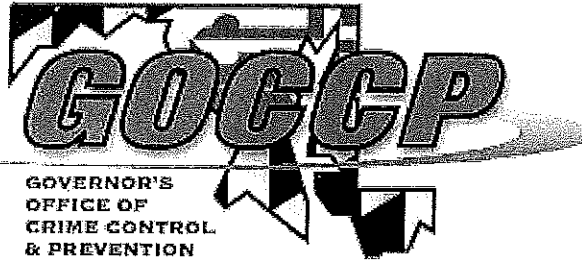


FY 2023 Police Accountability, Community, and Transparency (PACT) Grant Program (PACT)

Applicant: Annapolis City Police Department

Grant Application Form



Governor's Office of Crime Control and Prevention


Submitted: 6/29/2022

Governor's Office of Crime Control and Prevention
100 Community Place, 1st Floor Crownsville, MD
21032-2042 (410) 697-9338
Email: dlinfo_goccp@maryland.gov

www.goccp.maryland.gov
Larry Hogan, Governor
Boyd K. Rutherford, Lt. Governor

Application Contents

- | | |
|---|---|
| <input checked="" type="checkbox"/> Cover Sheet | <input checked="" type="checkbox"/> Civil Rights |
| <input checked="" type="checkbox"/> Face Sheet | <input checked="" type="checkbox"/> Service Sites |
| <input checked="" type="checkbox"/> Summary / Narrative | <input checked="" type="checkbox"/> Assurances |
| <input checked="" type="checkbox"/> Budget Summary | <input checked="" type="checkbox"/> Anti-Lobbying |
| <input checked="" type="checkbox"/> Personnel | <input type="checkbox"/> Services |
| <input type="checkbox"/> Operating | <input type="checkbox"/> Equipment |
| <input type="checkbox"/> Travel | <input checked="" type="checkbox"/> Other |

Date Stamp:	OFFICE USE ONLY	
	Control Number: 	Application Number: 2022-PT-0040
	Received By:	Date:



Governor's Office of Crime Control & Prevention - Grant Application Form

FY 2023 Police Accountability, Community, and Transparency (PACT) Grant Program (PACT)

Applicant: Annapolis City Police Department

Project Title: Police Accountability, Community, and Transparency

Anne Arundel

Local Government

Start Date: 07/01/2022

Submitted: 6/29/2022 2:49:31 PM

DUNS Number: 074922246

End Date: 06/30/2023

Funding Year:

SAM Expiration: 1/1/2023

Applicant:

Annapolis City Police Department
199 Taylor Ave
Annapolis, MD 21401 3421
(410) 268-9000

FAX: (410) 268-9472

Implementing Agency:

Annapolis City Police Department
199 Taylor Ave
Annapolis, MD 21401 3421
(410) 268-9000

FAX: (410) 268-9472

Authorized Official:

Jackson, Edward
ecjackson@annapolis.gov
Annapolis City Police Department
199 Taylor Ave
Annapolis, MD 21401-3421
(410) 268-9000

Chief of Police

FAX: (410) 268-9472

Project Director:

McCoy, Ronda
rlmccoy@annapolis.gov
Annapolis City Police Department
199 Taylor Ave
Annapolis, MD 21401-3421
(410) 268-9000

Professional Standards
Manager

FAX: (410) 268-9472

Fiscal Officer:

Maronski, Kim
kemaronski@annapolis.gov
City of Annapolis
160 Duke of Gloucester Street
Annapolis, MD 21401-2517
(410) 263-7952

Accountant

FAX: (410) 263-1529

Funding Summary	100.0 %	Grant Funds	\$262,858.00		
	0.0 %	Cash Match	\$0.00		
	0.0 %	In-Kind Match	\$0.00		
		Total Project Funds	\$262,858.00		

Project Summary

The Annapolis Police Department's Annapolis Police Enforcement, Accountability and Community Engagement Program (PEACE), helps police officers manage stress proactively to minimize the effects of stress related to work and home life traumatic events. The program also reduces existing gaps in the department's Body-Worn Camera Program and, ensures transparency, assistance, and trust for citizens filing complaints against officers. The program's \$261,953-dollar budget will provide funds for personnel, and training.

Problem Statement/Needs Justification

"The only thing necessary for the triumph of evil is for good men to do nothing." Although the quote is misattributed to Edmund Burke, it remains true. The aphorism speaks to the need for a community, be they law enforcement or civilian, to be involved in establishing accountability standards and practices within their society.

