant II

Attachment

c: Chief of Police

INTRADEPARTMENTAL CORRESPONDENCE

23-228
REVIEWED
RICHARD M. TEAFANK
EXECUTIVE DIRECTOR

11/15/23
DATE

November 15, 2023
1.14

TO: The Honorable Board of Police Commissioners

FROM: Chief of Police

SUBJECT: TRANSMITTAL OF THE GRANT APPLICATION AND AWARD FOR THE
2023 LAW ENFORCEMENT AGENCY DE-ESCALATION GRANT -
COMMUNITY POLICING DEVELOPMENT PROGRAM

RECOMMENDED ACTIONS

1. That the Board of Police Commissioners (Board) REVIEW and APPROVE this report.
2. That the Board TRANSMIT the attached grant application and award, pursuant to Administrative Code Section 14.6(a), to the Mayor, Office of the City Administrative Officer (CAO), Office of the Chief Legislative Analyst and to the City Clerk for Committee and City Council consideration.
3. That the Board REQUEST the Mayor and City Council to:
 - A. AUTHORIZE the Chief of Police or his designee to retroactively APPLY for and ACCEPT the grant award from the United States Department of Justice, Office of Community Oriented Policing Services (COPS) for the 2023 Law Enforcement Agency De-escalation Grant (De-escalation) – Community Policing Development (CPD) Program in the amount of \$250,000 for the period of October 1, 2023 through September 30, 2025;
 - B. AUTHORIZE the Chief of Police or his designee to negotiate and execute the grant award agreement, subject to review of City Attorney as to form and legality;
 - C. AUTHORIZE the Controller to establish a grant receivable and appropriate \$250,000 to appropriation account number to be determined, within Fund No. 339, Department No. 70, for the receipt and disbursement of the COPS 2023 CPD De-escalation Grant funds;
 - D. AUTHORIZE the Los Angeles Police Department (LAPD) to spend up to \$250,000 in accordance with the grant award agreement;
 - E. AUTHORIZE the LAPD to submit grant reimbursement requests to the grantor and deposit grant receipts in Fund No. 339, Department No. 70;

- F. AUTHORIZE the Controller to increase appropriations, as needed, for the COPS 2023 CPD De-escalation Grant, from Fund No. 339, Department No. 70, appropriation account number to be determined, to Fund No. 100, Department No. 70, account numbers and amounts as follows:

Account No. 001092, Sworn Overtime	\$61,503
Account No, TBD, Related Costs	\$ 5,806

- G. INSTRUCT the City Clerk to place the following action relative to the COPS 2023 CPD De-escalation grant program on the City Council agenda on July 1, 2024 or the first meeting day thereafter:

AUTHORIZE the Controller to transfer appropriation from Fund No. 339, Department No. 70, account number to be determined, to Fund No. 100, Department No. 70, account numbers and amounts as follows:

Account No. 001092, Sworn Overtime	\$153,757
Account No, TBD, Related Costs	\$ 14,514

- H. AUTHORIZE the LAPD to prepare Controller's instructions for any technical adjustments, subject to the approval of the CAO, and AUTHORIZE and INSTRUCT the Controller to implement the instructions.

DISCUSSION

The 2023 CPD De-escalation Program provides grant funding to support an agency's training efforts in deescalation, implicit bias, and duty to intervene, including overtime to participate in training programs and support for training officers to attend nationally certified train-the-trainer programs in these topic areas.

The LAPD Metropolitan Division will use the grant award to implement the Crisis Negotiation Training for Patrol Officers Training (CNT-PO). The goal of the proposed training is to provide patrol officers with crisis negotiation skills for their day-to-day community interactions, including instances calling for de-escalation techniques

The grant will fund for supplies and officer (instructors) overtime. The grant allocates \$235,580 in sworn overtime and related fringe benefits for the CNT-PO cadre, \$14,420 for supplies to support the training.

The Honorable Board of Police Commissioners

Page 3

14.1

If you have any questions, please contact Senior Management Analyst Stella Larracas, Grants Section, Office of Constitutional Policing and Policy at (213) 486-0380.

Respectfully,



MICHEL R. MOORE
Chief of Police

**BOARD OF
POLICE COMMISSIONERS**

Approved 11/21/23
Secretary Maria Silva

Attachments



Department of Justice (DOJ)

Office of Community Oriented Policing Services (COPS Office)

Washington, D.C. 20531

Name and Address of Recipient:

CITY OF LOS ANGELES
200 N MAIN ST

City, State and Zip:

LOS ANGELES, CA 90012

Recipient UEI:

ZRXCMMNSUEJ1

Project Title: FY23 City of Los Angeles, CA
De-Escalation Grant

Award Number: 15JCOPS-23-GG-02531-PPSE

Solicitation Title: FY23 Law Enforcement Agency De-Escalation Grants -Community Policing Development
Solicitation

Federal Award Amount: \$250,000.00

Federal Award Date: 11/2/23

Awarding Agency:

Office of Community Oriented Policing Services

Funding Instrument Type:

Grant

Opportunity Category: D**Assistance Listing:**

16.710 - Public Safety Partnership and Community Policing Grants

Project Period Start Date: 10/1/23

Project Period End Date: 9/30/25

Budget Period Start Date: 10/1/23

Budget Period End Date: 9/30/25

Project Description:

The Los Angeles Police Department (LAPD) is proposing to implement Crisis Negotiation Training for Patrol Officers Training (CNT-PO) under the FY 2023 COPS Law Enforcement Agency De-Escalation Grants Program. The goal of the proposed training is to provide patrol officers crisis negotiation skills that would be useful in their day-to-day community interactions, including instances calling for de-escalation techniques. Crisis negotiation skills are typically practiced by a small number of law enforcement officers who are specifically trained to respond to hostage situations. However, these skills could be a useful de-escalation technique in a patrol officer's day to day community and/or suspect engagements. The training will introduce and impart practical uses to techniques such as active listening, tactical disengagement, mirroring, and rapport-building. When patrol officers can de-escalate a potentially violent situation through alternative negotiation tactics, it will reduce the risk of injury to both the officers, suspects, and the community. At the end of the grant performance period, the LAPD will have the following deliverables: A POST-certified course curriculum for an in-person, one-day, 8-hour Crisis Negotiation Training for Police Officers. The proposed project is expected to train 840 patrol officers (with approximately 20% from surrounding law enforcement agencies) in basic crisis negotiation skills for patrol officers. There will be two evaluations: (1) training performance and (2) program effectiveness. These will be used to assess the program, determine lessons learned, and document best practices.

Award Letter

November 2, 2023

Dear Michel Moore,

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 CITY OF LOS ANGELES for an award under the funding opportunity entitled 2023 FY23 Law Enforcement Agency De-Escalation Grants -Community Policing Development 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. For COPS Office and OVW funding the Award Offer also includes any Other Award Documents.

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.

Prior to accepting the award, your Entity Administrator must assign a Financial Manager, Grant Award Administrator, and Authorized Representative(s) in the Justice Grants System (JustGrants). The Entity Administrator will need to ensure the assigned Authorized Representative(s) is current and has the legal authority to accept awards and bind the entity to the award terms and conditions. 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.

To access your funds, you will need to enroll in the Automated Standard Application for Payments (ASAP) system, if you haven't already completed the enrollment process in ASAP. The Entity Administrator should have already received an email from ASAP to initiate this process.

Congratulations, and we look forward to working with you.

HUGH CLEMENTS

COPS 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

CITY OF LOS ANGELES

UEI

ZRXCMNNSUEJ1

ORI Number

CA01942

Street 1

200 N MAIN ST

Street 2

City

LOS ANGELES

State/U.S. Territory

California

Zip/Postal Code

90012

Country

United States

County/Parish

Province

Award Details

Federal Award Date

11/2/23

Award Type

Initial

Award Number

15JCOPS-23-GG-02531-PPSE

Supplement Number

00

Federal Award Amount

\$250,000.00

Funding Instrument Type

Grant

**Assistance Listing
Number**

16.710

Assistance Listings Program Title

Public Safety Partnership and Community Policing Grants

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 Title2023 FY23 Law Enforcement Agency De-Escalation
Grants -Community Policing Development Solicitation**Awarding Agency**

COPS

Application Number

GRANT13881059

Grant Manager Name

VONDA MATTHEWS

Phone Number[202-616-9430](tel:202-616-9430)**E-mail Address**

VONDA.MATTHEWS2@USDOJ.GOV

Project Title

FY23 City of Los Angeles, CA De-Escalation Grant

Performance Period Start**Date**

10/01/2023

Performance Period End Date

09/30/2025

Budget Period Start Date

10/01/2023

Budget Period End Date

09/30/2025

Project Description

The Los Angeles Police Department (LAPD) is proposing to implement Crisis Negotiation Training for Patrol Officers Training (CNT-PO) under the FY 2023 COPS Law Enforcement Agency De-Escalation Grants Program. The goal of the proposed training is to provide patrol officers crisis negotiation skills that would be useful in their day-to-day community interactions, including instances calling for de-escalation techniques. Crisis negotiation skills are typically practiced by a small number of law enforcement officers who are specifically trained to respond to hostage situations. However, these skills could be a useful de-escalation technique in a patrol officer's day to day community and/or

suspect engagements. The training will introduce and impart practical uses to techniques such as active listening, tactical disengagement, mirroring, and rapport-building. When patrol officers can de-escalate a potentially violent situation through alternative negotiation tactics, it will reduce the risk of injury to both the officers, suspects, and the community. At the end of the grant performance period, the LAPD will have the following deliverables: A POST-certified course curriculum for an in-person, one-day, 8-hour Crisis Negotiation Training for Police Officers. The proposed project is expected to train 840 patrol officers (with approximately 20% from surrounding law enforcement agencies) in basic crisis negotiation skills for patrol officers. There will be two evaluations: (1) training performance and (2) program effectiveness. These will be used to assess the program, determine lessons learned, and document best practices.

[]

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: 8/5/23 6:22 AM

Comments

No items

Budget Category	Proposed Change Budget		Approved Budget	Percentages
Sworn Officer Positions:	\$0	\$0	\$0	
Civilian or Non-Sworn Personnel:	\$0	\$0	\$0	
Travel:	\$0	\$0	\$0	
Equipment:	\$0	\$0	\$0	
Supplies:	\$11,060	\$0	\$11,060	
SubAwards:	\$0	\$0	\$0	
Procurement Contracts:	\$0	\$0	\$0	
Other Costs:	\$238,940	\$0	\$238,940	
Total Direct Costs:	\$250,000	\$0	\$250,000	
Indirect Costs:	\$0	\$0	\$0	

Total Project Costs:	\$250,000	\$0	\$250,000	
Federal Funds:	\$250,000	\$0	\$250,000	100.00%
Match Amount:	\$0	\$0	\$0	0.00%
Program Income:	\$0	\$0	\$0	0.00%

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

☐

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

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.

1

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)).

2

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, 2023, Public Law 117-328, Division E, Title VII, Section 742.

3

Prohibited conduct by recipients and subrecipients related to trafficking in persons (including reporting requirements and COPS Office authority to terminate award): The recipient and subrecipient agree to comply with the requirements in 2 C.F.R. § 175.15(b) – Award Term:

I. Trafficking in persons.

a. Provisions applicable to a recipient that is a private entity.

