

AMENDED AGENDA—Monday, December 18, 2023

SUGGESTED MOTION: Move to amend the order of the agenda with the addition of item f. Authorize grant application for Law Enforcement Resiliency Grant Program through the North Dakota Office of the Attorney General.

CONSENT AGENDA

f. Authorize grant application for Law Enforcement Resiliency Grant Program through the North Dakota Office of the Attorney General



www.casscountynd.gov
December 14, 2023

Office of the Sheriff

Jesse Jahner, Sheriff

Mary Scherling, Portfolio Commissioner
Cass County Commission
Cass County Courthouse
Fargo, ND 58103

Re: Apply for a grant from the Attorney General for Resiliency Support Therapy

Consent Agenda: Action Requested

Chairman Chad Peterson,

Please see the attached grant application for Resiliency, Support, and Therapy for the Cass County Sheriff's Office, along with the Southeastern and Northeastern regions of North Dakota. The contract would allow Cass County to receive the funds through the Attorney General's Office for RST services throughout the eastern North Dakota region. It will pay from the funds to the ND Children's Advocacy Center, which will vet therapists.

Move to authorize Sheriff Jahner and Finance Director Brandy Madrigga to sign the grant starting in 2024. This will not add to our existing budget for FY 2024.

Should you have any questions, please get in touch with me.

Respectfully,

Dean J. Haaland
Chief Deputy
Cass County Sheriff's Office

Cass County Sheriff
Law Enforcement Center
1612 23rd Avenue North
P.O. Box 488
Fargo, North Dakota 58107-0488
Phone: 701-241-5800
Fax: 701-241-5806

Cass County Sheriff
Courthouse
211 9th Street South
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Cass County Jail
450 34th Street South
Fargo, North Dakota 58103
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LAW ENFORCEMENT RESILIENCY GRANT PROGRAM
NORTH DAKOTA OFFICE OF ATTORNEY GENERAL
 (11-2023)

I – APPLICATION OVERVIEW

Name of Subrecipient Cass County Sheriff's Office		<i>Subrecipients are state agencies, units of local government (such as a city or county), or other general-purpose political subdivisions of a state or Indian Tribe.</i>		
Subrecipient Contact Name Dean Haaland		Email haalandd@casscountynd.gov	Telephone Number 701-241-5874	
Subrecipient Street Address 1612 23rd Ave. N		City Fargo	State ND	Zip Code 58102
Subrecipient Level of Government (check one) <input type="checkbox"/> State <input checked="" type="checkbox"/> County <input type="checkbox"/> City/Town <input type="checkbox"/> Indian Tribe <input type="checkbox"/> Park District <input type="checkbox"/> School District <input type="checkbox"/> Local Government				
Authorized Official Name - <i>The authorized official must have the legal authority to commit the subrecipient to a contract or other agreement. Overall responsibility for the administration of the project rests with this individual. Examples are the mayor, city or county auditor, director of the state agency, or Tribal Chairperson.</i>		Authorized Official Title		
Authorized Official Email Address Jahnerj@casscountynd.gov		Authorized Official Telephone Number 701-241-5810		
Authorized Official Street Address 1612 23rd Ave. N		City Fargo	State ND	Zip Code 58102

Implementing Agency Name - <i>Implementing agencies are the agencies performing the project activities (such as a non-profit).</i> Cass County Sheriff's Office		Multi Agency Project Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		Multi-Jurisdiction Project Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>	
Implementing Agency Street Address 1612 23rd Ave. N		City Fargo	State ND	Zip Code 58102	
Project Director Name - <i>The project director has direct responsibility for implementation of the project activities. This person will prepare and submit all progress reports as required by the Office of Attorney General.</i> Dean Haaland		Project Director Title Chief Deputy			
Project Director Email Address haalandd@casscountynd.gov		Project Director Telephone Number 701-241-5874			
Project Director Mailing Address (if different) SAA		City	State	Zip Code	
Fiscal Officer Name - <i>The fiscal officer prepares and submits all financial reports as required by the Office of Attorney General and has responsibility for the financial administration of the project. .</i> Brandy Madrigga		Fiscal Officer Title Finance Director			
Fiscal Officer Email Address Madrigg@casscountynd.gov		Fiscal Officer Telephone Number 701-241-5800			
Fiscal Officer Mailing Address (if different) 211 9th Street South		City Fargo	State ND	Zip Code 58103	

II - BUDGET NARRATIVE & CALCULATIONS - Totals must equal budget summary total for each section. Applicants should indicate the total cost for each category of the proposed project and indicate what portion of that project will be funded by this award, and what portion will be funded through other means. All budget narrative sections MUST be filled in if there are expenses in that category.

