

**COLORADO****Department of Local Affairs**

Division of Local Government

FY 2022-2023 Peace Officers Behavioral Health Support and Community Partnerships Grant Program**Local Government/Organization:** [Longmont, City of](#)[Partially Complete](#)[2022-10-10T12:59:08](#)[GRANTS_WEB](#)**Reviewed On:****Reviewed By:****Reviewer Notes:****Application Overview**

The Peace Officers Behavioral Health Support and Community Partnerships grant program within the Department of Local Affairs (DOLA) is available for law enforcement agencies, peace officer organizations, public safety agencies for purposes 1-7.

1. Co-responder community responses.
2. Community-based alternative responses.
3. Counseling services for peace officers and their immediate family members.
4. Assistance for development and implementation of policies to support peace officers who are involved in shootings or fatal use of force.
5. Training and education programs that teach peace officers and their immediate family members the symptoms of job-related mental trauma and how to prevent and treat such trauma.
6. Peer support programs for peace officers.
7. Hiring, contracting, or developing a remote network to provide behavioral health counseling, therapy, or other related support services to peace officers involved in job-related traumatic situations.

Eligible applicants include:

- County sheriff's offices
- Municipal police departments
- Colorado State Patrol
- Colorado Bureau of Investigation
- Colorado Department of Corrections
- Colorado Department of Revenue
- Campus police departments
- Town marshal's offices
- Colorado Division of Parks and Wildlife
- Public safety agencies
- Peace officer organizations

Co-Responder/Community-Based Alternative Response Support Grants

Behavioral health or community-based social services providers are eligible to apply in partnerships with law enforcement or public safety agencies for the purpose of 1-2:

1. Co-responder community responses.
2. Community-based alternative responses.

Eligible entities include:

- Law enforcement or peace officer agencies
- Behavioral health entities
- County or district public health agency
- Community-based social service or behavioral health providers in partnership with a law enforcement or public safety agency.

Please read the NOFA and application and follow directions carefully.

PLEASE NOTE: The Principal Representative and Responsible Administrator in Section A **MUST** be a different person and **MUST** have different email addresses in order for the application to be accepted into the DOLA Grants Portal.

The purpose of the grant request and the project details must be clearly defined in the application.

Please fill in all fields including those not required. Note: the Principal Representative is a chief elected official such as a mayor, county commissioner chairman, or city council president. An elected County Sheriff is not the chief elected official of any county.

A. APPLICANT/CONTACT INFORMATION



1. Local Government/Organization: [Longmont, City of](#)

In the case of a multi-jurisdictional application, select the other participating eligible organizations:

2. Principal Representative:

(In the case of a multi-jurisdictional application, principal representative of the lead organization.)

Honorific: [Assistant Chief](#)

First Name: [James](#)

Middle Name:

Last Name: [Brown](#)

Suffix:

Role: [Principal Representative](#)

Mailing Address: [225 Kimbark Street](#)

Address 2:

City: [Longmont](#)

State: [CO](#)

Zip Code: [80501](#)

Phone #: [303-774-3699](#)

Email Address: james.brown@longmontcolorado.gov

3. Responsible Administrator (will receive all mailings) for the Application:

Honorific:

First Name: [Michael](#)

Middle Name:

Last Name: [Helmstetter](#)

Suffix:**Role:** Designated Contact**Mailing Address:** 225 Kimbark Street**Address 2:****City:** Longmont**State:** CO**Zip Code:** 80501**Phone #:** 303-651-8535**Email Address:** michael.helmstetter@longmontcolorado.gov**B. APPLICATION QUESTIONS****1. Amount of grant funds requested**

202,000

2. Intended use of grant funds.

Please detail what the grant funds would be used for in relation to:

- Co-responder community responses
- Community-based alternative responses
- Counseling services for peace officers and their immediate family members, including reimbursing peace officers who have paid the costs of their own counseling services
- Assistance for development and implementation of policies to support peace officers who are involved in shootings or a fatal use of force.
- Training and education programs that teach peace officers and their immediate family members the symptoms of job-related mental trauma and how to prevent and treat such trauma
- Peer support programs for peace officers
- Hiring, contracting, or developing a remote network to provide behavioral health counseling, therapy, or other related support services to peace officers involved in job-related traumatic situations.