1. You as the recipient, your employees, subrecipients under this award, and subrecipients' employees may not—

- i. Engage in severe forms of trafficking in persons during the period of time that the award is in effect;
- ii. Procure a commercial sex act during the period of time that the award is in effect; or
- iii. Use forced labor in the performance of the award or subawards under the award.

2. We as the Federal awarding agency may unilaterally terminate this award, without penalty, if you or a subrecipient that is a private entity —

- i. Is determined to have violated a prohibition in paragraph a.1 of this award term; or
- ii. Has an employee who is determined by the agency official authorized to terminate the award to have violated a prohibition in paragraph a.1 of this award term through conduct that is either—

A. Associated with performance under this award; or

B. Imputed to you or the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2CFR part 180, "OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement)," as implemented by DOJ at 2 C.F.R. Part 2867.

b. Provision applicable to a recipient other than a private entity. We as the Federal awarding agency may unilaterally terminate this award, without penalty, if a subrecipient that is a private entity—

- 1. Is determined to have violated an applicable prohibition in paragraph a.1 of this award term; or
- 2. Has an employee who is determined by the agency official authorized to terminate the award to have violated an applicable prohibition in paragraph a.1 of this award term through conduct that is either—

i. Associated with performance under this award; or

ii. Imputed to the subrecipient using the standards and due process for imputing the conduct of an individual to an organization that are provided in 2 CFR part 180, "OMB Guidelines to Agencies on Governmentwide Debarment and Suspension (Nonprocurement)," as implemented by DOJ at 2 C.F.R. Part 2867.

c. Provisions applicable to any recipient.

1. You must inform us immediately of any information you receive from any source alleging a violation of a prohibition in paragraph a.1 of this award term.

2. Our right to terminate unilaterally that is described in paragraph a.2 or b of this section:

i. Implements section 106(g) of the Trafficking Victims Protection Act of 2000 (TVPA), as amended 22 U.S.C. 7104(g), and

ii. Is in addition to all other remedies for noncompliance that are available to us under this award.

3. You must include the requirements of paragraph a.1 of this award term in any subaward you make to a private entity.

d. Definitions. For purposes of this award term:

1. "Employee" means either:

i. An individual employed by you or a subrecipient who is engaged in the performance of the project or program under this award; or

ii. Another person engaged in the performance of the project or program under this award and not compensated by you including, but not limited to, a volunteer or individual whose services are contributed by a third party as an in-kind contribution toward cost sharing or matching requirements.

2. "Forced labor" means labor obtained by any of the following methods: the recruitment, harboring, transportation, provision, or obtaining of a person for labor or services, through the use of force, fraud, or coercion for the purpose of subjection to involuntary servitude, peonage, debt bondage, or slavery.

3. "Private entity":

i. Means any entity other than a State, local government, Indian tribe, or foreign public entity, as those terms are defined in 2 CFR 175.25.

ii. Includes:

A. A nonprofit organization, including any nonprofit institution of higher education, hospital, or tribal organization other than one included in the definition of Indian tribe at 2 CFR 175.25(b).

B. A for-profit organization.

4. "Severe forms of trafficking in persons," "commercial sex act," and "coercion" have the meanings given at section 103 of the TVPA, as amended (22 U.S.C. 7102).

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 2023 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.

Failure to comply with one or more award requirements may result in remedial action including, but not limited to, withholding award funds, disallowing costs, suspending, or terminating the award, or other legal action as appropriate.

Should any provision of an award condition be deemed invalid or unenforceable by its terms, that provision will be applied to give it the maximum effect permitted by law. Should the provision be deemed invalid or unenforceable in its entirety, such provision will be severed from this award.

7

Authorized Representative Responsibility: The recipient understands that, in accepting this award, the Authorized Representatives declare and certify, among other things, that they possess the requisite legal authority to accept the award on behalf of the recipient entity and, in so doing, accept (or adopt) all material requirements throughout the period of performance under this award. The recipient further understands, and agrees, that it will not assign anyone to the role of Authorized Representative during the period of performance under the award without first ensuring that the individual has the requisite legal authority.

8

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, enhanced 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.

9

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.

10

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

11

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.

12

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).

13

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.

14

Enhancement of Contractor Protection from Reprisal for Disclosure of Certain Information: Recipients and subrecipients agree 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. Recipients and subrecipients also agree 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.

15

Equal Employment Opportunity Plan (EEO): 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.

16

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.

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).

18

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.

19

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 performance 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 performance 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.

20

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.

21

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.

22

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.

23

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.

24

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, 2023, Public Law 117-328, Division B, Title V, Section 527.

25

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.

26

Extensions: Recipients may request an extension of the award period to receive additional time to implement their 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.

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

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).

29

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.

30

Requirement to report actual or imminent breach of personally identifiable information (PII).

The recipient (and any subrecipient at any tier) must have written procedures in place to respond in the event of an actual or imminent breach (as defined in OMB M-17-12) if it (or a subrecipient)— 1) creates, collects, uses, processes, stores, maintains, disseminates, discloses, or disposes of personally identifiable information (PII) (as defined in 2 C.F.R. 200.1) within the scope of a COPS Office grant-funded program or activity, or 2) uses or operates a Federal information system (as defined in OMB Circular A-130). The recipient's breach procedures must include a requirement to report actual or imminent breach of PII to the recipient's COPS Office Program Manager no later than 24 hours after

an occurrence of an actual breach, or the detection of an imminent breach.

31

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.

32

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.

33

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.

34

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."

35

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).

36

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).

37

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.

38

Training Guiding Principles: Any training or training materials developed or delivered with award funding provided by the Office of Community Oriented Policing Services is to adhere to the following guiding principles –

1. Trainings must comply with applicable law.

In developing and conducting training under the award, recipients (and any subrecipients) shall not violate the Constitution or any federal law, including any law prohibiting discrimination.

2. The content of trainings and training materials must be accurate, appropriately tailored, and focused.

The content of training programs must be accurate, useful to those being trained, and well matched to the program's stated objectives. Training materials used or distributed at trainings must be accurate, relevant, and consistent with these guiding principles.

3. Trainers must be well-qualified in the subject area and skilled in presenting it.

Trainers must possess the subject-matter knowledge and the subject-specific training experience necessary to meet the objectives of the training. In selecting or retaining a trainer, recipients (or subrecipients) should consider such factors as the trainer's resume and written materials, interviews with the trainer, observation of other trainings conducted by the trainer, feedback from other entities with which the trainer has worked, training participant feedback and evaluations, and the general reputation of the trainer.

4. Trainers must demonstrate the highest standards of professionalism.

Trainers must comport themselves with professionalism. While trainings will necessarily entail varying teaching styles, techniques, and degrees of formality, as appropriate to the particular training goal, professionalism demands that trainers instruct in the manner that best communicates the subject matter while conveying respect for all.

[]

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
COPS Director

Name of Approving Official
HUGH CLEMENTS

Signed Date And Time
9/13/23 5:46 PM

Authorized Representative

Standard Applicant Information**Project Information**

Project Title	Proposed Project Start Date	Proposed Project End Date
LAPD FY 2023 COPS De-escalation Grant ProgramCrisis Negotiation Training	10/2/23	10/1/25
Federal Estimated Funding (Federal Share)	Applicant Estimated Funding (Non-Federal Share)	Program Income Estimated Funding
250000.0	0.0	0.0
Total Estimated Funding		
250000.0		

Areas Affected by Project (Cities, Counties, States, etc.)

No items

Type Of Applicant**Type of Applicant 1: Select Applicant Type:**

C: City or Township Government

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

Other (specify):

Application Submitter Contact Information**Application POC Prefix Name**

Application POC First Name

Barbra Ann

Application POC Middle Name

Application POC Last Name

Montesquieu

Application POC Suffix Name

Organizational Affiliation

Los Angeles Police Department

Title

Sr. Management Analyst

Email ID

n3202@lapd.online

Phone Number

(213) 486-0380

Fax Number

—

ORINumber

—

Executive Order and Delinquent Debt Information

Is Application Subject to Review by State Under Executive Order 12372? *

a. This application was made available to the State under the Executive Order 12372 Process for review on: **State Review Available Date**

05/09/2023

Is the Applicant Delinquent on Federal Debt?

No

SF424 Attachments (5)**Name**[manifest.txt](#)**Date Added**

5/9/23

**Name**[Form SF424_4_0-V4.0.pdf](#)**Date Added**

5/9/23

**Name**[Form SF424_2_0-V2.0.pdf](#)**Date Added**

5/9/23

**Name**[SF424_4_0-1234-Congressional Districts.docx](#)**Date Added**

5/9/23

**Name**[GrantApplication.xml](#)**Date Added**

5/9/23

[Load more](#)**Authorized Representative****Law Enforcement Executive Information****Title**

Chief of Police

Prefix Name

—

First Name Middle Name Last Name

Michael

—

Monroe

Government Executive Information**Title**

Mayor

Prefix Name

—

First Name Middle Name Last Name

Eric

—

Garretti

Suffix Name

Suffix Name

Verify Legal Name, Doing Business As, and Legal Address

Legal Name

CITY OF LOS ANGELES

UEI

ZRXCMNNSUEJ1

Doing Business As

Legal Address

Street 1

200 N MAIN ST

Street 2

City

LOS ANGELES

State

CA

Zip/Postal Code

90012

Congressional District

34

Country

USA

Certification

The legal name + Doing Business As (DBA) and legal address define a unique entity in the system as represented in its entity profile. The profile legal name and address is applicable to ALL applications and awards associated to this fiscal agent.

1. If this information is correct confirm/acknowledge to continue with completion of this application.



I confirm this is the correct entity.

Signer Name

BarbraAnn Montesquieu

Certification Date / Time

05/24/2023 08:43 PM

2. If the information displayed does not accurately represent the legal entity applying for federal assistance:

- Contact your Entity Administrator.
- Contact the System for Award Management (SAM.gov) to update the entity legal name/address.

3. If the above information is not the entity for which this application is being submitted, Withdraw/Delete this application. Please initiate a new application in Grants.gov with using the correct UEI/SAM profile.

Proposal Abstract

The Los Angeles Police Department (LAPD) is proposing to implement Crisis Negotiation Training for Patrol Officers Training (CNT-PO) under the FY 2023 COPS Law Enforcement Agency De-Escalation Grants Program. The goal of the proposed training is to provide patrol officers crisis negotiation skills that would be useful in their day-to-day community interactions, including instances calling for de-escalation techniques. Crisis negotiation skills are typically practiced by a small number of law enforcement officers who are specifically trained to respond to hostage situations. However, these skills could be a useful de-escalation technique in a patrol officer's day to day community and/or suspect engagements. The training will introduce and impart practical uses to techniques such as active listening, tactical disengagement, mirroring, and rapport-building. When patrol officers can de-escalate a potentially violent situation through alternative negotiation tactics, it will reduce the risk of injury to both the officers, suspects, and the community.

At the end of the grant performance period, the LAPD will have the following deliverables:

1. A POST-certified course curriculum for an in-person, one-day, 8-hour Crisis Negotiation Training for Police Officers.
2. The proposed project is expected to train 840 patrol officers (with approximately 20% from surrounding law enforcement agencies) in basic crisis negotiation skills for patrol officers.