A. Personnel - List each position by type. Compensation for employees engaged in grant activities must be consistent with that paid for similar work within the surrounding areas. Fringe benefits should be based on actual known costs or an established formula. Fringe benefits may include common items such as payroll taxes, health and life insurance, and retirement contributions. **FOR SALARY/MONTH AND TOTAL MONTHS – USE NUMBERS ONLY – DO NOT USE CHARACTERS (such as: letter, commas, \$ signs, etc.) Total cost will not calculate correctly if characters are used.**

SALARY			
Name/Position	Salary/ Month	Total Months	Total Cost
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
		Total Request:	0

A. Personnel - List each position by type. Compensation for employees engaged in grant activities must be consistent with that paid for similar work within the surrounding areas. Fringe benefits should be based on actual known costs or an established formula. Fringe benefits may include common items such as payroll taxes, health and life insurance, and retirement contributions. **FOR FRINGE/MONTH AND TOTAL MONTHS – USE NUMBERS ONLY – DO NOT USE CHARACTERS (such as: letter, commas, \$ signs, etc.) Total cost will not calculate correctly if characters are used.**

FRINGE

Name/Position	Fringe/ Month	Total Months	Total Cost
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
	Total Request:		0

A. Personnel Budget Narrative: Give a detailed description of how personnel time will be tracked and the goals the personnel will help complete for this grant. Supplanting is not allowed.

NA

B. Travel & Training - Itemize travel expenses of project personnel by purpose (i.e. training, meetings, mileage, etc.). State rates for in-state travel, or GSA rates for out-of state travel apply. **FOR UNIT COST AND QUANTITY – USE NUMBERS ONLY – DO NOT USE CHARACTERS (such as: letter, commas, \$ signs, etc.)** Total cost will not calculate correctly if characters are used.

Purpose of Travel	Unit Cost	Quantity	Total Cost
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
Total Request:			0

B. Travel and Training Narrative: Give a detailed description of all travel and expected training. If there will be a training brought in, it will require additional approval before the expenses are approved.

NA

C. Supplies - List items by type (training materials, posters, flyers, ect.). Generally, supplies include any materials that are expendable or consumed during the course of the project (includes **equipment under \$5000**). **FOR UNIT COST AND QUANTITY – USE NUMBERS ONLY – DO NOT USE CHARACTERS** (such as: letter, commas, \$ signs, etc.) Total cost will not calculate correctly if characters are used.

Description	Unit Cost	Quantity	Total Cost
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
Total Request:			0

C. Supplies Narrative: Give a detailed description of how each supply listed is necessary for your wellness project and how it contributes to the project's goals.

NA

D. Consultants/Contracts - State service to be provided, anticipated hourly or daily rates, and estimated time on the project. Also include expenses to be paid to the consultants in addition to their fees (i.e., travel, meals, lodging, etc.) **FOR RATE/MONTH AND TOTAL MONTHS – USE NUMBERS ONLY – DO NOT USE CHARACTERS (such as: letter, commas, \$ signs, etc.) Total cost will not calculate correctly if characters are used.**

Consultant/Contract & Service to be Provided	Rate/Month	Total Months	Total Cost
	7500	12	90000
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
			0
Total Request:			90000

D. Consultants/Contracts Budget Narrative: Give a detailed description of how each Consultant/Contract will benefit your wellness project. Consultants should only be personnel who can provide therapeutic services to support the mental health and wellness of the law enforcement and correctional personnel or someone who has expertise in training.

