



**2021 GRANT APPLICATION
Juneau Hope Endowment
CBJ Social Service Funding**



ORGANIZATION INFORMATION

Name of organization **Juneau Police Department**
Address of organization **6255 Alaway Avenue**
City **Juneau** State **AK** Zip Code **99801** Phone Number **907-500-0684**
Website address **www.juneaupolice.com** Fed. Tax ID # **92-0038816**
Date of Incorporation **06/29/1900** Organization status: ☐ IRS 501(c)(3) ☒ other
Name of chief executive **Ed Mercer** Title **Chief of Police**
CEO telephone number **907-500-0676** CEO email address **edmercer@juneaupolice.com**
Contact for this application **Jessica Paskowski** Contact title **Administrative Officer**
Contact telephone number **907-500-0684** Contact email address **japaskowski@juneaupolice.com**

FINANCIAL SUMMARY	LAST COMPLETE FISCAL YEAR (actual)	CURRENT FISCAL YEAR (budget)
Total revenue	\$2,277,400	\$2,157,300
Total expenses	\$15,952,900	\$17,735,300

PROJECT OVERVIEW

Project Title: **Crisis Intervention Team / In-House Domestic Violence Expert**

Specific purpose for which funds are requested:

Crisis Intervention Team: The Juneau Police Department will send the Crisis Intervention Team, Team Leaders to CIT International Training.

In-House Domestic Violence Expert: The Juneau Police Department will send the two In-House Domestic Violence Experts to the annual Crimes Against Women Conference, as well as get them Forensic Experiential Trauma Interview (FETI) certified. In addition, Domestic and Family Violence for Dispatch Professionals will be provided to JPD's Communication Center staff.

Project Start Date: **CIT - May 2015; DV Expert - April 2018.**
have an end date.

Project End Date: **Both projects will be ongoing and not**

Amount Requested **\$20,680** Total Project Budget **\$20,680**

Primary Project Area (see Grant Guidelines for Hope and CBJ areas): **Suicide prevention, mental health, victims of abuse**

Signature of authorized official  Date 3-5-2021

Typed name: **Ed Mercer** Title: **Chief of Police**

ORGANIZATION NARRATIVE

Please, provide a brief history of your organization and the services you provide (2-3 sentences). Highlight one or two key facts, accomplishments, or programs that you are proud of and why.

On October 3, 1900 an ordinance was signed effectively creating the Juneau Police Department. Since that time JPD has provided public safety services to the citizens of Juneau. Currently the Juneau Police Department has 97 employees, 57 sworn and 40 non-sworn.

JPD is proud of the new In-House Domestic Violence Expert program to date. Previously, there was a sergeant who was the sole expert and left a large void when he retired. Now, with two officers as the DV experts with varying years of experience we hope to avoid having any gaps in the program in the future. Sergeant Dubois and Officer Warnaca have taken great pride in learning all that they can on the DV topic, and they provided a 10-hour training to every JPD officer in September and October 2020. Since then the attorneys have seen an increase in the quality of all police reports. JPD, the district attorney's office, city attorney's office, and AWARE have been meeting monthly, which has strengthened the relationship between the organizations with relation to domestic violence cases. They are committed to an inter-agency approach with continuing engagement, swift consequences for perpetrators, and messages of help to survivors. They have been in contact with other DV task forces in Alaska, and are in the process of becoming a formal task force, allowing them more access to resources.

BOARD MEMBERS AND BOARD GIVING

Total number of board seats in bylaws _____ Number of board seats filled _____

Did all board members make a cash contribution to your organization last year? Yes ___ No ___

Board Member	Position on Board
JPD does not have a board, and answers to the City Manager	

CONTRIBUTORS

To assist us with understanding where support for your organization comes from please provide the following information for your last complete fiscal year.