There will be two evaluations: 1) training performance and (2) program effectiveness. These will be used to assess the program, determine lessons learned, and document best practices.

Data Requested with Application

✓ FY23 CPD_DeEsc_LE_Elig

Eligibility

Please indicate if your jurisdiction is primarily considered rural, urban, or suburban.

Urban

Enter the current number of sworn officers for your agency below.

9069

The following questions will be used to determine eligibility for the FY23 Law Enforcement Agency De-Escalation Training Grants - CPD solicitation. NOTE: If you select "no" to any of the below questions, you will be considered ineligible for this solicitation and will not receive consideration for funding.

Instructions: A law enforcement agency is established and operational if the jurisdiction has passed authorizing legislation and it has a current operating budget. Based on this definition, is your law enforcement agency established and currently operational?

Yes

Instructions: An agency with primary law enforcement authority is defined as the first responder to calls for service for all types of criminal incidents in its jurisdiction. Agencies are not considered to have primary law enforcement authority if they only respond to or investigate specific type(s) of crime(s), respond to or investigate crimes within a correctional institution, serve warrants, provide courthouse security, transport prisoners, have cases referred to them for investigation or investigational support, or only do some combination of these functions. Based on this definition, does your agency have primary law enforcement authority? [Or, if contracting to receive services, does the agency that will be providing law enforcement services have primary law enforcement authority for the population to be served?]

Yes

✓ FY23 CPA Solicitation Ques

Research and Development

Instructions: For the purposes of this solicitation, R&D as defined by 2 C.F.R. §200.87 means all research activities, both basic and applied, and all development activities that are performed by nonfederal entities. The term "research" also includes activities involving the training of individuals in research techniques where such activities use the same facilities as other research and development activities and where such activities are not included in the instruction function. "Research" is defined as a systematic study directed toward fuller scientific knowledge or understanding of the subject studied. "Development" is the systematic use of knowledge and understanding gained from research directed toward the production of useful materials, devices, systems, or methods, including design and development of prototypes and processes. Please select "yes" if any part of your project could be considered R&D or "no" if no portion of your project would support R&D.

Could any portion of your project be considered research and development (R&D) as defined by 2 C.F.R. §200.87?

No

Youth-Centered Project

Instructions: For the purposes of this solicitation, please select "yes" if a purpose of some or all of the activities to be carried out under (whether by the recipient, or a subrecipient at any tier) is to benefit a set of individuals under 18 years of age. NOTE: An award condition will apply to all youth-centered awards. This condition will require recipients and subrecipients to make determinations of suitability before certain covered individuals interact with participating minors under the age of 18 years old in the course of activities funded under the award.

Could any activities under your project benefit a set of individuals under 18 years of age?

No

Training

Instructions: The COPS Office defines training as the teaching and learning activities carried out for the primary purpose of helping members of an organization other than your own acquire and apply the knowledge, skills, abilities, and attitudes needed by a particular job or organization. Training is driven by specific goals and objectives; it is not a single event but rather an ongoing process that requires continuous self-reflection and evaluation. Guides, webinars, articles, conference presentations, toolkits, podcasts, videos, blogs, and news feeds (to provide a few examples) can serve as support material in trainings or as standalone materials to increase knowledge, but on their own they are not defined as training by the COPS Office. Please select "yes" if any part of your project fits within the definition of training or "no" if no portion of your project fits within the definition of training.

Could any portion of your project be considered training?

Yes

U.S. Attorney's District Office

Please select your U.S. Attorney's District Office from the below drop-down options.

California, Central

Executive/Contact Information

Please provide the name and contact information for the highest ranking Law Enforcement or Program Official and Government Executive or Financial Official for your agency or organization, please see instructions below. **LAW ENFORCEMENT EXECUTIVE/PROGRAM OFFICIAL** This position will ultimately be responsible for the programmatic management of the award. Instructions for Law Enforcement Agencies: For law enforcement agencies, the Law Enforcement Executive is the highest ranking official in the jurisdiction (Chief of Police, Sheriff, or equivalent). Before this application can be submitted, the Entity Administrator in JustGrants must invite this individual to apply for a JustGrants account with the role of Authorized Representative, and this individual must log in to JustGrants to review the application. Instructions for Non-Law Enforcement Agencies: For non-law enforcement agencies (e.g., institutions of higher education, school districts, private organizations, etc.), the Program Official is the highest-ranking official in the jurisdiction (e.g., executive director, chief executive officer, or equivalent). Please note that information for non-executive positions (e.g., clerks, trustees) is not acceptable. Before this application can be submitted, the Entity Administrator in JustGrants must invite this individual to apply for a JustGrants account with the role of Authorized Representative, and this individual must log in to JustGrants to review the application.

Title:

Chief of Police

First name:

Michel

Last name:

Moore

Phone:

2134860150

Email address:

grants@lapd.online

GOVERNMENT EXECUTIVE/FINANCIAL OFFICIAL This position will ultimately be responsible for the financial management of the award. Please note that information for non-executive positions (e.g., clerks, trustees) is not acceptable. Instructions for Law Enforcement Agencies: For law enforcement agencies, this is the highest ranking government official within your jurisdiction (e.g., Superintendent, Mayor, City Administrator, or equivalent). Before this application can be submitted, the Entity Administrator in JustGrants must invite this individual to apply for a JustGrants account with the role of Authorized Representative, and this individual must log in to JustGrants to review the application. Instructions for Non-Law Enforcement Agencies and Non-Government Agencies: For non-law enforcement agencies and non-government agencies, this is the financial official who has the authority to apply for this award on behalf of the applicant agency (e.g., Chief Financial Officer, Treasurer, or equivalent). Please note that information for non-executive positions (e.g., clerks, trustees) is not acceptable. Before this application can be submitted, the Entity Administrator in JustGrants must invite this individual to apply for a JustGrants account with the role of Authorized Representative, and this individual must log in to JustGrants to review the application.

Title:

Mayor

First name:

Karen

Last name:

Bass

Phone:

2134860150

Email address:

mayor.helpdesk@lacity.org

Instructions for Application Submitter Contact: Enter the application point of contact's name and contact information.

Title:

Sr. Management Analyst

First name:

Barbra

Last name:

Montesquieu

Phone:

2134860380

Email address:

n3202@lapd.online

Law Enforcement and Community Policing Strategy

Instructions: The following is the COPS Office definition of community policing that emphasizes the primary components of community partnerships, organizational transformation, and problem solving: Community policing is a philosophy that promotes organizational strategies that support the systematic use of partnerships and problem solving techniques to proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder, and fear of crime. Please refer to the COPS Office website (<https://cops.usdoj.gov/RIC/ric.php?page=detail&id=COPS-P157>) for further information regarding this definition and its sub-elements. Please answer the following questions regarding your community support and impact on the jurisdiction.

To what extent is there community support in your jurisdiction for implementing the proposed award activities?

High level of support

If awarded, to what extent will the award activities impact the other components of the criminal justice system in your jurisdiction?

Potentially increased impact

Explanation of Need for Financial Assistance

All applicants are required to explain their inability to address the need for this award without federal assistance. Please do so in the space below. [Please limit your response to a maximum of 250 word count.]

This initiative is not funded through a budgetary line item in the City of Los Angeles' 2023-2024. Without grant funding, the proposed training will not be implemented in the near future.

Continuation of Support After Federal Funding Ends

Instructions: The questions in this section will be used for programs without a retention requirement to report any plans to continue the program or activity after the conclusion of federal funding.

Does your agency or organization plan to obtain necessary support and continue the program, project, or activity following the conclusion of federal support?

Yes

Please identify the source(s) of funding that your agency plans to utilize to continue the program, project, or activity following the conclusion of federal support: General funds

Yes

Issue bonds or raise taxes

No

Private sources and donations

No

Non-federal asset forfeiture funds (subject to approval from the state or local oversight agency)

No

State, local, or other non-federal grant funding

Yes

Fundraising efforts

No

Other

No

If "other" is selected in the above question, please provide a brief description of the source(s) of funding.

▼ FY23_CPD_DeEscLEAppQuest

Problem Identification and Project Description

Will De-Escalation Training be implemented in the proposed initiative?

Yes

If you answered yes to the question above, please describe how the training will be implemented in the proposed initiative.

The Los Angeles Police Department (LAPD) is proposing to implement Crisis Negotiation Training for Patrol Officers (CNT-PO) under the FY 2023 COPS Law Enforcement Agency De-Escalation Grants Program. The proposed training aims to provide patrol officers with de-escalation tactics combined with crisis negotiation skills that will reduce the application of force on law violators as well as on persons in crisis or with mental illness. Crisis negotiation skills are typically practiced by a small number of law enforcement officers who are specifically trained to respond to hostage situations. However, these skills could be a useful de-escalation technique in a patrol officer's day to day community and/or suspect engagement. The training will introduce and impart practical uses to techniques such as active listening, tactical disengagement, mirroring, and rapport-building. When patrol officers can de-escalate a potentially violent situation through alternative negotiation tactics, it will reduce the risk of injury to officers, bystanders, and suspects.

Will Duty to Intervene Techniques Training be implemented in the proposed initiative?

Yes

If you answered yes to the question above, please describe how the training will be implemented in the proposed initiative.

Although not solely a Duty to Intervene training, this will be one of the topics to be discussed during CNT-PO. Officers are required to intervene when present and observing another officer using force that is clearly beyond that which is necessary. Despite their training and experience, patrol officers are not devoid of emotions. As they continue to respond to calls of service, there will be times when they may find themselves in emotionally volatile situations. The term "emotionally hijacked" is coined by psychologist Daniel Goleman to describe situations in which the brain's emotional processing center takes over the normal reasoning process. The CNT-PO will emphasize preventative techniques for a patrol officer to recognize situations when another patrol officer is "emotionally hijacked", separate the involved officer from the situation; then continue to use de-escalation tactics and negotiation strategies, with the purpose of a peaceful resolution.

Will Implicit Bias Training be implemented in the proposed initiative?

Yes

If you answered yes to the question above, please describe how the training will be implemented in the proposed initiative.

Although not solely an Implicit Bias Training, this is one of the proposed topics for the CNT-PO. In 2017, the LAPD officers received training on what implicit bias is, and some information on how to manage biases. The CNT-PO will go over the definition, source and development of bias, and day-to-day examples of biases patrol officers might have had with suspects when responding to calls or with their interaction with members of the community. More importantly, the proposed training will introduce the concepts of active listening and rapport-building during crisis negotiations, techniques that also aids in preventing assumptions based on implicit biases. Rapport-building includes a form of communication to gain trust and overall cooperation from the community person involved, with a purpose of a peaceful resolution, notwithstanding race, identified gender, sexual orientation etc.