1) Counseling Services for Peace Officers and Immediate Family Members; Clinical Supervision for Peer Support Team: \$147,000
 The Longmont Department of Public Safety will continue to provide unlimited direct counseling services for commissioned police officers and look forward to expanding those services to officers and their immediate family members through the POMH grant. The 'in-house' portion of those services will be provided by licensed clinicians from Nicoletti-Flater Associates, who have specialized training and experience providing counseling to first responders. They also provide critical incident debriefs for all significant incidents, which has been invaluable in handling events such as officer involved shootings and traumatic calls in recent years. These services are provided on demand, are handled with complete confidentiality, and are offered in a variety of modalities beyond standard talk therapy; these include Anger Management, Animal Assisted Psychotherapy, Compassion Focused Therapy, EMDR, Mindfulness Behavioral Therapy, Somatic Experience, and many others. For those officers who have counseling needs but prefer to use their own chosen providers, we offer reimbursement for services outside those contracted with the city. These services will be covered in a similar manner as our in-house option but provide our officers the potential benefit of continuity of care with existing providers, and an extra sense of confidentiality which may be of value to some in the workplace environment. Our Officer Peer Support Team is a well-established program which provides many behavioral health benefits for the department. The team consists of 11 members from all ranks of the police force and is either on duty or on call every day to support their fellow officers. Peer Support Team clinical guidance is a necessary component of the program and is also provided by Nicoletti-Flater Associates. Their expertise in clinical oversight and leadership guides the work of the team to ensure they are effective, supportive, and properly trained in confidentiality, boundary setting, and other critical concepts. Billing for these services is done in a similar manner to officer counseling services, invoiced monthly as services are provided. Mental Health Crisis Intervention Training (CIT): \$45,000 Longmont Public Safety Department plans to send 25 officers to formal CIT Training, which will advance our police force to nearly 100% crisis intervention preparedness. The expansion of CIT in our department is an essential component of the success of our Crisis Outreach Response and Engagement (CORE) program. CORE is a specialized unit comprised of a behavioral health clinician, a paramedic, and a specially trained police officer. The unit responds to 911 calls for service that indicate a mental health crisis. CORE provides triage and assessment, crisis de-escalation, field clearances and direct transport to an appropriate destination, which is often not jail or the emergency room. Peer Support Team Training: \$10,000 Our Officer Peer Support Program is also well established and provides many behavioral health benefits for the department. The team consists of 11 members from all ranks of the department and is on duty every day to support their fellow officers. Nicoletti-Flater Associates provides clinical oversight and leadership for the team, guiding the work of the team to

ensure they are properly trained in confidentiality, boundary setting, and other critical concepts. To enhance the knowledge and skill of our Peer Support Team, we are planning to send 5 officers to Peer Support Training at the Public Safety Peer Support Association Conference, so that this important internal behavioral health tool will continue to grow its impact. Topics covered during the conference include, Emotional Survival, Peer Support Response to Line of Duty Death, Communication and Listening Techniques, Mindfulness, Resiliency among other topics.

3. Please describe your need for these funds.

In the current grant cycle (through March 2023), Longmont Public Safety is on pace to utilize almost all our POHM funding. Given the ongoing increase in cost for services, we will assume the former amount as our baseline cost estimate for the next cycle, and conservatively project a 1/4 increase in officer participation due to the new eligibility of immediate family members. We also estimate the addition of an average of 1 counseling session for officers' immediate families. Thus, the new request can be seen as the sum of the baseline for last cycle's counseling (\$98,000) plus a 1/4 increase in officer participation (\$24,500) plus 1 immediate family member for each of the new participants (\$24,500) for a total request of \$147,000. Our increased request is also supported by the fact that during the recent funding cycle our police force faced significant staffing shortages of about 12% (20 officers out of 166), an issue that has been almost entirely rectified through a hiring initiative this fall. We obviously anticipate a more fully staffed department to increase the demand for services going forward in the next cycle. There are no funds for these vital programs included in the City of Longmont Department of Public Safety annual budget. And yet the Peace Officer Counseling, Peer Support Team training, and CIT training are all programs that our officers and department have come to value and rely on. If we did not receive this funding from DOLA, we very likely would be forced to use funds that are currently directed to a number of other essential services that the Department of Public Safety provides, thereby reducing positive outcomes for the overall safety of the community.