In 2018, Anton Brown, a 19-year old Black man from the Eastern Shore with bipolar disorder was wrestled to the ground by three police officers and a civilian wearing a confederate flag. The four individuals, who were all white, held him on his stomach with his legs bent upwards while pressing on his neck for five minutes without handcuffs and an additional six minutes after he was handcuffed, all while his mother looked on screaming his name. During the arrest, Mr. Black was tased and received 43 blunt force trauma wounds to his body. One of the officers on the scene had been previously charged with excessive force for kicking an unarmed black man in the face during a traffic stop, and had 30 use of force reports in his personnel file in Delaware before he was hired in Maryland. In an attempt to cover up the incident, the police department refused to release the body camera footage until ordered to do so by the governor. This incident, along with other high profile cases of police misconduct influenced the Maryland General Assembly to pass the Maryland Police Accountability Act of 2021, now known as Anton's Law.

Anton's Law addresses several pressing issues including limiting no-knock warrants; requiring the use of body worn cameras; repealing the Law Enforcement Officer's Bill of Rights; creating a duty for police officers to intervene to stop or prevent excessive force; establishing limitations on use of force and use of deadly force (Maryland Use of Force Statute); establishing a duty for police officers to report misconduct by their fellow officers; and requiring that data be collected and reported to the community. The new state-wide law goes a long way to establish procedures to reduce police misconduct and increase accountability and transparency in cities, towns and municipalities in Maryland, including Annapolis.

Located on the Chesapeake Bay in Anne Arundel County Maryland, Annapolis is home to 40,812 people who live in a 7.1 square mile area. Sixty-one percent of the city's residents are white, 21% African American, and 20% Hispanic. The median household income in Annapolis is above the national average at \$87,897 (US Census). However, 10% of the city's residents live in poverty, a number that is about 10% above the overall poverty rate for the state of Maryland. The beautiful seaside town of Annapolis is policed by the 125-member Annapolis Police Department (APD). The racial make-up of the department is roughly the same as the residents, 60% white and 40% non-white. The men and women of the APD are sworn to protect life and property, prevent and reduce crime, maintain order, and enforce the law within the community, while protecting the Constitutional rights and dignity of those served. However, the officers of the APD are *people*. Regardless of how civilians feel about the police, most will admit that law enforcement officers have a dangerous job in which they often face - or anticipate facing - violent, impulsive, and drugged individuals on a daily basis.

Officers may deal with the stressors and traumas of the job through a variety of adaptive coping and defense mechanisms. Although officers may outwardly act "tough", the trauma and stressors they encounter have an impact on their psyche, how they approach their job and, very often, how they interact with the public. Undiagnosed or untreated exposure to ongoing chronic stress and trauma undermines resilience and can cause post-traumatic stress disorders, complex trauma and secondary traumatic stress. Tragically the impact of this trauma can, at its most benign level, result in police misconduct in which citizens are not treated with civility and courteousness or at the most horrific end, the use of lethal force on unarmed citizens. Therefore, it is critically important that police departments proactively address trauma among its officers and fully investigate and adjudicate misconduct when necessary.

Police misconduct is not limited to excessive use of force charges. In fact, in April 2021, an Annapolis police officer was charged with four counts of misconduct for failing to investigate four cases of rape and attempting to hid the evidence. Fortunately, this case was identified during an internal audit within the APD. Other types of police misconduct include discourtesy, harassment and conduct unbecoming. Annapolis also recognizes policy violations that include failing to appear for court, tardiness and loss of equipment. During an eight-month period between January 1, 2021 and August 31, 2021 there were 50 complaints against Annapolis police officers including 35 internal complaints (70%) and 15 citizen complaints (30%). A total of 17 of the 50 complaints (34%) were for conduct and the remaining were related to policy violations. Of the 15 civil complaints, three cases have been sustained and one has been exonerated. Between 2015 and 2021, there have been over 400 citizen and internal complaints of misconduct by APD officers. Misconduct cases peaked in 2019 at 32.6% and have declined to 12.17% in 2021. Only 10 (2.4%) of these cases involved excessive force. The majority of cases, 60.8%, were for violations of policy. It is important to note that this data and case disposition, along with the form for filing a complaint against the police, are available on the Annapolis government website (<https://www.annapolis.gov/905/Citizen-Internal-Complaints>), thus establishing a transparent process for reporting on police conduct.