Describe your agency's overall philosophy towards your selected training topics and why it is important that officers are equipped with this knowledge and skill. (max 250 words)

KNOWLEDGE AND SKILL. (MAX 250 WORDS)

The LAPD's motto is "to protect and to serve" with a mission to safeguard the lives and property of the community it serves. As such, it strives to create a framework that clearly and thoroughly conveys the training and practices associated with reverence for human life. The LAPD Special Weapons and Tactics Team (SWAT) supports and responds to calls involving high-risk incidents and has extensively used crisis negotiation techniques in resolving barricade, hostage, and potential suicide-related situations to reduce potential uses-of-force and to promote reverence for human life. From 2014 to 2022, the SWAT responded to 1,033 calls where dialogue was established in 492 calls. Out of the 492 calls where crisis negotiation techniques were utilized, 87.2% ended in peaceful resolutions. In the same nine years, the LAPD has seen a 50% increase in violent crimes, from 20,633 in 2014 to 30,927 in 2022. As first responders to calls, the patrol officers need the most up to date strategies and innovative negotiation tactics to assist them in recognizing situations where crisis negotiation techniques could be used. The CNT-PO training will provide patrol officers with basic negotiation strategies to de-escalate crisis situations and therefore reduce possible uses-of-force. There are several publicized use-of-force incidents where crisis negotiation techniques could have been applied prior to a physical confrontation thereby increasing the chances of a peaceful resolution.

Please describe how this De-escalation Training project will fulfill a specific public safety need. (max 250 words)

With recent high-profile use-of-force incidents, there is a heightened demand from the community and an increased need for first responders to receive de-escalation training. The LAPD has developed various de-escalation training for both recruits and in-service personnel focusing in tactical techniques. However, providing officers with psychological strategies to complement the essential tactical techniques will equip them with a comprehensive approach to de-escalation.

Some of the calls that patrol officers could apply crisis negotiation techniques to de-escalate and mitigate or eliminate force are domestic violence, restraining order, burglaries, trespassing, and calls involving possible mental illness. However, LAPD's Police Academy does not currently provide any crisis negotiation training. The LAPD SWAT offers a California Peace Officer Standards and Training (POST) certified, 40-hour training called the Crisis Negotiation Tactics (CNT). This once a year course is the only POST-certified course available and is geared to personnel dealing directly with hostage situations.

The CNT-PO will follow the LAPD SWAT's CNT model to implement a crisis negotiation training for patrol officers. The CNT model uses the Federal Bureau of Investigation's Behavioral Change Stairway Model as the overarching guide and molded it to incorporate LAPD's tactical and negotiation approaches to ensure officer and community safety. The patrol officers will be introduced to basic verbal strategies and negotiation skills to manage crisis situations. This training will assist California law enforcement officers who do not get enough crisis negotiation techniques training opportunities.

Please describe the major activities of your training project and how the project will establish or enhance de-escalation efforts of your agency if funded. If requesting a VR/AR system, specifically discuss how the system will contribute to your agency's broader training efforts in de-escalation, implicit bias, or duty to intervene. (max 250 words)

The major activities will be done in three phases:

Planning: The LAPD SWAT will create a working group composed of various stakeholders to create and finalize the curriculum for the proposed training, which will be submitted for POST-certification.

Implementation: The proposed training is an in-person, 8-hours training that will be offered to 60 patrol officers, once a month for 14 consecutive months. The training will include learning activities such as group discussions, table top exercises, role playing scenarios, and teach back opportunities. The students will be divided into three groups to exercise the negotiation tactics and techniques learned in class. Scenarios will test the students' ability to persuade a suspect to release hostages, to persuade a criminally motivated barricaded gunman from exiting a structure on his own accord, and to manage a situation with a lone armed suicidal subject. At the completion of each scenario, students are expected to articulate which tactics they chose to use or not use, based on the facts presented in each case. Lastly students will have to explain to instructors the importance of how they prioritized de-escalation, duty to intervene and implicit bias recognition in each phase of the scenario when appropriate.

Evaluation: The LAPD will evaluate (1) training performance and (2) program effectiveness. (expounded under Project Impact and Reach Section)

Describe each training curriculum your agency intends to implement (i.e., de-escalation, implicit bias, and duty to intervene techniques) and identify the course titles, their authors/developers, the planned instructors, and any vendors that may be contracted with federal funds for delivery. (max 500 words)

Training: De-escalation

Course Title: Crisis Negotiation Training for Patrol Officers

Development and Instruction by: LAPD SWAT Cadre

Goal: To equip patrol officers with crisis negotiation tactics and techniques to preserve human life, reduce the intensity of tense encounters with violent suspects, and mitigate the need for a higher level of force.

Performance Objectives: Using small group activities, the students will:

- Understand the communication techniques used during negotiation strategies.
- Become familiar with the psychological and liability issues involved in incidents with the mentally ill, and non-criminal, suicidal subjects.
- Understand how verbal and psychological techniques can directly impact and assist physical tactics.
- Understanding appropriate use of force options, de-escalation techniques and command and control.
- Demonstrate an understanding of how our department's guiding value of Reverence for Human Life is the moral and ethical foundation of de-escalation, tactics, reasonable force, and officer safety.
- By the conclusion of the training, students will understand how the application of this training is in keeping with our department's UOF policy, philosophy, and tactical planning.

Modes of Learning: Initial assessment test for student understanding. Then the course will entail classroom instruction of theory and

laws/policies followed by group scenario/activities to provide practical application of crisis negotiations for patrol officers.

How will the proposed activities assist your agency in implementing or institutionalizing community policing? (max 250 words)

The LAPD believes that CNT-PO will assist and enhance continued efforts to institutionalize community policing.

Community Partnerships. The development of the CNT-PO will be a result of LAPD SWAT collaborating with numerous subject matter experts. The LAPD SWAT will continue to utilize established working relationships with the LAPD Behavioral Sciences Section and LAPD Mental Evaluation Unit, as well as other community stakeholders such as the Los Angeles County Department of Mental Health and Didi Hirsch Mental Health Services (DDMHS). The CNT-PO cadre will continue to volunteer 40-hours annually to staff DDMHS suicide prevention hotline. These partnerships have provided direct insight to establishing crisis negotiation protocols and utilizing de-escalation techniques. Organizational Transformation. In 2016, the LAPD issued Directive 16 which direct responding officers to use of de-escalation techniques to reduce force, minimize risk, and build and strengthen community trust. The CNT-PO will increase LAPD's organizational capacity by providing patrol officers crisis negotiation techniques as part of LAPD's comprehensive approach to de-escalation.

Problem Solving. The patrol officers are constantly engaged in the proactive and systematic examination of identified problems to develop and evaluate effective responses. The CNT-PO teaches patrol officers the basic elements of crisis negotiations, tactical and strategic disengagement, duty to intervene, implicit bias, and how these concepts are all intertwined with the department's standard on community policing. The CNT-PO will enhance the patrol officer's ability in responding to calls by providing communication and rapport-building skills, both fundamental in building trust within the community.

Please describe the final deliverables of the training project and how they contribute to the solicitation goals and requirements (max 250 words)

At the end of the performance period, the LAPD will have the following deliverables:

- a. A POST-certified course curriculum for an in-person, one-day, 8-hour Crisis Negotiation Training for Police Officers.
- b. The proposed project is expected to train 840 patrol officers (with approximately 20% from surrounding law enforcement agencies) in basic crisis negotiation skills for patrol officers.
- c. There will be two evaluations: (1) training performance and (2) program effectiveness. These will be used to assess the CNT-PO, determine lessons learned, and document best practices.

Describe any other areas of organizational improvement your agency intends to implement to complement the training efforts proposed in your application. Examples include roll call videos and/or toolkits, policy changes, data collection and analysis, supervisory oversight, and incident review. (max 250 words)

To complement the proposed CNT-PO, the LAPD SWAT is developing a roll call video for patrol officers that covers an introduction to crisis negotiation. Though not as comprehensive as the CNT-PO, this roll call training will benefit the patrol officers that will not be able to receive the in-person training funded by the grant. The SWAT officers will be available for questions during the video presentation. This aims to continue provision of training in the use of crisis negotiation as part of the overall de-escalation strategy options for patrol officers. Additionally, through the 2022 COPS Law Enforcement Agency De-Escalation Grants, the LAPD is in the process of its first implementation of virtual reality training focusing on de-escalation. With the resources provided from the 2022 grant program, new environments and scenarios will assist in modifying and enhancing courses to include diverse locations, avatars and real-life environments to provide scenario training. The LAPD is constantly working to update its de-escalation-related training to provide the officers with agency-wide comprehensive approach to de-escalation—one that includes both individual-level de-escalation training and other organizational supports such as the development of VR infrastructure. Aside from the proposed CNT-PO, current courses like Law Enforcement Training Application Course, Mental Health Intervention Training, Extensive Retraining for officers following categorical uses of force, Supervisor School would greatly benefit from a robust real-life scenario environment.

Project Reach and Impact

How many officers will be impacted by the proposed training project that otherwise would not have been because of this award (e.g., number of officers trained, etc.)?

840

Identify any current governmental, community, or agency initiatives that complement or will be coordinated with the proposed activities. (max 250 words)

Improving Organizational Accountability is one of the six main goals in LAPD's 2021-2023 Strategic Plan. The first initiative under this goal is the reduction of uses of force by analyzing use of force trends to establish proactive policies and training and encouraging de-escalation to reduce force and minimize risk. Key activities include (1) assessing department training and policy to identify gap deficiencies, (2) bolstering de-escalation training and techniques department-wide, (3) seeking national best practices and modifying training as needed, (4) emphasizing de-escalation during reviews of non-categorical use of force adjudications and (5) utilizing findings and identifying patterns to reduce incidents of non-categorical uses of force.

What specific outcomes does your agency expect to accomplish with this funding and how will the project team track or measure them? (e.g. What data will you gather to assist with evaluating the effectiveness of the program? Why did you choose those data?) (max 250 words)

The LAPD will evaluate (1) training performance and (2) program effectiveness.

Training performance evaluation will consist of quantitative and qualitative measurements. The LAPD will track the number of training sessions conducted throughout the grant period and report on the number of participants who completed each session. It will also collect information on participants – e.g., rank, division of assignment, etc. – and the feedback received regarding the training through classroom

surveys, to assess whether the identified course objectives were achieved and to provide instructor feedback. Program effectiveness will be measured by a semi-annual feedback by graduates to determine what part of the curriculum has been of the greatest value to first-responder operations, what topical content graduates could use more instruction on in the future, what impact if any have had in the graduates' jurisdictions, and to what extent crisis negotiation techniques have been built into the graduates' everyday operational processes. The results of the evaluation processes will be shared with COPS. The SWAT will work with the TTA in the development and implementation of the evaluation.

Please describe how these efforts will be sustained once the award ends. (max 250 words)

Once the course is developed, it will be included in the LAPD's standard in-service training where the training cadre will be able to continue implementation during work hours. Since participants under this project is limited to 840 patrol officers, the goal is to gradually continue to conduct training until all officers have received the training. The LAPD will also look for other source of funding to fund overtime for the training cadre to be able to conduct more training sessions.

Management and Implementation

Describe the overall management and implementation plan for the project including identification of any key community or other stakeholder partnerships (community groups, private and/or public agencies) that will play a role in the implementation of this project. For example, how will you utilize any partners or agency staff and exercise oversight over the project team. Note: You will need to upload a timeline of project deliverables, activities, and milestones in the "Additional Application Components" section. (max 250 words)

The LAPD SWAT under Metropolitan Division will develop and implement the CNT-PO. The LAPD SWAT has working relationships with community stakeholders who provide direct insight in establishment of crisis negotiation protocols and utilizing de-escalation techniques. The SWAT CNT cadre members are subject matter experts in the use of crisis negotiation tactics and has taught over twenty-five 40-hour CNT classes, averaging 60 students per class.

