

RESOLUTION NO.

A RESOLUTION AUTHORIZING THE RATIFIED SUBMISSION OF A GRANT APPLICATION TO THE U.S. DEPARTMENT OF JUSTICE OFFICE OF COMMUNITY ORIENTED POLICING SERVICES FOR A LAW ENFORCEMENT MENTAL HEALTH AND WELLNESS ACT (LEMHWA) GRANT FOR THE LARAMIE COUNTY SHERIFF'S DEPARTMENT IN PARTNERSHIP WITH THE CITY OF CHEYENNE POLICE DEPARTMENT IN THE AMOUNT OF \$98,530.50, ON BEHALF OF THE GOVERNING BODY OF LARAMIE COUNTY, WYOMING

FOR THE PURPOSE OF: REQUESTED FUNDS WILL BE USED TO EXPAND AND IMPLEMENT MENTAL HEALTH PROGRAMS FOR THE AGENCIES TO INCLUDE PEER SUPPORT TRAINING, OVERTIME, PROFESSIONAL MENTAL HEALTH SERVICES AND A MINDFULNESS APPLICATION.

WITNESSETH

WHEREAS, the Governing Body of Laramie County desires to participate in the U.S. Department of Justice Office of Community Oriented Policing Services Law Enforcement Mental Health and Wellness grant program by sponsoring this grant to assist in financing this project for the Laramie County Sheriff's Department and the City of Cheyenne Police Department; and

WHEREAS, the U.S. Department of Justice requires that certain criteria be met, as described in the Department of Justice rules governing the program, and to the best of our knowledge this application meets those criteria; and

WHEREAS, the Governing Body of Laramie County has been provided with preliminary cost estimates and information on the project; and

NOW, THEREFORE, BE IT RESOLVED BY THE GOVERNING BODY OF LARAMIE COUNTY that a grant application be submitted to the U.S. Department of Justice for a Law Enforcement Mental Health and Wellness grant in the amount of \$98,530.50 for consideration of funding the Laramie County Sheriff's Department and the City of Cheyenne Police Department.

BE IT FURTHER RESOLVED, that Sandra Newland, or her successor in the position of Laramie County Grants Manager, is appointed as agent of the Laramie County Board of Commissioners to execute and submit applications and certifications for these funds and to receive funds and implement the programs funded under this grant.

PASSED, APPROVED AND ADOPTED THIS 15th DAY OF JUNE 2021.

By: _____
Gunnar Malm, Chairman

ATTEST:

Debra Lee, Laramie County Clerk

Date

Received and Approved as to Form only By:

Laramie County Attorney's Office

Date 6/1/21

Sandra Newland

From: Default <do-not-reply@ojp.usdoj.gov>
Sent: Friday, May 28, 2021 11:26 AM
To: Sandra Newland
Subject: Notice of Application Submitted to Law Enforcement Mental Health and Wellness Act (LEMHWA) Solicitation



Your application GRANT13370822 has been successfully submitted for Law Enforcement Mental Health and Wellness Act (LEMHWA) Solicitation on 05-28-2021 01:25 PM

For more information go to www.justicegrants.usdoj.gov
JustGrants is operated under the U.S. Department of Justice

Standard Applicant Information**Project Information****Project Title**

Mental health enrichment programs for Laramie County Sheriff's Department and the City of Cheyenne Police Department.

Federal Estimated Funding (Federal Share)

98530.50

Total Estimated Funding

98530.50

Proposed Project Start Date

9/1/21

Applicant Estimated Funding (Non-Federal Share)

0.00

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

Laramie County, WY

City of Cheyenne, WY

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

B: County 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**

Miss

Application POC First Name

Sandra

Application POC Suffix Name

Application POC Middle Name

Lynn

Organizational Affiliation

Laramie County

Phone Number

307-633-4201

Title

Grants Manager

Fax Number

ORINumber

Executive Order and Delinquent Debt Information

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

b. Program is subject to E.O. 12372 but has not been selected by the State for review

Is the Applicant Delinquent on Federal Debt?

No

SF424 Attachments (4)



Name
manifest.txt

Date Added
5/24/21



Name
Form SFLLL_2_0-V2.0.pdf

Date Added
5/24/21



Name
Form SF424_3_0-V3.0.pdf

Date Added
5/24/21



Name
GrantApplication.xml

Date Added
5/24/21

Authorized Representative

Law Enforcement Executive Information

Title

Undersheriff

Prefix Name

Mr.

First Name Middle Name Last Name

Kevin — James

Suffix Name

—

Government Executive Information

Title

County Commissioner

Prefix Name

—

First Name Middle Name

Gunnar —

Suffix Name

—

Verify Legal Name, Doing Business As, and Legal Address

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 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

SANDRA NEWLAND

Certification Date / Time

05/25/2021 10:24 AM

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

- a. Contact your Entity Administrator.
- b. 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 ap

Proposal Abstract

Laramie County, on behalf of the Laramie County Sheriff's Department and the City of Cheyenne Police Department is requesting \$98,530.50 to expand their m expand and provide much needed mental health support services for sworn and civilian staff. Expansion areas include peer support training, mental health contr

The purpose of our project is to provide needed mental health resources to Laramie County law enforcement. Combined these agencies serve a community of al mental health needs and wellness within our agencies by implementing and expanding upon peer support, mindfulness and critical resources and trainings to ens to address the cause and effects related to mental distress among law enforcement officers and make sure they are timely and adequately addressed.

The activities proposed include a robust 40-hour peer support academy for selected sheriff patrol, sheriff detention and police patrol officers to attend and imple outside professionals to provide mental health services. Both agencies will contract with a mental health professional for debriefing trainings, new hire trainings peer support teams responding to the needs of the agencies during critical incidents with the potential to cause trauma. Lastly, our application addresses the need sworn and civilian law enforcement staff to use as needed.

Data Requested with Application

✓ FY21 LEMHWA Elig

Applicant Eligibility

Instructions: The following questions will be used to determine eligibility for the LEMHWA program. NOTE: If you select "no" to any of the below questions, you funding.

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

Rural

Is your agency established and currently operational? A law enforcement is established and operational if the jurisdiction has passed authorizing legislation an

Yes

✓ FY 2021 CPA Solicitation Questions

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 developme activities involving the training of individuals in research techniques where such activities use the same facilities as other research and development activities ; systematic study directed toward fuller scientific knowledge or understanding of the subject studied. "Development" is the systematic use of knowledge and un 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

systems, or methods, involving design and development of prototypes and processes; select, for a key part of your project, a covered individual

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 any part of your project involves interactions with minors under the age of 18 years. NO recipients and subrecipients to make determinations of suitability before certain covered individuals interact with participating minors under the age of 18 years

Could any activities under your project involve interactions with minors under the age of 18 years?

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 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 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 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

Law Enforcement/Organization Executive

Instructions for Law Enforcement Agencies: The Law Enforcement Executive is the highest ranking official in the jurisdiction (Chief of Police, Sheriff, or equivalent).
Non-Law Enforcement Agencies: For non-law enforcement agencies, the Law Enforcement Executive is the highest ranking program official in the jurisdiction; if awarded, this position will ultimately be responsible for the programmatic management of the award. Please note that information for non-executive positions (

Title:

Undersheriff

First Name:

Kevin

Last Name:

James

Phone:

307-633-4773

Email Address:

jamesk@taramiecounty.com

Instructions for Government Agencies: This is the highest ranking government official within your jurisdiction (e.g., Superintendent, Mayor, City Administrator, or County Executive).
Instructions for 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., Chair or Representative 2" in JustGrants. If the award is awarded, this position will ultimately be responsible for the financial management of the award. Please note the

Title:

Chairman

First Name:

Gunnar

Last Name:

Malm

Phone:

307-633-4260

Email Address:

commissioners@laramiecounty.com

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

Title:

Grants Manager

First Name:

Sandra

Last Name:

Newland

Phone:

307-633-4201

Email Address:

snewland@laramiecounty.com

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

Wyoming

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 strategies that support the systematic use of partnerships and problem solving techniques to proactively address the immediate conditions that 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-element jurisdiction.

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

Moderate support

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

No change in impact

Explanation of need for federal 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

Both the Laramie County Sheriff's Department and the City of Cheyenne Police Department are considered rural agencies. Our budgets are directly tied to our typically not funded. Law Enforcement Mental Health is extremely important to our agencies and we would love to get started with a sustainable program to ca

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

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:

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.

FY21 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. Law Enforcement Entities

Sheriff

From the list below, please select the type of agency which best describes the applicant. Non-Law Enforcement Entities

U.S. Department of Justice and other federal funding

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 as being proposed in this application. Federal Awards that are funded through another funding source. However, leveraging 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 the 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.

Please list any current, active non-COPS Office awards that support the same or similar activities or services as being proposed in this application. Federal Awards that are funded through another funding source. However, leveraging 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 the 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.

Name Award Start Date (mm/dd/yyyy) Award End Date (mm/dd/yyyy) Award Amount Describe How This Project Differs From The Application For COPS Office

Federal Awarding Agency or State Agency for Sub-awarded Federal Funding

Award Number

Program Name

Award Start Date (mm/dd/yyyy)

Award End Date (mm/dd/yyyy)

Award Amount

Describe How This Project Differs From The Application For COPS Office Funding:

Please list any pending non-COPS Office grant applications that support the same or similar activities or services as being proposed in this application. Federal (known) Program Name Project Length Total Requested Amount Items Requested Describe How This Project Differs From The Application For COPS Office Funding

Federal Awarding Agency or State Agency for Sub-awarded Federal Funding

Application Number (if known)

Program Name

Project Length

Total Requested Amount

Items Requested

Describe How This Project Differs From The Application For COPS Office Funding:

If you have more than one pending application or active award with any other federal funding source (e.g., direct federal funding or indirect federal funding through as being proposed in this COPS Office application, please provide the above information in the below text box.

We do not have any pending applications or active awards with similar purposes, goals or objectives.

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: Please review the "Terms and Conditions" section.