One of the key avenues of fostering and maintaining accountability within law enforcement is through the newly established Police Accountability Board (PAB). In 2021, the Anne Arundel County General Assembly passed a series of police reform bills that, among other things, established the Police Accountability Board. The goal of the PAB is to work with law enforcement agencies to review, provide policy advice and report on disciplinary matters stemming from public complaints about police misconduct. One of the members

of the county-wide 9-person PAB will be nominated from Annapolis. Additionally, two members will be appointed to the Administrative Charging Committee and one to the Trial Board. The role of the Administrative Charging Committee is to review the findings of a law enforcement agency's investigation; determine whether to administratively charge the officer being investigated; and if charged, recommend disciplinary action in accordance with the agency's disciplinary matrix. Members of the Administrative Charging Committee, among other tasks, are also tasked with reviewing body worn cameras as part of their investigation. Trial Boards, on the other hand, are tasked with adjudicating police disciplinary matters. Trial Boards are made up of police officers; an active or retired judge and a civilian, all of whom receive training in police procedures. While the APD has successfully moved forward its efforts to be in compliance with the new law, it is in dire need of additional funding to support these efforts.

To that end, the Annapolis Police Department is seeking funds for the establishment of the Annapolis *Annapolis Police Enforcement Accountability and Community Engagement* (PEACE) project. This project, detailed below, will address four key areas: 1) improving existing processes for misconduct investigations; 2) enhancing the responsiveness of the police department in releasing body worn camera footage; 3) engaging with civilian victims of misconduct in a meaningful way and; 4) training officers to identify and address the trauma and stressors that can lead to problematic behavior. Therefore, the APD seeks funds to support Goal 2 of this announcement. In addressing this goal, APD will implement the technologies, policies and procedures that improve police accountability and transparency, improve officer safety, increase evidence quality, and reduce civilian complaints.

Program Goals and Objectives

Programmatically, the achievement of this broad reaching goal is akin to putting the right puzzle pieces together to bolster an existing system by adding new pieces where necessary, and shifting others to achieve the ultimate goal of creating an environment in which all the citizens of Annapolis feel safe and confident in their interactions with the police department. Therefore, the objectives of the *Annapolis Police Enforcement Accountability and Community Engagement* (PEACE) initiative are:

Objective 1: By September 2022, establish a Body Worn Camera Unit staffed by the PACT-funded Body Worn Camera Reviewer;

Activity: Post position description relevant safety and other job boards

Activity: Review resumes for job applicants

Activity: Interview appropriate candidates

Activity: Check references

Activity: Hire for position

Activity: Provide new hire orientation

Objective 2: By June 2023, provide mandated trauma and resilience training, scheduled over 4- 2 hour sessions, to all APD 125 officers.

Activity: Sign agreement with ITR

Activity: Promote availability of trauma and resilience training, through signage, email blasts, etc.

Activity: Schedule monthly 1-day session of resilience training for staff

Activity: Register attendees

Activity: Provide training, in partnership with ITR

Activity: Analyze attendance and evaluation data

Objective 3: By June 2023, provide a 3-day training to the 6-member Critical Incident Stress Management (CISM) team

Activity: Identify those interested in being part of the CISM

Activity: Provide training, in partnership with ITR, for 1-2 people per quarter.

Activity: Publicize availability of CISM team to all officers

Objective 4: By September 2023, hire Victim's Rights Advocate

Activity: Post position description relevant safety and other job boards

Activity: Review resumes for job applicants

Activity: Interview appropriate candidates

Activity: Check references

Activity: Hire for position

Activity: Provide new hire orientation

Objective 5: By September 2023, hire Internal Affairs Investigator

Activity: Post position description relevant safety and other job boards

Activity: Review resumes for job applicants

Activity: Interview appropriate candidates

Activity: Check references

Activity: Hire for position

Activity: Provide new hire orientation

Program Strategy/Program Logic

While the Annapolis Police Department has worked diligently to address police accountability and transparency, there are still some pieces of the puzzle needed. Below is a description of the strategies that the department will deploy to meet the goals and objectives of the PEACE project.

