




CITY of NOVI CITY COUNCIL

Agenda Item F
August 12, 2013

SUBJECT: Approval to apply for a grant under the 2014 Michigan Justice Training Competitive Grant Program through the office of the Michigan Commission on Law Enforcements Standards (MCOLES) for law enforcement in-service training with a required match of 25% for a potential impact to the City of Novi of \$2,500, which will be recouped through registration fees.

SUBMITTING DEPARTMENT: Public Safety – Police 

CITY MANAGER APPROVAL: 

BACKGROUND INFORMATION:

The Michigan Justice Training Programs are regulated by state law, administrative rule and executive order. Public Act 301 of 1982, created the Michigan Justice Training Fund. This revenue is generated through fine assessments which are levied and collected by the courts and submitted to the Michigan Department of Treasury for deposit in the Justice System Fund. Public Act 302 of 1982 created the Michigan Justice Training Commission (MJTC) and set forth the responsibilities of that Commission. Section 3(a) of the Act directs the Commission to annually distribute 60% of the Justice Training Fund to eligible entities under the law enforcement distribution, and in Section 3(b), the Commission is required to annual distribute, through a competitive grant process, the balance of the fund after administrative costs have been deducted.

The purpose of the competitive grant program is to annually distribute justice training funds to eligible applications to provide in-service criminal justice training to employees of those agencies. Criminal justice training, in this context, is training that is designed and intended to enhance the direct delivery of criminal justice services, by employees of eligible applicants, which is not required minimum basic training or initial training, and which is any of the following;

- Criminal Justice educational program presented by the eligible applicant or by a contractual training provider hired by the agency,
- Criminal Justice course or package of instruction provided to an eligible trainee for the payment of a fee or tuition, or
- Self-education presented through the use of audio-visual materials (e-learning).

Justice training competitive grant funds shall be used to supplement existing state and local funds for program activities and shall not replace those funds that have been appropriated for the same purposes. To qualify for grant funding, trainees may be sworn or civilian personnel and shall be employees of the eligible agency.

The Novi Police Department would like to apply for a grant to host a seminar conducted by Kevin M. Gilmartin, Ph.D. a behavioral scientist specializing in law enforcement related issues. The Emotional Survival for Law Enforcement Officers is a seminar which will provide attendees with the tools to become a survivor in this high stress field. Topics addressed will include:

- Balancing the police officer role with personal life roles
- Hypervigilance – a biological rollercoaster
- How to recognize the symptoms of stress and overcome them

Applications will be accepted through August 30, 2013. Award notifications are expected by December 2013. The applicant agency shall contribute a minimum of 25% of the total cost as cash (hard) match or in-kind (soft) match. The estimated cost of hosting this seminar is \$10,000 (includes conference fee of \$4,800, travel expenses, refreshments, lunch, etc.). The City is responsible for \$2,500 of this expense. The \$2,500 will be recouped through registration fees charged to neighboring law enforcement agencies.

RECOMMENDED ACTION: Approval to apply for a grant under the 2014 Michigan Justice Training Competitive Grant Program through the office of the Michigan Commission on Law Enforcements Standards (MCOLES) for law enforcement in-service training with a required match of 25% for a potential impact to the City of Novi of \$2,500, which will be recouped through registration fees.

	1	2	Y	N
Mayor Gatt				
Mayor Pro Tem Staudt				
Council Member Casey				
Council Member Fischer				

	1	2	Y	N
Council Member Margolis				
Council Member Mutch				
Council Member Wrobel				

MEMORANDUM



TO: JERROD S. HART, ASSISTANT CHIEF OF POLICE
FROM: KEVIN E. RHEA, TRAINING AND STANDARDS SERGEANT *KER*
SUBJECT: MCOLES GRANT – DR. KEVIN GILMARTIN
DATE: JULY 31, 2013

The profession of law enforcement offers many opportunities to help those within our community. Unfortunately, we are also called upon to handle stressful and emotionally disturbing crime scenes and accidents. Police officers who observe these tragedies often do not share their emotions with others which may lead to unhealthy coping measures such as substance abuse, mental health issues and suicidal tendencies. This unhealthy behavior affects not only the officer, but their families and their ability to perform their duties.

On May 23, 2013, a veteran police officer from an area department took his own life while off duty. Based on statements from his department, there were no warning signs or indication the officer was having problems. According to the National study of Police Suicides, there were 126 reported officer suicides in the United States in 2012, down from 143 in 2009. Based on the same study, the decrease in reported suicides can be attributed to the increased number of peer support programs offered at police departments.

Dr. Kevin Gilmartin is a behavioral scientist specializing in law enforcement and public safety related issues. He is the author of the book "Emotional Survival for Law Enforcement: A Guide for Officers and their Families." He previously spent twenty years working in law enforcement in Tucson, Arizona where he supervised the Hostage Negotiations Team and the Behavioral Sciences Unit. The Department of Justice, FBI, Royal Canadian Mounted Police and International Association of Chiefs of Police have published his work. Dr. Gilmartin holds a doctoral degree in Clinical Psychology from the University of Arizona and is the co-founder and principal of Gilmartin, Harris, and Associates, a behavioral sciences/management consulting company.

I am seeking approval to apply for the Michigan Justice Training Fund Competitive Grant with the intent to bring Dr. Gilmartin to Novi to present a seminar titled "Emotional Survival for Law Enforcement." Topics covered during the seminar include; work/life balance, hyper-vigilance, and how to recognize the symptoms of stress and overcome them. The program will also focus on prevention methods and strategies to ensure employees remain committed and engaged in productive law enforcement.

The total cost of the seminar is approximately \$10,000. This includes Dr. Gilmartin's speaking fee, travel and lodging costs, and lunch for seminar attendees. The grant calls for a 25% match (\$2,500), which I anticipate will be covered by admission fees as the seminar will be open to other police agencies. I am in discussion with the Novi Community School District to hold the seminar at the Novi Middle School auditorium during the 2014 Spring Break recess.