Please check one of the following, as applicable to your agency's intended use of this award:

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

Acknowledgement of Electronic Signatures

By checking the box below, the applicant indicates that he or she understands that the use of typed names in this application and the required forms, including signatures and that the electronic signatures are the legal equivalent of handwritten signatures. I understand.

true

Proposed Project Demographics

325

Rural

1

The Laramie County Sheriff's Department in partnership with the City of Cheyenne Police Department currently have limited Mental Health and Wellness community EAP resources, but are looking to expand mental health options and quality for both sworn and civilian staff. Our departments are located within the southeast corner of the state, approximately 100 square miles. We are a rural community that is home to the capital of Cheyenne, Wyoming. We have interstates I-80 and I-25 intersecting in our community. Our location provides the flexibility of community policing services outside of normal operations. Both of our departments have seen the significant importance of having proper mental health resources to help prevent and proven to create internal conflicts and issues. We are requesting this federal grant to allow both of our agencies to build confidential robust and sustainable mental health resources.

The goals and objectives outlined in our application will assist both agencies in implementing critical mental health training and support programs. It is widely known that mental illnesses and depression. The need for a comprehensive mental health program in law enforcement is essential to proper and successful community policing. If the implementation practices our departments will be successful in supporting our sworn and civilian staff to be successful in all community policing efforts. Once properly implemented upon mental health services for law enforcement. With the civil unrest much of us are seeing, taking care of all aspects of our law enforcement's well being is essential.

241

241

84

84

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0

Proposed total number served if awarded LEMHWA funding

0

Retired staff

Number currently served

0

Proposed total number served if awarded LEMHWA funding

0

Correctional officers/staff

Number currently served

0

Proposed total number served if awarded LEMHWA funding

0

Family members / Significant others

Number currently served

0

Proposed total number served if awarded LEMHWA funding

0

Other

Number currently served

0

Proposed total number served if awarded LEMHWA funding

0

If you selected "Other," please provide a brief explanation.

Please indicate below the mental health and wellness services that your agency currently provides and the services that you would implement or enhance if av

Regularly scheduled mental health check-ins

Currently offered

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

On-site counseling

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Not applicable

Off-site counseling

Currently offered and planning to enhance if awarded LEMHWA funding

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Virtual counseling

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Debriefing and/or Critical Incident Stress Management (CISM) program

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Trained peer counselors

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Chaplaincy / Spiritual Support

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Suicide prevention programming

Currently offered

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Mental health awareness training

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Mindfulness practice

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Quiet room

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Not applicable

Other (please explain below)

Currently offered

Currently offered and planning to enhance if awarded LEMHWA funding

Planning to offer if awarded LEMHWA funding

Not applicable

Not applicable

If you selected "Other," please provide a brief explanation.

Please identify any recommendations from the LEMHWA Report to Congress and Case Studies upon which your application is based, as well as any other res

The case study that is most relevant to our goals and objectives is from the Bend Police Department located in Oregon. The demographics of this location are strong leadership support, and a peer support team. These are all components to our proposed mental health and wellness program at both the Laramie Coun getting started, we have a few simple practices in place such as an employee assistance program and chaplains. We have basic peer support teams, but see commitment to officer mental health and wellness. One of the most important takeaways from the report to congress is that "failing to address the mental health result in officers being less safe on the job." The City of Cheyenne Police Department and the Laramie County Sheriff's Department are committed to impleme officers.

Our agencies wish to implement and address the following recommendations:

Recommendation #2, support the development of resources for community based clinicians to interact with law enforcement. Our proposal outlines contractua across to qualitiv clinical support that understands the difficulties of the job. Building a trusting and comprehensive nmonram with a mental health nmpfessionnal is

access to quality critical support that underscores the importance of the job, learning a lasting and comprehensive program that a mental health professional it will be available for everyone. This goal also coincides with recommendation #4, to support law enforcement family readiness. Our contract will include resour or employees. A large portion of our proposal falls under recommendation #13, #14 and #16 to support the expansion of peer support programs. Both agencies peer support training. Our request is to send officers to an official 40-hour peer support training to expand beyond just critical incident stress. Finally, our proposed intervention measures by implementing a mindfulness component to our mental health programs. We feel that by addressing the objectives/recommendations program.

Please describe your LEMWHA project. How will this program advance the goals and requirements of the LEMHWA program? What are the goals of this project? milestones will be required in the "Additional Application Components" section of this application.

The Laramie County Sheriff's Department in collaboration with the City of Cheyenne Police Department want to expand their mental health and wellness program training, entering into a contract for psychological services (debriefings, trainings and response needs), having overtime available for peer support call outs and (app).

Our programs will help improve the delivery of and access to mental health and wellness services for local law enforcement officers through the implementation of abuse, PTSD and suicide in officers. The items listed above are all goals of the LEMHWA program as stated in the report to congress. Under this application, we based, accessible and memorable for our rural agencies.

Our programs will develop knowledge and leverage existing community policing activities and strategies by drawing upon the best practices and case studies of a select group of officers attend the 911 Overwatch Peer Support Academy that is nationally accredited, to learn additional information to be implemented into best practices and problems for both sworn and civilian staff by offering training and resources to all employees.

Both agencies see the value of investing in their officer's mental health to promote and ensure the best community policing efforts. The peer support training, is and stakeholders by using proven practices. After learned, these practices will increase the number of trained law enforcement officers, increase the availability into routine business to engage all personnel in maintaining positive wellbeing. We are confident that our proposed programs will increase the capacity of our agencies to engage with the community through proper and safe community policing efforts.

Agency Policies and Partnerships

Please describe your current and proposed officer health and wellness related policies and partnerships and how they will impact the proposed LEMWHA Project.

Currently both the City of Cheyenne Police Department and the Laramie County Sheriff's Department have basic individualized mental health and wellness programs and mental health training. Our agencies have established basic peer support groups and have written policies and procedures in place for these teams. Both departments These policies and partnerships will strengthen community policing resiliency in the community and provide a greater support system to our sworn law enforcement. Our proposed project will help strengthen and formalize our existing practices and provide a more robust process for providing mental health services to law enforcement.

Please indicate below the mental health and wellness partnerships that your agency currently has and the partnerships that you would implement or enhance if awarded LEMHWA funding.

Institutions of higher education

Currently engaged

Currently engaged and planning to enhance if awarded LEMHWA funding

Planning to engage if awarded LEMHWA funding

Not applicable

Not applicable

Behavioral and mental health providers

Currently engaged

Currently engaged and planning to enhance if awarded LEMHWA funding

Currently engaged and planning to enhance if awarded LEMHWA funding

Planning to engage if awarded LEMHWA funding

Not applicable

Currently engaged

Currently engaged

Currently engaged and planning to enhance if awarded LEMHWA funding

Planning to engage if awarded LEMHWA funding

Not applicable

Labor union or affinity groups

Currently engaged

Currently engaged and planning to enhance if awarded LEMHWA funding

Planning to engage if awarded LEMHWA funding

Not applicable

Not applicable

Community-based organization

Currently engaged

Currently engaged

Currently engaged and planning to enhance if awarded LEMHWA funding

Planning to engage if awarded LEMHWA funding

Not applicable

Faith-based organization

Currently engaged

Currently engaged

Currently engaged and planning to enhance if awarded LEMHWA funding

Planning to engage if awarded LEMHWA funding

Not applicable

Currently engaged

Not applicable

At the Laramie County Sheriff's Department our key member is Lt. Christopher DeBiasi, he will be responsible for supporting this project and coordinating effort Department administration to implement and oversee all components outlined in this grant request. At the City of Cheyenne the key member is Lt. Joel Hickers Laramie County Grants Manager on behalf of Laramie County, Wyoming will be responsible for all program and fiscal compliance components including report City of Cheyenne will be the Subgrantee. Both agencies have basic programs established that the proposed project will support and strengthen to ensure success.

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Community and law enforcement executive partnerships are critical components in developing and implementing programs designed to include community police who were involved in the development of your proposed wellness program.

Law enforcement executive

Law enforcement executive

Other senior sworn leadership

Other senior sworn leadership

First-line supervisors

First-line supervisors

Police officers/deputies

Police officers/deputies

Nonsworn law enforcement staff

Nonsworn law enforcement staff

Administrative staff

Administrative staff

Behavioral or mental health provider (internal resource)

Behavioral or mental health provider (external resource)

Behavioral or mental health provider (external resource)

Civic leader

Community-based organization

Other (please explain below)

If you selected "Other," please explain.

To increase program awareness and engagement, please indicate how staff will be informed that this project is available for their use in the agency.

Daily/Weekly roll call

Currently deployed

Currently deployed

Currently deployed and planning to enhance if awarded LEMHWA funding

Planning to deploy if awarded LEMHWA funding

Not applicable

Email notifications

Currently deployed

Currently deployed and planning to enhance if awarded LEMHWA funding

Currently deployed and planning to enhance if awarded LEMHWA funding

Planning to deploy if awarded LEMHWA funding

Not applicable

Agency text messages

Currently deployed

Currently deployed and planning to enhance if awarded LEMHWA funding

Planning to deploy if awarded LEMHWA funding

Not applicable

Not applicable

Regularly scheduled discussions with supervisors

Currently deployed

Currently deployed and planning to enhance if awarded LEMHWA funding

Currently deployed and planning to enhance if awarded LEMHWA funding

Planning to deploy if awarded LEMHWA funding

Not applicable

Bulletin posting

Currently deployed

Currently deployed and planning to enhance if awarded LEMHWA funding

Planning to deploy if awarded LEMHWA funding

Planning to deploy if awarded LEMHWA funding

Not applicable

App-based notification

Currently deployed

Currently deployed and planning to enhance if awarded LEMHWA funding

Planning to deploy if awarded LEMHWA funding

Not applicable

Not applicable

Peer support introduction during union meetings

Currently deployed

Currently deployed and planning to enhance if awarded LEMHWA funding

Planning to deploy if awarded LEMHWA funding

Not applicable

Not applicable

Other (please explain below)

Currently deployed

Currently deployed and planning to enhance if awarded LEMHWA funding

Planning to deploy if awarded LEMHWA funding

Planning to deploy if awarded LEMHWA funding

Not applicable

If you selected "Other," please provide a brief but detailed explanation.