FUNDING SUPPORT	APPROXIMATE % OF INCOME	APPROXIMATE # OF GIFTS/GRANTS
Individual contributions		
Board Member contributions		
Corporate/business contributions		
Fundraising benefits		
Foundations		
Earned income	12%	
Endowment earnings		
Government	43%	CBJ Roaded Service Area
Medicaid		
Other (identify sources): Private, state and federal grants	2%	Grants for various programs (
Marine Passenger Fees	4%	
CARES Act	38%	

Organization's total unrestricted cash reserves at beginning of current fiscal year: \$0

FINANCIAL INFORMATION

Please include the following documents with this application:

- Copy of the first page of your most recent 990 Form
- Copy of the Last Fiscal Year Financial Statement
- Copy of the Current Fiscal Year Financial Statement
- Copy of the Current Year Operating Budget

NOTE: Financial Statement consists of Balance Sheet and Profit and Loss Statements from the same time period. Please combine these into one document for each Financial Statement requested. The Budget only requires a budget for income and expenses.

The City & Borough of Juneau's Comprehensive Annual Financial Reports can be found online here:
<https://juneau.org/finance/controller>

JPD's FY21 adopted budget can be found here (adopted budget before special appropriations during the year): <https://chstm2y9cx63tv84u2p8shc3-wpengine.netdna-ssl.com/wp-content/uploads/2020/07/FY21-Adopted-Budget-Book-Final-for-Printing.pdf>

PROJECT INFORMATION

Project Leaders: Briefly describe your project leader(s)'s experience and their role in the project.

Crisis Intervention Team:

Detective Patrick Taylor: Detective Taylor has been the team leader for JPD's Crisis Intervention Team for the past four years. He plans, organizes and trains on CIT related topics for JPD, and coordinates with the mental health partners.

Sergeant Sterling Salisbury: Sergeant Salisbury was the original team leader for JPD's Crisis Intervention Team from inception. He assists Detective Taylor with the continuation of the program.

In-House Domestic Violence Expert:

Officer C.J. Warnaca: Officer Warnaca has been an officer with JPD for the past six years. She serves on our Crisis Negotiations Team, and is currently assigned to the patrol division.

Sergeant Matt Dubois: Sergeant Dubois has been with JPD for the past 14 years. He is currently the supervisor of the Criminal Investigations Unit, where they investigate property crimes and people crimes that include crimes against children, and sexual assaults. Sergeant Dubois continuing knowledge of domestic violence topics will be a huge asset to the division as they investigate people crimes.

Project Outline: Please complete by stating each objective and the activities/tasks, timeline, responsible party, and outputs that will be completed to meet each objective. Projects will typically have more than one objective. Each activity should be chronological under that objective, if the activity is repetitive, indicate that it is weekly, monthly etc. rather than listing it several times. Outline can be in landscape page orientation. Please call Amy Skilbred 523-5450 if you have questions. (Please **delete** example from your application.)

Timeline	Activity	Employee Name & Position of Responsible Party	Measurable Outputs/Outcomes
Objective 1: Enhance JPD's Crisis Intervention Team			
Before June 30, 2022	Detective Taylor and Sergeant Salisbury attend CIT International training	Detective Taylor and Sergeant Salisbury	Training completed
Objective 2: Enhance JPD's In-House Domestic Violence Expert Program and Response			
May 2022	Officer Warnaca and Sergeant Dubois attend Crimes Against Women Conference	Officer Warnaca and Sergeant Dubois	Training completed
Before June 30, 2022	Officer Warnaca and Sergeant Dubois receive online Forensic Experiential Trauma Interview training	Officer Warnaca and Sergeant Dubois	Certifications received
Before June 30, 2022	Communications Center staff train on domestic and family violence	Erann Kalwara, Public Safety Manager and supervisor of the Communications Center	Training completed

Project Narrative

Describe your project (1 page or less recommended): Explain the current situation, the need and your project plan for addressing this need. If your project involves partnerships with other organizations briefly indicate their roles.

Crisis Intervention Team:

The Crisis Intervention Team (CIT) program is a community partnership of law enforcement, mental health professionals, mental health consumers, and their families. The overarching goal is to help persons with mental disorders access medical treatment rather than place them in the criminal justice system, for mental illness-related behaviors. CITs include specially trained law enforcement officers, dispatchers and community service officers. The majority of the time when a person is experiencing a mental health crisis, law enforcement officers are the first to respond, and are tasked with de-escalating the situation. Dispatchers are trained to recognize situations that may involve a person experiencing a mental health crisis and relay that information to the responding officers.