The training program will instruct a total of 840 students, with 20% from outside agencies. The program will deliver one eight-hour class every four week, consisting of approximately 60 students and 13 instructors who are subject matter experts. The course utilizes hands-on teaching with the use of role playing where a high instructor to student ratio leads to better engagement and understanding of the underlying concepts of use of force, de-escalation, implicit bias and duty to intervene.

The LAPD Grants Section manages over 30 active federal and state grants. A grants analyst will be assigned to manage the administrative aspects of the grant including preparing and submitting financial and progress reports and ensuring all grant requirements are met and expenditures are in compliance with both the City and Department of Justice financial policies and guidelines.

The LAPD offers resources such as availability of a training facility, an extensive professional network, and personnel that have the blend of law enforcement, training experience, and project management skills necessary to get the project off the ground quickly and effectively.

Please identify key project staff and their experience as well as the agency capacity to carry out the project (max 250 words).

Captain III Brian Bixler will be the project director and will provide the overall direction and management of the grant program. Captain Bixler is a 27-year LAPD veteran and is the Commanding Officer of Metropolitan Division. The Metropolitan Division provides support to the LAPD's community-based policing efforts by enhancing community outreach efforts, providing advanced level of in-service training, providing support to geographical areas and specialized detectives locating known, violent criminals, providing resources for warrant services, and the apprehension of fugitives throughout the City. He oversees Metro's varied assignments from high-risk barricaded situations, stakeouts, dignitary (VIP) security, warrant service, training Department personnel in tactics and firearms along with assisting investigators in solving major crimes.

Police Officer III+III Floyd Curry will be the program manager and will be responsible for the day-to-day management of the grant including scheduling and staffing the training sessions. Officer Curry is a 25-year LAPD veteran and is the assigned to the LAPD SWAT as a squad leader responsible for command and control and providing supervisory oversight during SWAT callouts involving barricaded suspects, hostage taking incidents, suicidal subjects and warrant services.

Police Officer III+III Martin Beck will be the CNT-PO Training Cadre Lead and will be responsible for convening the working group to create the CNT-PO curriculum and evaluation and will coordinate the implementation of the training sessions. Officer Beck is a 14-year LAPD veteran and is assigned to the LAPD SWAT; he is also a part of the SWAT Training Cadre.

How do you plan to inform members of your organization of the policies and/or procedures from this project for oversight and management? (max 250 words)

The Office of Constitutional Policing and Policy (OCP) is an LAPD entity responsible for development and implementation of department policies and procedures related to community policing, use of force, search and seizure laws and other areas of policing. These policies and procedures are then submitted to the Chief of Police and the Board of Police Commissioners for approval. Any new policies or procedures developed from this grant project will be sent to OCP for review and then submitted for approval. They will then be included in the Department's Manual or Directives and will be included in roll call meetings or online training. Compliance of Department Manual and Directives are overseen by the Office of Inspector General and Audit Division.

How do you plan to engage members of the community regarding the policies and/or procedures developed from this project for local involvement and effective community policing? (max 250 words)

All policies require approval from the Board of Police Commissioners. Meetings to approve these items are open to the public who are invited to comment and provide feedback.

✓ FY23_CPA_EO14074

Supporting Executive Order 14074

Instructions: To support Executive Order 14074, Advancing Effective, Accountable Policing and Criminal Justice Practices to Enhance Public Trust and Public Safety, the following questions will help the U.S. Department of Justice determine eligibility for priority consideration, if applicable, and identify potential gaps in training and technical assistance.

Does your agency collect and report data on law enforcement use of force to the FBI's National Use-of-Force Data Collection (including deaths in custody incident to an official use of force)?

Yes

Does your agency collect and report data on officer suicides to the FBI's Law Enforcement Suicide Data Collection?

Yes

Does your agency collect and report data on officers killed and assaulted to the FBI's Law Enforcement Officers Killed and Assaulted Data Collection?

Yes

Does your agency prohibit the use of chokeholds and carotid restraints except in those situations where the use of deadly force is authorized by law?

Yes

Does your agency limit the use of unannounced entries, often referred to as "no knock entries," except where knocking and announcing an officer's presence would create an imminent threat of physical violence to the officer and/or another person?

Yes

Does your agency possess and use any of the following military equipment obtained via property transfer contracts or grants with the Federal government acquired through property transfers or purchases with federal funds or from federal agencies or contractors?

No

Applicable military equipment includes: (i) firearms of .50 or greater caliber; (ii) ammunition of .50 or greater caliber; (iii) firearm silencers, as defined in 18 U.S.C. 921(a)(24); (iv) bayonets; (v) grenade launchers; (vi) grenades (including stun and flash-bang); (vii) explosives (except for explosives and percussion actuated non-electric disruptors used for accredited bomb squads and explosive detection canine training); (viii) any vehicles that do not have a commercial application, including all tracked and armored vehicles (except for vehicles used exclusively for disaster-related emergencies; active shooter scenarios; hostage or other search and rescue operations; or anti-terrorism preparedness, protection, prevention, response, recovery, or relief); (ix) weaponized drones and weapons systems covered by DOD Directive 3000.09 of November 21, 2012, as amended (Autonomy in Weapon Systems); (x) aircraft that are combat-configured or combat-coded, have no established commercial flight application, or have no application for disaster-related emergencies; active shooter scenarios; hostage or other search and rescue operations; or antiterrorism preparedness, protection, prevention, response, recovery, or relief; and (xi) long-range acoustic devices that do not have a commercial application.

FY23 CPA Information

Type of Agency Organization

Type of Agency (select one)

Law Enforcement

From the list below, please select the type of agency which best describes the applicant.

Municipal Police

From the list below, please select the type of agency which best describes the applicant.

Duplication of Funding

Instructions: Applicants are required to disclose whether they have pending applications for federally funded assistance or active federal awards that support the same or similar activities or services for which funding is being requested under this application. Be advised that as a general rule, COPS Office funding may not be used for the same item or service funded through another funding source. However, leveraging multiple funding sources in a complementary manner to implement comprehensive programs or projects is encouraged and is not seen as inappropriate. To aid the COPS Office in the prevention of awarding potentially duplicative funding, please indicate whether your agency has a pending application or an active award with any other federal funding source (e.g., direct federal funding or indirect federal funding through state sub-awarded federal funds) which supports the same or similar activities or services as being proposed in this COPS Office application.

Do you have any current, active non-COPS Office award with any other federal funding source (e.g., direct federal funding or indirect federal funding through state subawarded federal funds) that supports the same or similar activities or services as being proposed in this COPS Office application?

No

If Yes, for each potentially duplicative non-COPS Office award, provide the following detailed information: name of federal awarding agency, or state agency for subawarded federal funding; award number; program name; award start and end dates; award amount; and description of how this project differs from the application for COPS office funding.

Do you have any pending non-COPS Office grant applications with any other federal funding source (e.g., direct federal funding or indirect federal funding through state subawarded federal funds) that support the same or similar activities or services as being proposed in this COPS Office application?

No

If Yes, for each potentially duplicative non-COPS Office grant application, provide the following detailed information: application number (if known); program name; project length; total requested amount; items requested; and describe how this project differs from the application for COPS Office funding.

Certification of Review of 28 CFR Part 23/Criminal Intelligence

REVIEWS AND CERTIFICATIONS Certification of Review of 28 C.F.R. Part 23/Criminal Intelligence Systems: If your agency is requesting COPS Office funding for equipment or technology that will be used to operate an interjurisdictional criminal intelligence system that receives, stores, analyzes, exchanges, or disseminates data regarding ongoing criminal activities, you must agree to comply with the operating principles at 28 C.F.R Part 23. If you are requesting COPS Office funds to operate a single agency database (or other unrelated forms of technology) and will not share criminal intelligence data with other jurisdictions, 28 C.F.R. Part 23 does not apply. Please review the FY23 CPA Programs Reference Guide for additional information.

Please check one of the following, as applicable to your agency's intended use of COPS Office funds.

No, my agency will not use these COPS Office funds (if awarded) to operate an interjurisdictional criminal intelligence system.

CERTIFICATION OF REVIEW AND REPRESENTATION OF COMPLIANCE

By checking the box, the applicant indicates he or she understands that the signatures of the Law Enforcement Executive /Program Official, Government Executive / Financial Official, and the Person Submitting this Application on the Reviews and Certifications represent to the COPS Office that: 1. the applicant will comply with all legal, administrative, and programmatic requirements that govern the applicant for acceptance and use of federal funds as outlined in the applicable COPS Office Solicitation and Reference Guides, the COPS Office award owner's manual, the DOJ Grants Financial Guide, Assurances, Certifications and all other applicable program regulations, laws, orders, and circulars; 2. the applicant understands that as a general rule COPS Office funding may not be used for the same item or service funded through another funding source; and 3. the applicant and any required or identified official partner(s) listed in this application mutually agreed to this partnership prior to submission.

true

Acknowledgement of Electronic Signatures

By checking the box, the applicant indicates that he or she understands that "clicking to agree" in this application and the required forms, including the Assurances, Certifications, and Disclosure of Lobbying Activities form are just as legally enforceable as physical signatures.

I understand.

true

Proposal Narrative

Budget and Associated Documentation**Budget Summary**

Budget Category	Total Cost
Sworn Officer Positions:	\$0.00
Civilian or Non-Sworn Personnel:	\$0.00
Travel:	\$0.00
Equipment:	\$0.00
Supplies:	\$11,060.00
SubAwards:	\$0.00
Procurement Contracts:	\$0.00
Other Costs:	\$238,940.00
Total Direct Costs:	\$250,000.00
Indirect Costs:	\$0.00
Total Project Costs:	\$250,000.00
Federal Funds:	\$250,000.00
Match Amount:	\$0.00
Program Income:	\$0.00

Budget / Financial Attachments**Non-competitive Justification**

No documents have been uploaded for Non-Competitive Justification

Indirect Cost Rate Agreement

No documents have been uploaded for Indirect Cost Rate Agreement

Consultant Rate Justification

No documents have been uploaded for Consultant Rate Justification

Additional Attachments**Name**

LAPD 23 COPS De-
escalation Budget
Narrative.pdf

Category

Budget Narrative

Created by

BarbraAnn Montesquieu

**Application
Number**

—

**Date
Added**

05/24/2023

Budget and Associated Documentation

DOES THIS BUDGET CONTAIN CONFERENCE COSTS WHICH IS DEFINED BROADLY TO INCLUDE MEETINGS, RETREATS, SEMINARS, SYMPOSIA, AND TRAINING _____
ACTIVITIES?

Base Salary and Fringe Benefits for Sworn Officer**Personnel****Instructions**

List each position by title and name of employee, if available. Show the annual salary rate and the percentage of time to be devoted to the project. Compensation paid for employees engaged in grant activities must be consistent with that paid for similar work within the applicant organization. In the narrative section, please provide a specific description of the responsibilities and duties for each position, and explain how the responsibilities and duties support the project goals and objectives outlined in your application.