If funded our agencies will implement information on the mental health and wellness program and components in debriefing meetings.

Please provide a short description of your marketing plan, focusing on what new or enhanced options you will use to increase program awareness

Both agencies plan to fully implement the mental health and wellness program as outlined in the application into their departments immediately. Both agencies will contract with a mental health provider, have established peer mentoring team members for call out and both departments will immediately make the mindf. services, so this will be a new step to alerting all staff to the new services that are offered and provided. We will be doing this by hosting discussions, trainings

Performance Metrics

What method(s) do you intend to use to measure the success or value of your proposed LEMHWA program? Please select all that apply. Internal survey(s) of trust in or satisfaction with the agency Change in rates of use of force Change in turnover rates (e.g., early retirement, employees leaving for other agencies, o rates of sick leave taken for nonphysical ailments Change in rates of sick leave taken for physical ailments Change in rate of non-use of force internally inves violations) Change in rates of citizen complaints Other

Internal survey(s) of job satisfaction

1

Internal survey(s) of work-related stress

1

Community survey(s) of topics

—

Change in rates of use of force

—

Change in turnover rates

—

Change in rates of sick leave taken for nonphysical ailments

—

Change in rates of sick leave taken for physical ailments

—

Change in rate of non—use of force internally investigated incidents

—

Change in rates of citizen complaints

1

Other

—

If you selected "Other," please provide a brief but detailed explanation.

The departments also plan on tracking the usage of the mindfulness application through number of logins and time usage to track effectiveness and success.

Please describe how you intend to use these methods to assess program performance.

The methods above will help us to determine if our mental health and wellness services that are being implemented are creating a change or being utilized. We will conduct surveys, and monitoring the mindfulness program to see how it is being utilized in both departments. We also plan to track individuals who participate in the program as a great area for expansion and support for our agencies.

Proposal Narrative

Goals, Objectives, Deliverables, and Timeline ★

Goal Statement

Access and received peer support training for the Laramie County Sheriff's Department and the City of Cheyenne Police Department.

Objective	Fiscal Year
Select and send officers to peer support training up to 34 officers within two years.	Ongoing
Deliverable	Fiscal Year
Training In-person Curriculum	Ongoing

Goal Statement

Establish and maintain proper resources for mental health services.

Objective	Fiscal Year
Select and provide outside professional mental health and psychological services.	Ongoing

Coordinate and facilitate mental health practices into briefings, trainings, new hire trainings, & critical incident debriefings.	Ongoing
Presentations	Ongoing
Training	Ongoing

Goal Statement

Ensure proper attention, time and resources are dedicated to critical incidents and debriefings to address mental health.

Objective	Fiscal Year
Recognize and implement further discussion and training as needed to address new concerns or gaps.	Ongoing
Ensure that peer support individuals and teams are readily available whenever needed.	Ongoing
Deliverable	Fiscal Year
Policies/Procedures/Protocols	Ongoing
Survey or Other Data Collection Instrumentation	Ongoing
Training	Ongoing

Goal Statement

Support and encourage the practice of mindfulness in employees, both sworn and civilian.

Objective	Fiscal Year
Implement a department wide mindfulness application to enhance mental health wellbeing.	Ongoing
Deliverable	Fiscal Year
Report	Ongoing

Goal Statement

Ensure staff is prepared and provided with proper mental health care services to address the unique needs of law enforcement.

Objective	Fiscal Year
Collectively utilize and implement best practices through establishing a robust mental health program.	Ongoing
Deliverable	Fiscal Year
Other	Ongoing
Track the number of citizen complaints	Ongoing
Survey or Other Data Collection Instrumentation	Ongoing

Budget and Associated Documentation**Base Salary and Fringe Benefits for Sworn Officer****Position****Position Title****Position Description**

> Salary

✓ Fringe Benefits

Year 1

Social Security

6.2%

\$0.00

	6.20%		
Medicare			
1.45%			\$0.00
	1.45%		
Health Insurance			
Exempt			\$0.00
		—	
Life Insurance			
Exempt			\$0.00
		—	
Vacation			
Included in Salary?	Hours		\$0.00
No	—		
Sick Leave			
Included in Salary?	Hours		\$0.00
No	—		
Retirement			
Exempt			\$0.00
		—	
Workers Compensation			
Exempt			\$0.00
		—	
Unemployment Insurance			
Exempt			\$0.00
		—	
Other Benefit			
			\$0.00
None		—	
Other Benefit			
			\$0.00
None		—	
Other Benefit			
			\$0.00
None		—	
<div> <div></div> <div>Summary Totals</div> </div>			
		Year 1	
Benefits			\$0.00
Salary			\$0.00
Total			\$0.00
Number of Positions			
	1		
Total Salary and Benefits			
	\$0.00		
Total Salary and Benefits			
—			

[Year 1](#)
[Instructions](#)

Travel

Purpose of Travel	Location	Type of Expense	Basis	Cost	Quantity	# Of Staff	# Of Trips	Total
Sheriff Attend Peer Support	Berthoud, Colorado	Meals	Day	\$41.25	5.00	20.00	1.00	\$4,125
Sheriff Attend Peer Support Training	Berthoud, Colorado	Lodging	Night	\$130.00	5.00	10.00	1.00	\$6,500

Travel Total Cost

\$10,625.00

Additional Narrative

The Laramie County Sheriff's Department will be sending personnel to attend the 911 OffenderWatch Peer Support 40hr training in Berthoud Colorado or nearby. The double occupancy rates. Ten hotel rooms are needed for the total of 20 officers for a total cost of \$6,500 for lodging. The Sheriff's Department is sending 20 individuals \$10,625.00 for 20 individuals to be trained at the 40hr Peer Support Academy over the two year period.

Year 1> **Instructions****Equipment**

Equipment Item	# of Items	Cost	Total Cost
----------------	------------	------	------------

No items

Equipment Total Cost

\$0.00

Year 1> **Instructions****Supply Items**

Purpose of Supply Items	# of Items	Unit Cost	Total Cost
-------------------------	------------	-----------	------------

No items

Supplies Total Cost

\$0.00

Year 1> **Instructions****Construction**

Purpose of Construction	Description of Work	# of Items	Cost
-------------------------	---------------------	------------	------

No items

Construction Total Cost

\$0.00

Year 1> **Instructions****Subawards (Subgrants)**

	Description	Purpose	Consultant	Country	State/U.S. Territ
1	City of Cheyenne Police Department	Subaward Agreement		United States	Wyoming

Subawards Total Cost

\$39,937.50

Add Consultant Travel**Additional Narrative**

If funded Laramie County will provide a subaward agreement to the City of Cheyenne in the amount of \$39,937.50 for a two year period. The City of Cheyenne w Registration costs \$10,500, meals for 14 individuals for the five day period \$2,887.50 (used per diem rates same breakdown for Sheriff in travel section). Lodging Funding to enter into a contract with a mental health service provider in the amount of \$12,000 over the two year period. This contract will allow mental health ser hire training). Cost is estimated at a rate of \$150 per hour for services provided. We estimate that over 80 hours of service will be provided to the City of Cheyeni to allow for peer support call out to respond to critical incidents that require peer support mentoring over the two year period.

Year 1> **Instructions****Procurement Contracts**

	Description	Purpose	Consultant	Country	State/U
1	Contract for Mindfulness Application for Police & Sheriff	Mindfulness Application	No	United States	Wyomin
2	Contract for Mental Health Services	Professional Contract with a mental health provider	No	United States	Wyomin

Do you need Consultant Travel?

No

Procurement Cost

\$27,968.00

Additional Narrative

The Laramie County Sheriff's Department is requesting \$8,000 to contract with a local mental health provider to conduct briefings and trainings surrounding mental counseling over the two year period. The contract was calculated using the rate of \$150 per hour for a total of over 53 hours of service during the two year period

The second portion of our contract request is to procure a contract for a mindfulness app to serve all 325 sworn and civilian staff at the City of Cheyenne Police D across sleep, meditation, music, breathwork, masterclasses, podcasts, kids stories and much more. This service also comes with the ability to track usage of the

The cost breaks down to approximately \$61.44 for a two year period for each employee.

Year 1

> Instructions

Other Costs

	Description	Quantity	Basis	Costs	Length of Time	Total Cost
1	Overtime	125.00	0	\$40.00	1.00	\$5,000.00
2	Peer Support Registration Costs Sheriff	20.00	1750.00	\$750.00	1.00	\$15,000

Other Costs Total Cost

\$20,000.00

Additional Narrative

We are requesting that 20 individuals from the Laramie County Sheriff's Department attend the 911 Offender Watch 40hr Peer Support Academy. Registration is \$75

For the overtime we are requesting a total of \$5,000 over the two year period for Peer Support Call out efforts. We estimate needed 125 hours over the two year period each officer, but for the purposes of request we summarized the cost per hour for overtime.

Year 1

> Instructions

Indirect Costs

Description	Base	Indirect Cost Rate
-------------	------	--------------------

No items

Indirect Costs Total Cost

\$0.00

Additional Narrative

Budget Summary

Budget Category

Sworn Officer Positions

Civilian or Non-Sworn Personnel

Travel

Equipment

Supplies

SubAwards

Procurement Contracts
Other Costs
Indirect Costs
Total Project Costs
Federal Funds:
Match Amount:
Program Income:

Budget Detail Summary View

	Budget Category
	Sworn Officer
	Civilian Personnel
	Travel
	Equipment
	Supplies
	SubAwards
	Procurement Contracts
	Other Costs
	Indirect Costs

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

Loading...

Memoranda of Understanding (MOUs) and Other Supportive Documents

Loading...

