OTVTP Implementation & Measurement Plan

You should modify the Implementation & Measurement Plan (IMP) template to the number of goals your specific project requires. For *each* goal in the IMP, create an Implementation Plan table *and* a Measurement Plan table. Please use the definitions provided in the IMP guidance document when crafting your plan. Draft, in the box below, the overarching goal statement for the project. Following completion of the IMP, each grantee is expected to complete the Risk Assessment & Mitigation Plan in Appendix A.

In the Implementation Plan table:
- Type each activity in a separate row; add as many rows as needed.
- Arrange activity rows chronologically by the start date of the activity.
- This IMP should span both years of performance under this grant program.

In the Measurement Plan table:
- Type each performance measure/indicator in a separate row.
- Map each performance measure to the relevant activity
- Include indicators that will help measure the results of the project; it is not necessary to have more than one indicator if that indicator sufficiently measures results.
- Identify and/or design data collection methods to be used to obtain the data that will be reported on quarterly.
- Ensure attention to collection of data that can be broken down by sex and age of project participants or beneficiaries.
- The information in the "Performance Measures" column of the Measurement Plan should align with the information in the "Anticipated Outputs" column of your Implementation Plan

    NOTE: Data collection methods should be specific and timebound. Any expenses incurred from the collection of data must come from the <u>grant</u> already awarded. No additional funds will be made available by DHS for this purpose.

Organization Name	Michigan Sate Police, Michigan Intelligence Operations Center
Project Title	Fusion Liaison Officer Program and Threat Assessment and Management Team
Grant Number	DHS-21-TTP-132-00-01
Grant Implementation Period	10/01/2021 - 09/30/2023

Project Goal Statement

The first goal of this project is to provide in-person training to law enforcement, first responders and private sector partners to increase awareness and strengthen collaboration and information sharing to prevent targeted acts of violence. This second goal of this project is to develop one regional threat assessment and management team comprised of multi-disciplinary professionals from the local community to work together to increase community involvement in the intervention and prevention of targeted acts of violence. These projects will increase the overall safety of all Michigan residents.

Target Population

The target population for the fusion liaison officer program is law enforcement, first responders and private sector partners. There are approximately 588 police departments with 17,000 sworn law enforcement officers, approximately 600 first responders in Michigan. Approximately 50 private sector partners from various sectors such as chemical manufacturing, energy, financial services etc., have been identified and will be invited to participate. The MIOC has established relationships with many of these trusted target populations who have a presence established throughout the state and may routinely encounter first hand or receive reports of suspicious or threatening behaviors. The target population for the threat assessment and management team will be professionals from the local community comprised of public or mental health, social service, education, faith, or other leaders who have the ability to make decisions within their organization to dedicate resources that will strengthen the threat assessment and management team with a focus on targeted violence intervention and prevention.

Example Goal 1 : *[Example] Strengthen societal resilience against the drivers of violent extremism and ensure broad awareness of the threat of targeted violence and terrorism.*

Objective 1.1: *[Example] Hold in-depth, localized trainings for 300 community leaders and law enforcement stakeholders in Larimer County on the risk factors to violent extremism recruitment and mobilization by the end of the program's period of performance.*
Objective 1.2: *[Example] Increase by 75% the understanding and awareness of risk factors and behaviors to violent extremism among 300 community leaders and law enforcement stakeholders by the end of the program's period of performance*

Example Goal IMPLEMENTATION PLAN

Objectives	Activity	Inputs/Resources	Time Frame	Anticipated Outputs
Objective 1.1:	*Activity 1.1.1 [Example] Conduct Community Awareness Briefings with community leaders*	*[Example] Local trainers, participants to receive training, training venue, OTVTP CAB curriculum, OTVTP review of requested modifications to the CAB curriculum*	*[Example] approx. 2 per quarter, Q2-Q7*	*[Example] 12 Community Awareness Briefings conducted to 200 community leaders.*
	Activity 1.1.2 [Example] Conduct Law Enforcement Awareness Briefings with law enforcement stakeholders	*[Example] Local law enforcement to receive training, training venue, OTVTP to review requested modification to the LAB curriculum*	*[Example] approx. 1 per quarter, Q2-7*	*[Example] 6 Law Enforcement Awareness Sessions conducted to 100 law enforcement stakeholders*
Objective 1.2:	*Activity 1.2.1 [Example] Survey community leaders before and after Community Awareness Briefings*	*[Example] Survey, scheduled time before and after to give survey*	*[Example] approx. 2 per quarter, Q2-Q7*	*[Example] Measurable increase by 75% of understanding from community leaders after receiving the Community Awareness Briefing*
	Activity 1.2.2 [Example] Survey law enforcement stakeholders before and after the law enforcement awareness briefing			

Example Goal MEASUREMENT PLAN

Activity #	Performance Measures	Data Collection Method and Timeframe
1.1.1	*[Example] Number of Community Awareness Briefing training sessions held and number of community leaders attending*	*[Example] Documented date, time, venue, number of community leaders in attendance; Q2-Q7, approx. 2 session held per quarter*
1.1.2	*[Example] Number of Law Enforcement Awareness Briefing training sessions held and number of law enforcement stakeholders attending*	*[Example] Documented date, time, venue, number of law enforcement stakeholders in attendance; Q2-Q7, approx. 1 session held per quarter*
1.2.1	*[Example] Percentage increase among community leaders in their knowledge and understanding of violent extremism*	*[Example] Surveys conducted before and after each CAB training session; Q2-Q7, approx. 2 session held per quarter*
1.2.2	*[Example] Percentage increase among law enforcement stakeholders in their knowledge and understanding of violent extremism*	*[Example] Surveys conducted before and after each LAB training session; Q2-Q7, approx. 1 session held per quarter*

Goal 1: Strengthen and expand partnerships across the state through the creation of a FLO program to increase awareness of targeted violence warning signs and reporting mechanisms.

Objective 1.1: Hold in-person trainings across the state for law enforcement, first responders and private sector partners to increase awareness of behaviors associated with targeted violence and provide avenues for reporting.

Objective 1.2: Hire two part-time contract analyst to assist with FLO coordinator with statewide training.

Goal 1 IMPLEMENTATION PLAN

Objectives	Activity	Inputs/Resources	Time Frame	Anticipated Outputs
Objective 1.1:	*Conduct in-person fusion liaison officer training at numerous locations across the state for identified targeted populations.*	MIOC FLO Coordinator, training participants	Approx 1 per quarter; Q1-Q8	multiple training sessions for approximately 285 attendees
Objective 1.2:	*Hire two part-time contract analyst*	MIOC FLO Coordinator, applicants	Q1	Contract analyst will assist with FLO program/training

Goal 1 MEASUREMENT PLAN

Activity #	Performance Measures	Data Collection Method and Timeframe
1.1	1.The number of training sessions conducted. 2. The number of participants at each training session and the aggregated level demographic information of participants.	1. Documented date, time, location of training. Approximately 1 training session per quarter. Q1-Q8 2. Document number of attendees at each training session, and targeted population type Q1-Q8
1.2	2. Hire two part-time contract analyst	1. Complete hiring process Q1

Goal 2: *Develop one regional threat assessment and management team comprised of multi-disciplinary professionals from the local community to work together to increase community involvement in the intervention and prevention of targeted acts of violence.*

Objective 2.1: Hire a specialist to develop and lead one regional team.

Objective 2.2: Specialist will develop and work directly with threat assessment team, maintain records of intervention efforts and required metrics, track successes and provide analysis.

Objectives	Activity	Inputs/Resources	Time Frame	Anticipated Outputs
Objective 2.1:	*Hire one full-time limited term specialist*	MIOC leadership, applicants	Q1	Specialist hired to work directly with TAM team
Objective 2.2:	*Development of TAM team*	Specialist	Q1-Q2	Team training completed, protocols developed

Goal 2 MEASUREMENT PLAN

Activity #	Performance Measures	Data Collection Method and Timeframe
2.1	1. Hire a full-time limited term specialist to develop and lead one regional team	1. Complete hiring process, Q1
2.2	1. Develop and establish team. 2. Coordinate threat management and risk assessment training for team. 3. Maintain record of intervention efforts and metrics. 4. Conduct analysis.	1. Number of team members, to include professional background organizational affiliation, develop team protocols. Q2-Q3 2. Date, time, location of training, number of team members who attend. Q2-Q3 3. Record of how often the team meets and for what purpose, number of cases opened to include risk factors, identified behavioral changes, identified extremist ideology (if any), specific grievance (if identified), number of referrals for outside services by service type, case status. Q2-Q8 4. Complete anonymized case study illustrating the impact of the threat managment process. Q4, Q8

Goal 3: *[insert goal statement]*

Objective 3.1: [Insert objective text]
Objective 3.2: [Insert objective text]
Objective 3.3: [Insert objective text]

Goal 3 IMPLEMENTATION PLAN

Objectives	Activity	Inputs/Resources	Time Frame	Anticipated Outputs
Objective 3.1:	*Activity 3.1*			
	Activity 3.1.2			
Objective 3.2:	*Activity 3.2.1*			
	Activity 3.2.2			
Objective 3.3:	*Activity 3.3.1*			

Goal 3 MEASUREMENT PLAN

Activity #	Performance Measures	Data Collection Method and Timeframe

[REPEAT FOR AS MANY GOALS AS NEEDED FOR PROJECT]

APPENDIX A: RISK MANAGEMENT PLAN

The following risk assessment chart is designed to assist in the identification of potential occurrences that would impact achieving project objectives, primarily those originating externally and that are outside of the organization's control. Risks could include, but are not limited to: economic, social, or political changes; changes to planned partnerships; legal or compliance changes; or other risks unique to this project. Use the chart below to identify these risks; add additional rows if necessary.

Risk Identified	Risk Analysis (brief assessment of the impact the identified risk could/would have on the project)	Risk Management Plan (plan to minimize the impact that the risk presents to the project and adjustments to be made if the risk transpires)
Limitations imposed due to COVID-19 pandemic	The COVID-19 pandemic may require restrictions on in-person trainings which could impact attendance.	FLO trainings could be adjusted to a virtual platform or COVID-19 protocols may remain in place that must be followed (i.e., social distancing, class sizes reduced, etc.)
Laws or regulations that restrict information sharing between partner agencies	Legal issues regarding confidentiality and privacy differ between agencies and could impact the threat assessment team's ability to share information.	Data sharing regulations will be reviewed to ensure all laws and regulations are followed. (i.e., HIPPA, civil rights)

FISCAL YEAR 2021 TARGETED VIOLENCE AND TERRORISM PREVENTION (TVTP) GRANT PROGRAM

DHS-21-TTP-132-00-01 PROJECT NARRATIVE

Name of Applicant: Michigan State Police, Michigan Intelligence Operations Center

Primary Location of Applicant: Dimondale, Eaton County, Michigan

Location of Activities: Objective 1 - State of Michigan

Objective 3 - Ingham, Eaton, Clinton Counties

Application Track: Promising Practices – Multiple Projects Track, Objectives 1 and 3

Project Type: Fusion Liaison Officer Program and Threat Assessment and Management Team

Amount of Funds Requested: $451,254.50

Project Abstract

The Michigan State Police (MSP) Michigan Intelligence Operations Center (MIOC) is the primary fusion center in the state of Michigan and has established relationships with government and private sector partners and recognizes these relationships are vital to successful information sharing and consequently understanding and preparing for threats of terrorism and targeted violence.

The MIOC will utilize the 2021 Targeted Violence and Terrorism Prevention Grant as an opportunity to implement two projects, a statewide Fusion Liaison Officer (FLO) program and to establish one Threat Assessment and Management concept team in three counties. This will be accomplished through:

1) Fusion Liaison Officer program: Provide training to law enforcement, first responders and private sector partners across the state to enhance awareness and strengthen collaboration and information sharing to prevent targeted acts of violence.

2) Threat assessment and management team: Hire a department specialist to establish and lead one regional multi-disciplinary threat assessment team to identify, assess, implement, and manage intervention and support strategies for individuals mobilizing to violence.

No portion of this project budget will be used to conduct research, and progress will be measured through accountability data reported quarterly to the Department of Homeland Security (DHS).

1. Needs Assessment

The Michigan Intelligence Operations Center (MIOC) was established in 2006 and is led by the Michigan State Police and comprised of state, local, and federal government agencies with a focus on criminal intelligence and terrorism prevention. The MIOC is the primary fusion center for the state of Michigan, which has a population of 9,986,857[i] and is home to several large divergent populations, ranging from distinct ethnic and religious to cultural, political, and socio-economic groups.

According to Federal Bureau of Investigation (FBI) 2019 Hate Crime Statistics[ii], Michigan has the sixth highest number of hate crimes among all 50 states, with 434 incidents reported. This indicates a climate of intolerance in which communities continue to face hate and experience increased violence. According to the Southern Poverty Law Center, in 2020, Michigan had 25 identified hate groups.[iii]

Michigan made national headlines in 2020, when the United States Federal Bureau of Investigation (FBI) and the Michigan State Police arrested 14 suspects accused of being homegrown domestic terrorists plotting to kidnap and assassinate Gretchen Whitmer, the Governor of Michigan. The suspects, all reportedly members of an extremist militia group, also had plans to violently overthrow the state government by storming the state capitol with as many as 200 armed men, using explosives and executing government officials.

Two gaps have been identified within MIOC's terrorism prevention and targeted violence framework. The United States Department of Homeland Security (DHS) identifies a Fusion Liaison Officer (FLO) program as a baseline capability for fusion centers however, the MIOC does not currently have an operational FLO program or the funding to accelerate the creation of a program. The Strategic Framework for Counter Terrorism and Targeted Violence focuses on the establishment and expansion of locally based prevention frameworks. The MIOC does not have regional Threat Assessment and Management (TAM) teams established within the state.

    a) The first identified gap is the lack of an established statewide FLO program. The MIOC is the primary fusion center in the state of Michigan and is under the direction of the Michigan State Police (MSP), the only non-federal law enforcement agency in the state of Michigan with jurisdiction in all 83 counties, serving 9,986,857 residents. The MIOC currently does not have an operational FLO program nor is aware of any other law enforcement agency in the state with an established or similar statewide program. The lack of a FLO program and FLO training for law enforcement, first responders and private sector partners creates a gap in recognizing and reporting suspicious activity and threatening behaviors that can escalate over time. Analyzing information received through FLOs from multiple agencies and jurisdictions will provide MIOC the opportunity to make connections and share concerns with leaders and decision makers who can deploy resources to mitigate threats. The MIOC believes there is a need to establish a FLO program to expand outreach through a

formalized trained community approach to maximize the prevention of targeted violence and terrorism.

b) The second identified gap is the lack of regional TAM teams. To address this gap in the terrorism prevention and targeted violence framework, the MIOC will develop one regional concept TAM team for the counties of Ingham, Eaton, and Clinton. These three counties have a combined total population of 482,269 and are comprised of both urban and rural communities, with Ingham County being the primary location of state government and housing the state capitol of Michigan. Currently, there are no known centralized multi-disciplinary threat assessment and management teams in this region, only independent programs. The MIOC recognizes the need to develop a TAM capability to ensure prevention frameworks are adopted so local stakeholders can participate in communications addressing radicalization to violence. TAM teams will also serve as a conduit toward ensuring identified persons of concern who pose a threat of targeted violence are provided referrals to independent programs as a form of prevention.

Target populations for the FLO program are broken into the following categories:

a) **Law Enforcement:** There are approximately 588 police departments with 17,000 certified, sworn law enforcement officers in Michigan. These officers can receive information on targeted violence awareness and reporting mechanisms via in person trainings, handouts, and takeaway information. The long-term goal is to have a minimum of one law enforcement officer from each Michigan police department trained and participating as an active FLO.

b) **First Responders:** Approximately 600 personnel from various health and safety backgrounds including firefighters, emergency medical technicians, public health, and emergency management. These first responders can receive information on targeted violence awareness and reporting mechanisms via in person trainings, handouts, and takeaway information.

c) **Private Sector Partners:** Approximately 50 trusted personnel from private sector including security directors and asset protection managers across various sectors including chemical manufacturing, energy, financial services, critical manufacturing, and others will be invited to attend in person trainings.

Target populations for the threat assessment and management team are broken into the following categories:

Multi-disciplinary threat assessment and management teams: This includes but is not limited to mental health, public health, social service, education, faith, parole/probation, law enforcement and community leaders with the ability to make

decisions within their organizations or communities to dedicate resources to strengthen TAM teams with a focus on targeted violence prevention.

2. **Program Design**

   Problem Statement: The MIOC has identified the need to improve its terrorism prevention and targeted violence framework through the establishment of a statewide FLO program and one regional TAM team.

   Program Goals: The goal of this program is to provide training to increase awareness of targeted violence through outreach, community involvement and intervention through the development of a FLO program and one regional TAM team. This program will indirectly benefit all Michigan citizens by increasing safety throughout the state.

   Program Objectives:

   a) FLO Program: This objective will be to deliver in-person training to the communities of law enforcement, first responders and private sector personnel to increase awareness of the risk factors and radicalization to violence process, strengthen strategic partnerships and information and intelligence sharing. To meet this objective, the MIOC will hire two-part time contract analysts to assist the FLO coordinator and schedule 10 training sessions at various locations around the state. The MIOC FLO coordinator will evaluate the impact of the FLO program by conducting statistical analysis of intelligence and information data quarterly measuring data received and identifying the data source to determine the effectiveness of the FLO program. The MIOC will also solicit feedback in the form of a survey for each training session conducted and will adjust training content if needed. This objective will be measured by the number of training sessions conducted, the number of participants at each training session and aggregated level demographic information of participants.

   b) Threat Assessment and Management Team: The objective will be to develop a multi-disciplinary team comprised of professionals from the local community to increase communications, develop protocols, and work with individuals with risk factors for targeted violence and terrorism. To meet this objective, the MIOC will hire a specialist to develop one regional threat assessment and management team, provide intervention and threat assessment training for team members and develop team protocols. This specialist will work directly with the team and maintain a record of intervention efforts and required metrics, track successes and will provide analysis and anonymized case studies illustrating the threat management process. This will allow MIOC to track successes and identify gaps that will assist in directing resources to those gaps to improve the team concept prior to the future implementation of statewide threat assessment and management teams. This objective will be measured by the number of members on the threat assessment and management team to include professional background or
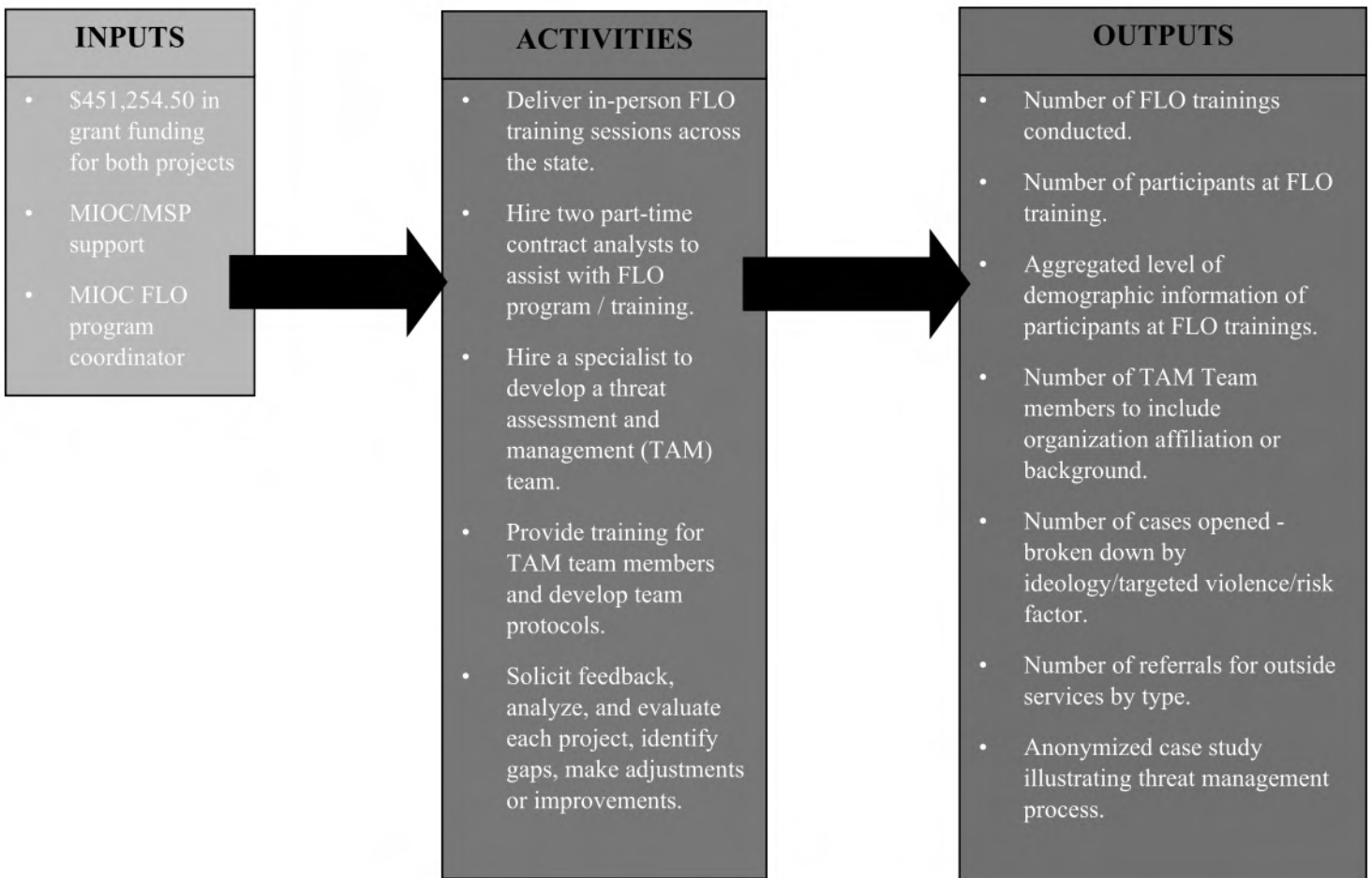
organizational affiliation, the number of team members who attend threat management and risk assessment trainings, how often the team meets and for what purpose, number of cases opened to include identified risk factors, identified behavioral changes, identified extremist ideology (if any), specific grievance (if identified), the number of referrals for outside services by service type (e.g., mental health, substance abuse, housing assistance, job skills), case status, (e.g., active, closed (by type), referred to law enforcement) and anonymized case studies illustrating the impact of the threat management process.
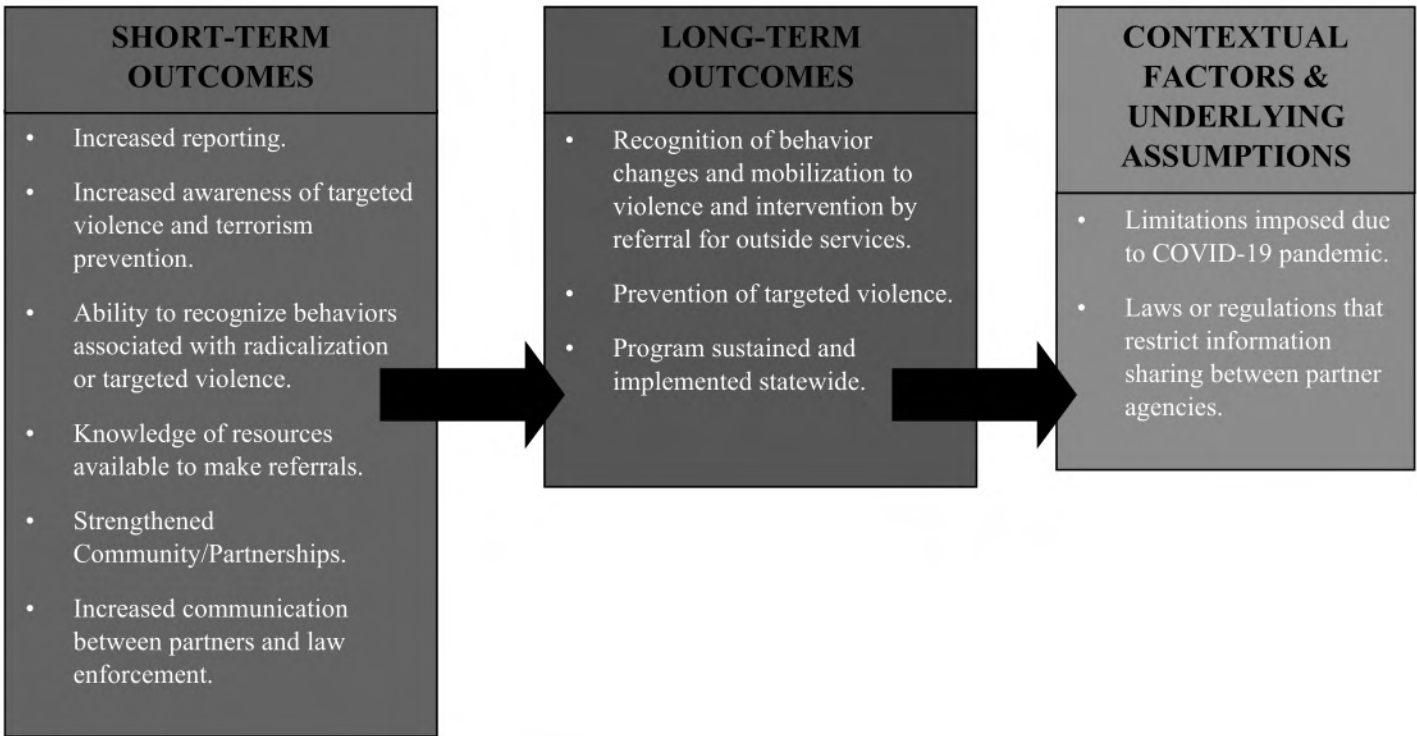
LOGIC MODEL:

THEORY OF CHANGE: If the MSP MIOC can secure funding through the Targeted Violence and Terrorism Prevention Grant Program, then the MIOC can implement two projects:

1) Establish a FLO program to provide training to law enforcement, first responders, and private sector partners to enhance awareness and strengthen collaboration and information sharing to prevent targeted acts of violence.

2) The development of one multi-disciplinary threat assessment and management team to identify, assess, and implement and manage intervention and support strategies for individuals mobilizing to violence.

INPUTS	ACTIVITIES	OUTPUTS
• $451,254.50 in grant funding for both projects • MIOC/MSP support • MIOC FLO program coordinator	• Deliver in-person FLO training sessions across the state. • Hire two part-time contract analysts to assist with FLO program / training. • Hire a specialist to develop a threat assessment and management (TAM) team. • Provide training for TAM team members and develop team protocols. • Solicit feedback, analyze, and evaluate each project, identify gaps, make adjustments or improvements.	• Number of FLO trainings conducted. • Number of participants at FLO training. • Aggregated level of demographic information of participants at FLO trainings. • Number of TAM Team members to include organization affiliation or background. • Number of cases opened - broken down by ideology/targeted violence/risk factor. • Number of referrals for outside services by type. • Anonymized case study illustrating threat management process.

SHORT-TERM OUTCOMES	LONG-TERM OUTCOMES	CONTEXTUAL FACTORS & UNDERLYING ASSUMPTIONS
• Increased reporting. • Increased awareness of targeted violence and terrorism prevention. • Ability to recognize behaviors associated with radicalization or targeted violence. • Knowledge of resources available to make referrals. • Strengthened Community/Partnerships. • Increased communication between partners and law enforcement.	• Recognition of behavior changes and mobilization to violence and intervention by referral for outside services. • Prevention of targeted violence. • Program sustained and implemented statewide.	• Limitations imposed due to COVID-19 pandemic. • Laws or regulations that restrict information sharing between partner agencies.

3. Organization and Key Personnel

The Michigan State Police (MSP) is a full-service, statewide law enforcement agency dedicated to providing the highest quality law enforcement services to the citizens of Michigan. The MSP has seven districts containing 30 regional posts, as well as several statewide specialized divisions. The MSP has been a leader in developing diverse multi-agency and multi-disciplinary project teams to confront complex crime and social issues such as violent crime, cyber-crime, sexual assault, human trafficking, and the opioid crisis. MSP is responsible for emergency management and homeland security in the state and manages the State Emergency Operations Center and the designated statewide fusion center.

The Michigan Intelligence Operations Center (MIOC) was established in 2006 and is the primary fusion center for the state of Michigan and employs approximately 45 analysts. The MIOC's mission is to promote public safety by operating in a public-private partnership that collects, evaluates, analyzes, and disseminates information and intelligence in a timely and secure manner while protecting the privacy rights of the public. MIOC Director D/F/Lt. David Eddy, MIOC Deputy Director D/Lt. Scott Layman, Analyst Manager Miles Kruse and Senior Intelligence Analyst Adam Talarek will be the key personnel involved in this project.

The MSP has years of successful experience writing, implementing, and managing federal grant awards from multiple federal agencies, both formula and discretionary, and looks forward to the opportunity to continue good stewardship of federal funds. This project will be implemented by

the MIOC with MSP's Budget and Financial Services Division responsible for the financial management of the grant.

4. Sustainability

The goal of this program is to provide training to increase awareness of targeted violence through outreach, community involvement and intervention. The first objective of this program will be the in-person delivery of FLO training. The MIOC requested funding for two part-time, contract analysts to assist with the delivery of the FLO training. Once the initial groundwork is completed and the FLO program is successfully established, the FLO coordinator will be capable of managing the program independently without sustainment of the contract analysts beyond the grant performance period. The FLO coordinator is an established senior intelligence analyst in the MIOC. The delivery of in-person FLO training will allow the FLO coordinator to provide education and awareness of targeted violence and terrorism and establish relationships that can be sustained through information sharing, outreach, and support to ensure continued engagement that will contribute to the success of targeted violence intervention efforts. The second objective will be the development of one regional TAM team. The MIOC has requested funding for a specialist to develop the TAM team. Should MIOC not have funding to sustain this position beyond the grant performance period, the regional team will be capable of sustainment due to partnerships established and capabilities built through this program along with the continued engagement and communication with law enforcement that will provide communities the confidence to identify at-risk individuals and respond with a coordinated community approach for successful targeted violence intervention and prevention efforts.

5. Budget Detail and Narrative

Personnel cost is budgeted at $83,122.00 annually ($40.01 per hour) and Fringe is budgeted at $63,569.00 annually to hire one limited-term, full-time specialist for the development of one regional threat assessment and management team. The total cost for the two-year grant performance period for the project specialist will be $293,382.00. Costs for this position is based on current personnel costs for similar positions.

Contract cost is budgeted at $24,960.00 annually ($30.00 per hour) to hire two limited-term, part-time, no fringe benefit contract analysts to assist with the FLO program. The total cost for the two-year grant performance period for two contract analysts will be $49,920.00. Costs for these positions are based on current personnel costs for similar positions.

Expenses for 10 FLO training sessions throughout Michigan include Travel cost budgeted at $57,420.71 for four meals and two nights of lodging for 285 attendees. Meals and lodging costs are based on 2021 State of Michigan approved travel rates. Meeting room and equipment rental expenses for FLO training are budgeted at $31,190.11 in the Other category. Supplies are budgeted at $1,741.68 for display materials and demonstration supplies that will be used at FLO meetings and future conferences to educate and advertise the FLO program.

The cost for training tuition is budgeted in the Other category. The tuition cost is $800.00 per person for Threat Management training and $1,400.00 per person for Violence Risk Assessment training through the National Association for Behavioral Intervention and Threat Assessment. The cost for both training courses is $17,600.00 and is budgeted for eight team members.

The budget cost for the FLO project is $140,272.50 and budget cost for the threat assessment and management team project is $310,982.00. The total cost for both projects is $451,254.50. All costs have been rounded to the nearest dollar. Any additional costs not covered by the grant would be covered by the agency.

Budget Category	Federal Request
Personnel	$166,744
Fringe Benefits	$127,138
Travel	$57,421
Supplies	$1,742
Contractual	$49,420
Other	$48,790
Total Direct Costs	$451,255
Indirect Costs	$0
TOTAL PROJECT COSTS	**$451,255**

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[i] https://www.census.gov/quickfacts/MI
[ii] https://ucr.fbi.gov/hate-crime/2019/hate-crime
[iii] https://www.splcenter.org/hate-map?state=MI

MICHIGAN STATE
UNIVERSITY

May 18, 2021

To whom it may concern,

The Michigan State Police (MSP) is applying for the 2021 Targeted Violence and Terrorism Prevention Grant and Michigan State University Police Department supports their efforts to obtain this grant.

The Michigan State Police is a global leader of police agencies. They have a known and solid reputation of professionalism, excellence, and support for local agencies throughout Michigan. The MSP provides resources to local agencies and community stakeholders to advance public safety response and improve community welfare.

This Targeted Violence and Terrorism Prevention Grant would further best practices and make available the most recent training. As indicated in the proposal by MSP, Behavioral Threat Assessment Teams or similar multidisciplinary threat assessment and management teams are critical strategies necessary in these unique and challenging times. As violent acts and mental health incidents escalate, the need for law enforcement to collaboratively and properly respond is imperative. Michigan has noted these disturbing trends and rising statistics.

The 2021 Targeted Violence and Terrorism Prevention grant requested by MSP would make available this training to ensure best practices are used to identify, assess, and appropriately redirect individuals who may pose potential threats including terrorism, cause violence, or have mental health issues. We urge this grant be given to MSP to support Michigan communities and law enforcement.

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Respectfully submitted,

(b)(6)

Mary D. Johnson
Captain

(b)(6)

DEPARTMENT OF
POLICE

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May 19, 2021

Office of Community Partnerships
U.S. Department of Homeland Security

To whom it may concern,

This letter is in support of the Michigan Intelligence Operations Center (MIOC) application for 2021 Targeted Violence and Terrorism Prevention grant funding. This grant will provide necessary training and access to resources that would strengthen state and local capabilities.

The training opportunities being sought by the MIOC through this funding are necessary parts of the ongoing information sharing and interagency communication initiatives undertaken within our county and region. Continued relationship building with state and local stakeholders, as well as private sector partners, is a key component to prevention and protection. Training to increase these capabilities will help to address challenges faced by our agencies and improve our ability to prevent and respond to incidents impacting our communities.

The St. Joseph County Sheriff's Office expresses support for this initiative because we feel it would improve public safety and better prepare state and local agencies. Thank you for your time and consideration.

Sincerely,

(b)(6)

Mark A. Lillywhite
St. Joseph County Sheriff

Timothy Adam Talarek

EDUCATION:

Michigan State University
Bachelor of Arts in Criminal Justice,   **8/2011**
Specialization in Security Management, With Honor

Oakland Community College
Associate in Criminal Justice-Law Enforcement, Cum Laude   **5/2009**
Associate in General Studies, Cum Laude   **5/2009**

EXPERIENCE:

Senior Intelligence Analyst   **10/2015 - Present**
Michigan Intelligence Operations Center (MIOC), Michigan State Police, Dimondale, MI
- Develop a statewide implementation plan for bomb-making materials awareness as a component of a Fusion Liaison Officer program to meet critical collection strategy requirements
- Conduct outreach to build relationships with law enforcement agencies as well as critical infrastructure partners to promote information sharing between agencies
- Analyze suspicious activity reports for relevant and actionable information to provide intelligence to law enforcement partners for further investigation
- Assign analytical tasks regarding suspicious activity to MIOC analysts designated by their assigned specialties to allow subject matter experts to further develop criminal information
- Review and supervise responses to requests completed by analysts assigned to the Secured Cities Partnership to validate workflow and documentation accuracy
- Train criminal intelligence analysts on various tools, resources, tradecraft, and expectations
- Create and maintain standard training material for new analysts to meet MIOC expectations of criminal intelligence analysts to ensure appropriate use of analytical tools and resources

Criminal Intelligence Analyst   **10/2012 - 10/2015**
Michigan Intelligence Operations Center, Michigan State Police, Lansing, MI
- Created weekly and quarterly reports on criminal activity, trends, links, and analysis for use by detectives, troopers, and command staff
- Provided Michigan State Police detectives with direct case support as part of the Secure Cities Partnership in Saginaw, MI; including cell tower mapping, link analysis, Modus Operandi analysis, subject work-ups, link charts, timelines, and temporal analysis of crimes.
- Identified crime trends and gang activity within crime hotspots identified by the Data Driven Approach to Crime and Traffic Safety (DDACTS)
- Produced proactive and predictive intelligence products to provide actionable knowledge to field and command staff
- Researched criminal gangs and activities for gang membership, criminal indicators, and criminal activities

Investigation Specialist   **12/2011 - 10/2012**
Target Corporation, Detroit Investigations Center, Warren, MI
- Identified theft and fraud issues through electronic transaction logs, electronic inventory logs, physical surveillance, video surveillance, and archived video review
- Developed skills in new store employees: report writing, partnership rapport, surveillance, and technology use
- Coordinated with Investigations Center technicians to establish remote video monitoring support during critical operations
- Collected and documented theft, organized retail crime, and fraud-related information, and communicated information to relevant parties

Intern Analyst   **9/2010 - 1/2012**
Michigan Intelligence Operations Center, Michigan State Police, Lansing, MI

- Monitored non-restricted and open source information for events and trends
- Lead training for center-wide digital information distribution display
- Contributed to a MIOC Daily News Log; assisted operations and intelligence personnel with routine activities and projects.
- Assisted Intelligence Analyst and MIOC personnel in fulfilling requests for information, special projects, and investigative support.
- Supported federal, state, and local law enforcement agencies and military organizations
- Investigated evidence for a federal indictment with FBI and US Attorney General's office
- Performed a state-wide survey of police departments regarding identity theft for MSP and FBI analysts
- Completed and compiled reports from various secure data management systems
- Observed archived and live video surveillance footage and reported observations

Resident Mentor   **8/2010 - 5/2011**
Michigan State University, Department of Residence Life, East Lansing, MI

Student Event Supervisor   **3/2010 - 1/2012**
Michigan State University Police Department, Special Events Unit, East Lansing, MI

Greencoat Security Guard   **8/2009 - 3/2010**
Michigan State University Police Department, Special Events Unit, East Lansing, MI

SKILLS AND ACTIVITES:

- **Certified,** 28 CFR Part 23
- **Certified,** DHS Bomb-making Materials Awareness Program Administrator Trainer
- **Certified,** Crime and Traffic Safety Analysis: Techniques to Support DDACTS
- Certified, DDACTS Implementation Workshop
- **Certified,** FBI Analytic Writing Class, 7/2017
- Certified, State and Local Anti-Terrorism Training Program
- Alpha Phi Sigma National Criminal Justice Society, 1/2011 - Present
- Intern, Waterford Police Department, Fall 2008
- Volunteer, Michigan State Police Small Squad Tactics Summer 2009
- Voting Juror, OCC Academic Appeal Board
- Co-Founder and Board Member, Criminal Justice Student Association, OCC

HONORS:

- Michigan State Police Award for Professional Excellence, Winter 2021
- Michigan Good Government Teamwork recognition (four awards)
- Saginaw Police Department Special Assignment Decoration
- Michigan State Police Unit Citation (two awards)
- MSU Dean's List Fall 2009, Spring 2011
- OCC Dean's List Winter 2007 - Winter 2009
- Reuben Zaimi Memorial Scholarship, Spring 2011
- Waterford Police Department Benevolent Fund Scholarship, Fall 2009

REFERENCES: available upon request

MILES KRUSE

Strategic Intelligence Unit Supervisor

EXPERIENCE

Michigan State Police — *Strategic Intelligence Unit Supervisor*

November 2017 - Present

- Oversee analysts covering statewide trends in drug trafficking, organized crime, white collar crime, violent crime, terrorism, and critical infrastructure protection for the state of Michigan's Fusion Center, the Michigan Intelligence Operations Center.
- Serve as the Fusion Center's Privacy Officer.
- Statewide coordinator for financial crime information.
- Coordinate analytical collaboration between the Department of Homeland Security, the Federal Bureau of Investigation, and the Michigan State Police.
- Advise on and write internal policies regarding the collection, analysis, and production of intelligence.
- Evaluate, procure, and implement analytical software and database systems.

Michigan State Police — *Criminal Intelligence Analyst*

April 2014 - November 2017

- Provided analytical support on a variety of investigations including homicides, non-fatal shootings, gang investigations, and narcotic related investigations.
- Produced dynamic statistical reports using the R programming language, ArcGIS, and other analytic tools.
- Designed and created weekly analytical products in support of multiple Michigan State Police patrol units in southeast Michigan.
- Provided subject matter expertise on analytical systems, data sources, and analytical techniques to other analysts.
- Coordinated and collaborated with State and Federal law enforcement in southeast Michigan.
- Liaised with investigative personnel to produce single source criminal intelligence reports.

United States Marine Corps — *Sergeant, Intelligence Chief*

October 2007- June 2013

- Trained and supervised intelligence analysts in multiple units.
- Conducted intelligence analysis on the African area of operations in support of strategic, operational, and tactical level operations.
- Produced country briefs, threat briefs, and intelligence summaries.
- Utilized analytical software, structured analytical techniques, and intelligence concepts used across the intelligence community.

SKILLS

Statistical Analysis

Geospatial Analysis

Machine Learning

R/Python/Java

Technical Writing

Verbal Briefing

Structured Analytical Techniques

Social Network Analysis

Program Management

AWARDS and ASSOCIATIONS

Navy Marine Corps Achievement Medal

International Association of Law Enforcement Intelligence Analysts

Pi Gamma Mu
International Honor Society for Social Sciences

Alpha Kappa Delta
International Sociological Honor Society

George Mason University, Fairfax, VA
M.A. Economics

September 2020 - Present

Current GPA: 4.0, 12/30 credits completed

Oakland University, Rochester, MI
B.A. Sociology

September 2008 - August 2013

GPA: 3.62, Cum Laude Graduate

Marine Corps Intelligence School, Dam Neck, VA
Basic Intelligence School

March 2008 - June 2008

Distinguished Graduate

Coursera Courses, Online, Verified Certificates

The Data Scientist's Toolbox

July 2014

Johns Hopkins University

Exploratory Data Analysis

November 2015

Johns Hopkins University

R Programming

September 2015

Johns Hopkins University

Reproducible Research

November 2015

Johns Hopkins University

Getting and Cleaning Data

October 2015

Johns Hopkins University

Developing Data Products

April 2016

Johns Hopkins University

Practical Machine Learning

March 2016

Johns Hopkins University

Regression Models

February 2016

Johns Hopkins University

Model Thinking

February 2020

University of Michigan

Available upon request.

EMW-2021-GR-APP-00007

Application Information

Application Number: EMW-2021-GR-APP-00007
Funding Opportunity Name: Fiscal Year (FY) 2021 Targeted Violence and Terrorism Prevention (TVTP)
Funding Opportunity Number: DHS-21-TTP-132-00-01
Application Status: Pending Review

Applicant Information

Legal Name: Michigan State Police Emergency Management & Homeland Security
Organization ID: 18250
Type: State governments
Division: Emergency Management and Homeland Security
Department: Michigan Department of State Police
EIN: (b)(6)
EIN Shared With Organizations:
DUNS: 024178035
DUNS 4: 0000
Congressional District: Congressional District 07, MI

Physical Address

Address Line 1: 7150 Harris Drive
Address Line 2: [Grantee Organization > Physical Address > Address 2]
City: Dimondale
State: Michigan
Province:
Zip: 48821-[Grantee Organization > Physical Address > Zip 4]
Country: UNITED STATES

Mailing Address

Address Line 1: PO Box 30634
Address Line 2: [Grantee Organization > Mailing Address > Address 2]
City: Lansing
State: Michigan
Province:
Zip: 48909-[Grantee Organization > Mailing Address > Zip 4]
Country: UNITED STATES

SF-424 Information

Project Information

Project Title: Fiscal Year 2021 Targeted Violence and Terrorism Prevention - Threat Assessment Team and FLO Program.
Program/Project Congressional Districts: Congressional District 01, MI
Congressional District 02, MI
Congressional District 03, MI
Congressional District 04, MI
Congressional District 05, MI
Congressional District 06, MI
Congressional District 07, MI
Congressional District 08, MI
Congressional District 09, MI

Congressional District 10, MI
Congressional District 11, MI
Congressional District 12, MI
Congressional District 13, MI
Congressional District 14, MI
Congressional District 15, MI
Proposed Start Date: Fri Oct 01 00:00:00 GMT 2021
Proposed End Date: Sat Sep 30 00:00:00 GMT 2023
Areas Affected by Project (Cities, Counties, States, etc.): Statewide.

Estimated Funding

Funding Source	Estimated Funding ($)
Federal Funding	$451255
Applicant Funding	$0
State Funding	$0
Local Funding	$0
Other Funding	$0
Program Income Funding	$0
Total Funding	$451255

Is application subject to review by state under the Executive Order 12373 process? Program is not covered by E.O. 12372.
Is applicant delinquent on any federal debt? false

Contacts

Contact Name	Email	Primary Phone Number	Contact Types
Kim Richmond	(b)(6)		Authorized Official Primary Contact
Kevin Sweeney			Signatory Authority Secondary Contact

SF-424A

Budget Information for Non-Construction Programs

Grant Program: Targeted Violence and Terrorism Prevention Grant Program
CFDA Number: 97.132

Budget Object Class	Amount
Personnel	$166744
Fringe Benefits	$127138
Travel	$57421
Equipment	$0
Supplies	$1742
Contractual	$49420
Construction	$0
Other	$48790
Indirect Charges	$0
Non-Federal Resources	**Amount**
Applicant	$0

Non-Federal Resources	Amount
State	$0
Other	$48790
Income	**Amount**
Program Income	$0

How are you requesting to use this Program Income? [$budget.programIncomeType]

Direct Charges Explanation:
Indirect Charges explanation:

Forecasted Cash Needs (Optional)

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter
Federal	$	$	$	$
Non-Federal	$	$	$	$

Future Funding Periods (Years) (Optional)

First	Second	Third	Fourth
$	$	$	$

Remarks:

SF-424C

Budget Information for Construction Programs

Assurances for Non-Construction Programs

Form not applicable? false
Signatory Authority Name: Kim Richmond
Signed Date: Fri May 21 00:00:00 GMT 2021
Signatory Authority Title: Captain Kevin Sweeney

Certification Regarding Lobbying

Form not applicable? false
Signatory Authority Name: Kim Richmond
Signed Date: Fri May 21 00:00:00 GMT 2021
Signatory Authority Title: Captain Kevin Sweeney

Disclosure of Lobbying Activities

Form not applicable? true
Signatory Authority Name: Kevin Sweeney
Signed Date:
Signatory Authority Title:

CERTIFICATION REGARDING LOBBYING

Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

Statement for Loan Guarantees and Loan Insurance

The undersigned states, to the best of his or her knowledge and belief, that:

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than $10,000 and not more than $100,000 for each such failure.

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* APPLICANT'S ORGANIZATION

Michigan State Police – EMHSD

* PRINTED NAME AND TITLE OF AUTHORIZED REPRESENTATIVE

Prefix: *** First Name:** Kim   Middle Name:

* Last Name: Richmond   Suffix:

* Title: Grants Unit Manager

* SIGNATURE: Kim Richmond   *** DATE:** 04/22/2021

Application for Federal Assistance SF-424

* 1. Type of Submission:	* 2. Type of Application:	* If Revision, select appropriate letter(s):
☐ Preapplication	☒ New	
☒ Application	☐ Continuation	* Other (Specify):
☐ Changed/Corrected Application	☐ Revision	

* 3. Date Received:	4. Applicant Identifier:
04/22/2021	

5a. Federal Entity Identifier:	5b. Federal Award Identifier:

State Use Only:

6. Date Received by State:	7. State Application Identifier:

8. APPLICANT INFORMATION:

* a. Legal Name: Michigan State Police – EMHSD

* b. Employer/Taxpayer Identification Number (EIN/TIN):	* c. Organizational DUNS:
(b)(6)	0241780350000

d. Address:

* Street1: 7150 Harris Dr.

Street2:

* City: Dimondale

County/Parish:

* State: MI: Michigan

Province:

* Country: USA: UNITED STATES

* Zip / Postal Code: 48821-5002

e. Organizational Unit:

Department Name:	Division Name:

f. Name and contact information of person to be contacted on matters involving this application:

Prefix:	* First Name: Kim

Middle Name:

* Last Name: Richmond

Suffix:

Title: Grants Unit Manager

Organizational Affiliation:

* Telephone Number: (b)(6)	Fax Number:

* Email: (b)(6)

Application for Federal Assistance SF-424

* 9. Type of Applicant 1: Select Applicant Type:

A: State Government

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

* Other (specify):

* 10. Name of Federal Agency:

Department of Homeland Security - FEMA

11. Catalog of Federal Domestic Assistance Number:

97.132

CFDA Title:

Financial Assistance for Targeted Violence and Terrorism Prevention

* 12. Funding Opportunity Number:

DHS-21-TTP-132-00-01

* Title:

Fiscal Year (FY) 2021 Targeted Violence and Terrorism Prevention (TVTP)

13. Competition Identification Number:

Title:

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

| | Add Attachment | Delete Attachment | View Attachment |

* 15. Descriptive Title of Applicant's Project:

Fiscal Year 2021 Targeted Violence and Terrorism Prevention - Threat Assessment Team and FLO Program.

Attach supporting documents as specified in agency instructions.

| Add Attachments | Delete Attachments | View Attachments |

Application for Federal Assistance SF-424

16. Congressional Districts Of:

* a. Applicant `MI-07`   * b. Program/Project `MI-all`

Attach an additional list of Program/Project Congressional Districts if needed.

| | Add Attachment | Delete Attachment | View Attachment |

17. Proposed Project:

* a. Start Date: `10/01/2021`   * b. End Date: `09/30/2023`

18. Estimated Funding ($):

* a. Federal	286,963.00
* b. Applicant	0.00
* c. State	0.00
* d. Local	0.00
* e. Other	0.00
* f. Program Income	0.00
* g. TOTAL	286,963.00

* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?

☐ a. This application was made available to the State under the Executive Order 12372 Process for review on _____ .

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

☒ c. Program is not covered by E.O. 12372.

* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes," provide explanation in attachment.)

☐ Yes   ☒ No

If "Yes", provide explanation and attach

| | Add Attachment | Delete Attachment | View Attachment |

21. *By signing this application, I certify (1) to the statements contained in the list of certifications** and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances** and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)

☒ ** I AGREE

** The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix: _____   * First Name: `Kim`

Middle Name: _____

* Last Name: `Richmond`

Suffix: _____

* Title: `Grants Unit Manager`

* Telephone Number: (b)(6)   Fax Number: _____

* Email: (b)(6)

* Signature of Authorized Representative: Kim Richmond   * Date Signed: 04/22/2021

MICHIGAN STATE POLICE ASSIGNMENTS

- Intelligence Operations Division, Michigan Intelligence Operations Center, 2015-Present
- Governor's Security Detail, 2014-2015
- Criminal Investigative Analysis Unit, 2012-2014
- Major Case Unit, 2010-2012
- Violent Crimes Unit, 1999-2010
- Intelligence Unit, 1998-1999
- Training Academy – Temporary Staff Instructor, 1998-1998
- Niles Post, 1993-1998

CIVILIAN EDUCATION

- Master of Science Administration - Leadership, Central Michigan University, in-progress
- Bachelor of Science, Religion/Government/Psychology, Liberty University, 2006
- Associate in Applied Science, Criminal Justice, Community College of the Air Force, 2002

PROFESSIONAL MILITARY EDUCATION

- KEYSTONE Command Senior Enlisted Leader Course, National Defense University, 2012
- Senior Enlisted Joint Professional Military Education, National Defense University, 2011
- United States Air Force Chief Leadership Course, 2010
- United States Air Force Senior Noncommissioned Officer Academy, 2002
- United States Air Force Noncommissioned Officer Academy, 1994
- United States Air Force Noncommissioned Officer Preparatory Course, 1988

LEADERSHIP TRAINING

- Center for Creative Leadership – Leadership Development Program, Colorado Springs, CO, 2017
- Michigan State Police Leadership Development Academy, Lansing, MI, 2017
- Leadership in Police Organizations Instructor Course, Lansing, MI, 2012
- Leadership in Police Organizations Course, Lansing, MI, 2012
- Air National Guard Command Chief Orientation Course, San Antonio, TX, 2011
- Air National Guard Chiefs' Executive Course, Washington DC, 2011
- Leadership: The Power of Perception over Reality, Lansing, MI, 2008
- Coaching, Mentoring and Leading the Coach Joe Way, Lansing, MI, 2008
- Leadership Skills Course – Vantastic Seminars, Battle Creek, MI, 2008
- Leadership through Change Seminar, Battle Creek, MI, 2007
- Air National Guard Human Resource Advisor Course, Minneapolis, MN, 2006
- Diversity Champions Leadership Workshop, Minneapolis, MN, 2006
- Michigan State Police Maximizing Human Resources Course, Lansing, MI, 2006
- United States Air Force First Sergeant Academy, Maxwell AFB, AL, 2002

SPECIALIZED TRAINING

- Association of Threat Assessment Professionals Training Seminar, 2020
- Department of Homeland Security Fusion Center Leader Seminar, 2019
- USNORTHCOM Joint Operations Center Training Course, 2018
- USNORTHCOM Joint Staff Training Course, 2018
- USNORTHCOM Defense Support of Civil Authorities Course, 2018
- USNORTHCOM Joint Domestic Operations Course, 2017
- Department of Homeland Security Fusion Center Security Liaison Course, 2015
- Advanced Threat Assessment and Threat Management Course, 2013
- National Defense University Reserve Components National Security Course, 2013
- Active Shooter Training Course, 2012
- The Neurobiology of Sexual Assault Course, 2012
- Prioritizing and Investigating Sexual Assault Crimes Course, 2012
- Cold Case Homicide Investigations Course, 2012
- Transportation Security Administration Behavior Recognition Training Course, 2010
- Medical Death Investigation Course, 2008
- Improving Attitudes in Self and Others, 2008
- Four-Lenses Temperament Intelligence Instructor Certification, 2007
- Time Management & