

STATE OF VERMONT JOINT FISCAL OFFICE

MEMORANDUM

To:

Joint Fiscal Committee members

From:

Daniel Dickerson, Fiscal Analyst

Date:

December 3, 2018

Subject:

Position and Grant Requests – JFO #2936 - #2940

Enclosed please find five (5) items, including seven (7) limited-service positions, which the Joint Fiscal Office has received from the Administration.

JFO #2936 – Four (4) limited-service positions within the VT Dept. of Health. The respective position titles would be Substance Abuse Program Manager (2), Program Evaluation & Quality Assurance Specialist (1) and Program Technician II (1). The positions would be created to oversee an existing grant program aimed at combating the opioid crisis in Vermont. The existing grant was approved by the Joint Fiscal Committee in 2017 (JFO #2881). However, the grant has grown from \$2 million to \$4 million. The grant was also extended through September 2020 and the positions would be authorized for that period of time as well.

[JFO received 11/28/18]

JFO #2937 – \$535,000 from the U.S. Dept. of Justice (DOJ) to the VT Dept. of Public Safety. This is a partner grant to one previously sent to the Joint Fiscal Committee for approval (JFO #2935). The funds are to be used to develop and enhance anti-human trafficking prevention and intervention strategies to stop trafficking statewide. One (1) limited-service position, titled Law Enforcement Liaison, is associated with this request. The position would be created to work with the VT Center for Crime Victim Services. The grant funds and position are authorized for a three-year period. State in-kind match would be required in the amount of approximately \$163,000 over three years, which will be in the form of existing staff time. Additionally, approximately \$5,000 in general fund dollars would be required per year for a data analysis contract, totaling \$15,000 over the life of the grant.

[JFO received 11/30/18]

JFO #2938 – \$173,780 from the U.S. Dept. of Justice (DOJ) to the VT Dept. of Public Safety. These grant funds would be utilized to update the technology utilized for the anonymous reporting of potential and/or actual threats to the safety of students and personnel in schools. The new technology is needed due to limited functionality and general outdatedness of the existing software. The grant funds would be used over three state fiscal years.

[JFO received 11/30/18]

JFO #2939 – \$231,464 from the U.S. Dept. of Justice (DOJ) to the VT Dept. of Public Safety. These grant funds would be utilized to enhance the SURVIVermont initiative aimed at educating the public on active shooter response best practices. Specifically, this funding would be used to 1) provide

PHONE: (802) 828-2295

FAX: (802) 828-2483

training to personnel and students to prevent school violence, 2) develop and operate anonymous reporting systems for threats of school violence, to include mobile apps, hotlines and websites, and 3) develop and operate school threat assessment and crisis intervention teams that may coordinate with law enforcement agencies and be trained to intervene and respond to individuals with mental health issues before they potentially become a threat to school safety. State funds would be utilized over the two years of the grant project in the amount of approximately \$38,000 per year to cover the costs of training and marketing materials relating to the SURVIVermont program. [JFO received 11/30/18]

JFO #2940 – Two (2) limited-service positions, one within the VT Dept. of Health (VDH) and one within the VT Dept. of Mental Health (DMH). This is a joint request for staffing necessary to oversee a project to expand early identification of maternal depression and provide access to mental health and substance use disorder screening, referral and treatment. The respective position titles would be Public Health Programs Administrator (VDH) and Grant Program Administrator (DMH). The positions would be funded through an ongoing federal grant from the U.S. Health Resources & Services Administration. The existing grant was approved by the Joint Fiscal Committee in 2014 (JFO #2708), however, the grant activities are changing from what was previously approved. This is a fiveyear project with an end-date of 9/29/2023.

[JFO received 11/30/18]

Please review the enclosed materials and notify the Joint Fiscal Office (Daniel Dickerson at (802) 828-2472; ddickerson@leg.state.vt.us) if you have questions or would like an item held for legislative review. Unless we hear from you to the contrary by December 17, 2018 we will assume that you agree to consider as final the Governor's acceptance of these requests.



JFO 2939

State of Vermont

Department of Finance & Management 109 State Street, Pavilion Building Montpelier, VT 05620-0401

[phone] 802-828-2376 [fax] 802-828-2428 Agen RECEIVED

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Grant Summary:			To do	evelop and	implement stat	lewide	human tra	fficking pr	revention and
			inter	vention str	ategies. have	tech	nology	dedicated	pats to the
Date:			10/1	7/2018	porting of pot	LA LA	+ chant	NOT YNY	ersonnel in
Date.			10/1	772010	Su	aly	o snounc	s and pe	10 -1-
Department:			Depa	artment of J	Public Safety				cocos. Of
Legal Title of Gra	int:		BJA	STOP Sch	ool Violence T	hreat A	Assessment	t & Tech F	Reporting Pgm
Federal Catalog #	!:		16.83	39					
Grant/Donor Nan	ne and Ada	dross	U.S. Dept of Justice, Washington, DC.						
Grant/Donor Man	ne and Add	11 655.	C.S. Dept of Justice, Washington, De.						
Grant Period:			Fron	n: 10/1/201	18 To: 9/30/2	2021	_		
Grant/Donation			\$173,780						
	SFY	71		SFY 2	SFY 3	To	Total		ients
Grant Amount:	\$103	,380	\$.	36,450	\$33,950	\$1	73,780		
		# Pos	141	Funlance	:/C				
Position Informat	ion:	# POS	0	Explanat	tion/Comments		-		
Additional Comm			0	1					
Has Vantage bud		een rev	iewed a	nd reconcil	ed? Yes		No D	3	(Analyst Initial)
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11-						11/	100		
Department of Fin	ance & Ma	nageme	ent			1	7	(Initial)	
Secretary of Admir	nistration			41	3.	13	2+ _	(Initial)	
Sent To Joint Fisca	l Office						1/28/18	Date	



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LEG TYDE GLANCE.