Year 1**Year 1****Personnel Detail**

Name	Position	Salary	Rate	Time Worked	Percentage of Time (%)	Total Cost
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No items

Personnel Total Cost

\$0

Additional Narrative**Fringe Benefits****Instructions**

Fringe benefits should be based on the actual known costs or an approved negotiated rate by a Federal Agency. If not based on an approved negotiated rate, list the composition of the fringe benefit package. Fringe benefits are for the personnel listed in Personnel budget category listed and only for the percentage of time devoted to the project. In the narrative section, please provide a specific description for each item

Year 1**Fringe Benefit Detail**

Name	Base	Rate (%)	Total Cost
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No items

Fringe Benefits Total Cost

\$0

Additional Narrative

Travel**Instructions**

Itemize travel expenses of staff personnel (e.g. staff to training, field interviews, advisory group meeting, etc.). Describe the purpose of each travel expenditure in reference to the project objectives. Show the basis of computation (e.g., six people to 3-day training at \$X airfare, \$X lodging, \$X subsistence). In training projects, travel and meals for trainees should be listed separately. Show the number of trainees and the unit costs involved. Identify the location of travel, if known; or if unknown, indicate "location to be determined." Indicate whether applicant's formal written travel policy or the Federal Travel Regulations are followed. Note: Travel expenses for consultants should be included in the "Consultant Travel" data fields under the "Subawards (Subgrants)/Procurement Contracts" category. For each Purpose Area applied for, the budget should include the estimated cost for travel and accommodations for two staff to attend two three-day long meetings, with one in Washington D.C. and one in their region, with the exception of Purpose Area 1, which should budget for one meeting in Washington D.C. and Purpose Areas 6 and 7, which should budget for 3 meetings within a 3 year period, with 2 in Washington D.C. and 1 within their region. All requested information must be included in the budget detail worksheet and budget narrative.

Year 1**Travel Detail**

Purpose of Travel	Location	Type of Expense	Basis	Cost	Quantity	# Of Staff	# Of Trips	Total Cost	Non-Federal Contribution	Federal Request
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No items

Travel Total Cost

\$0

Equipment**Instructions**

List non-expendable items that are to be purchased (Note: Organization's own capitalization policy for classification of equipment should be used). Expendable items should be included in the "Supplies" category. Applications should analyze the cost benefits of purchasing versus leasing equipment, especially high cost items and those subject to rapid technological advances. Rented or leased equipment costs should be listed in the "Contracts" data fields under the "Sub awards" (Sub grants)/Procurement Contracts" category. In the budget narrative, explain how the equipment is necessary for the success. In the budget narrative, explain how the equipment is necessary for the success of the project, and describe the procurement method to be used. All requested information must be included in the budget detail worksheet and budget narrative.

Year 1**Equipment Detail**

Equipment Item	# of Items	Cost	Total Cost	Non-Federal Contribution	Federal Request
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No items

Equipment Total Cost

\$0

Supply Items**Instructions**

List items by type (office supplies, postage, training materials, copy paper, and expendable equipment items costing less than \$5,000, such as books, hand held tape recorders) and show the basis for computation. Generally, supplies include any materials that are expendable or consumed during the course of the project. All requested information must be included in the budget detail worksheet and budget narrative.

Year 1**Supply Item Detail**

Purpose of Supply Items	# of Items	Unit Cost	Total Cost	Non-Federal Contribution	Federal Request
Laptop	1.00	\$2,500.00	\$2,500.00		\$2,500.00
Tablet	1.00	\$420.00	\$420.00		\$420.00
Speakers, Stand, and amplifier	1.00	\$3,800.00	\$3,800.00		\$3,800.00
Tripod Projector Screens	2.00	\$140.00	\$280.00		\$280.00
Wireless Projectors	2.00	\$1,430.00	\$2,860.00		\$2,860.00
Retractable Universal Mount Ring HDMI Multiport Adapters	2.00	\$370.00	\$740.00		\$740.00
Two-Channel VHF Wireless	2.00	\$230.00	\$460.00		\$460.00

Supplies Total Cost

\$11,060

Additional Narrative

In year one the LAPD is requesting the following supplies to support the implementation of the CNT-PO. The proposed training will be in-person, one-day, 8-hour training that will be offered monthly, for 14 months, with an estimated 60 students, 13 instructors per training. The training will utilize a mixed modality approach, which includes role-playing scenarios that necessitates a big venue. Although the Darvi F. Gates Lounge at the

LAPD Elysian Park Academy provides sufficient space as the training site, it does not have the audio-visual support for a large-scale training exercise. (1) laptop at \$2,500 per unit (1) tablet at \$420 per unit (1) speakers, stand, and amphiphile at \$3,800 per bundle unit (2) projector screens at \$140 per unit (2) wireless projectors at \$1,430 per unit (2) adapters at \$370 per unit, and (2) VHF wireless at \$230 per unit

Construction

Instructions

As a rule, construction costs are not allowable. In some cases, minor repairs or renovations may be allowable. Consult with the DOJ grant-making component before budgeting funds in this category. In the narrative section, please provide a specific description for each item, and explain how the item supports the project goals and objectives outlined in your application.

Year 1

Construction Detail

Purpose of Construction	Description of Work	# of Items	Cost	Total Cost	Non-Federal Contribution	Federal Request
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No Items

Construction Total Cost

\$0

Subawards

Instructions

Subawards (see "Subaward" definition at 2 CFR 200.92) : Provide a description of the Federal Award activities proposed to be carried out by any subrecipient and an estimate of the cost (include the cost per subrecipient, to the extent known prior to the application submission). For each subrecipient, enter the subrecipient entity name, if known. Please indicate any subaward information included under budget category Subawards (Subgrants) Contracts by including the label "(subaward)" with each subaward category.

Year 1

Subaward (Subgrant) Detail

Description	Purpose	Consultant	Country	State/U.S. Territory	City	Total Cost	Non-Federal Contribution	Federal Request
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No Items

Subawards Total Cost

\$0

Add Consultant Travel

Procurement contracts (see "Contract" definition at 2 CFR 200.22): Provide a description of the product or service to be procured by contract and an estimate of the cost. Indicate whether the applicant's formal, written Procurement Policy or the Federal Acquisition Regulation is followed. Applicants are encouraged to promote free and open competition in awarding procurement contracts. A separate justification must be provided for sole source procurements in excess of the Simplified Acquisition Threshold set in accordance with 41 U.S.C. 1908 (currently set at \$250,000) for prior approval. Please provide a specific description for each item, and explain how the item supports the project goals and objectives outlined in your application. **Consultant Fees:** For each consultant enter the name, if known, service to be provided, hourly or daily fee (8-hour day), and estimated time on the project. Unless otherwise approved by the COPS Office, approved consultant rates will be based on the salary a consultant receives from his or her primary employer. Consultant fees in excess of \$650 per day require additional written justification, and must be pre-approved in writing by the COPS Office if the consultant is hired via a noncompetitive bidding process. Please provide a specific description for each item, and explain how the item supports the project goals and objectives outlined in your application. Please visit <https://cops.usdoj.gov/grants> for a list of allowable and unallowable costs for this program.

Instructions

Procurement contracts (see "Contract" definition at 2 CFR 200.1): Provide a description of the product or service to be procured by contract and an estimate of the cost. Indicate whether the applicant's formal, written Procurement Policy or the Federal Acquisition Regulation is followed. Applicants are encouraged to promote free and open competition in awarding procurement contracts. A separate justification must be provided for noncompetitive procurements in excess of the Simplified Acquisition Threshold set in accordance with 41 U.S.C. 1908 (currently set at \$250,000).

Consultant Fees: For each consultant enter the name, if known, service to be provided, hourly or daily fee (8-hour day), and estimated time on the project. Written prior approval and additional justification is required for consultant fees in excess of the DOJ grant-making component's threshold for an 8-hour day.

In the narrative section, please provide a specific description for each item, and explain how the item supports the project goals and objectives outlined in your application.

Year 1

▼ Procurement Contract Detail								
Description	Purpose	Consultant	Country	State/U.S. Territory	City	Total Cost	Non-Federal Contribution	Federal Request
No items								
Do you need Consultant Travel?								
Procurement Cost								
\$0								

Other Direct Costs

Instructions

List items (e.g., rent, reproduction, telephone, janitorial or security services, and investigative or confidential funds) by type and the basis of the computation. For example, provide the square footage and the cost per square foot for rent, or provide a monthly rental cost and how many months to rent. All requested information must be included in the budget detail worksheet and budget narrative.

Year 1

Other Cost Detail

Description	Quantity	Basis	Costs	Length of Time	Total Costs	Non-Federal Contribution	Federal Request
Rental Costs: table, chairs	14.00	per session	\$240.00	1.00	\$3,360.00		\$3,360.00
Sworn Overtime	14.00	per session	\$16,827.12	1.00	\$235,579.68		\$235,579.68

Other Costs Total Cost

\$238,940

Additional Narrative

Rentals, \$3,360. The LAPD is allocating \$3,360 for rental expenses for tables and chairs. Although the identified location can hold a training session of this scale, it does not have tables and chairs. The venue is used for events and each event is responsible for providing seating. It is estimated that each session will need \$240 in rentals of tables and chairs to accommodate approximately 75 personnel in total. In year one, there will be 4 session at \$240, totaling \$960. In year two, there will be 10 session at \$240, totaling \$2,400. Sworn Overtime \$235,580. The LAPD is allocating \$235,580 in sworn overtime for the CNT-PO training cadre. The training cadre will be composed of the LAPD Special Weapons and Tactics Team (SWAT). The SWAT CNT cadre members are subject matter experts in the use of crisis negotiation tactics. For the last twenty years, SWAT's CNT Cadre has taught over twenty-five 40-hour CNT classes, average class size of 60 students. LAPD SWAT has one of the most prestigious histories of teaching within LAPD as well as outside entities. LAPD SWAT has taught the following courses: Multiple-Assault Counter-Terrorism Action Capabilities, Immediate Action Rapid Deployment, Officer Rapid Deployment, Warrant Service, Tactical First Aid and CPR, Sniper School, and basic entry tactics just to name a few. The course utilizes hands-on teaching with the use of role playing and a high instructor to student ratio leads to better engagement and understanding of the underlying concepts of use of force and de-escalation. All personnel will be working on overtime capacity so as not to hamper SWAT deployments. LAPD overtime rates is 1.5 times the hourly rate. A 9.44% fringe benefit is added to the overtime rate using the federally approved CAP 41 rate. Fringe benefits include Medicare (1.38%), Worker's Compensation (7.64%), Unemployment (.01%), and Share of Carry Forward (.41%). Each session will have 13 trainers and/or facilitators working 9 hours per session – 8 hours of instruction and 1 hour to prepare and closeout each session. One (1) SWAT Lieutenant at an average rate of \$107 per hour x 1.5 overtime rate plus 9.44% fringe benefit = \$175.65 per hour One (1) SWAT Sergeant at an average rate of \$92.02 per hour x 1.5 overtime rate x 9.44 fringe benefits = \$151.06 per hour Eleven (11) SWAT Officers at an average rate of \$ 85.45 per hour x 1.5 overtime rate x 9.44% fringe benefits = \$140.27 per hour. 11 x \$140.27 = \$1,542.97 per hour total for the eleven officers. Total cost per 9-hour session: \$1,869.68 x 9 hours = \$16,827.12 per session In year one, a total of \$67,308.48 is allocated for 4 sessions. \$16,827.12 x 4 sessions. In year two a total of \$168,271.20 is allocated for 10 sessions. \$16,827.12 x 10 sessions.