Additional Application Components**Curriculum Vitae or Resumes**

No documents have been uploaded for Curriculum Vitae or Resumes

Letters of Support

Letters of Support

No documents have been uploaded for Letters of Support

Additional Attachments

No documents have been uploaded for Additional Attachments

Disclosures and Assurances**Disclosure of Lobbying Activities****Name**

Form SFLLL_2_0-V2.0.pdf

Category

LobbyingActivitiesDisclosure

Created by

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 ("Depart

- (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 to the award.
- (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 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 violation of federal law.
- (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 in
 - 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 701 of the Voting Rights Act of 1965 (42 U.S.C. § 1971); 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 (42 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 forth in the application 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 applicable regulations 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 - 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 correlative and historical preservation work under the National Historic Preservation Act of 1966 (54 U.S.C. §§ 312501-312508), and the National Environmental Policy Act of 1969 (42 U.S.C. §§ 4321-4335), and any other applicable laws.
- (7) I assure that the Applicant will give the Department and the Government Accountability Office, through any authorized representative, access to, and opportunity to review, all information and documents submitted in support of 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 or not the award is made available to the institution), I assure that, if any award funds actually are made available to such an institution, the Applicant will require that, throughout the performance of the award,
 - 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

Grant Package

- each such institution comply with any requirements that are imposed on it by the Department or the Secretary 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, official statements, in formal policies, in applications for grants (including this award application), for accreditation, or for licensing, or in submissions relating to its 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. §§ 4601-4655), which govern the award of such assistance;
- 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 performance is evaluated for 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), limited to, the Indian Self-Determination and Education Assistance Act—seek, recruit, and hire qualified members of racial and ethnic minority groups and qualified workers 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 meet the requirements 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, or under 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 the False Claims Act, including certifications provided in connection with such awards, are subject to review by the Department, including by its Office of the Inspector General.

Signed

SignerID

snewland@laramiecounty.com

Signing Date / Time

5/25/21 4:48 PM

U.S. DEPARTMENT OF JUSTICE

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

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 complete 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 ("DOJ")

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 the U.S. Government, 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, cooperative agreement, or contract.
- (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 the U.S. Government, a Member of Congress, or an employee of a member of Congress in connection with this Federal grant or cooperative agreement, the Applicant shall submit a statement of the nature and amount of such payments.
- (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) 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 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 ex

(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 attempting to obtain, or performing a public (Federal, State, tribal, or local) transaction or private agreement or transaction; violation of Federal or State antitrust statute; 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

(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

(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 officers or employees has committed a 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 Ojpcompliance@usdoj.gov; for COPS Applicants, to COPS at AskCOPSR@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 appeals have been exhausted, 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 Ojpcompliance@usdoj.gov; or for COPS Applicants, to COPS at AskCOPSR@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;

(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

(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 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;

(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 or law enforcement official;

(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 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. The certification shall include:

(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/SafePolicingEQ>.

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 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 official employees. 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 of the Department of Justice, 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 the award will be coordinated with the following agencies: Affected agencies may include, among others, Offices of the United States Attorneys; State, local, or tribal prosecutors; or correctional agencies.

The Applicant acknowledges 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 is submitted with, is a violation of 18 U.S.C. § 1001, and that such violation is punishable by a fine of up to \$500,000 or imprisonment for up to 5 years, or both.

Certified

5/25/21 4:49 PM

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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, 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 request: (1) The information in this application and in all supporting materials is accurate, true, and complete information as of the date of this request; and (2) I have not provided any false, fictitious, or fraudulent information or statement in this declaration and certification;
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 request, I am subject to the provisions of 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 sanctions under 34 U.S.C. §§ 3801-3812) or otherwise.

5/25/21 4:50 PM

Other

Loading...

Not Certified

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE CITY OF CHEYENNE POLICE DEPARTMENT, WY
AND THE LARAMIE COUNTY SHERIFF'S DEPARTMENT, WY**

2021 LAW ENFORCEMENT MENTAL HEALTH AND WELLNESS ACT (LEMHWA)

This agreement is made and entered into this 25 day of May 2021, by and between the Laramie County Sheriff's Department, hereinafter referred to as SHERIFF, and the City of Cheyenne Police Department, hereinafter referred to as POLICE, both of Laramie County, State of Wyoming, witnesseth:

WHEREAS, each governing body, in performing governmental functions or in paying for the performance of governmental functions hereunder, shall make that performance or those payments from current revenues legally available to that party; and

WHEREAS, each governing body finds that the performance of this Agreement is in the best interests of both parties, that the undertaking will benefit the public, and that the division of costs fairly compensates the performing party for the services or functions under this agreement; and

WHEREAS, the POLICE and SHERIFF believe it to be in their best interests to collaborate on Law Enforcement Mental Health and Wellness programs to implement within the respected departments.

NOW THEREFORE, the SHERIFF and POLICE agree as follows:

Section 1.

If awarded, the POLICE will receive \$39,937.50, and the SHERIFF will receive \$38,625 and the two entities will share \$19,968, Total grant application \$98,530.50. Each must expend that within two years of the award date.

Section 2.

The POLICE agrees to use \$39,937.50 towards peer support training/travel, contract services for mental health and peer support call out overtime and the SHERIFF agrees to use \$38,625.00 towards peer support training/travel, contract services for mental health and peer support call out overtime. Both agencies agree to share the \$19,968.00 to fund a two-year contract with CALM Business for App services for all sworn and civilian staff. This agreement is in effect until this grant program award no longer exists.

Section 3.

Each party to this agreement will be responsible for its own actions in providing services under the agreement and shall not be liable for any civil liability that may arise from the furnishing of the services by the other party.

Section 4.

The POLICE agrees to provide the SHERIFF with all requested reporting materials as is required under the grant award; in turn, the SHERIFF will fulfill all reporting requirements for both the POLICE and SHERIFF for the award term.

Section 5.

The parties to this Agreement do not intend for any third party to obtain a right by virtue of this Agreement.

Section 6.

By entering into this Agreement, the parties do not intend to create any obligations express or implied other than those set out herein; further, this Agreement shall not create any rights in any party not a signatory hereto.

Section 7.

The parties do not waive their Governmental/Sovereign Immunity, as provided by any applicable law including W.S. §1-39-101 et seq., by entering into this agreement. Further, the parties fully retain all immunities and defenses provided by law with regard to any action, whether in tort, contract or any other theory of law.

CITY OF CHEYENNE POLICE DEPARTMENT

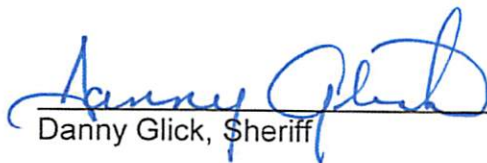


Mark Francisco, Chief

5-25.2021

Date:

LARAMIE COUNTY SHERIFF'S DEPARTMENT



Danny Glick, Sheriff

May 25, 2021

Date:

LEMHWA Abstract

Laramie County, on behalf of the Laramie County Sheriff's Department and the City of Cheyenne Police Department is requesting \$98,530.50 to expand their mental health programs. This request will all allow both law enforcement agencies the ability to expand and provide much needed mental health support services for sworn and civilian staff. Expansion areas include peer support training, mental health contractual services, overtime for peer support staff and a mindfulness application.

The purpose of our project is to provide needed mental health resources to Laramie County law enforcement. Combined these agencies serve a community of almost 100,000 and face increasing demands and budget cuts. We wish to address law enforcement mental health needs and wellness within our agencies by implementing and expanding upon peer support, mindfulness and critical resources and trainings to ensure officers are equipped with the tools needed to manage their own mental wellbeing. It is our goal to address the cause and effects related to mental distress among law enforcement officers and make sure they are timely and adequately addressed.

The activities proposed include a robust 40-hour peer support academy for selected sheriff patrol, sheriff detention and police patrol officers to attend and implement within their respected agencies. Additionally, we recognize the importance and need to bring in outside professionals to provide mental health services. Both agencies will contract with a mental health professional for debriefing trainings, new hire trainings and critical incident response needs. The grant is requesting funding for overtime associated with peer support teams responding to the needs of the agencies during critical incidents with the potential to cause trauma. Lastly, our application addresses the need for individual mindfulness. We wish to contract with application (app) to provide services to all sworn and civilian law enforcement staff to use as needed.

FY21 CPA Budget Narrative Template

U.S. Department of Justice Office of Community Oriented Policing Services

Law Enforcement Mental Health and Wellness Act

Laramie County, Wyoming

Budget Narrative

5-28-2021

Travel

911 Overwatch Peer Support Training Academy

The Laramie County Sheriff's Department is requesting travel costs associated with attending a 40-hour 911 Over watch Peer Support Academy located in Colorado. Our agency is requesting that twenty officers attend over the two-year period. Registration is \$750.00 per person (registration fees were included in the Other Costs section of the budget).

Our agency will have two associated costs with travel to the academy, lodging and meals. The officers attending the training will be using company vehicles and will not need mileage reimbursement. The Course is currently being held in Berthoud, Colorado, which is approximately 73 miles from Cheyenne, Wyoming.

Officers will be sharing rooms, so we need 10 rooms x five nights at the per diem rate of \$130.00 per night for a total cost of \$6,500. Per Diem rates were gathered from the GSA site for Colorado.

We have 20 officers attending the training over a five-day period. The per diem meal rate for Colorado is \$41.25. $\$41.25 \times 5 \text{ days} \times 20 \text{ individuals}$ for a total of \$4,125.00

Total Travel Costs are \$10,625 for twenty individuals.

Sub-awards

Laramie County is the applicant for this grant project; however, we are working in partnership with the City of Cheyenne Police Department. The City of Cheyenne Police Department will be a Subaward of Laramie County to carry out identical mental health wellness activities within the Police Department. The police department will be responsible for carrying out their portion of the award and providing all case management and reporting to the County under the federal award.

The City of Cheyenne Police Department will have the following expenditures that are included within this subaward.

1. Travel costs and registration associated with sending 14 individuals to the 40 hour peer support training (911 Overwatch Peer Support Academy) located in Colorado.
 - a. Registration for 14 individuals at a rate of \$750.00 =10,500.00
 - b. Lodging for 14 individuals (sharing room) so the need for 7 hotels rooms x five nights at \$130 per night (per diem rate)= \$4,550.00
 - c. Meals for 14 individuals for the five day training using the per diem rate of \$41.25 = \$2,887.50.
 - d. Total Cost for Police Department to attend 40hour peer support training academy = \$17,937.50

2. The City of Cheyenne Police Department will enter into a contract with a local mental health service provider to include the following services (debriefings, trainings, critical incident response, and new hire trainings). The police department is requesting a total of \$12,000 for a procurement contract to cover over eighty hours of services to the department. Current rates for mental health service providers are approximately \$150.00 per hour. Divide \$12,000 by \$150.00 = 80 hours for the two-year period.
3. The City of Cheyenne Police Department is requesting a total of \$10,000 to cover overtime costs associated with peer support team response efforts. Peer support officers come into the department when called upon (additional duty/overtime) to offer support and offer guidance to fellow officers after a traumatic incident. We are estimating over the two-year period to need a total of 250 hours at a rate of \$40.00 per hour. Overtime rates are variable depending on officer position and compensation and the \$40.00 rate will vary. An average overtime costs was generalized for the purpose of this application.