STATE OF VERMONT REQUEST FOR GRANT (*) ACCEPTANCE (Form AA-1)

1. Agency: 2. Department:	Public Safety			
	Tr			
3. Program:	Vermont State Police		+	
4. Legal Title of Grant:	BJA STOP School Vio	lence Threat Assessment	& Technology Repo	orting Program
5. Federal Catalog #:	16.839 - STOP School	Violence		
6. Grant/Donor Name and				
		of Justice 810 7th Street, N		C 20531
7. Grant Period: Fro	m: 10/1/2018	To: 9/30	0/2021	
personnel in schools. 9. Impact on existing progra The current software more efficient reporti	am if grant is not Acce being used is outdated a ng mechanism cannot m	and has limited functional		
10. BUDGET INFORMATI	and an in the same of the same	City	OFFIZ A	
D-norditary	SFY 1 FY 2019	SFY 2 FY 2020	SFY 3 FY 2021	Comments
Expenditures: Personal Services	FY 2019	F Y 2020 S	F Y 2021	
Operating Expenses	\$103,380	\$36,450	\$33,950	172 700
Grants .	\$103,380	\$30,430	\$33,930	173,780
Tota		\$36,450	\$33,950	\$ 173,780
Revenues:		v.	h	- 1
State Funds:	- \$	S	S	
Cash	- \$	5	\$	
Cash In-Kind	\$	\$	\$ \$	
In-Kind	\$	\$	\$	
In-Kind Federal Funds:	\$	\$	\$ \$	* 1447.000
In-Kind Federal Funds: (Direct Costs)	\$ \$ \$85,730	\$ \$ \$29,160	\$ \$ \$27,160	*142,050
In-Kind Federal Funds: (Direct Costs) (Statewide Indirect)	\$ \$ \$85,730 \$	\$ \$ \$29,160 \$	\$ \$ - \$27,160 \$	
In-Kind Federal Funds: (Direct Costs)	\$ \$ \$85,730	\$ \$ \$29,160	\$ \$ \$27,160	*142,080 31,730
In-Kind Federal Funds: (Direct Costs) (Statewide Indirect)	\$ \$85,730 \$ \$17,650	\$ \$29,160 \$ \$7,290	\$ \$ - \$27,160 \$	
In-Kind Federal Funds: (Direct Costs) (Statewide Indirect) (Departmental Indirect)	\$ \$85,730 \$ \$17,650	\$ \$ \$29,160 \$	\$ \$ \$27,160 \$ \$6,790	
In-Kind Federal Funds: (Direct Costs) (Statewide Indirect) (Departmental Indirect) Other Funds:	\$ \$ \$85,730 \$ \$ \$17,650 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$ \$29,160 \$ \$7,290	\$ \$ - \$27,160 \$ \$6,790	31,730
In-Kind Federal Funds: (Direct Costs) (Statewide Indirect) (Departmental Indirect) Other Funds: Grant (source) Total	\$ \$ \$85,730 \$ \$ \$17,650 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$ \$29,160 \$ \$7,290 \$ \$ \$36,450	\$ \$ \$27,160 \$ \$6,790 \$ \$ \$33,950	31,730
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STATE OF VERMONT REQUEST FOR GRANT (*) ACCEPTANCE (Form AA-1)

PERSONAL SERVICE I	NFORMATION		
11. Will monies from this	grant be used to fund ity must initial here to it	one or more Personal Service Contracts? Indicate intent to follow current competitive I by:(initial)	
12. Limited Service Position Information:	# Positions	Title	
Total Position 12a. Equipment and space		Is presently available.	ed with available funds.
positions: 13. AUTHORIZATION A	CENCY/DEBAREAU	PATER A	
I/we certify that no funds beyond basic application preparation and filing costs	Signature:	Thomas D Anderson	Date/ //r
have been expended or committed in anticipation of Joint Fiscal Committee approval of this grant, unless	Signature:	VT Department of Public Safety	Date:
previous notification was made on Form AA-IPN (if applicable):	Title:		
14. SECRETARY OF AD			
Approved:	(Secretary or designee signa	ture Le	Date: ///13/18
5. ACTION BY GOVER	NOR		
Check One Box: Accepted Rejected	(Governet's signature)		Date 11/20/18
16. DOCUMENTATION	REQUIRED		
Request Memo Dept. project approval (Notice of Award Grant Agreement Grant Budget	if applicable)	GRANT Documentation Notice of Donation (if any) Grant (Project) Timeline (if applicable) Request for Extension (if applicable) Form AA-1PN attached (if applicable)	f/
	any grant, gift, loan, or any	End Form AA-1 y sum of money or thing of value to be accepted vernment (see 32 V.S.A. §5).	by any agency,



U.S. Department of Justice Office of Justice Programs

Bureau of Justice Assistance

GRANT MANAGER'S MEMORANDUM, PT. I: PROJECT SUMMARY

	G	rant
	PROJECT NUMBER 2018-YS-BX-0053	PAGE I OF 1
This project is supported under FV18(BJA - STOP School Violence) P JSC 10551-54)	ub. f., 99-351 as amended by Pub L., 115-141, 132 (Stat 348, 1128-32; (generally codified at 34
STAFF CONTACT (Name & telephone number)	2. PROJECT DIRECTOR (Name, addre	ess & telephone number)
Gale W. Farquhar (202) 598-9522.	Kovin Lane Detective Sergeant 45 State Drive Waterbury, VT 05671 (302) 244-5727	
4. TITLE OF THE PROCRAM	361	POMS CODE (SEE INSTRUCTIONS
Sategory 7 - Technology and Annaymous Reporting		ON REVERSE)
TITLE OF PROJECT		
BIA STOP School Violence Threat Assessment and Technology Re	porting Program Vermont	
NAME & ADDRESS OF GRANTEE	6. NAME & ADRESS OF SUBGRANT	TEE:
Vermont Department of Public Safety 45 State Drive State Police Headquarters Waterbury, VT 05671		
. PROGRAM PERIOD	8. DUDGET PERIOD	
FROM: 10/01/2018 TO: 09/30/2021	FROM: 10/01/2018	TO: 09/30/2021
. AMOUNT OF AWARD	10. DATE OF AWARD	
\$ 173,780	09/29/2018	
I. SECOND YEAR'S BUDGET	12. SECOND YEAR'S BUDGET AMO	UNT
3. THIRD YEAR'S BUDGET PERIOD	14. THIRD YEAR'S BUDGET AMOU	NT
5. SUMMARY DESCRIPTION OF PROJECT (See instruction on revenue and Technology R with the tools they need to recognize, respond quickly to, and preven threat assessment and crisis intervention teams, and anonymous reported individuals with mental health issues; and for the training of the prevention violent events from happeans.	eporting Program is designed to improve school set thets of violence. It provides funding to state, local rung systems, designed to identify threats before the	and Indian tribal governments to develop ey materialize, including those that origin
CANCE		

Bureau of Justice Assistance STOP School Violence Threat Assessment and Technology Reporting Program

State of Vermont School Safety Tip-line

Program Narrative

a. Description of Issue

The State of Vermont does not currently have technology dedicated to the anonymous reporting of potential or actual threats to the safety of students and personnel in schools. The Vermont Intelligence Center (VIC) which is Vermont's only recognized Fusion Center currently uses the anonymous tips and leads software platform, Tipsoft. Although it has been a valuable asset since first being utilized by the VIC in 2012 – the current repository of 2584 tips/leads - it has limited functionality. In an effort to enhance the capabilities of the VIC, and its continuing mission to support our law enforcement and public/private sector partners by collecting, analyzing and subsequently disseminating information in an effort to detect and prevent criminal activity, a new tips and leads platform is being sought.

b. Program Design and Implementation

The proposed program would be to implement a technological solution allowing people to provide information anonymously through a web-based and telephone hotline and to enable students, teachers, school staff, and community members to report school violence threats and suspicious activity. Ideally, the program would integrate of the data contained within Vermont's two primary law enforcement records management systems, Spillman and Valcour, into the tips/leads platform, as well as provide direct compatibility with the Federal Bureau of Investigations' web-based e-Guardian portal and the Regional Information Sharing System's RISSNET portal.

The tips and leads platform would allow administrators at the VIC to create templates and forms that pertain to their geographical area and would be available and utilized within www.VTIPS.info. In addition, it would allow VIC system administrators to create and receive internal "alert" notifications when tip information contains pre-determined keywords, as well as the prioritization of tips based on these keywords, scenarios, "risk" metrics and/or other parameters set by VIC system administrators. These keywords could be region specific and include school names, specific persons, local teams, and events.

The program would be most effective if it had the functionality to incorporate a VIC-specific records management system that would directly integrate the tips and leads program, thus eliminating redundant systems. It would also have the ability to create pre-determined responses to tips/leads received.

In compliance with the VIC's Privacy Policy, the ability set data retention periods, to include whether tips are purged automatically and/or whether user/administrator notifications are sent prior to automatic purge date, would be required.

A platform incorporating an integrated mapping component that automatically maps tips containing address information would benefit investigators with tracking tip frequency, tip locations, and areas of interest to identify potential threats. Integrated functionality that contains timeline and link chart capabilities would benefit criminal investigations while silos can be created when tips/leads are received relating to a specific, on-going investigation so they can be assigned to specific investigators. VIC system administrators will receive system notifications when a tip is not reviewed to an assigned investigator/group within a predetermined timeframe to ensure a warning or threat is not overlooked.

c. Capabilities and Competencies of the Applicant:

The anonymous tips and leads program utilized by the State of Vermont is currently administered by the Vermont Intelligence Center. The VIC, a Department of Homeland Security-supported Fusion Center, has an underlying mission to support Vermont's law enforcement and public/private sector partners by collecting, analyzing and subsequently disseminating information in an effort to detect and prevent criminal and terrorist activity. Only trained VIC personnel receive the tip information and all tips are reviewed and researched. Prior to forwarding tip information to the appropriate LEA, the tip information and the research conducted by the VIC staff member is reviewed by a designated reviewer.

Capabilities of Sub-applicant:

Not applicable.

Contractor/Vendor:

The tip and leads platform vendor would provide 24/7/365 technical support, as well as access an on-line resources and an on-site, multi-day train-the-trainer session is provided. Prices include the migration of existing TipSoft data, which will allow the historical TipSoft tips to be searched within the parameters set within the new platform. Program set-up, installation, configuration, and testing is implemented by the vendor.

Competencies of the staff:

Several members of the VIC staff, identified as administrators/super-users, will attend train-the-trainer. Those administrators/super-users will, in turn, train all relevant VIC staff.

Tips/Leads will be reviewed and researched by the VIC Staff member assigned Tips & Leads duties and pre-set (canned) responses will be utilized when responding to the tipster. Tips with actionable or credible law enforcement information shall be entered into Vermont's criminal intelligence database and de-conflicted by a sworn member of the VIC. VIC staff members also attend training to handle non-criminal related tips and leads by the National SAR Initiative (NSI). NSI have established standardized processes and policies that provide the capability for SLTT and federal law enforcement to share timely, relevant SAR information that has been determined to have a potential nexus to terrorism, while working to ensure that privacy, civil rights, and civil liberties are protected.

Prior to forwarding the tip to the appropriate location, the tip should be reviewed by a designated reviewer. In the wide range that tips and leads cover, so does the response or who the tip/lead gets forwarded to. The information sharing may encompass a school representative, a mental health worker, a law enforcement officer or a mental health crisis worker depending on the type of tip/lead given.

d. Plan for Collecting the Data Required for this Solicitation's Performance Measures

Performance measures and success will be determined via tip disposition sheets and tangible case support related to school threat investigations. Tracking of school threat tips/leads will be tracked to determine trends. The VIC will continue to track tips specific to "If you See Something, Say SomethingTM" and how they and the tips and leads correlate to e-Guardian

entries. Implementation and criminal justice practices will be reported by the number of tips received and the disposition reports generated, as well as Requests For Information (RFIs) for the VIC related to these investigations. Outcomes and Outputs will be more accurate information to our customers and more efficient use of VIC staff time.

To implement a technology solution such as an anonymous reporting technology that can be implemented as a smartphone APP, a hotline, or a website in the applicant's geographic area designed to provide a way for students, teachers, faculty, and community members to anonymously identify school violence threats.

To measure specific performance of the program, the VIC would track the percent of anonymous reporting solutions completed, number of anonymous tips received, and the percent of anonymous tips determined to be credible resulting in a formal response by school resources or law enforcement. Currently, the VIC tracks the TipSoft entries related to schools and has collected 28 entries based on the keyword "school." These tips came from text messages, phone calls, and online reports and included tips reporting 15 for drugs, 4 for sex offenses, 5 for threats of violence/threatening, 1 for bullying/harassment, 1 for student with weapons or drugs, and 2 after a school incident (lockdown, etc). School related tips have led to law enforcement and school interventions, but the current program does not provide a system to measure success or preventions. The VIC does receive positive reports from school staff and parents and adds these comments and updates the tip case file.

The proposed anonymous reporting program would be implemented by text message, telephonic hotline, and online submissions. The VIC would like to work with a vendor on a mobile application for student and school staff as well and would require the program to provide statistical data for the number of anonymous tips received through the online, hotline, and text

message portals (and mobile application, if available) and the success and preventative measures to ensure the program is fulfilling the needs of the community and the allowing the VIC to best support the tips and lead program.

The VIC has worked to promote the tips and leads program as well as the "If You See Something, Say Something™" program throughout law enforcement and Vermont communities. The result of the promotion and awareness initiative has resulted in a 135% increase in tips and leads since 2014. The TipSoft program saw a significant increase from 11 tips in 2016 to 30 tips in 2017 and the VIC's e-Guardian submissions are poised for at least a 75% increase since 2017. These systems have become vital in the prevention of criminal activity. The VIC hopes to focus the effectiveness of tips and leads with a program that is able to integrate the data contained within Vermont's law enforcement records management systems, e-Guardian, and the RISSNET portal, The program would provide analysts the ability to map, track, and predict threats, while giving the community options to anonymously report, threat and suspicious activity in an attempt to prevent school violence in Vermont.

Budget Detail - Year 1 Does this budget contain conference costs which is defined broadly to include meetings, retreats, seminars, symposia, and training activities? - Y/N (DOJ Financial Guide, Section 3.10) A. Personnel Position Name List each name, if known. List each position, If known. Show annual salary rate & amount of time devoted to the project for each name/position. Time Worked Federal Percentage of Non-Federal Salary Rate **Total Cost** (# of hours, days, months Contribution Time Request years) 50 \$0 Total(s) \$0 \$0 \$0 Narrative B. Fringe Benefits Computation Name Show the basis for computation. List each grant-supported position receiving fringe benefits. Federal Non-Federal Rate Total Cost Base Contribution Request 50 50 Total(s) \$0 \$0 \$0 Narrative C. Travel Purpose of Travel Location Type of Expense Basis Computation Indicate the purpose of each trip Lodging, Meals, Compute the cost of each type of expense X the number of people traveling. or type of trip (training, advisory Indicate the travel destination mile, trip, group meeting) Etc. Federal # of # of Non-Federal Total Cost Cost Quantity Staff Trips Contribution Request Training and travel for VIC staff of the tips and leads will be shared between sta Local Travel N/A \$200.00 1 \$1,600 \$1,600 Total(s) \$1,600 \$1,600 Narrative

The state of the s	will be purchased	Compute # of Items 8	Computation the cost (e.g., the number of each item to be pur Unit Cost \$2,500.00 Total(s)	S20,000	per item) Non-Federal Contribution \$0	Federal Request \$20,000 \$20,000
List and describe each item of equipment that Computers for eight VIC staff members Narrative E. Supplies Supply Items Provide a list of the types of items to be purchase Media (TV and Radio) over three years (total of \$50,000 Printed Materials over three years (total cost of \$20,000 Narrative F. Construction Purpose Descrip	will be purchased	# of Items	the cost (e.g., the number of each item to be pur Unit Cost \$2,500.00	S20,000	Non-Federal Contribution	\$20,000
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Printed Materials over three years (total cost of \$20,000 Narrative F. Construction Purpose Descrip	ed with grant funds.	Describe the item and the co	Computation compute the costs. Computation: The number of e	ach item to be pur	chased X the cast p	es item.
Printed Materials over three years (total cost of \$20,000 Narrative F. Construction Purpose Descrip		# of Items	Unit Cost	Total Cost	Non-Federal Contribution	Federal Request
F. Construction Purpose Descrip)	1	\$17,000.00	\$17,000		\$17,000
F. Construction Purpose Descrip)}	1	\$7,000.00	\$7,000		\$7,000
F. Construction Purpose Descrip			Total(s)	\$24,000	\$0	\$24,000
Purpose Descrip						
Purpose Descrip						
Purpose Descrip						
The second secon						
Provide the purpose of the construction Describe the co	ition of Work		Computation			
	otion of Work onstruction project(s)	Compute t	Computation the costs (e.g., the number of each item to be pure	chased X the cost p		
	1	Compute i		thased X the cost to	per item) Non-Federal Contribution	Federal Request
Narrative	1		he costs (e.g., the number of each item to be pure		Non-Federal	

. Subawards (Subgrants) Descript	tion		Purpose		Consul	tant?			
Provide a description of the acti subrecipie	ivities to be carried out by	O	rescribe the purpose of the subaward (subgram	ij	Is the subaw consultant? the section explain ass travel exp included in	If yes, use below to ociated penses			
							Total Cost	Non-Federal Contribution	Federal Request
									\$0
						Total(s)	\$0	\$0	\$0
Consultant Travel (if necessar) Purpose of Travel	y) Location		Type of Expense	1			Computation		-
Indicate the purpose of each trip			Hotel, airfare, per diem	Comp	uta tha cost o			number of people	travelina
or type of trip (training, advisory group meeting)	Indicate the travel destina	aan.	Hoter, diffure, per diem	Comp		y each type	ty expense a me	That the state of	trusemig.
				Cost	Duration or Distance	# of Staff	Total Cost	Non-Federal Contribution	Federal Request
				TA .			\$0		\$0
						Total	\$0	\$0	\$0
**									
H. Procurement Contracts									
H. Procurement Contracts Descript	tion		Purpose		Consul	tant?			
Provide a description of the product contract and an estimate of the costs promote free and open competitive separate justification must be procurements in excess of the Sim (currently \$1:	is or services to be procured by s. Applicants are encouraged to on in owarding contracts. A provided for sole source plified Acquisition Threshold		Purpose Describe the purpose of the contract		Consul Is the subow consultant? the section exploin on strovel exp included in	vard for a If yes, use below to sociated penses			
Description of the product contract and an estimate of the costs promote free and open competitive separate justification must be procurements in excess of the Sim	is or services to be procured by s. Applicants are encouraged to on in owarding contracts. A provided for sole source plified Acquisition Threshold		Describe the purpose of the contract		is the subow consultant? the section explain ass travel exp included in	vard for a If yes, use below to sociated penses	Total Cost	Non-Federal Contribution	Federal Request
Description of the product contract and an estimate of the costs promote free and open competitive separate justification must be procurements in excess of the Sim (currently \$25)	is or services to be procured by s. Applicants are encouraged to on in owarding contracts. A provided for sole source plified Acquisition Threshold		Describe the purpose of the contract em configuration conducted via webinar and ally done with two separate 4-hour sessions (c		is the subow consultant? the section explain ass travel exp included in	vard for a If yes, use below to sociated penses	Total Cost		
Description of the product ontract and an estimate of the costs promote free and open competitive separate justification must be procurements in excess of the SIm (currently \$1:	is or services to be procured by s. Applicants are encouraged to on in owarding contracts. A provided for sole source plified Acquisition Threshold	service. Typic	Describe the purpose of the contract em conniguration conducted via webinar and	one before and aximum 10	is the subow consultant? the section explain ass travel exp included in	vard for a If yes, use below to sociated penses			Request
Provide a description of the product ontract and an estimate of the costs promote free and open competitic separate justification must be procurements in excess of the Sim (currently \$1:) raining Configuration	is or services to be procured by s. Applicants are encouraged to on in owarding contracts. A provided for sole source plified Acquisition Threshold	Training: students.	Describe the purpose of the contract em Connguration consucted via webinar and ally done with two separate 4-hour sessions (of one after deployment). On-site per day training fee, one instructor, management.	one before and aximum 10 and network	is the subow consultant? the section explain ass travel exp included in	vard for a If yes, use below to sociated penses	\$1,200		Request \$1,200
Description of the product ontract and an estimate of the costs promote free and open competitive separate justification must be procurements in excess of the Sim (currently \$25) for a simple of the	ts or services to be procured by s. Applicants are encouraged to ion in awarding cantracts. A provided for sole source plified Acquisition Threshold 50,000).	Training: students. (em Configuration conducted via webinar and a ally done with two separate 4-hour sessions (conducted using customers). On-site per day training fee, one instructor, many conducted using customer's training facilities a ation consulting and deployment environment.	one before and aximum 10 and network evalaiation	is the subow consultant? the section explain ass travel exp included in	vard for a If yes, use below to sociated penses	\$1,200 \$1,650		\$1,200 \$1,650
Description of the product antract and an estimate of the costs promote free and open competitive separate justification must be procurements in excess of the Sim	is or services to be procured by 6. Applicants are encouraged to ion in lowarding contracts. A in provided for sole source iplified Acquisition Threshold 50,000).	service. Typic Training: students. (Pre installa	em Configuration conducted via webinar and tally done with two separate 4-hour sessions (conducted via webinar and tally done with two separate 4-hour sessions (conducted using customer's training facilities action consulting and deployment environment	one before and aximum 10 and network evalaiation ty, quick tips	is the subow consultant? the section explain ass travel exp included in	vard for a If yes, use below to sociated penses	\$1,200 \$1,650 \$1,480		\$1,200 \$1,650 \$1,480

		against external systems, ACI	SS. XML file drop of re	ports and tips, SAR file			\$4,300		\$4,300
		dron eGuardian N-NFx and	NSI SAN EUNMISSIANS	and K OIS normeating	1	otal(s)	\$40,130	\$0	\$40,130
Consultant Travel (if necessary)									
Purpose of Travel	Location	T	ype of Expense				Computation		
Indicate the purpose of each trip or type of trip (training, advisory	Indicate the travel destin	ation. Hote	el, airfare, per diem	Comp	ute the cost of	each type	of expense X the	number of people	traveling.
group meeting)					N 108				
	is, in		54	Cost	Duration or Distance	# of Staff	Total Cost	Non-Federal Contribution	Federal Request
T					Distance				- 12
					1		\$0		\$0
						Total	\$0	\$0	\$0
Narrative									
J. Other Costs Descriptic List and describe items that will be pain reproduction, telephone, janitorial	d with grants funds (e.g. rent, l, or security services, and			Comp Show the basis	utation for computation	n			
investigative or confidence	Citial yarrasp								
	Cina yours	Quantity	Basis	Cost	Length of	Time	Total Cost	Non-Federal Contribution	Federal Request
	entary.	Quantity	Basis	Cost	Length of	Time	Total Cost		
	centary.	Quantity	Basis	Cost			\$0	Contribution	Request \$0
investigative or confid	chia yenay	Quantity	Basis	Cost		Time Total(s)			Request
	Contract formation of the Contract formation	Quantity	Basis	Cost			\$0	Contribution	Request \$0
investigative or confid. Narrative J. Indirect Costs		Quantity	Basis		7	otal(s)	\$0	Contribution	Request 50
Investigative or confidence investigative investigative or confidence investigative or confidence investigative in	scription				Computation	otal(s)	\$0	\$0	Request 50
Investigative or confidence investigative investigative or confidence investigative or confidence investigative in					Computation e portions of the	otal(s)	\$0	\$0	Request \$0
Investigative or confidence investigative investigative or confidence investigative or confidence investigative in	s cription ed rate is and how it is applied.	Bull contracts	Compute th	e indirect costs for thos	Computation e portions of the	otal(s)	\$0 \$0	\$0 \$1 Contribution	\$0 \$0

Does this hudget contain on								
DOJ Financial Guide, Section	nference costs which is defined br n 3.10)	oadly to include meeting	s, retreats,	seminars, s ympo sia	and training activit	ies? - Y/N		
A. Personnel				197				
Name	Position				nputation			
List each name, if known.	List each position, if known	Sho	ow annual sale	ary rate & amount of tim	e devoted to the project	for each name/posi	ition	
		Salary	Rate	Time Worked (# of hours, days, mont. years)	Percentage of Time	Total Cost	Non-Federal Contribution	Federal Request
						\$0		\$0
		14	-		Total	s) \$0	\$0	\$0
B. Fringe Benefits List each grant-support	Name ted position receiving fringe benefits.			Show	Computation the basis for computation	n.		
		Base			Rate	Total Cost	Non-Federal Contribution	Federal Request
						50		50
Varrative				<u> </u>	Total	s) \$0	\$0	\$0
Narrative					Total	\$0 \$0	\$0	\$0
							\$0	\$0
C. Travel Purpose of Travel Indicate the purpose of each trip	Location Indicate the travel destination.	Type of Expense Lodging, Meals, Etc.	Basis Per day, mile, trip, Etc.	Compute		nputation		
C. Travel Purpose of Travel Indicate the purpose of each trip or type of trip (training, advisory		Lodging, Meals,	Per day, mile, trip,	Compute Cost Quanti	the cost of each type of	nputation		
C. Travel Purpose of Travel Indicate the purpose of each trip or type of trip (training, advisory		Lodging, Meals,	Per day, mile, trip,		the cost of each type of a work of wor	nputation expense X the numb	eer of people traveli	ng Federal

D. Equipment						
b) aquipment	Item		Computation			
List and describe each item	of equipment that will be purchased	Compute	the cost (e.g., the number of each item to be purc	hased X the cost	per item)	
		# of items	Unit Cost	Total Cost	Non-Federal Contribution	Federal Request
				\$0		\$0
			Total(s)	\$0	\$0	\$0
Narrative						
E. Supplies	pply items		Computation			
	tems to be purchased with grant funds.	Describe the item and the c	ompute the costs. Computation: The number of ea	ch item to be pur	chased X the cost p	er item.
		# of Items	Unit Cost	Total Cost	Non-Federal Cantribution	Federal Request
Media (TV and Radio) over three yea	rs (total of \$50,000)	1	\$17,000.00	\$17,000		\$17,000
Printed Materials over three years (t	otal cost of \$20,000)	1	\$7,000.00	\$7,000		\$7,000
Narrative			Total(s)	\$24,000	\$0	\$24,000
F. Construction						
Purpose Provide the purpose of the	Description of Work Describe the construction project(s)	Compute	Computation the costs (e.g., the number of each item to be pure)	hased X the cost	per item)	
Purpose			the costs (e.g., the number of each item to be purc		Non-Federal	Federal
Purpose Provide the purpose of the		Compute # of Items		Total Cost		Request
Purpose Provide the purpose of the			the costs (e.g., the number of each item to be purci Cost	Total Cost	Non-Federal Contribution	Request_ 50
Purpose Provide the purpose of the			the costs (e.g., the number of each item to be purc	Total Cost	Non-Federal	Request

Subawards (Subgrants)					C			
Descri Provide a description of the a subrecty	ctivities to be carried out by	٤	Purpose Describe the purpose of the suboward (subgrant)		Consultant? Is the subaward for consultant? If yes, u the section below to explain associated travel expenses included in the cost	e		
HE LEECT		HE				Total Cost	Non-Federal Contribution	Federa Reques
								\$0
								\$0
								\$0
					Total	s) \$0	\$0	\$0
onsultant Travel (if necessor Purpose of Travel	Location		Type of Expense			Computation		
ndicate the purpose of each trip r type of trip (training, advisory group meeting)	Indicate the travel destinat	tion.	Hotel, airfare, per diem	Comp	oute the cost of each t			traveling.
				Cost	Ouration # of Or Staff	Total Cost	Non-Federal Contribution	Federa Reques
+					Distance	\$0		\$0
arrative					Tot	\$0	\$0	\$0
					Tot	al \$0	\$0	\$0
5.8					Tot	ai \$0	50	50
5/B	ption		Purpose		Tot	ai \$0	\$0	\$0
I. Procurement Contracts Descri	cts or services to be procured by its. Applicants are encouraged to itin in owarding contracts. A be provided for sole source implified Acquisition Threshold		Purpose Describe the purpose of the controct			2 6	\$0	50
Procurement Contracts Descri Provide a description of the produce on the composition of the composition of the composition of the composition of the separate justification must be procurements in excess of the Si	cts or services to be procured by its. Applicants are encouraged to itin in owarding contracts. A be provided for sole source implified Acquisition Threshold				Consultant? Is the suboward for consultant? If yes, u the section below t explain associated travel expenses	2 6	Non-Federal Contribution	Federa
Procurement Contracts Descri Provide a description of the produ ontract and an estimate of the cos promote free and open compets separate justification must is procurements in excess of the Si {currently S	cts or services to be procured by HIS. Applicants are encouraged to HIGH in awarding contracts. A Dee provided for sole source In a contract of the sole source Published Acquisition Threshold 150,000).	Anni		5.00	Consultant? Is the suboward for consultant? If yes, u the section below t explain associated travel expenses		Non-Federal	Federa Reques
Procurement Contracts Descri Provide a description of the produ ontract and an estimate of the co- promote free and open compet separate justification must to procurements in excess of the Si	cts or services to be procured by HIS. Applicants are encouraged to HIGH in awarding contracts. A Dee provided for sole source In a contract of the sole source Published Acquisition Threshold 150,000).	Anni	Describe the purpose of the controct	5.00	Consultant? Is the suboward for consultant? If yes, u the section below t explain associated travel expenses	Total Cost	Non-Federal	Federa. Reques \$3,960
Procurement Contracts Descri Provide a description of the produce of the cosponate free and open compets separate justification must be procurements in excess of the Sicurently Sicurements and the separate justification must be procurements in excess of the Sicurements in excess of the Sicurement I in the Sicurement I i	cts or services to be procured by sts. Applicants are encouraged to still in in awarding contracts. A se provided for sole source mplified Acquisition Threshold (150,000). User License 8 \$495.00	Ann	Describe the purpose of the controct User License B \$495	5.00	Consultant? Is the suboward for consultant? If yes, u the section below t explain associated travel expenses	70tal Cost \$3,960	Non-Federal	Federa. Reques \$3,960

Active the purpose of each trap or type of the purpose of each trap or type of the purpose of each trap or type of the purpose of each trap or of the purpose of the purpos	on-Federal Federa Reques \$0 \$0 \$0 \$0
Cost Duration of Staff Total Cost Non-Federal Contribution Total Staff Total Cost Staff Contribution Total Staff Staff Total Cost Staff Contribution Staff Staff Total Cost Staff Contribution Total Staff Staff Contribution Staff Staff Total Cost Staff Contribution Total Staff Contribution Computation If of Staff Total Cost Non-Federal Contribution Staff Staff Total Cost Staff Contribution Staff Staff Total Cost Staff Contribution Computation If of Staff Total Cost Staff Contribution Staff Staff Total Cost Staff Contribution Computation If of Staff Total Cost Staff Contribution Staff Staff Total Cost Staff Contribution Computation If of Staff Total Cost Staff Contribution Computation If of Staff Total Cost Staff Contribution Computation Computation If of Staff Total Cost Staff Contribution Computation Computation If of Staff Total Cost Staff Contribution Computation Computatio	solution Reques \$0 \$0 \$0
Other Costs Description t and describe items that will be paid with grants funds (e.g. rent, reproduction, telephone, jointorial, or security services, and investigative or confidential funds). Computation Show the basis for computation investigative or confidential funds). Non-Federal	\$0 \$0
Other Costs Description It and describe items that will be paid with grants funds (e.g. rent, reproduction, telephone, janitaria) or security services, and investigative or confidential funds). Computation Show the basis for computation Computation Show the basis for computation Non-Federal	\$0 \$0
Other Costs Description St and describe items that will be paid with grants funds (e.g. rent, reproduction, telephone, janitorial, or security services, and investigative or confidential funds). Cumplify Basis Cost Length of Time Total Cost Non-Federal	on-Federal Federa
Description it and describe items that will be paid with grants funds (e.g. rent, reproduction, telephone, janitorial, or security services, and investigative or confidential funds). Chapter Chapter Computation Show the basis for computation Non-Federal	on-Federal Federa
Description st and describe items that will be paid with grants funds (e.g. rent, reproduction, telephone, janitaria), or security services, and investigative or confidential funds). County to Basis Cost Length of Time Total Cost Non-Federal	n-Federal Federa
ist and describe items that will be paid with grants funds (e.g. rent, reproduction, telephone, janitarial, or security services, and investigative or confidential funds). Show the basis for computation Non-Federal	on-Federal Federa
	on-Federal Federa
	ontribution Reques
\$0	\$0
Total(s) \$0 \$0	\$0 \$0
Indirect Costs	
Description Computation	515.
	on-Federal Federa
Describe what the approved rate is and how it is applied. Compute the indirect costs for those portions of the program which allow such costs. Resea	on-Federal Federa