Indirect Costs**Instructions**

Indirect costs are allowed only if: a) the applicant has a current, federally approved indirect cost rate; or b) the applicant is eligible to use and elects to use the "de minimis" indirect cost rate described in 2 C.F.R. 200.414(f). (See paragraph D.1.b. in Appendix VII to Part 200—States and Local Government and Indian Tribe Indirect Cost Proposals for a description of entities that may not elect to use the "de minimis" rate.) An applicant with a current, federally approved indirect cost rate must attach a copy of the rate approval, (a fully-executed, negotiated agreement). If the applicant does not have an approved rate, one can be requested by contacting the applicant's cognizant Federal agency, which will review all documentation and approve a rate for the applicant organization, or if the applicant's accounting system permits, costs may be allocated in the direct costs categories. (Applicant Indian tribal governments, in particular, should review Appendix VII to Part 200—States and Local Government and Indian Tribe Indirect Cost Proposals regarding submission and documentation of indirect cost proposals.) All requested information must be included in the budget detail worksheet and budget narrative. In order to use the "de minimis" indirect rate an applicant would need to attach written documentation to the application that advises DOJ of both the applicant's eligibility (to use the "de minimis" rate) and its election. If the applicant elects the de minimis method, costs must be consistently charged as either indirect or direct costs, but may not be double charged or inconsistently charged as both. In addition, if this method is chosen then it must be used consistently for all federal awards until such time as the applicant entity chooses to negotiate a federally approved indirect cost rate.

Year 1**Indirect Cost Detail**

Description	Base	Indirect Cost Rate	Total Cost	Non-Federal Contribution	Federal Request
No Items					

Indirect Costs Total Cost

\$0

Additional Narrative**Memoranda of Understanding (MOUs) and Other Supportive Documents****Memoranda of Understanding (MOUs) and Other Supportive Documents**

 Upload



The recommended files to upload are PDF, Microsoft Word and Excel.

No documents have been uploaded for Memoranda of Understanding (MOUs) and Other Supportive Documents

Additional Application Components**Letters of Support**

	Name	Category	Created by	Application Number	Date Added
	LAPD 23 COPS De-escalation Letters of Support.pdf	Letters of Support	BarbraAnn Montesquieu	—	05/24/2023

Additional Attachments

	Name	Category	Created by	Application Number	Date Added
	LAPD 23 COPS De-escalation Resume.pdf	Additional Application Components Other	BarbraAnn Montesquieu	—	05/24/2023
	Name	Category	Created by	Application Number	Date Added
	LAPD 23 COPS De-escalation Timeline.pdf	Timeline	BarbraAnn Montesquieu	—	05/24/2023

Disclosures and Assurances**Disclosure of Lobbying Activities****Name**[Form SFLLL 2_0-V2.0.pdf](#)**Category**

LobbyingActivitiesDisclo

Created by

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Application Number

re

DOJ Certified Standard Assurances

*

OMB APPROVAL NUMBER 1121-0140

EXPIRES 05/31/2019

U.S. DEPARTMENT OF JUSTICE**CERTIFIED STANDARD ASSURANCES**

On behalf of the Applicant, and in support of this application for a grant or cooperative agreement, I certify under penalty of perjury to the U.S. Department of Justice ("Department"), that all of the following are true and correct:

(1) I have the authority to make the following representations on behalf of myself and the Applicant. I understand that these representations will be relied upon as material in any Department decision to make an award to the Applicant based on its application.

(2) I certify that the Applicant has the legal authority to apply for the federal assistance sought by the application, and that it has the institutional, managerial, and financial capability (including funds sufficient to pay any required non-federal share of project costs) to plan, manage, and complete the project described in the application properly.

(3) I assure that, throughout the period of performance for the award (if any) made by the Department based on the application--

- a. the Applicant will comply with all award requirements and all federal statutes and regulations applicable to the award;
- b. the Applicant will require all subrecipients to comply with all applicable award requirements and all applicable federal statutes and regulations; and
- c. the Applicant will maintain safeguards to address and prevent any organizational conflict of interest, and also to prohibit employees from using their positions in any manner that poses, or appears to pose, a personal or financial conflict of interest.

(4) 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.

(5) 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).

(6) I assure that the Applicant will assist the Department as necessary (and will require subrecipients and contractors to assist as necessary) with the Department's compliance with section 106 of the National Historic Preservation Act of 1966 (54 U.S.C. § 306108), the Archeological and Historical Preservation Act of 1974 (54 U.S.C. §§ 312501-312508), and the National Environmental Policy Act of 1969 (42 U.S.C. §§ 4321-4335), and 28 C.F.R. Parts 61 (NEPA) and 63 (floodplains and wetlands).

(7) I assure that the Applicant will give the Department and the Government Accountability Office, through any authorized representative, access to, and opportunity to examine, all paper or electronic records related to the award (if any) made by the Department based on the application.

(8) If this application is for an award from the National Institute of Justice or the Bureau of Justice Statistics pursuant to which award funds may be made available (whether by the award directly or by any subaward at any tier) to an institution of higher education (as defined at 34

U.S.C. § 10251(a)(17)), I assure that, if any award funds actually are made available to such an institution, the Applicant will require that, throughout the period of performance—

- a. each such institution comply with any requirements that are imposed on it by the First Amendment to the Constitution of the United States; and
- b. subject to par. a, each such institution comply with its own representations, if any, concerning academic freedom, freedom of inquiry and debate, research independence, and research integrity, at the institution, that are included in promotional materials, in official statements, in formal policies, in applications for grants (including this award application), for accreditation, or for licensing, or in submissions relating to such grants, accreditation, or licensing, or that otherwise are made or disseminated to students, to faculty, or to the general public.

(9) I assure that, if the Applicant is a governmental entity, with respect to the award (if any) made by the Department based on the application—

- a. it will comply with the requirements of the Uniform Relocation Assistance and Real Property Acquisitions Act of 1970 (42 U.S.C. §§ 4801-4655), which govern the treatment of persons displaced as a result of federal and federally-assisted programs; and
- b. it will comply with requirements of 5 U.S.C. §§ 1501-1508 and 7324-7328, which limit certain political activities of State or local government employees whose principal employment is in connection with an activity financed in whole or in part by federal assistance.

(10) If the Applicant applies for and receives an award from the Office of Community Oriented Policing Services (COPS Office), I assure that as required by 34 U.S.C. § 10382(c)(11), it will, to the extent practicable and consistent with applicable law—including, but not limited to, the Indian Self-Determination and Education Assistance Act—seek, recruit, and hire qualified members of racial and ethnic minority groups and qualified women in order to further effective law enforcement by increasing their ranks within the sworn positions, as provided under 34 U.S.C. § 10382(c)(11).

(11) If the Applicant applies for and receives a DOJ award under the STOP School Violence Act program, I assure as required by 34 U.S.C. § 10552(a)(3), that it will maintain and report such data, records, and information (programmatic and financial) as DOJ may reasonably require.

I acknowledge that a materially false, fictitious, or fraudulent statement (or concealment or omission of a material fact) in this certification, or in the application that it supports, 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 for false claims or otherwise (including under 31 U.S.C. §§ 3729-3730 and 3801-3812). I also acknowledge that the Department's awards, including certifications provided in connection with such awards, are subject to review by the Department, including by its Office of the Inspector General.

Please Acknowledge

Signed

SignerID

n3202@lapd.online

Signing Date / Time

5/24/23 8:34 PM

DOJ Certifications Regarding Lobbying; Debarment, Suspension and Other Responsibility Matters; and Drug-Free Workplace Requirements; Law Enforcement and Community Policing

U.S. DEPARTMENT OF JUSTICE

CERTIFICATIONS REGARDING LOBBYING; DEBARMENT, SUSPENSION AND OTHER RESPONSIBILITY MATTERS; DRUG-FREE WORKPLACE

REQUIREMENTS; LAW ENFORCEMENT AND COMMUNITY POLICING

Applicants should refer to the regulations and other requirements cited below to determine the certification to which they are required to attest. Applicants should also review the instructions for certification included in the regulations or other cited requirements before completing this form. The certifications shall be treated as a material representation of fact upon which reliance will be placed when the U.S. Department of Justice ("Department") determines to award the covered transaction, grant, or cooperative agreement.

1. LOBBYING

As required by 31 U.S.C. § 1352, as implemented by 28 C.F.R. Part 69, the Applicant certifies and assures (to the extent applicable) the following:

- (a) No Federal appropriated funds have been paid or will be paid, by or on behalf of the Applicant, to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the making of any Federal grant, the entering into of any cooperative agreement, or the extension, continuation, renewal, amendment, or modification of any Federal grant or cooperative agreement;
- (b) If the Applicant's request for Federal funds is in excess of \$100,000, and any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a member of Congress, an officer or employee of Congress, or an employee of a member of Congress in connection with this Federal grant or cooperative agreement, the Applicant shall complete and submit Standard Form - LLL, "Disclosure of Lobbying Activities" in accordance with its (and any DOJ awarding agency's) instructions; and
- (c) The Applicant shall require that the language of this certification be included in the award documents for all subgrants and procurement contracts (and their subcontracts) funded with Federal award funds and shall ensure that any certifications or lobbying disclosures required of recipients of such subgrants and procurement contracts (or their subcontractors) are made and filed in accordance with 31 U.S.C. § 1352.

2. DEBARMENT, SUSPENSION, AND OTHER RESPONSIBILITY MATTERS

A. Pursuant to Department regulations on nonprocurement debarment and suspension implemented at 2 C.F.R. Part 2867, and to other related requirements, the Applicant certifies, with respect to prospective participants in a primary tier "covered transaction," as defined at 2 C.F.R. § 2867.20(a), that neither it nor any of its principals--

- (a) is presently debarred, suspended, proposed for debarment, declared ineligible, sentenced to a denial of Federal benefits by a State or Federal court, or voluntarily excluded from covered transactions by any Federal department or agency;
- (b) has within a three-year period preceding this application been convicted of a felony criminal violation under any Federal law, or been convicted or had a civil judgment rendered against it for commission of fraud or a criminal offense in connection with obtaining, attempting to obtain, or performing a public (Federal, State, tribal, or local) transaction or private agreement or transaction; violation of Federal or State antitrust statutes or commission of embezzlement, theft, forgery, bribery, falsification or destruction of records, making false statements, tax evasion or receiving stolen property, making false claims, or obstruction of justice, or commission of any offense indicating a lack of business integrity or business honesty that seriously and directly affects its (or its principals') present responsibility;
- (c) is presently indicted for or otherwise criminally or civilly charged by a governmental entity (Federal, State, tribal, or local) with commission of any of the offenses enumerated in paragraph (b) of this certification; and/or
- (d) has within a three-year period preceding this application had one or more public transactions (Federal, State, tribal, or local) terminated for cause or default.