Total Subaward to the City of Cheyenne Police Department is \$39,937.50 for the two-year period. If funded Laramie County and the City of Cheyenne will enter into a formal Subgrantee Agreement

Procurement contracts

The Laramie County Sheriff's Department is requesting funding to enter into a contractual agreement with a mental health service provider in the community. This provider would assist with debriefings, new hire trainings, critical incident responses and trainings). Standard mental health service fees are \$150 per hour in Cheyenne, Wyoming. We are requesting a total of \$8,000 for the two-year period and that equates to approximately 53 hours to be provided.

Per the report to congress and case studies, it is an evidence-based practice to have outside mental health services offered for law enforcement officers and their families. It is important to build and maintain a relationship of trust and confidentiality to ensure that all members are receiving appropriate mental health services.

Our application is requesting a total of \$19,968.00 to provide a mindfulness application to all sworn and civilian staff at both the City of Cheyenne Police Department and the Laramie County Sheriff's Department. This is 325 individuals (241 sworn and 84 civilian members). Average cost per user is \$61.44 for the two-year period. This application allows login in and usage at any time for any duration. Various services offered under the app include sleep, mediation, music, breath work, masterclasses, podcasts, kid's stories and much more. In having both agencies utilize the mindfulness practice we are able to track and report on usage, duration and other important factors such as trends or needs. This information will be included in all of our reporting efforts to monitor officers and staff.

Other costs

Items not included in the previous categories but that have a direct correlation to the overall success of a recipient's project objectives and are necessary for the project to reach full implementation will be

considered on a case-by-case basis by the COPS Office. Requests that may fall under the “other” category include officer overtime, rent, or software purchases. Applicants must provide a comprehensive, logical, and clear description of how each budget request will advance the goals and objectives of the solicitation.

Our application includes three requests for “other costs:

1. Registration fees associated with the 911 Overwatch Peer Support Academy. The Laramie County Sheriff’s Department would like to send 20 officers to the academy for the 40-hour training. Registration fees are \$750.00 per person for a total of \$15,000.00. This peer support training is nationally accredited and considered a critical need within our department. Our existing team is limited and needs updated training to ensure they are effectively providing the best support to other officers. Officers that will attend this training will be from both the detention and patrol divisions.
2. The Laramie County Sheriff’s Department is requesting \$5,000 for peer support team overtime. The peer support team will be called out as needed over the two-year period after any incident that may cause traumatic issues for an officer. We are estimating over the two-year period to need a total of 125 hours at a rate of \$40.00 per hour. Overtime rates are variable depending on officer position and compensation levels and the \$40.00 per hour rate was generalized for the purpose of this application. Charges or reimbursements to the grant will reflect actual costs per officer. Critical incidents often require the understanding and support of fellow officers, and the peer support team is instrumental in helping an officer cope after a traumatic incident.

Please identify any recommendations from the LEMHWA Report to Congress and Case Studies upon which your application is based, as well as any other research or resources you plan to use to implement your LEMHWA project.

The case study that is most relevant to our goals and objectives is from the Bend Police Department located in Oregon. The demographics of this location are very similar to our community. The department has implemented mindfulness practices, has strong leadership support, and a peer support team. These are all components to our proposed mental health and wellness program at both the Laramie County Sheriff's Department and the City of Cheyenne Police Department. Like many agencies just getting started, we have a few simple practices in place such as an employee assistance program and chaplains. We have basic peer support teams, but see this as an area we need to grow. It is important for us to create agency ownership and commitment to officer mental health and wellness. One of the most important takeaways from the report to congress is that "failing to address the mental health and wellness of officers can ultimately undermine community support for law enforcement and result in officers being less safe on the job." The City of Cheyenne Police Department and the Laramie County Sheriff's Department are committed to implementing a mental health wellness program that maintains confidentiality at all times to best serve officers.

Our agencies wish to implement and address the following recommendations:

Recommendation #2, support the development of resources for community based clinicians to interact with law enforcement. Our proposal outlines contractual services with a qualified psychological firm to encourage officers to seek help and provide access to quality clinical support that understands the difficulties of the job. Building a trusting and comprehensive program with a mental health professional is essential to making our program work. While this position will remain outside of the department, it will be available for everyone. This goal also coincides with recommendation #4, to support law enforcement family readiness. Our contract will include resources for the entire family and will provide trainings for officers and their families with new recruits or employees. A large portion of our proposal falls under recommendation #13, #14 and #16 to support the expansion of peer support programs. Both agencies have limited peer support teams, but are in desperate need for an established and accredited peer support training. Our request is to send officers to an official 40-hour peer support training to expand beyond just critical incident stress. Finally, our proposal will address recommendation #20 to support programs that focus on prevention and intervention measures by implementing a mindfulness component to our mental health programs. We feel that by addressing the objectives/recommendations that our program will be successful in providing a comprehensive mental health and wellness program.

Please describe your LEMHWA project. How will this program advance the goals and requirements of the LEMHWA program? What are the goals of this project? What steps will be taken to achieve those goals?

The Laramie County Sheriff's Department in collaboration with the City of Cheyenne Police Department want to expand their mental health and wellness programs for both sworn and civilian staff. Both agencies will be sending officers to peer support training, entering into a contract for psychological

services (debriefings, trainings and response needs), having overtime available for peer support call outs and finally both departments will be implementing a mindfulness program utilizing an application (app).

Our programs will help improve the delivery of and access to mental health and wellness services for local law enforcement officers through the implementation of peer support training, mindfulness and support services and resources to prevent substance abuse, PTSD and suicide in officers. The items listed above are all goals of the LEMHWA program as stated in the report to congress. Under this application, we believe our programs will achieve the solicitation goals of being quality driven, evidence based, accessible and memorable for our rural agencies.

Our programs will develop knowledge and leverage existing community policing activities and strategies by drawing upon the best practices and case studies of law enforcement agencies that have already implemented these services. We will have a select group of officers attend the 911 Overwatch Peer Support Academy that is nationally accredited, to learn additional information to be implemented into both agencies. Both mental health programs will increase awareness of mental health concerns and problems for both sworn and civilian staff by offering training and resources to all employees.

Both agencies see the value of investing in their officer's mental health to promote and ensure the best community policing efforts. The peer support training, implementation and mindfulness practices will increase the skills and abilities of our agencies, and stakeholders by using proven practices. After learned, these practices will increase the number of trained law enforcement officers, increase the availability of services offered to sworn and civilian staff to allow them to integrate these best practices into routine business to engage all personnel in maintaining positive wellbeing. We are confident that our proposed programs will increase the capacity of our agencies to strengthen partnerships and enhance officer's capabilities to prevent, solve, and engage with the community through proper and safe community policing efforts.



Home Office
1401 Airport Pkwy, Suite 240
Cheyenne, WY 82001

Branch Office
1635 Foxtrail Dr
Loveland, CO 80538

Tel: 307-632-7771
Fax: 307-632-9697

To whom it may concern,

I am a licensed clinical psychologist, specializing in police and public safety psychology. I conduct pre-employment psychological evaluations, fitness for duty evaluation, as well as see law enforcement officers in therapy and do many types of trainings for law enforcement agencies across Wyoming. In Wyoming, mental health resources are lacking, and specialty mental health resources even more so. Departments in this state are more rural and their budgets may be stretched. Having a grant to support mental health within Wyoming, and specifically within Laramie County, a leader in the state of Wyoming, would have a direct impact on the state as a whole, as they are often looked to for best practices, to incorporate what works well into other, more rural parts of the state.

In addition to the typical stigma associated with mental health in law enforcement, Wyoming officers face an additional stigma with the "cowboy up" mentality, as the people of this state tend to be incredibly hard working and taught to "tough it out." While this resilience is commendable, they also are in need of the access to resources to let them know this is not the only option.

I have seen time and time again the importance of an officer's mental health and emotional wellness on their families, departments, friends, and physical health, and have sat with far more officers than I would like to count who have seriously contemplated suicide, who have decided to leave law enforcement, or who have been so burnt out from the demands of the profession that they were chronically depressed and counting down the days and years to a potentially difficult retirement.

I have worked with both Laramie County Sheriff's Department and Cheyenne Police Department, which has allowed the deputies and officers of Laramie County to gain rapport with the mental health resources in their city. For example, by leading trainings at the police department, I have seen a direct increase in the number of officers willing to reach out for mental health resources. However, this is just the tip of the iceberg in what could be provided, and the deputies and officers are open to services, but need more access, which is what this grant would provide them.

The ability to talk with officers in their first phases of the career has the benefit of increasing their resilience during critical incidents or through the internal stressors of their profession, by allowing them to recognize positive coping methods and incorporate those into their daily life. I have seen firsthand the impact of culturally competent mental health resources on both of these departments. There are not many places like

Wyoming, where the impact of something like this grant on one or two organizations can spread through the state quickly and impact their deputies, officers, and troopers as well.

Having healthy deputies and officers in our communities is of vital importance, especially within the current culture surrounding law enforcement. Allowing them to feel validated, heard, and supported, and allowing them access to resources that directly support them, will increase their longevity and health throughout not only their career, but their retirement. The space to process traumatic incidents can decrease suicidal ideation within the law enforcement community, help officers and deputies know they are not alone, improve family relationships, and improve longevity in their career. I wholeheartedly believe this grant would benefit the state of Wyoming as a whole, and provide much needed and well deserved services to these agencies.

Please let me know if I can be of any further assistance, you can reach me at 307-632-7771 or via email at shaina@smithpsychological.com.