Budget Detail - Year 3 Does this budget contain conference costs which is defined broadly to include meetings, retreats, seminars, symposia, and training activities? - Y/N (DOJ Financial Guide, Section 3.10) A. Personnel Position Computation Name Show annual salary rate & amount of time devoted to the project for each name/position. List each name, if known. List each position, if known. Time Worked Federal Percentage of Non-Federal Salary **Total Cost** Rate (If of hours, days, months years) Contribution Request SO \$0 Total(s) \$0 \$0 \$0 Narrative B. Fringe Benefits Computation Show the basis for computation. List each grant-supported position receiving fringe benefits. Federal Non-Federal Base Rate Total Cost Contribution Request \$0 \$0 Total(s) \$0 \$0 \$0 Narrative Purpose of Travel Location Type of Expense Basis Computation Indicate the purpose of each trip or type of trip (training, advisory Per day, Lodging, Meals, Indicate the travel destination. mile, trip, Compute the cost of each type of expense X the number of people traveling. Etc. Federal # of # of Non-Federal Cost **Total Cost** Quantity Staff Trips Contribution Request N/A \$0 \$0 Total(s) \$0 \$0 \$0 Narrative

D. Equipment	Item		Computation			
List and describe each item	of equipment that will be purchased	Compute th	ne cost (e.g., the number of each item to be purch	hased X the cost		
	DIENES EIN	# of Items	Unit Cost	Total Cost	Non-Federal Contribution	Federal Request
				\$0		\$0
			Total(s)	\$0	\$0	\$0
Narrative						
E. Supplies Su	ipply Items		Computation			
Provide a list of the types of it	tems to be purchased with grant funds.	Describe the item and the con	npute the costs. Computation: The number of ea	ch item to be pui		
		# of Items	Unit Cost	Total Cost	Non-Federal Contribution	Federal Request
Media (TV and Radio) over three yea	ers (total of \$50,000)	1	\$16,000.00	\$16,000		\$16,000
Printed Materials over three years (t	total cost of \$20,000)	1	\$6,000.00	\$6,000		\$6,000
Narrative			Total(s)	\$22,000	\$0	\$22,000
Narrodive						
E Canadana Non						
Purpose	Description of Work		Computation			
	Description of Work Describe the construction project(s)	Compute th	Computation e costs {e.g., the number of each item to be purc	hased X the cost		
Purpose Provide the purpose of the		Compute th		hased X the cost Total Cost	per item) Non-Federal Contribution	Federal Request
Provide the purpose of the			e costs (e.g., the number of each item to be purc		Non-Federal	
Purpose Provide the purpose of the			e costs (e.g., the number of each item to be purc	Total Cost	Non-Federal	Request

Subawards (Subgrants)									
Description Provide a description of the activities to be carried out by subrecipients.		Purpose Describe the purpose of the subaward (subgrant)			Consultant? Is the suboward for a consultant? If yes, use the section below to explain ossociated travel expenses included in the cost.				
							Total Cost	Non-Federal Cantribution	Federe Reque
									\$0
onsultant Travel (if necessa	end .					Total(s)	\$0	\$0	\$0
Purpose of Travel	Location	1	Type of Expense				Computation		
ndicate the purpose of each trip or type of trip (training, advisory group meeting)	Indicate the travel destination	n	Hotel, oirfare, per diem	Comp	oute the cost o	of each type	of expense X the number of people traveling.		
g.o.p.macing,				Cost	Duration or	# of Staff	Total Cost	Non-Federal Contribution	Federe Reque
					Distance		\$0		\$0
							1000		33
arutive.						Total	\$0	\$0	50
						Total	\$0	So	\$0
8.00						Total	50	So	\$0
	cts or services to be procured by ts. Applicants are encouraged to tion in owarding contracts. A e provided for sole source mplified Acquisition Threshold		Purpose Describe the purpose of the contract		Consul is the subaw is the section explain ass trovel explainched in	tant? vard for o if yes, use below to below to becaused	50	So	\$0
Procurement Contracts Description of the product of the cospromote free and open competities eparate justification must be procurements in excess of the Sin	cts or services to be procured by ts. Applicants are encouraged to tion in owarding contracts. A e provided for sole source mplified Acquisition Threshold				Is the subaw consultant? the section explain ass travel exp	tant? vard for o if yes, use below to below to becaused	50 Total Cost	Non-Federal Contribution	Federo
Procurement Contracts Description of the product of the cospromote free and open competities eparate justification must be procurements in excess of the Sin	cts or services to be procured by ts. Applicants are encouraged to tion towarding contracts. A se provided for sole source inplified Acquisition Threshold 150,000).	Annu		.00	Is the subaw consultant? the section explain ass travel exp	tant? vard for o if yes, use below to below to becaused		Non-Federal	Federo Reque
Procurement Contracts Description of the product of the contract and an estimate of the cospromote free and open competions per procurements in excess of the Six (currently \$	cts or services to be procured by ts. Applicants are encouraged to tion towarding contracts. A se provided for sole source inplified Acquisition Threshold 150,000).	Annu	Describe the purpose of the contract	.00	Is the subaw consultant? the section explain ass travel exp	tant? vard for o if yes, use below to below to becaused	Total Cost	Non-Federal	Federo Reque: \$3,960
Provide a description of the producentract and an estimate of the cospromote free and open competi separate justification must be procurements in excess of the Signature of the	cts or services to be procured by ts. Applicants are encouraged to tion in awarding contracts. A se provided for sole source mplified Acquisition Threshold 150,000). ser License 8 \$495.00	Annu	Describe the purpose of the contract at Maintenance: Concurrent User License 8 \$495	.00	is the subaw consultant? the section explain ass trovel ex- included in	tant? vard for a if yes, use below to sociated senses the cost.	**Total Cost	Non-Federal Contribution	Federo: Reque: \$3,960 \$645
Procurement Contracts Description of the product of the cosponents and an estimate of the cosponent free and open competitive separate justification must be procurements in excess of the Six (currently \$ 100 currently \$ 1	cts or services to be procured by ts. Applicants are encouraged to tion in awarding contracts. A se provided for sole source mplified Acquisition Threshold 150,000). ser License 8 \$495.00	Annu	Describe the purpose of the contract at Maintenance: Concurrent User License 8 \$495 Annual Maintenance: Fusion	.00	is the subaw consultant? the section explain ass trovel ex- included in	tant? vard for o if yes, use below to below to becaused	Total Cost \$3,960 \$645	Non-Federal	Federo: \$3,960 \$645