B. Where the Applicant is unable to certify to any of the statements in this certification, it shall attach an explanation to this application. Where the Applicant or any of its principals was convicted, within a three-year period preceding this application, of a felony criminal violation under any Federal law, the Applicant also must disclose such felony criminal conviction in writing to the Department (for OJP Applicants, to OJP at Ojpcompliancereporting@usdoj.gov; for OVW Applicants, to OVW at OVW.GFMD@usdoj.gov; or for COPS Applicants, to COPS at AskCOPSRC@usdoj.gov), unless such disclosure has already been made.

3. FEDERAL TAXES

A. If the Applicant is a corporation, it certifies either that (1) the corporation has no unpaid Federal tax liability that has been assessed, for which all judicial and administrative remedies have been exhausted or have lapsed, that is not being paid in a timely manner pursuant to an agreement with the authority responsible for collecting the tax liability, or (2) the corporation has provided written notice of such an unpaid tax liability (or liabilities) to the Department (for OJP Applicants, to OJP at Ojpcompliancereporting@usdoj.gov; for OVW Applicants, to OVW at OVW.GFMD@usdoj.gov; or for COPS Applicants, to COPS at AskCOPSRC@usdoj.gov).

B. Where the Applicant is unable to certify to any of the statements in this certification, it shall attach an explanation to this application.

4. DRUG-FREE WORKPLACE (GRANTEES OTHER THAN INDIVIDUALS)

As required by the Drug-Free Workplace Act of 1988, as implemented at 28 C.F.R. Part 83, Subpart F, for grantees, as defined at 28 C.F.R. §§ 83.620 and 83.650:

A. The Applicant certifies and assures that it will, or will continue to, provide a drug-free workplace by--

- (a) Publishing a statement notifying employees that the unlawful manufacture, distribution, dispensing, possession, or use of a controlled

substance is prohibited in its workplace and specifying the actions that will be taken against employees for violation of such prohibition;

(b) Establishing an on-going drug-free awareness program to inform employees about--

- (1) The dangers of drug abuse in the workplace;
- (2) The Applicant's policy of maintaining a drug-free workplace;
- (3) Any available drug counseling, rehabilitation, and employee assistance programs; and
- (4) The penalties that may be imposed upon employees for drug abuse violations occurring in the workplace;

(c) Making it a requirement that each employee to be engaged in the performance of the award be given a copy of the statement required by paragraph (a);

(d) Notifying the employee in the statement required by paragraph (a) that, as a condition of employment under the award, the employee will--

- (1) Abide by the terms of the statement; and
 - (2) Notify the employer in writing of the employee's conviction for a violation of a criminal drug statute occurring in the workplace no later than five calendar days after such conviction;
- (e) Notifying the Department, in writing, within 10 calendar days after receiving notice under subparagraph (d)(2) from an employee or otherwise receiving actual notice of such conviction. Employers of convicted employees must provide notice, including position title of any such convicted employee to the Department, as follows:

For COPS award recipients - COPS Office, 145 N Street, NE, Washington, DC, 20530;

For OJP and OVW award recipients - U.S. Department of Justice, Office of Justice Programs, ATTN: Control Desk, 810 7th Street, N.W., Washington, D.C. 20531.

Notice shall include the identification number(s) of each affected award;

(f) Taking one of the following actions, within 30 calendar days of receiving notice under subparagraph (d)(2), with respect to any employee who is so convicted:

- (1) Taking appropriate personnel action against such an employee, up to and including termination, consistent with the requirements of the Rehabilitation Act of 1973, as amended; or
- (2) Requiring such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a Federal, State, or local health, law enforcement, or other appropriate agency; and
- (g) Making a good faith effort to continue to maintain a drug-free workplace through implementation of paragraphs (a), (b), (c), (d), (e), and (f).

5. LAW ENFORCEMENT AGENCY CERTIFICATION REQUIRED UNDER DEPARTMENT OF JUSTICE DISCRETIONARY GRANT PROGRAMS ("SAFE POLICING CERTIFICATION")

If this application is for a discretionary award pursuant to which award funds may be made available (whether by the award directly or by any subaward at any tier) to a State, local, college, or university law enforcement agency, the Applicant certifies that any such law enforcement agency to which funds will be made available has been certified by an approved independent credentialing body or has started the certification process. To become certified, a law enforcement agency must meet two mandatory conditions:

- (a) the agency's use of force policies adhere to all applicable federal, State, and local laws; and
- (b) the agency's use of force policies prohibit chokeholds except in situations where use of deadly force is allowed by law.

For detailed information on this certification requirement, see <https://cops.usdoj.gov/SafePolicingEO>.

The Applicant acknowledges that compliance with this safe policing certification requirement does not ensure compliance with federal, state, or local law, and that such certification shall not constitute a defense in any federal lawsuit. Nothing in the safe policing certification process or safe policing requirement is intended to be (or may be) used by third parties to create liability by or against the United States or any of its officials, officers, agents or employees under any federal law. Neither the safe policing certification process nor the safe policing certification requirement is intended to (or does) confer any right on any third-person or entity seeking relief against the United States or any officer or employee thereof. No person or entity is intended to be (or is) a third-party beneficiary of the safe policing certification process, or, with respect to the safe policing certification requirement, such a beneficiary for purposes of any civil, criminal, or administrative action.

6. COORDINATION REQUIRED UNDER PUBLIC SAFETY AND COMMUNITY POLICING PROGRAMS

As required by the Public Safety Partnership and Community Policing Act of 1994, at 34 U.S.C. § 10382(c)(5), if this application is for a COPS award, the Applicant certifies that there has been appropriate coordination with all agencies that may be affected by its award. Affected agencies may include, among others, Offices of the United States Attorneys; State, local, or tribal prosecutors; or correctional agencies.

I acknowledge that a materially false, fictitious, or fraudulent statement (or concealment or omission of a material fact) in this certification, or in the application that it supports, 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 for false claims or otherwise (including

under 31 U.S.C. §§ 3729-3730 and 3801-3812). I also acknowledge that the Department's awards, including certifications provided in connection with such awards, are subject to review by the Department, including by its Office of the Inspector General.

Please Acknowledge

Certified

SignerID

n3202@lapd.online

Signing Date / Time

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Other Disclosures and Assurances

No documents have been uploaded for Other Disclosures and Assurances

Declaration and Certification to the U.S. Department of Justice as to this Application Submission

By [taking this action], I --

1. Declare the following to the U.S. Department of Justice (DOJ), under penalty of perjury: (1) I have authority to make this declaration and certification on behalf of the applicant; (2) I have conducted or there was conducted (including by the applicant's legal counsel as appropriate, and made available to me) a diligent review of all requirements pertinent to and all matters encompassed by this declaration and certification.
2. 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 application submission: (1) I have reviewed this application and all supporting materials submitted in connection therewith (including anything submitted in support of this application by any person on behalf of the applicant before or at the time of the application submission and any materials that accompany this declaration and certification); (2) The information in this application and in all supporting materials is accurate, true, and complete information as of the date of this request; and (3) I have the authority to submit this application on behalf of the applicant.
3. 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).

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Grant Package

administrative remedies under the federal False Claims Act (including under 31 U.S.C. §§ 3729-3730 and/or §§ 3801-3812) or otherwise.

Please Acknowledge

Signed

SignerID

n3202@lapd.online

Signing Date / Time

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Other

No documents have been uploaded for Other

Certified

Los Angeles Police Department
FY 2023 COPS CPD Law Enforcement Agency De-Escalation Grant

Budget Narrative

The Los Angeles Police Department (LAPD) is requesting \$250,000 in funding through the FY 2023 Law Enforcement Agency De-Escalation Grant to develop and implement the Crisis Negotiations Training for Patrol Officers (CNT-PO). The goal of the proposed training is to provide first responders, patrol officers crisis negotiation skills that would be useful in their day-to-day community interactions, including instances calling for de-escalation techniques. All purchases and expenses will follow the City of Los Angeles procedures.

Supplies: \$11,060

In year one the LAPD is requesting the following supplies to support the implementation of the CNT-PO. The proposed training will be in-person, one-day, 8-hour training that will be offered monthly, for 14 months, with an estimated 60 students, 13 instructors per training. The training will utilize a mixed modality approach, which includes role-playing scenarios that necessitates a big venue. Although the Daryl F. Gates Lounge at the LAPD Elysian Park Academy provides sufficient space as the training site, it does not have the audio-visual support for a large-scale training exercise.

(1) laptop at \$2,500 per unit

(1) tablet at \$420 per unit

(1) speakers, stand, and amphiphile at \$3,800 per bundle unit

(2) projector screens at \$140 per unit

Los Angeles Police Department
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(2) wireless projectors at \$1,430 per unit

(2) adapters at \$370 per unit, and

(2) VHF wireless at \$230 per unit

Other Expenses: 238,940

Rentals. \$3,360. The LAPD is allocating \$3,360 for rental expenses for tables and chairs.

Although the identified location can hold a training session of this scale, it does not have tables and chairs. The venue is used for events and each event is responsible for providing seating. It is estimated that each session will need \$240 in rentals of tables and chairs to accommodate approximately 75 personnel in total.

In year one, there will be 4 session at \$240, totaling \$960.

In year two, there will be 10 session at \$240, totaling \$2,400.

Sworn Overtime \$235,580. The LAPD is allocating \$235,580 in sworn overtime for the CNT-PO training cadre. The training cadre will be composed of the LAPD Special Weapons and Tactics Team (SWAT). The SWAT CNT cadre members are subject matter experts in the use of crisis negotiation tactics. For the last twenty years, SWAT's CNT Cadre has taught over twenty-five 40-hour CNT classes, average class size of 60 students. LAPD SWAT has one of the most prestigious histories of teaching within LAPD as well as outside entities. LAPD SWAT has taught the following courses: Multiple-Assault Counter-Terrorism Action Capabilities, Immediate Action Rapid Deployment, Officer Rapid Deployment, Warrant Service, Tactical

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First Aid and CPR, Sniper School, and basic entry tactics just to name a few. The course utilizes hands-on teaching with the use of role playing and a high instructor to student ratio leads to better engagement and understanding of the underlying concepts of use of force and de-escalation.

All personnel will be working on overtime capacity so as not to hamper SWAT deployments. LAPD overtime rates is 1.5 times the hourly rate. A 9.44% fringe benefit is added to the overtime rate using the federally approved CAP 41 rate. Fringe benefits include Medicare (1.38%), Worker's Compensation (7.64%), Unemployment (.01%), and Share of Carry Forward (.41%).

Each session will have 13 trainers and/or facilitators working 9 hours per session – 8 hours of instruction and 1 hour to prepare and closeout each session.

- One (1) SWAT Lieutenant at an average rate of \$107 per hour x 1.5 overtime rate plus 9.44% fringe benefit = \$175.65 per hour
- One (1) SWAT Sergeant at an average rate of \$92.02 per hour x 1.5 overtime rate x 9.44 fringe benefits= \$151.06 per hour
- Eleven (11) SWAT Officers at an average rate of \$ 85.45 per hour x 1.5 overtime rate x 9.44% fringe benefits = \$140.27 per hour. 11 x \$140.27 = \$1,542.97 per hour total for the eleven officers.

Total cost per 9-hour session: \$1,869.68 x 9 hours = \$16,827.12 per session

In year one, a total of \$67,308.48 is allocated for 4 sessions. \$16,827.12 x 4 sessions.

In year two a total of \$168,271.20 is allocated for 10 sessions. \$16,827.12 x 10 sessions.