We are requesting up to \$90,000 as reimbursable expenses to pay the Building Resiliency Together Project (BRTP) to provide Resiliency, Support and Therapy (RST) services to current and retired correctional and law enforcement personnel with Cass County Sheriff's Office, as well as Southeastern and Northeastern North Dakota. Projected utilization of services is 10% of an agency with an average of 8 sessions per officer. With that utilization rate the grant would cover 105 officers for 2024.

In 2019 the Dakota Children's Advocacy Center (DCAC) worked with community partners to create an adult Employee Assistance type program named, the Building Resiliency Together Project, specifically for victim service providers and first responders across North Dakota to build resiliency and cope with secondary trauma. Since that time, law enforcement and correctional officers have become the largest users of the DCAC BRTP, making up 35% of the the services. This is funding budgeted under consultants as DCAC contracts with specially trained mental health providers to provide the RST services. The service providers are seasoned providers with extensive training in working with PTSD and secondary traumatic stress.

III - BUDGET SUMMARY

Category	Total Requests
A. Personnel	0
B. Travel/Training	0
C. Supplies	0
D. Consultants/Contracts	90000
E. Other Costs	10000
Total Request:	100000

IV - AGENCY FUNDING SOURCES AND PROGRAM INCOME

A: Funding Sources

<p style="text-align: center;">Funding Sources</p> <p>List any other sources of local or federal grant funding that supports this project's activities INCLUDING any pending or applied for awards - note the status at the time of application.</p>	<p style="text-align: center;">Amount</p>
<p>Other (specify):</p>	
<p>Total Funding</p>	<p>0</p>

V - PROJECT NARRATIVE – All sections MUST be completed individually, please DO NOT write see other sections.

1. Project Description - Describe the proposed project and how it addresses specific mental health and wellness problems. Include specifics about the services to be provided, how the services will be provided, and the project deliverables.

The Cass County Sheriff's Office intends to enter in to an agreement for services with the Building Resiliency Together Project, to provide Resiliency, Support and Therapy (RST) services to other law enforcement agencies within the Southeastern and Northeastern regions of North Dakota with potential expansion to other regions of the state depending upon utilization. This participation would remain on track with legislative testimony and support of providing RST services to as many officers of the state as possible.

The Building Resiliency Together Project, which provides RST (Resilience, Support, and Therapy) services was developed by a collaborative group of agencies across the state of North Dakota to positively address the impact of secondary traumatic stress (STS). By building resiliency, offering support and providing evidenced based therapy with specially trained providers we intend to maintain a workforce that is compassionate and resilient.

Individual sessions focus on building resilience of working in trauma- exposed fields, low-impact debriefing, secondary traumatic stress support, or evidence-based therapy for secondary traumatic stress. RST has designated providers with specialty training and expertise in treatment of trauma and STS offered in person or via telehealth.

To access the service officers just need to go to the website (<https://buildingresiliency.org/rst>) pick a provider that best fits their needs and contact them stating they are an officer needing RST services. Providers hold slots for the RST program and work to get them in within a weeks time. Deliverables include providing evidenced based mental health services to those struggling with work related STS and PTSD symptoms and to increase access to those services for active and retired law enforcement and correctional officers.

The Building Resiliency Program is administered by the Dakota Children's Advocacy Center.

2. Current Efforts - Clearly define what efforts are currently underway in response to the problems identified in the project description. Explain how current efforts relate to the project proposed here, will they be continued, modified, or expanded?

In 2022, the Cass County Sheriff's Office signed an MOU with the Ward County Sheriff's Department to participate in the BRTP which was funded through grant #2020CKWX0031, awarded through the U.S. Department of Justice, Office of Community Oriented Policing Services, to the Cass County Sheriff's Office under the FY 2020 Community Policing Development (CPD) Microgrants program. The project lost funding in 2023 and the department was unable to continue participation with the BRTP RST services as it switched to a membership only program and the CCSO allocated money to continue through 2FY 2023. The CCSO along with WCSO advocated for the ND State Legislature to allocate funding from the state during the 2023 legislative session to provide services to all of the state's active and retired law enforcement and corrections officers.