In 2015, the Juneau Police Department created its own CIT program. Detective Patrick Taylor is the current CIT Team Leader, along with assistance from Sergeant Sterling Salisbury. With the inception of the CIT program we have worked closely with the Juneau Alliance of Mental Illness (JAMHI), Polaris House, Johnson Youth Services, The National Alliance of Mental Illness (NAMI), and others to help those in crisis, and make it better to help the community of Juneau. JPD has trained 41 CIT officers (although a few have since left JPD). On average between 2017-2020 JPD responded to over 400 incidents per month that involved a person who was flagged as having a mental health concern or the incident itself had a mental health concern.

The current model includes training all employees on de-escalation techniques and only certain identified individuals go further to become CIT certified. This allows for the right people who volunteer to be designated as CIT officers, rather than having everyone required to do it. All officers will be trained on the basics of de-escalation through a variety of methods.

Training amidst the coronavirus pandemic has been tough. Detective Taylor and Sergeant Salisbury attended a virtual train-the-trainer course on verbal de-escalation. When travel is more relaxed a train-the-trainer de-escalation course (not solely verbal de-escalation) has been identified for them to attend.

A virtual reality de-escalation training simulator was recently purchased. Staff are currently in the process of going through the training. Even with the pandemic occurring it is allowing for our staff to train internally on realistic de-escalation scenarios without the use of in-person volunteers.

With this grant, the Juneau Police Department requests to have two officers attend CIT International training. This would further their knowledge about how programs are developing around the world, what advances are being made to further bridge the gap between law enforcement and mental health systems, as well as make long lasting connections with other CIT professionals to see what has been successful in their communities.

Since efforts have been taken in identifying people with mental health concerns, JPD has come into contact with at least 990 different individuals that were identified by officers with some type of a mental health concern and continue to focus on them to see how we can help them if they have continual police contact. Detective Taylor attempts to contact those with mental health concerns that consistently have police contact. Through the Coordinated Resources Project (CRP mental health court), Detective Taylor has teamed up with the treatment team, and they work together to track those currently enrolled in CRP court to determine if they have contact with police while attending the program. CRP court has a revolving number as people move in and out of the program.

In-House Domestic Violence Expert:

A Domestic Violence expert is someone who has the combined experience of working with domestic violence cases and training in domestic violence topics, making them most knowledgeable in the topic. Through a selection process, the Juneau Police Department selected Sergeant Matt Dubois and Officer C.J. Warnaca as the next DV Experts. Having two officers with varying years of experience will help with the continuity of the program.

The main purpose of the in-house DV Expert would be in providing relevant training to JPD officers. The DV Expert will train new officers with an overview of domestic violence investigations, as well as providing continuing training on best practices to all JPD officers. Having JPD officers trained in best practices will help to insure that informed decisions are made when investigating domestic violence cases based on the unique circumstances of each case. The ultimate targeted population for this project is victims of domestic abuse.

Since being selected, Officer Warnaca and Sergeant Dubois have attended an Advanced Strangulation Training course and the 2019 Crimes Against Women Conference. The Advanced Strangulation Training occurred in February 2020. Sergeant Dubois said the training was one of the best he's been to in his 14-year career with JPD. They learned everything you need to know about the anatomy of the body as it relates to strangulation. Sergeant Dubois shared an overview of what he learned during JPD's Supervisors' Meeting in May 2020. Sergeant Dubois and Officer Warnaca provided a 10-hour course about domestic violence to all sworn officers of JPD over the course of several weeks in September-October 2020.

With funds from this grant two training opportunities will occur for Sergeant Dubois and Officer Warnaca. The first would be to attend the annual Crimes Against Women Conference in Dallas, Texas in 2022. This conference provides practical instruction, using current information, for officers working with the many forms of crimes against women. The second event would be to attend online training and become certified in Forensic Experiential Trauma Interview (FETI). FETI is a science-based interviewing method. Stress and trauma significantly influences the way the brain works, and this method maximizes the opportunity for information collection of the participant's experience in a neutral, equitable, and fair manner.

Sending the officers to these two events would allow them to continue gaining the academic knowledge specific to domestic violence, and taking the next steps in becoming JPD's newest in-house domestic violence experts.