4. How do the project goals correlate to your organization goals?

The project goals for this grant request correlate directly to a number of key organizational goals for the City of Longmont. In working to provide public safety on a daily basis, the Public Safety Department focuses on such themes as commitment to serving the people of Longmont, serving them with equity and cultural awareness, promoting sustainability in all aspects civic life, using data to inform programs and evaluate outcomes, and promoting health and well-being for citizens and city employees alike. The psychological and emotional burden carried by police officers poses a significant challenge to sustainable well-being, and the provision of mental health support to our officers is a critical need. Since 2018, the POMH grant funding from DOLA has been absolutely vital to our ability to provide this level of support to our officers. In the next funding cycle, Thus, a main goal of the Officers Mental Health Program, as well as our Peer Support and CIT training is to assure our officers that they have plentiful, responsive and effective resources for mental health support to mitigate and alleviate the personally challenging aspects of their work experience. CIT training gives our police officers more tools to do their job safely and effectively, whether as part of the CORE program, or as part of their overall policing activities. And research has shown that CIT training is associated with improved officer attitudes and knowledge about mental illness, while the ability to effectively handle crisis intervention scenarios promotes officer well-being and job satisfaction. After all, it is impossible to work towards equity, sustainability and well-being of the community if the very people doing that work cannot sustain their own well-being in the process.

5. Explain how your project goals are specific and measurable.

This program needs to report on measurable impacts of the funding provided and this will be a requirement for every successful applicant.

Our project goals are intentionally specific and measurable for this grant. In the first part of the project, Peace Officer Mental Health Counseling, we will be continuing a well established program with demonstrated demand which we expect to increase with the expansion of eligibility to the full immediate family. Since grant funds are expended only after counseling services are delivered, we will know exactly how many officers and family members were served, how many counseling sessions were provided, and how this compares to the prior funding cycle. In the second and third parts of the request, our proposal will fund a discreet number of trainings (Peer Support and CIT) at a known cost. These officers will then return to the department and immediately put to use their enhanced skills and knowledge, which can be measured in the number of successful Peer Support Team outcomes, as well as measurable improvements in Crisis Intervention Response within the CORE program. We are fortunate in that there exist detailed documentation procedures as part of the each program's established methodology.

6. Collaboration

Please list the name(s) of any community mental health centers, community-based social services, or behavioral health providers in your region your agency is collaborating with. If your agency is not collaborating with a behavioral health agency, please explain why.

The Longmont Department of Public Safety routinely collaborates with several community mental health centers on a daily basis. One of the primary examples is when our Co-Responder (CORE) team collaborates with Mental Health Partners, an agency with a strong commitment to the citizens of Longmont. Longmont CORE teams, consisting of specially trained police, medical, and

mental health personnel, carry releases of information specific to MHP so that they can ensure the client or participant gets connected with the most appropriate care provider for their needs. MHP's expertise in this partnership is essential to making the entire program work from start to finish.

7. Project Budget

Please download and complete the Budget Template with the lead agency information on this application. The Budget Template is on the DOLA website at <https://cdola.colorado.gov/funding-programs/peace-officer-mental-health-grant>

Please upload the completed Project Budget in a PDF format.

Download

C. BOARD APPROVAL/TABOR (for local government applicants)



1. Official Board Action

Applications cannot be submitted unless approved by the city/town/county Board, Council or Trustees. Enter the date of Official Action authorizing this application:

10/25/0022

2. TABOR compliance (for local government applicants)

The funds for the Peace Officers Behavioral Health Support and Community Partnerships Grant Program are State funds.

Does the applicant have voter authorization to receive and expend state grant funds without regard to TABOR revenue limitations?

Yes

If yes

If yes, explain:

The city of Longmont excepted TABOR decades ago.

If no

If no, would receipt of these grant funds, if awarded, result in the local government exceeding revenue limitations, prompting a refund?

Affirm local government Attorney has confirmed this TABOR statement.

Yes