Body worn cameras (BWC) have been a growing part of police transparency and accountability efforts across the United States, particularly in the wake of a litany of very public incidents of lethal force used on (mostly) unarmed black individuals. Due to the rapid diffusion of this technology, there have been numerous studies examining the impact of BWC. Studies have shown that BWC in reduce the number of stop and frisks; reduce citizen complaints (Ready & Young, 2015); reduce the use of force (Jennings, Lynch, & Fridell, 2015, Braga, Coldren, Sousa, Rodriguez, & Alper, 2017); increase community engagement by police officers; and increase the number of citations issued in lieu of arrests (Braga, Coldren, Sousa, Rodriguez, & Alper, 2017). While much of the literature points to the overall positive impact of BWC on accountability, the associated costs can be prohibitive for many police departments. The use of BWCs result in thousands of hours of footage per police officer. Not only are police departments responsible for the storage of this media, but they must handle hundreds of Maryland Public Information Act (MPIA) and Freedom of Information Act (FOIA) requests from citizens and third parties, such as insurance companies, for available footage to aid accident investigations or to substantiate complaints. Although the APD has upgraded its AXON BWC software to automate redaction, the footage must still be viewed by an individual to remove critical images that violate privacy and confidentiality policies. Currently, there are several officers that step in to fill this role, but having a dedicated employee will ensure that the reviews are done consistently and efficiently. Additionally, the Annapolis Police Department conducts routine audits of randomly selected footage to determine if use of force or misconduct has occurred. Creating a BWC unit, as other jurisdictions have, staffed by a BWC reviewer would better facilitate audits, expedite any necessary action, efficiently process MPIA/FOIA requests and free existing officers time for other duties. This represents a critical piece of the accountability puzzle that has gone missing due to a lack of funding.

Victim's Rights Advocates have become an essential and critical component of modern police departments. As part of Internal Affairs, VRAs ensure transparency for victims, provide professional support for complainants, offer information/resources, and assist in accompanying complainants to administrative hearing boards, including the Accountability Board, helping them assert their rights as complainants. Additionally, they can provide detailed information on the disciplinary process in a way that civilians can understand. The VRA hired for the Annapolis Police Department will fulfill the task of engaging with the community in meaningful ways around police misconduct, and serve as an integral component of its transparency efforts by reporting on trends and patterns in complaint allegations. The APD will seek an individual with a social work or social services background with experience in the psychological impact of crime. A full job description with duties, required knowledge and skills and preferred experience will be posted on various job sites to identify an appropriate candidate.

Trauma and Resilience Training in addition to the trauma and stressors being the root of many acts of police misconduct, they can also be the root of officer self-harm behaviors. In October 2019 a Maryland police officer was found deceased from a self-inflicted gunshot wound. Recent data has shown that police officers are at a higher risk of suicide than any other profession and are three times more likely to die at their own hand than in the line of duty. We also know that stressors faced by police officers, as well as implicit bias against minority groups can lead to police misconduct, use of force and other conduct unbecoming of an officer. Therefore, the APD is proposing a multi-pronged training approach for its officers including basic trauma and resilience training, advanced trauma and resilience training and implicit bias training (the latter funded by another source). APD is proposing working with Instinctual Trauma Response (ITR). The ITR method is based on the theory of instinctual trauma response (fight-flight-freeze) that the human brain has to traumatic events. The goal at the core of the ITR training is to identify the symptoms or behaviors, trace the symptoms back to the instinctual trauma response that caused them and put that symptom into the context of the traumatic events as a means of resolving the symptoms. According to the ITR website, treatment incorporates experiential right-brain strengths, such as External Dialogue (™), Graphic Narrative (™), art therapy, and representation designed for adult learners. This method assists the right brain in communicating the traumatic event to the left side of the brain so that it can be holistically processed in sequence with a beginning, middle, and end, file it in memory, and experience it as the past and over. APD will deploy two training programs. The first training, mandated for all officers, is aimed at helping officers identify their individual stressors and how those stressors impact their actions. The second training will be reserved for the Annapolis Crisis Intervention Stress Management team, referred to as CISM. These trained officers will be available to provide support for their fellow officers who have experienced traumatic events. This will serve as an important resource for those who prefer support from a fellow officer before moving onward to the department's employee assistance program (EAP).

Internal Affairs Investigator

Another critical component of the PEACE project is the onboarding of a trained, non-sworn civilian investigator to serve as part of the Internal Affairs team. By ensuring that the Internal Affairs Investigator is a non-sworn civilian, the APD will address community concerns for an impartial investigator. The ability to hire a civilian for this role was made possible by the elimination of the Policeman's Bill of Rights. We believe that the resulting perceived impartiality of a civilian in this role will greatly assist the Investigator in establishing communication channels to obtain information on police misconduct.