Sincerely,

A handwritten signature in cursive script that reads "Smith".

Shaina Smith, Ph.D.
Licensed Clinical Psychologist

Procurement Contract Additional Info:

We are requesting two items in our procurement contract budget.

- 1. Mindfulness application services to provide access to mental health fitness through sleep, meditation, courses, breath work, stories and more. This application will be for all 325 sworn and civilian staff at both the City of Cheyenne Police Department and the Laramie County Sheriff's Department.**
 - a. Laramie County will follow its own procurement policies and this purchase falls under a small or simplified purchase process up to \$25,000 and requires three formal quotes.**
 - b. A vendor/contractor will be selected based on quotes and services provided.**

- 2. A mental health service provider will be selected for the agency to provide services ranging from briefings, trainings, new hire trainings and critical incident response. We have budgeted up to \$8,000 for this service at the Laramie County Sheriff's Department.**
 - a. Laramie County will follow its own procurement policies and this purchase falls under small or simplified purchases and requires three formal quotes.**
 - b. A vendor/contractor will be selected based on quotes and services provided.**

Timeline Overview

Initial Award-estimated to take place September 2021

- Process the Award Acceptance Packet
- Coordinate the Subgrantee Agreement with the City of Cheyenne Police Department

Year 1 Activities

- Purchase and implement mindfulness application
- Select the first group of officers to attend the peer support training
 - Set up trainings for officers in either September or March
- Select and contract with a professional mental health provider
 - Coordinate schedule and trainings with provider for year one
- Once peer support training has been completed, allow team members to access overtime for response calls within the departments
- January 2022: Prepare and complete first quarterly report for the 4th quarter
- April 2022: Prepare and complete first quarter report for year one
- July 2022: Prepare and complete second quarter report for year one
- October 2022: Prepare and complete third quarter report for year one
- Review project goals, objectives and deliverables after one year

Year 2 Activities

- Select the second group of officers to attend the peer support training and schedule attendance
- Continue contract with mental health service provider for year two, schedule all briefings and trainings accordingly
- Continue to utilize and market the mindfulness application
- Continue the practice of using overtime for peer support team members to assist agency officers.
- January 2023: Prepare and complete fourth quarter report for year one
- April 2023: Prepare and complete first quarter report for year two
- July 2023: Prepare and complete second quarter report for year two
- October 2023: Prepare and complete third quarter report for year two
- January 2023: Complete final quarterly report and grant end reports.

Grant closeout expected to occur 8/31/2023-12/31/2023-will complete all final reimbursements, closeout packages and reporting requirements.

911 Overwatch Peer Support Training

TOPICS COVERED



Confidentiality • *Role Conflict* • Limits and liability • *Communication facilitation and listening skills* • Nonverbal communication • *Problem assessment* • Problem-solving skills • *Cross-cultural issues* • Common psychological symptoms • *Medical conditions confused with psychiatric disorders* • Stress management and resiliency • *Burnout out and Boreout* • Grief management and Loss • *Domestic violence* • Medical issues and lifestyle impact • *Suicide assessment and prevention* • Crisis management intervention • *Work-related critical incident stress management* • Dependency and abuse • *Concepts of Peer Support* • Operational & Policy Guidelines for your Department • *Stress Management* • When to seek mental health consultation/referral information • *Relationship/family issues and concerns* • Military support • *Local resources* • Organizational stress and communication • *Brief screening tools* • Wellness and self care • *Anger Management* • Ethical & Confidentiality issues in Peer Support • *Suicide & Suicide Prevention* • Trauma and PTSI • *Communications* • Interventions and Tips • *Perspectives in Survivorship* • Using a Therapy K-9 for Peer Support • *Experiential processing Officer Involved Shootings/Aftermath*

OUR INSTRUCTORS



Joanne Rupert, MA, LPC, NBCC, DCS is currently the Clinical Supervisor to 11 Emergency Services Agencies in Northern Colorado and across the Front Range. She has over 18 years of

understanding the complexities of Peer Support in Emergency Services. Joanne utilizes additional Presenters who are Culturally Competent to present at this First Responder National Peer Support Certification Academy.

Karen Nicholson, MA, LPC, FACHE, FACMPE is an assigned clinician for two FRTC member agencies and is the Behavioral Health & Logistics Director for FRTC. Karen brings a wealth of knowledge as an experienced S.W.A.T. negotiator and CIT trainer to our National Peer Support Academy.

Taylor Montey, MA LPCC, has been in the fire service for 15 years and is currently working as an assigned clinician to two FRTC member agencies serving the First Responder population.

Stephanie Neuman MSW, LCSW in Law Enforcement for 10 years, as a Detention Officer and Patrol Sergeant. Is trained in EMDR and Brain Spotting.

Chris Hill, CAC II - Battalion Chief , Northern Colorado Fire Department, Peer Support Team Coordinator for a large Northern Colorado Agency.

Accreditation:

First Responder Trauma Counselors is proud to be able to offer their National Peer Support Training Academy to Law Enforcement Agencies as a P.O.S.T. Approved course.

This means that our training is considered by Colorado P.O.S.T. to be at a level accepted by their standards for reimbursement or use of eligible grant funds.

For additional information, email us at info@911overwatch.org

First Responder Trauma Counselors National Peer Support Training Academy is designed and modeled as an **ALL Agency, ALL Uniforms & ALL Scrubs** package, and ALL First Responder agencies are strongly encouraged to attend.

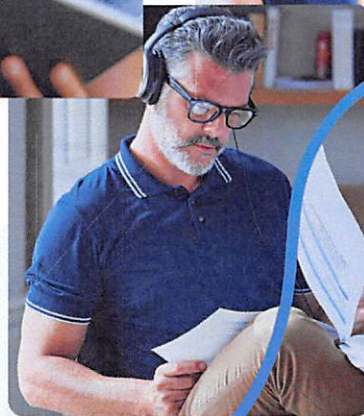
Our training is also approved by A.S.T.I. (Advanced Security Training Institute)

For additional information, email us at info@911overwatch.org

<https://911overwatch.org/40-hour-academy#337dde7e-ab15-475d-a30a-d337e64b9b0d>



For businesses that breathe





The Costs of High Stress & Poor Sleep

Lost productivity, lower engagement, and higher turnover

\$3,100

Productivity lost per
employee per year due to
fatigue

83%

of US workers suffer
from repeated
work-related stress

1 - [Wellness Council of America](#)
2 - [Stress.org](#)



Making the world a happier and healthier place.

The only global solution that builds mental resilience through better sleep, reduced stress and greater mindfulness using a holistic approach

104M+

Total app
downloads

>1.2k

Corporate
partners

2M+

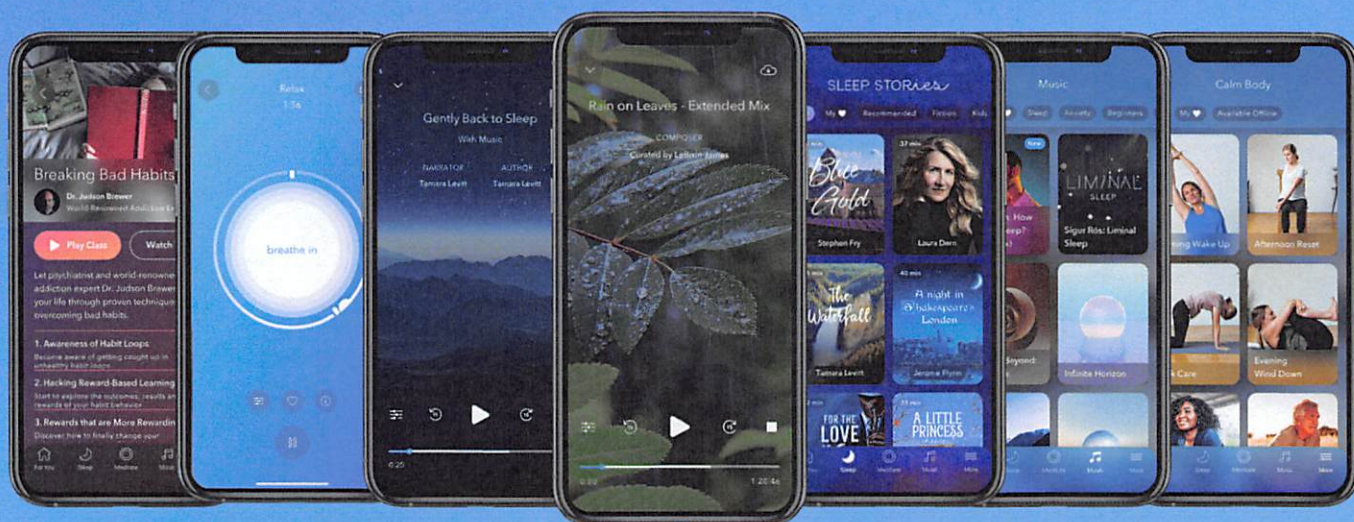
Five star
reviews

A Broad and Diverse Approach to Mental Wellness

24/7
Access to tools
spanning

7
Languages

+190
Countries
available on



Calm Masterclass

Breathing Exercises

Meditations

Relaxing Scenes & Sounds

Sleep Stories

Calm Music

& More!

You'll love making
Calm your newest
employee benefit.

Provide employees with unlimited,
24/7 access to Calm Premium,
accessible on web and mobile.

Our highly-engaging and stigma-free
experience provides tools for taking
an active approach to overall
well-being and better preparing for
stress and anxiety.





Business Impacts

Align with your Employees' Health Goals

Calm aligns with employees' top wellness priorities, increasing satisfaction & engagement



Source: Castlight Health 2018 Annual Report

Proven Impacts on Stress, Sleep, and Mental Health

Meet employees where they are on the behavioral health spectrum with an evidence-based and stigma-free solution

Backed by Science

A study of over 12,000 Calm users showed...



84%

Saw improvements
in mental health



81%

Reported
less stress



73%

Expressed higher
sleep quality

* Based on a [study](#) using survey data from general Calm subscribers who used the app more than five times per week.



Better Sleep



More Creativity



Less Stress



Higher EQ



Sharper focus



And more...

Our Impact for Employers

We enable successful outcomes for our customers by helping our partners create a happier and healthier workforce.

- ★ Align with Employee Health Goals
- ★ Reduce Stigma around Mental Health
- ★ Increase Employee Engagement
- ★ Create Connectivity
- ★ Attract and Retain Top Talent
- ★ Motivate and Support your People
- ★ Improve Workforce Wellbeing



Source: Mercer National Survey of Employer-Sponsored Health Plans



Industry-leading adoption and engagement

Driven by high brand awareness, low stigma, and an amazing user experience

35+%

Sign up rate amongst overall population

75%

Engagement rate amongst sign ups

250

Minutes that active users spend using Calm each month on avg



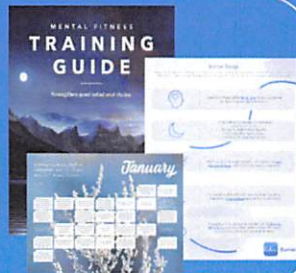
Partnership Details

Calm Business Program Overview



ENGAGEMENT RESOURCES

Calm provides customizable and easy-to-use marketing assets to promote Calm and drive ongoing engagement.



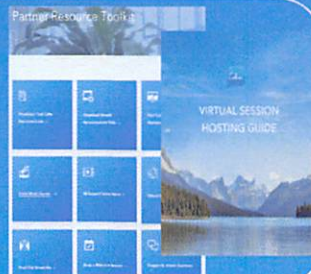
CURATED CONTENT FOR WORK

Easily navigate our growing library of work-related content in the Calm app, created with employees in mind.



ACCOUNT MANAGEMENT

A reliable team account managers are available to support your benefits strategy, every step of the way.



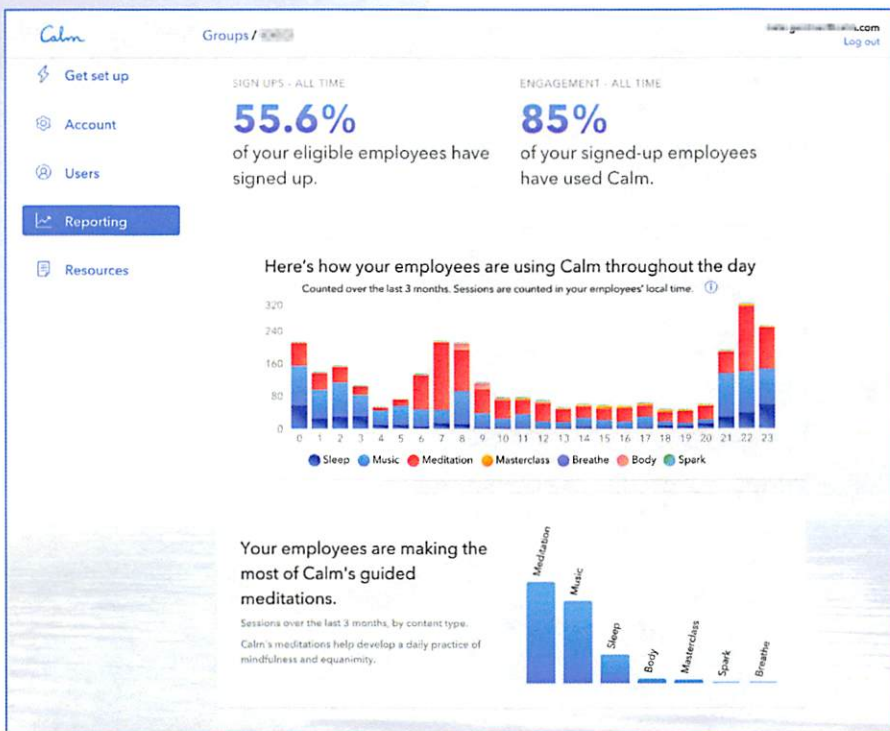
REPORTING AND ANALYTICS

Detailed employee engagement reporting helps you understand usage patterns across your workforce, while protecting employee privacy.



Partner Portal

Your Calm Admin Environment



Get Set Up

Use this onboarding checklist to get your team set up:

- Designate who is eligible for the Calm benefit.**
Create and assign an email address for each team member you'd like to make Calm available to. Once submitted, each person listed in the list will be able to sign up for Calm.
Please note, this upload will not trigger an invitation email.
[Upload eligible list](#)
- Announce the Calm benefit to your team.**
To sign up for Calm, your team members will need to know 2 things:
The link your team will use to sign up: <https://www.calm.com/360day/yourdomain>
The eligible person's email address so they can verify their eligibility. For example, if you uploaded work emails to the eligibility file, tell your team they will need their work email to sign up for Calm.
[Get email template](#)
- Learn how to communicate and engage with your team about Calm.**
Visit our resources page to view engagement guides and download helpful communication resources.
[Learn more](#)

Get the Partner Portal Admin Guide

Eligibility, role, account type and login process for Admins managing your benefit. An expanded version of this document is included in this handy PDF.

[Download Here](#)

Check out our other partner resources:

Getting started with Calm

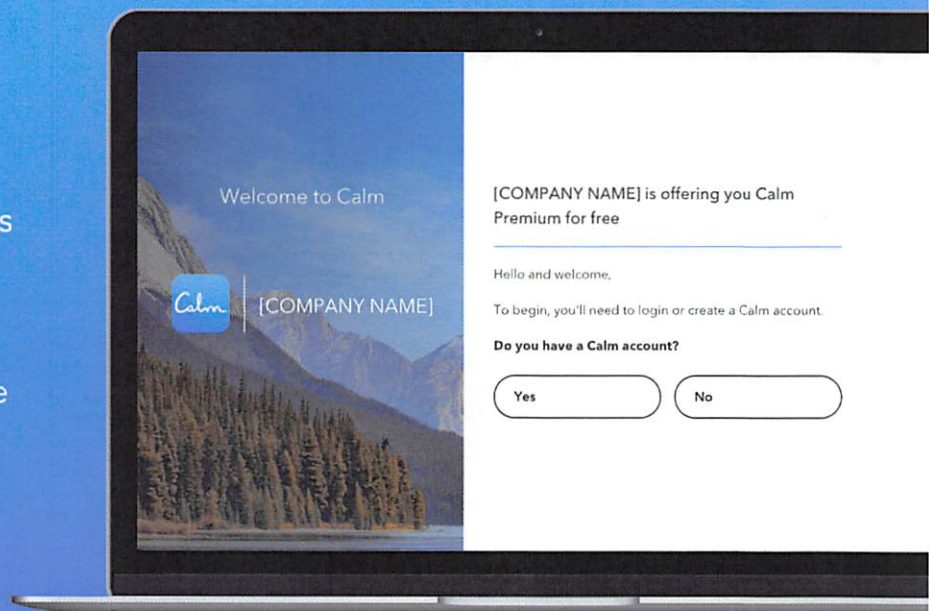
- [Calm app overview](#)
- [90 second Calm app introduction](#)
- [Calm as a benefit announcement slide](#)
- [Calm Logos](#)
- [Calm App Images](#)
- [Desktop and Phone Backgrounds](#)
- [Zoom Virtual Backgrounds](#)

Get the most out of Calm

- [Virtual session hosting guide](#)
- [Engagement Strategies](#)

Launch in 1 Week

1. Sign agreement
2. Send list of eligible employees
3. Schedule kick-off with your account manager
4. Select partnership launch date
5. Employees log-in through custom webpage



Your Customer Journey

Partner Kick Off

- ✓ Introduction to Account Manager
- ✓ Define Key Success Metrics
- ✓ Share Launch and Communication Resources
- ✓ Exchange Eligibility File

Launch

- ✓ Whitelist Calm Emails
- ✓ Include Calm Benefit Information on Intranet
- ✓ Soft Launch to Test Sign Up Process
- ✓ Announce Calm Benefit via Slack / Email / Digital Flyer / All Hands

Post-Launch

- ✓ Deep dive into Usage Stats and Trends
- ✓ Share New Calm Features and Content
- ✓ Review Engagement Strategies
- ✓ Schedule Quarterly Business Review



Content Overview

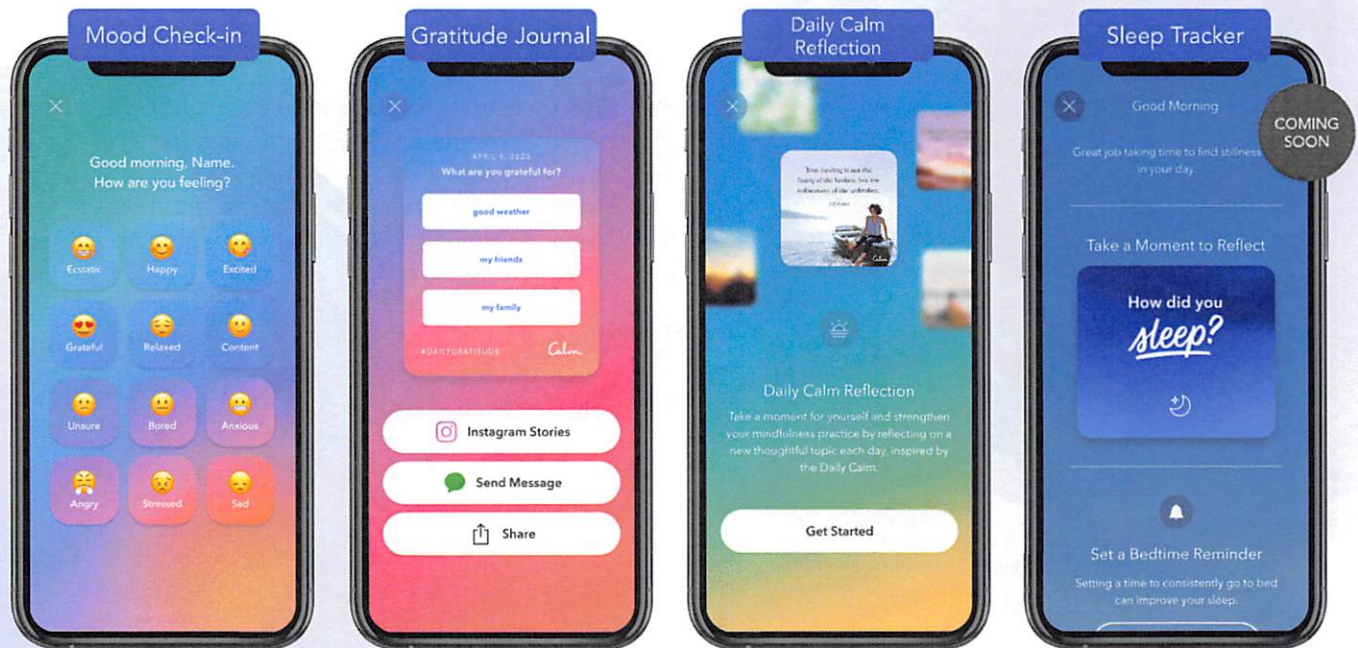
Available globally in
7 different languages

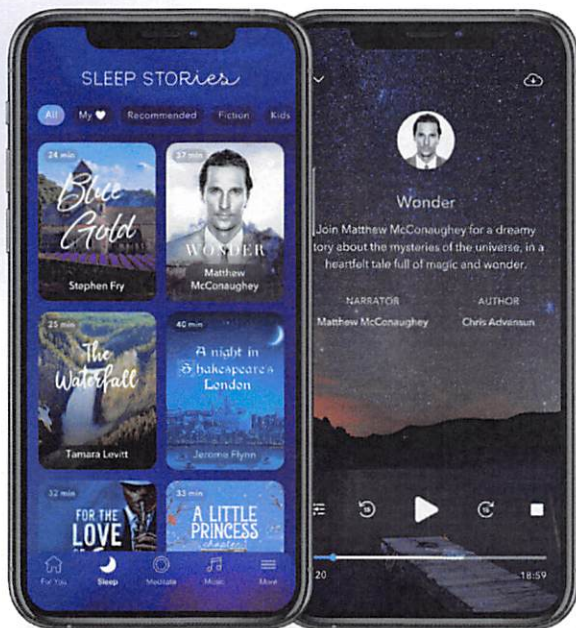


Designed as an Inclusive Experience,
brought to you by ~200 Authors & Narrators



Tools to Help Build Healthy Habits





APP OVERVIEW

Sleep Stories

Sleep Stories are sleepy tales read by soothing voices to help people unwind and fall into a deep sleep. Our sleep-inducing bedtime tales for grown-ups are a relaxing mix of music, sound effects, and world-class voice talent to help people to settle their busy mind and drift off to dreamland.

They're read by world class voice talent like Matthew McConaughey, Lucy Liu, Eva Green, Jerome Flynn and Stephen Fry.



APP OVERVIEW

Meditations

In Calm, there are hundreds of hours of guided meditations to help you manage anxiety, lower stress and sleep better. It's a great mindfulness tool for beginners, but also includes programs for intermediate and advanced users, too. Meditation sessions range in length from 3 - 60 minutes so you can choose the perfect length to fit your schedule.

Meditation topics include:

- Calming anxiety and managing stress
- Mindfulness at Work
- Focus and concentration
- Relationship to self and others
- Working with emotions
- Loving Kindness
- Happiness, Gratitude
- Self-esteem
- Forgiveness
- Grief
- Sleep
- Meditation for Kids
- And so much more





APP OVERVIEW

Daily Calm

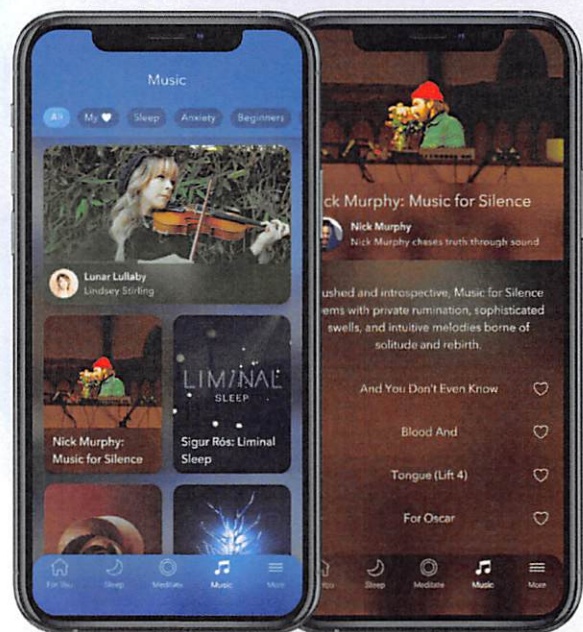
The Daily Calm is an original 10-minute guided meditation every single day. It's our most popular feature, and it's a great way to start your day with some inspiration. Each Daily Calm meditation explores a new mindful theme and inspiring concept each day to help develop your meditation practice and invite mindfulness into your life.

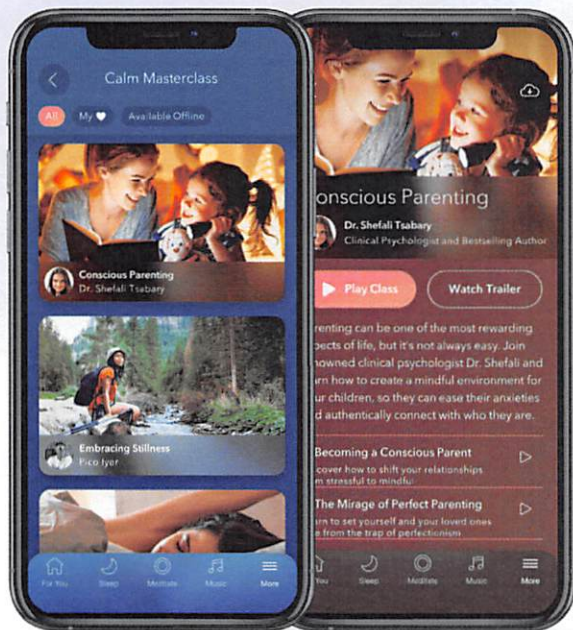
APP OVERVIEW Music

Calm has hundreds of hours of exclusive music tracks engineered to help you focus, relax or sleep. Calm Music includes original compositions, unique collaborations, nature sounds, white noise, and more.

Calm Music has tracks featuring:

- Original Disney tracks
- Sam Smith
- 5 Seconds of Summer
- Lindsey Sterling
- Moby
- Kygo





APP OVERVIEW

Calm Masterclass

Calm Masterclasses are educational, inspirational audio programs taught by world-renowned experts.

Calm Masterclasses explore the following topics:

- Creative Living Beyond Fear with Liz Gilbert (author of Eat, Pray, Love)
- Breaking Bad Habits
- Social Media and Screen Addiction
- The Power of Rest
- Rethinking Depression
- The 4 Pillars of Health
- Mindful Eating
- Discovering Happiness
- Gratitude



APP OVERVIEW

Calm Body

Calm Body sessions are 10-minute guided video lessons on mindful movement and gentle stretching, designed to **release tension in your body and recharge your mind**. We currently have four Calm Body videos and four audio programs to guide you through movement.

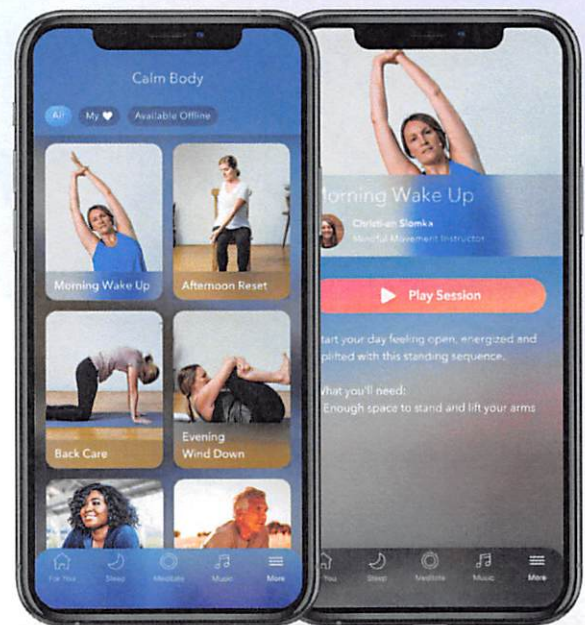
The sessions include:

Morning Wake Up

Start your day feeling open, energized and uplifted with this standing sequence.

Evening Wind Down

A gentle movement sequence you can do in bed to relax the body and settle the mind.





APP OVERVIEW

The Spark

The Spark is an editorial audio series featuring a wide array of thought leaders, each invited to share a valuable insight—be it something they learned through a personal experience, an inspirational anecdote, or their expertise on a subject. Each 5-7-minute session offers motivational, educational, and entertaining content.

Notable guests and topics include:

- Lex Gillette: Envisioning Success
- Guy Kawasaki: Say Yes
- David Stewart: Imagine Your Future



APP OVERVIEW

Nature Scenes

Calm also has a large range of calming nature scenes and sounds to help you focus, relax or sleep. Ranging from the sound of rain falling on leaves and a sunset beach to a cozy fireplace and evening crickets, taking a few minutes to listen to these scenes will have you relaxed in no time.

You can find the Scenes by tapping the More tab on the bottom of the screen and pressing 'Scenes.'





APP OVERVIEW

For Work Content

Calm has curated a suite of content to help you bring your best self to the workday. From wisdom-filled masterclasses and focus-inducing music playlists, to soothing nature soundscapes and guided meditation sessions, build your mental fitness and resilience to meet workplace challenges.

For Work Content and formats include:

- Meditation: Train Your Mind with LeBron James
- Music: All Day Workflow
- Meditation: Mindfulness at Work Series
- Masterclass: Creative Living Beyond Fear with Elizabeth Gilbert

Thank you



Katarina Espenscheid

katarina@calm.com

850.602.0840

American Airlines



NOVOTEL
HOTELS & RESORTS

Uber



XpresSpa



G R A V I T Y

SONOS



AMERICAN
EXPRESS



M&S
EST. 1884

Walmart

O₂ (RED)



NATURAL VITALITY
CALM

RALLY



THE LINCOLN MOTOR COMPANY