			Cost	or Distance	# of Staff	Total Cost	Contribution	Request
						\$0		\$0
					Total	\$0	50	50
rrative								
					~ * **-			
Other Costs Description			Com	putation				
ut and describe items that will be paid with grants funds (e.g. rent, reproduction, telephone, janitorial, or security services, and investigative or confidential funds).			Show the basi	s for computat	ion			
	Quantity	Basis	Cost	Length o	f Time	Total Cost	Non-Federal Contribution	Federal Request
						\$0		\$0
					Total(s)	\$0	\$0	\$0
arrative								
arrative								
Indirect Costs Description		Compute II	he indirect costs for the	Computation of control of the contro	оп	n which allow su		
Indirect Costs	Base	Compute ti	he indirect costs for the		оп	n which allow sur		Federal Request
Indirect Costs Description Describe what the approved rate is and how it is applied. direct Costs 25% applied to up to \$25,000 of equipment and individue			Indirect (ose portions of	оп		ch costs.	
	al contracts		Indirect (Cost Rate	оп	Total Cost	ch costs.	Request



U.S. Department of Justice

Office of Justice Programs

Office of the Assistant Attorney General

Washington, D.C. 20531

September 29, 2018

Commissioner Thomas Anderson Vermont Department of Public Safety 45 State Drive State Police Headquarters Waterbury, VT 05671

Dear Commissioner Anderson:

On behalf of Attorney General Jefferson Sessions III, it is my pleasure to inform you that the Office of Justice Programs has approved your application for funding under the FY 18 STOP School Violence Threat Assessment and Technology Reporting Program in the amount of \$173,780 for Vermont Department of Public Safety.

Enclosed you will find the Grant Award and Special Conditions documents. This award is subject to all administrative and financial requirements, including the timely submission of all financial and programmatic reports, resolution of all interim audit findings, and the maintenance of a minimum level of cash-on-hand. Should you not adhere to these requirements, you will be in violation of the terms of this agreement and the award will be subject to termination for cause or other administrative action as appropriate.

If you have questions regarding this award, please contact:

- Program Questions, Gale W. Farquhar, Program Manager at (202) 598-9522; and
- Financial Questions, the Office of the Chief Financial Officer, Customer Service Center (CSC) at (800) 458-0786, or you may contact the CSC at ask.ocfo@usdoj.gov.

Congratulations, and we look forward to working with you.

Sincerely,

Matt Dummermuth

Principal Deputy Assistant Attorney General

Enclosures



OFFICE FOR CIVIL RIGHTS

Office of Justice Programs U.S. Department of Justice 810 7th Streat, NW Washington, DC 20531

Tel: (202) 307-0690 TTY: (202) 307-2027 E-mail: askOCR@usdoj.gov Website: www.ojp.usdoj.gov/ocr

OCR Letter to All Recipients

September 29, 2018

Commissioner Thomas Anderson Vermont Department of Public Safety 45 State Drive State Police Headquarters Waterbury, VT 05671

Dear Commissioner Anderson:

Congratulations on your recent award. In establishing financial assistance programs, Congress linked the receipt of federal funding to compliance with federal civil rights laws. The Office for Civil Rights (OCR), Office of Justice Programs (OJP), U.S. Department of Justice (DOI) is responsible for ensuring that recipients of financial assistance from the OJP, the Office of Community Oriented Policing Services (COPS), and the Office on Violence Against Women (OVW) comply with the applicable federal civil rights laws. We at the OCR are available to help you and your organization meet the civil rights requirements that come with DOJ funding.

Ensuring Access to Federally Assisted Programs

Federal laws that apply to recipients of financial assistance from the DOJ prohibit discrimination on the basis of race, color, national origin, religion, sex, or disability in funded programs or activities, not only in employment but also in the delivery of services or benefits. A federal law also prohibits recipients from discriminating on the basis of age in the delivery of services or benefits.

In March of 2013, President Obama signed the Violence Against Women Reauthorization Act of 2013. The statute amends the Violence Against Women Act of 1994 (VAWA) by including a nondiscrimination grant condition that prohibits discrimination based on actual or perceived race, color, national origin, religion, sex, disability, sexual orientation, or gender identity. The new nondiscrimination grant condition applies to certain programs funded after October 1, 2013. The OCR and the OVW have developed answers to some frequently asked questions about this provision to assist recipients of VAWA funds to understand their obligations. The Frequently Asked Questions are available at https://ojp.gov/about/ocr/vawafaqs.htm.

Enforcing Civil Rights Laws

All recipients of federal financial assistance, regardless of the particular funding source, the amount of the grant award, or the number of employees in the workforce, are subject to prohibitions against unlawful discrimination. Accordingly, the OCR investigates recipients that are the subject of discrimination complaints from both individuals and groups. In addition, based on regulatory criteria, the OCR selects a number of recipients each year for compliance reviews, audits that require recipients to submit data showing that they are providing services equitably to all segments of their service population and that their employment practices meet equal opportunity standards.