The Internal Affairs Investigator will be responsible for detecting and addressing policy violations and crimes committed by police officers; conducting investigations to verify the authenticity of complaints filed against the police by the public and internal stakeholders; administering and analyzing polygraph tests; visiting crime scenes to obtain evidence; and completing background checks on subjects. To facilitate ongoing monitoring of investigation procedures and processes, the Investigator will compile reports on outcomes and results as well as produce evidence and testify during court hearings and disciplinary committee meetings. A full job description with duties and descriptions, required knowledge and skills and preferred experience will be posted on various job sites to identify an appropriate candidate.

Program Measurement

Output Measurements

The PEACE Program will immediately provide services to citizens and Annapolis Police officers in four ways.

1. The Victims' Rights Advocate, required by Maryland Public Safety Article 3-108(a) will assist complainants of police misconduct navigate the new complaint system which includes the Annapolis Internal Affairs Unit and the Ann Arundel County Police Accountability Board, Administrative Charging Committee and Administrative Hearing Board. The advocate position has not existed within the department before; therefore there shall be an information campaign by the department utilizing local media outlets, social media, the department's website and community forums to introduce the advocate and the services they will provide to the public. Initial outputs for the advocate will be measured upon the number of citizens informed and the number of citizens who initially utilize services.
2. The Body-Worn Camera (BWC) Reviewer initial outputs will immediately affect to performance of the department's Professional Standards Division by assisting the division to reduce the waiting time citizens, media, courts and the Administrative Charging will experience when they request BWC footage. This position has not existed before, but is best practiced among allied jurisdictions in the region. Initial outputs will be measured by the accuracy in redaction and the release timeframe of BWC footage.
3. The Civilian Internal Investigator's initial output will provide trust and balance to the Annapolis Internal Affairs Unit by having two civilian and two sworn investigators for police misconduct. Prior to July 1, 2022, civilian investigator were prohibited by law from investigating police misconduct, contrary to the desire by citizens that they be allowed to. The initial outputs outputs will include a campaign to introduce the investigator and their duties, utilizing local media outlets, social media, the department's website and community forums. Outputs will be measured by the number of citizens informed and the number of citizens who request their compliant be investigated by the civilian investigator.
4. The Proactive Trauma and Critical Incident Stress Management Tools and Support training will be conducted in two training sessions in quarters one, two and three. Forty-one (41) officers will be trained each quarter. Thirty-nine (39) officers will receive a one-day, eight hour session, and two officers will receive and three-day, eight hour per day session. Initial outputs will focus on the number of officers scheduled for training sessions.

Initial Outcome Measures

1. Initial change outcome measures for the victim advocate is expected to increase the number of people willing to make a compliant of misconduct through the system who where initially reluctant to do so. Increases in the overall satisfaction rating of the system is also expected. Outcomes will be measured by survey analysis of the number of people who changed there viewpoint about making a compliant through the system and their overall satisfaction with the advocate services.
2. Initial outcome measures for the BWC Reviewer will be the overall decrease in waiting time of receipt for requested BWC footage from 1-30 days to 1-15 days. A time study will be conducted monthly to measure the reviewer's time rates against present time rates in volume and time periods.
3. Initial outcome measures for the Civilian Internal Investigator will be the number of external complaints handled, and the overall satisfaction of citizens with the investigation. A survey analysis will be used to measure citizen satisfaction rates.
4. The Trauma and Stress Management Tools Support training outcomes will be measured by the number of officers completing the training session each quarter, officer satisfaction rating with the training and decreases in the use of force by officers completing the training. A survey analysis will be used to measure officer satisfaction with the training, and a quarterly use of force analysis will be conducted, which will be stratified to only include officer who complete the course.

Impacts

The PEACE Program is expected to have a profound and significant impact on the way citizens view the investigation of of misconduct by police officers and their view of transparency in police department systems. An increase number of citizens willing to file a compliant if misconduct occurs should also serve as a powerful deterrent to any officer who may contemplate committing misconduct in the Annapolis Police Department. The PEACE Program will enhance the department's community policing efforts and solidify that the we are the Annapolis Community Police Department, dedicated to providing effective, efficient, accessible and equitable service to our residents and all citizens.