Lastly, JPD will use grant funds to also host a course titled Domestic and Family Violence for Dispatch Professionals for JPD's Communications Center staff. The Communications Center is currently staffed with 13 employees. It takes a lot of courage for a victim to call for help, and dispatchers are the link between a victim and the public safety response. This course will give dispatchers the tools to accurately prioritize violence calls and coordinate a safe response.

Evaluation Information

Describe how you propose to measure outputs and outcomes: What key issues do you want an evaluation to address? What data sources do you have access to and how do you plan to utilize them to measure progress? For multi-year grants: How do you plan to use evaluation information to improve program services? (1 page or less recommended).

Crisis Intervention Team:

Although the bulk of training will now be de-escalation, JPD still plans to utilize CIT trained officers. The program success will be evaluated by the number of CIT trained officers deployed in the field and the number of CIT calls for service that have a CIT officer that responds. The Juneau Police Department tracks calls for service and which officer responds to the call. JPD will use this tracking ability to measure the number of CIT related calls that have a CIT officer respond.

In-House Domestic Violence Expert:

Continued training and building skills for officers will adequately ensure that Juneau Police Officers investigate domestic violence cases appropriately. The training will keep them attuned to new changes in the laws and how they're applied. When they are fully trained, they will be able to provide on-going training to JPD employees and newly hired officers.

Project Budget

List cost items (e.g., personnel – list different positions separately, consultant, travel, supplies, printing, copying, communication) as needed below.	Requested Amount	Other Funds	Total Project Budget
CIT International Training	\$5,500		\$5,500
FETI Certification Course	\$4,180		\$4,180
Crimes Against Women Conference	\$5,500		\$5,500
Domestic & Family Violence for Dispatch Professionals	\$5,500		\$5,500
TOTAL	\$20,680	\$	\$20,680

Sources of other funds – name and list each source of revenue	Amount	Indicate whether revenue is pending, committed, secured; whether in-kind or cash.	Anticipated decision date
N/A			
TOTAL	\$	\$	\$

Budget Narrative

Provide a budget narrative explaining how you arrived at each line item dollar amount of your budget and clearly identify the number of positions included in your request, if any (go on to next page, if needed).

Crisis Intervention Team:

The Juneau Police Department requests \$5,500 to continue building the CIT program, as follows:

- \$5,500 for Detective Taylor and Sergeant Salisbury to obtain training from Crisis Intervention Team International. This cost includes registration, airfare, lodging, ground transportation and per diem for both employees.

In-House Domestic Violence Expert:

The Juneau Police Department requests \$15,180 to continue building our in-house domestic violence expert program, as follows:

- The Juneau Police Department requests \$5,500 to send Officer Warnaca and Sergeant Dubois to the Crimes Against Women Conference in Dallas, TX. This cost includes registration, airfare, lodging, ground transportation and per diem for both employees.
- The Juneau Police Department requests \$4,180 to have Officer Warnaca and Sergeant Dubois obtain certification in Forensic Experiential Trauma Interview (FETI). This cost includes the registration for the online courses required and certification exam for both employees.
- The Juneau Police Department requests \$5,500 for the Communications Center staff to receive Domestic & Family Violence for Dispatch Professionals training. This cost includes bringing a trainer to Juneau to provide the course. It has the benefit of paying one cost and training a larger group at one time. The Communications Center is currently staffed with 13 employees.

Sustainability

Provide an explanation of how your organization plans to sustain this project.

The Juneau Police Department has continued to have strong community partners in the medical and mental health fields to assist with giving this training to officers. The Juneau Police Department also fully funds the positions of CIT Detective, and CIT co-leader who together coordinates the entire program, as well as will fund the two in-house domestic violence experts.

Government Funding Planning

Please provide information on any anticipated reduction in State or Federal funding for the coming year. If you do anticipate a reduction in such funding, what range of reductions do you anticipate (generally)? How do you anticipate your organization absorbing such a reduction (e.g., positions cut, programs reduced, etc.)? How high a priority would your organization place on replacing funds lost through reductions in State or Federal funding? **If your situation has not changed since you submitted a Letter of Interest, please cut and past that information here.**

The City and Borough of Juneau has experienced a reduction in revenues due to the COVID-19 pandemic. Due to the reduction in CBJ revenues, JPD's training budget was significantly reduced. At this time, it is unknown what JPD's training budget will look like for FY22.