

**City of Duluth  
Duluth Police Department  
Edward Byrne Memorial Justice Assistance Grant Program  
FY 2019 Local Solicitation  
Program Narrative**

**Description of the Issues**

The Duluth Police Department and the St. Louis County Sheriff's Office funding priorities for the \$35,760 joint allocation through the FY 2019 Edward Byrne Justice Assistance Grant Program will focus on the following Project Identifiers; Counseling, Law Enforcement Suicide Prevention, Mental Health, Officer Wellness, Child Abuse, Domestic Violence, Family Violence, and Court Delay Reduction.

Upon execution of the grant and meeting all special conditions, the City of Duluth will have a memorandum of understanding with the St. Louis County Sheriff's Office that outlines the allocation of funds that will be used to provide services in support of the initiatives associated with this grant award. The City of Duluth will make reimbursements for eligible expenses incurred in support of these initiatives upon receipt of a request for reimbursement with appropriate documentation. These reimbursements will follow the timeline presented in the budget worksheet submitted with this grant application.

The Duluth Police Department will use \$19,688 to support the growth of their Health and Wellness Program. This program will include mandatory mental health check-ins for all their law enforcement officers, on-demand counseling services, peer support training, access to physical fitness equipment, physical fitness assessments, and trainings pertaining to physical and mental health. These services are extremely important considering officer wellness & safety is one of the six pillars in the final report issued by The President's Task Force on 21<sup>st</sup> Century Policing, and because officer suicide and documented cases of PTSD continue to be on the rise.

The growth of Duluth Police Department's Health and Wellness Program will help ensure that their officers are both physically and mentally well, as this is not only vital to their own safety, but also helps them be more ready to perform, survive, and be resilient in the face of the demanding duties of their profession.

The Duluth Police Department will also dedicate \$1,072 toward achieving full compliance with the FBI's NIBRS data submission requirements under the UCR Program as per the FY 2019 BJA requirement.

The Duluth Police Department and St. Louis County Sheriff's Office will jointly appropriate \$5,000 to the Domestic Abuse Intervention Program (DAIP), Duluth Family Visitation Center. The mission of DAIP is to end violence against women. The Duluth Family Visitation Center is a life-saving intervention created to provide ongoing safety for victims of domestic violence and their children after separation from their abuser; which is a perilous time when violence frequently escalates. The services they provide are critical to the safety of mothers who have left abusive relationships. DAIP was the first in Minnesota and one of the first in the country to develop a supervised visitation and safe exchange center. They will use their allotment to pay the salary for a part-time advocate at 7 hours per week with no benefits to provide support services to victims of domestic violence.

The Duluth Police Department and St. Louis County Sheriff's Office will jointly appropriate \$5,000 to First Witness Child Advocacy Center. First Witness in Duluth, Minnesota is an accredited member of the National Children's Alliance. They provide forensic interview training to professionals in law, law enforcement, child protection, and the judiciary on how to conduct child-friendly, non-traumatic, forensic interview of children who are alleged victims of sexual abuse. First Witness is also a Child Abuse Resource Center serving children and their families.

They will use their allotment for computer/internet fees, copier equipment fees, and their forensic interview service fees.

The Duluth Police Department and St. Louis County Sheriff's Office will jointly appropriate \$5,000 to South St. Louis County DWI Court. South St. Louis County DWI Court guides DWI offenders identified as alcohol-addicted into treatment under intensive judicial supervision that reduces alcohol dependence, reduces recidivism, improves public safety and improves the quality of life for them and their families. The South St. Louis County DWI Court recidivism rate is under 2.94%, compared to a recidivism rate of up to 35% for offenders who do enter a DWI Court. The South St. Louis County Court's graduation rate is 93.68%, which is the among the highest graduation rates in the State of Minnesota. South St. Louis County DWI Court will use their allocation for purchasing supplies: Urine Analysis Test Kits. The kits are necessary to prove participants are following program protocol and help reward them for their successes.

St. Louis County has been certified as NIBRS compliant, and therefore ask that the set-aside requirement be waived.

### **Project Design and Implementation**

In 2016, the Duluth Police Department conducted an internal Strength, Weaknesses, Opportunities, and Threats (SWOT) analysis. This was conducted in order to help prioritize agency needs. A formal strategic planning process followed the SWOT. The strategic planning included all department sworn and civilian personnel for information gathering. It also included a community survey where citizens were asked a variety of questions to ascertain their satisfaction with the police department. In addition, numerous focus groups were conducted,

with over 250 participants, to further engage the community and assess what their needs were and what they felt the department's needs were.

With the assistance of an independent professional planning moderator, a strategic plan was developed in early 2017, and department goals were identified for implementation over the next three to five years. One of the goals of the plan was to commit to Professional Development and Employee Wellness, which included a desired outcome of implementing four new employee-driven stress reduction opportunities. This goal was further defined in a March 2019 update to the strategic plan, with the inclusion of an annual mental health and well-being check-in being something that the department was striving towards.

Domestic Abuse Intervention Program and First Witness Child Advocacy Center are organizations that are built upon large multidisciplinary teams of community professionals that include law enforcement, social workers, doctors, therapists, advocates, prosecutors, and the public defender's office. The work that these organizations do within the community are exemplary and they have long-standing positive relationships with the Duluth Police Department and the St. Louis County Sheriff's Office. These service providers offer high quality consistent responses to victims and survivors of crime and address the entire scope of victim advocacy that includes investigative services, offering safe harbors, providing referrals, and affording opportunities to heal from abuse.

South St. Louis County DWI Court is one of the specialty treatment courts in St. Louis County. Treatment courts represent a shift in the way courts are handling certain offenders and working with key stakeholders in the justice system. In this approach, the court works closely with prosecutors, public defenders, probation officers, social workers, and other justice system

partners to develop a strategy that will guide an offender into completing a treatment program and abstaining from repeating the behaviors that brought them to court.

The investment into the funding strategies and priorities for the City of Duluth FY 2019 Justice Assistance Grant program is based on identified gaps in the need for resources for criminal justice purposes within our community. It is grounded in evidence-based practices geared toward ensuring that community stakeholders have the resources they need to effectively reduce, prevent, and respond to crime.

### **Capabilities and Competencies**

The Duluth Police Department teams with numerous government entities and law enforcement partners. The department works with a Civilian Review Board (CRB) when making decisions that affect department policy. The CRB has held symposiums on department recruitment and retention efforts. They conduct outreach to the community as one of the resources for complaints and concerns about department policy. The CRB participated in the strategic planning process and helped steer the decision to conduct department-wide implicit bias training. They fully support a well-trained multi-functional police department that serves and communicates with the community and maintains the safety of its officers and citizens.

The Duluth Police Department has command and control of the Lake Superior Drug and Violent Crime Task Force. This unit, which is comprised of St. Louis County and other local and federal officers, targets violent offenders, and investigates individuals involved in drug trafficking, illegal firearms, and human trafficking.

The Duluth Police Department and St. Louis County also partner with numerous non-government organizations to improve the safety of our community. These include the Duluth

Police Foundation, Program for Aid to Victims of Sexual Assault, Domestic Abuse Intervention Program, Safe Haven, Lifehouse, and others who work with the police department to provide innovative and functional approaches to crime reduction, offender accountability, and victim response. Partnerships also involve city and county prosecutorial authorities and the judicial branch to bring effective recidivist reduction strategies in the form of specialty courts. These courts include Mental Health Court, DWI Court, Drug Court, and Veteran's Court. This holistic approach provides protection for citizens within the community, effective communication in the event of crises, sustainability for critical advocacy services, and is paramount to the community's perception of safety.

**Plan for Collecting the Data required for this Solicitation's Performance Measures**

The City of Duluth will monitor and record all progress associated with this grant from its own activities and the activities of Domestic Abuse Intervention Program, First Witness, and South St. Louis County DWI Court in order to submit performance measures in the Bureau of Justice Programs Performance Measurement Tool and into GMS. The City of Duluth Police Department grant coordinator will input all required information into the general information questionnaire, the activity program selection module, the law enforcement module, the assessment evaluation and the JAG project progress module as stipulated by the requirements of this grant. Financial progress reports will be submitted in GMS by the City of Duluth auditor, indicating expenditures incurred and status of obligated and unobligated funds on a quarterly basis. The City of Duluth will also provide timely closeout upon completion of the grant period of performance.