Timeline

Quarter 1

- ? Hire and Onboard Victim's Rights Advocate
- ? Hire and Onboard Internal Affairs Investigator
- ? Hire and Onboard Body Worn Camera Reviewer
- ? Establish Body Worn Camera Unit

Quarter 2

- ? CISM training 1-2 people
- ? Reporting outcome measures for investigations
- ? Process incoming MPIA/FOIAA requests
- ? Assist identified victims
- ? Participate in Police Accountability Board hearings as necessary

Quarter 3

- ? CISM training for 1-2 people
- ? Field Victim's evaluation surveys to assess victim's experiences with the police department
- ? Field Police Accountability Board evaluation survey to assess satisfaction with the Victim's Rights Advocate.
- ? Field complainant evaluation survey to assess satisfaction with complaint process.
- ? Process incoming MPIA/FOIA requests
- ? Assist identified victims
- ? Participate in Police Accountability Board hearings as necessary

Quarter 4

- ? CISM training for 1-2 people
- ? Conduct overall evaluation of PEACE outcome measures, prepare and disseminate reports as appropriate (through www.annapolis.gov website or written copies).
- ? Process incoming MPIA/FOIA requests
- ? Assist identified victims

Spending Plan

Spending Plan

Personnel:

Victim's advocate

\$61,000 with fringe, to be paid bi-weekly in all quarters

Body Worn Camera Reviewer

\$61,000 with fringe, to be paid bi-weekly in all quarters

Internal Affairs Investigator

\$85,400 with fringe to be paid bi-weekly in all quarters

Training

ITR Training

49,553.00 to be paid in a one-time payment in the first quarter

Implicit Bias Training

6 officers to be paid in a one-time payment in the first quarter

Management Capabilities

The Annapolis Police Department has implemented over 50 projects of the same scale and complexity of the Police Enforcement Accountability and Engagement Program, utilizing Maryland state, and federal grant funds to meet the stated goals of the projects with favorable outcomes that have reduced crime, enhanced officer awareness and competencies through training, assisted community partners in reducing overdose deaths and strengthen public safety in Annapolis.

The *Annapolis Police Enforcement, Accountability and Community Engagement* program will be managed by Ronda McCoy, Professional Standards Manager for the Annapolis Police Department. Ronda McCoy began a career in public service over 30 years ago as a member of the United States Army. After serving in the military for nine years, Ronda joined the Baltimore Police Department. Ronda became intimately familiar with the difficulties associated with administering quality criminal justice programs throughout her career in law enforcement. Ronda's search for ways to improve these delivery systems led her to acquire a B.S. in Criminal Justice and an M.A in Executive Leadership from Liberty University. During Ms. McCoy's Bachelor's degree program, she received consecutive promotions from Lieutenant to Captain. Ms. McCoy retired from the Baltimore Police Department in 2020 at the rank of Major. While working as an executive leader within the BPD, Ronda had the opportunity to work on internal projects that helped to expand her knowledge of project management and organizational competencies. Ms. McCoy helped implement strategic and operational programs, coached and developed employees, and managed investigative services. Ms. McCoy's career highlight with the BPD was her work to successfully implement the Maryland Lethality Assessment Program into the department for officers to conduct domestic violence screenings when responding to such calls for service. Another highlight for Ronda was assisting in creating BPD's Compliance Division and creating the department's Internal Audits Section and Use of Force Assessment Unit. Ms. McCoy joined the Annapolis Police Department in 2020 in a non-sworn role as Administrative Manager and was subsequently promoted to the role of Professional Standards Director in 2021. Ms. McCoy currently manages special projects, assesses and analyzes complex issues and problems and recommends appropriate actions, influences policy and training direction and budget appropriations. Ronda is currently working to implement the Maryland Police Reform Act with the Annapolis Police Department, as well as creating new systems that allow department wide inclusion in creating or changing department policies and procedures. Ronda McCoy's position with the Annapolis Police Department is a permanent and fulltime, listed as a budgeted position with the city of Annapolis.

Sustainability

It is expected that the positions listed within this application will be fully funded by the City of Annapolis in the Fiscal Year 2024 budget, once grant funding is terminated. Conversations with elected officials for the City of Annapolis have been made, discussing full funding, supported by outcome data on the effectiveness of the program.