3. Collaboration with Other Agencies - Describe in detail how your agency has collaborated or cooperated with other agencies in providing current and retired correctional and law enforcement personnel with mental health and wellness support. Describe how your agency intends to collaborate with other agencies/patterns during the grant period.

The Building Resiliency Together project was built on collaboration with other agencies. It was started in 2019 by a group of agencies across the state to build resiliency in our organizations, including law enforcement representation who formed their own core team. The core team included the Cass County Sheriff's Office, West Fargo PD, Williston PD, Ward County Sheriff's Office, and the North Dakota Human Trafficking Task Force. This core team worked to make materials and the program more accessible and representative of law enforcement needs and continues to operate. Currently the Building Resiliency Together Project contracts with and provides access to nearly 500 law enforcement officers in the state.

The Cass County Sheriff's Office, West Fargo Police Department and Ward County Sheriff's Department advocates continue to collaborate on how to provide these services to our state's law enforcement officers even though grant funding was lost.

This project will increase resiliency by directly impacting current and retired correctional and law enforcement personnel of the state and indirectly impact the victims they serve, their communities, and the state. This project promotes organizational change by calling on leadership to address STS. The creation of this program began with law enforcement agencies, mental health clinicians wanting to move knowledge and practice of evidence-based practice to their agencies to promote wellness for their officers, as well as creating a sustainable and healthy workforce.

The BRTP is currently on a membership based program though it is available to individuals through their insurance or self-pay (if their agencies do not pay for the membership), but with this grant we can pause this system for current and retired correctional and law enforcement personnel and dispense with the membership portion of this program by sustaining the sessions for the regions current and retired correctional and law enforcement personnel.

4. Continued Funding - Describe in detail what plans or steps are in place to assure continuing of the project after the grant period. This grant is a one-time funding opportunity, a solid sustainability plan will be vital to project success.

The sustainability of the project is through the stability of the Building Resiliency Together Project that has been operating for the last 4 years, including through COVID, and plans to continue to serve those working in this field way beyond the grant period.

The Building Resiliency program started with funding from OJJDP to provide these services to organizations across the state, including law enforcement agencies. With this funding the Building Resiliency Together Project worked on training for leaders and organizational wellness, staff resiliency, and developed the Resiliency, Support and Therapy (RST) Program, which provides secondary traumatic stress EAP specific services. When that funding ended, services were provided with funding through the Attorney General's Office COVID funding. We collaborated to form the Building Resiliency Together task force (core team) to work toward transformational change in ND's systems, organizations, and providers.

The program then moved to a membership based program in 2023, which has limited access to many officers who need the services. This funding will break down the membership barrier by funding the region and would put relief on agencies that are currently paying via membership to be able to utilize the RST program without paying for membership.

Sustainability for the program also includes plans to revisit the legislature next session to update them on the success of the program, with hopes for longer term funding, as well as seek out other grants for the program.

VI - PROJECT GOALS, OBJECTIVES, TIMELINE, AND PERFORMANCE MEASURES

1. Overall Project Goals - State the project's goals. Goals should address the specific problem/need identified in the application. Goals should be stated in terms of the outcomes that the project wants to achieve. (Example: Develop and sustain an effective mental health program, send therapists to law enforcement specific support trainings, etc.)

We have taken a strategic approach to implementing and sustaining this project by developing a comprehensive strategy to address secondary traumatic stress.

Our goals:

- 1) Increase information about the services and benefits of the program to the south eastern region of the state. The Cass County Sheriff's Office will promote the RST program to current and retired corrections and law enforcement agencies in the Southeastern and Northeastern region of the state so that more officers know about the services and how to access them.
- 2) To have the Building Resiliency Together Project increase the amount of RST providers to meet any increases due to demand of this project. The Building Resiliency Together Project will monitor and assess the needs of the program in growing by adding more clinicians in the region of the state.
- 3) Usage of the RST program in the Southeastern and Northeastern region of the state by 100 active and retired law enforcement and correctional officers. One of our agencies main goals is to encourage meaningful, positive change by directly impacting law enforcement and correctional officers, which indirectly impacts victims, their communities, and the state. We want agencies to know the resources and support that is available via the RST program.

2. Objectives - (Activities directed at achieving goals): State the project's objectives, in terms of specific steps or benchmarks that will eventually lead to accomplishing the goals. Objectives must be clearly expressed and in measurable terms. (Example: Increase the number of mental health services available.)

1) To increase information about the services and benefits about the program to the north and north central region of the state. The Cass County Sheriff's Office will promote the RST program to current and retired corrections and law enforcement agencies in the Southeastern and Northeastern regions of the state so that more officers know about the services and how to access them.

Objective 1: The Building Resiliency Together Project will update materials to specifically represent law enforcement and correctional officers for distribution. Objective 2: Our agency and the Building Resiliency Together Project will send information to law enforcement and correctional officers in the north and north central region of the state about the RST program and how to access services.

2) To increase the amount of RST providers to meet any increases due to demand of this project. The Building Resiliency Together Project will monitor and assess the needs of the program in growing by adding more clinicians in the region of the state.

Objective 1: The Building Resiliency Together Project will search for additional mental health providers in the Southeastern and Northeastern regions of the state with the intent to have providers located across the state if necessary.

Objective 2: The Building Resiliency Together Project will vet mental health providers in the north and north central region of the state who have interest in providing RST services.

Objective 3: The Building Resiliency Together Project will train mental health providers in evidenced based therapies for STS and PTSD.

Objective 4: The Building Resiliency Together Project will add trained providers to the on-line roster on their website.

3) To provide usage of the RST program in the Southeastern and Northeastern regions of the state to 100 active and retired law enforcement and correctional officers. One of our agencies main goals is to encourage meaningful, positive change by directly impacting law enforcement and correctional officers and which indirectly impacts victims, their communities, and the state. We want agencies to know the resources and support that is available via the RST program.

Objective 1: Our agency and the Building Resiliency Together Project will provide ongoing contact and information to agencies about the availability and benefits to the RST program.

Objective 2: Our agency and the Building Resiliency Together Project will monitor data about the program to help meet our goals.

Objective 3: Our agency and the Building Resiliency Together Project will collaborate to make changes in outreach based on usage and feedback of the program as much as possible and practical.

Additional overall goals of the program include: increased employee satisfaction, retention in staff, and a more compassionate response to victims. Long term objectives include improved productivity and capacity to respond effectively to the needs of clients, and decreased employee absence, psychological injury claims, and job turnover. Ultimately this project will help develop healthier organizations that thrive and in turn provide effective agencies for years to come.

3. Timeline - Provide a detailed timeline for expenditure of project funds and completion of project goals and objectives.

Grant awarded

Month 1: Services have started and are available to all eligible individuals.

Month 2: Materials will be updated and sent to law enforcement/correctional officers in the southeast and northeast portions of ND explaining the program and how to access it. The Building Resiliency Together Project will also do a search for additional RST Therapists.

Month 3: The Building Resiliency Together Project will be vet additional counselors and have those counselors scheduled for training to ensure they are training on evidenced based therapies for post traumatic stress disorder and secondary trauma services.

Months 4-12: Services are provided and data is maintained on effectiveness of the program. Ongoing engagement with agencies as needed.

4. Performance Measures - Describe the measures by which you will determine your project's success. Provide a description of how data supporting these measures will be collected: (Example: Number of officers that received support.) You will be required to submit a final progress report detailing how this funding impacted your project.

- 1) Goal 1: Conduct program outreach to raise awareness to every law enforcement agency operating in the Southeastern and Northeastern portions of the state.
- 2) Goal 2: As measured by the percentage of increase in therapists who will be vetted and contracted with our program.
- 3) Goal 3: As measured by the number of individuals who are utilizing the services in the region.
(Goal of 100)

VII – AUTHORIZED SIGNATURES

I certify that the project proposed in this application meets applicable requirements, that all information presented is correct, and that the applicant will comply with the provisions of the grant and all other applicable federal laws. By appropriate language incorporated in each grant, sub-grant, or other document under which funds are to be disbursed, the undersigned shall assure that the applicable conditions shown above apply to all recipients of these grant funds.

Signature of Authorized Official (political subdivision)

Date

Signature of Project Director

Date

Signature of Fiscal Officer

Date