Applicant Disclosure of Pending Applications Statement

The Annapolis Police Department does not have pending applications submitted within the last 12 months for federally funded assistance that include requests for funding to support the same project being proposed under this solicitation and will cover the identical cost items outlined in the budget narrative and worksheet in the application under this solicitation.

Unique Entity Identifier and SAM.GOV Expiration Date

UEI/DUNS number: DFEVBNHH9KP4

SAM.gov expiration date: 01/03/2023

Person Completing the Project Narrative

Ronda McCoy, Professional Standards Manager, Annapolis Police Department, 410-268-9000 Ext 5792 phone, Fax 410-268-9472
Email- rmccoy@annapolis.gov



Control Number:

2022-PT-0040

Project Budget

A. Budget Summary

	Grant Funds	Cash Match	In-Kind Match	Total Award
Personnel	\$207,400.00	\$0.00	\$0.00	\$207,400.00
Operating Expenses	\$0.00	\$0.00	\$0.00	\$0.00
Travel	\$0.00	\$0.00	\$0.00	\$0.00
Contractual Services	\$0.00	\$0.00	\$0.00	\$0.00
Equipment	\$0.00	\$0.00	\$0.00	\$0.00
Other	\$55,458.00	\$0.00	\$0.00	\$55,458.00
Grand Total	\$262,858.00	\$0.00	\$0.00	\$262,858.00

Category A - Personnel



Control Number:

2022-PT-0040

	Description of Position	Priority	Salary Type	Funding Type	Total
6	Victims Rights Advocate	0	Fringe	Grant Funds	\$11,000.00
3	Victims Rights Advocate	1	Salary	Grant Funds	\$50,000.00
4	Body-Worn Camera Investigator	2	Fringe	Grant Funds	\$11,000.00
2	Body-Worn Camera Investigator	3	Salary	Grant Funds	\$50,000.00
1	Internal Affairs Investigator	4	Salary	Grant Funds	\$70,000.00
5	Internal Affairs Investigator	5	Fringe	Grant Funds	\$15,400.00
					\$207,400.00

1. Conducting investigations to verify the authenticity of complaints as filed against the police by the public and internal stakeholders. Annual salary \$70,000 which 100% in grant funds to support the his/her time on this project. The hourly rate is \$33.65
2. The BWC Reviewer will review, and redact body-worn camera footage and answer MPIO, FOIA and court and Administrative Charging Committee request for footage. Annual salary \$50,000 which 100% in grant funds to support the his/her time on this project. The hourly rate is \$24.03
3. The Victim's Advocate will provide professional support to complainants, offer information/resources, and assist in accompanying complainants to administrative hearing boards, helping them assert their rights as complainants. Draft monthly reports on trends and patterns with complainants filing allegations with the AACO Accountability Board contrasted with complaints filed with the Annapolis Police Department. Attend AACO Accountability Board meetings as requested.. Annual salary \$50,000 which 100% in grant funds to support the his/her time on this project. The hourly rate is \$24.03
4. Fringe benefit @ 22% of \$50,000 *.22= \$11,000
5. Fringe benefit @ 22% of \$70,000 *.22= \$15,400
6. Fringe benefit @ 22% of \$50,000 *.22= \$11,000

Category F - Other



Control Number:

2022-PT-0040

	Other	Priority	Funding Type	Quantity	Cost / Unit	Total
2	Advanced Trauma Support Training	6	Grant Funds	6	\$1,396.00	\$8,376.00
1	Trauma and Stress Training	7	Grant Funds	118	\$399.00	\$47,082.00
						\$55,458.00

1. The Training Company ITR's estimate for training 118 officer in a 1-Day Course Proactive Tools for Managing Trauma @ \$399.00 per person
2. 3-Day Course for the department's Internal Crisis Incident Stress Management Team to take an advanced course in Critical Incident Stress Management Tools and Support



Control Number:

2022-PT-0040

V. Civil Rights Requirements

1. Civil rights contact person: Hopkins, Tricia - Civil Rights Contact
2. Organization: City of Annapolis
3. Address: 160 Duke of Gloucester Street
Annapolis, MD 21401-2517
4. Telephone Number: (410) 263-7998
5. Number of persons employed by the organization unit responsible for implementation of this grant: 29

Project Service Sites

Site 1

Service Site	Annapolis City Police Department
Apt. Suite, No. Street	199 Taylor Ave
City	Annapolis
State & Zip	MD 21401-3421
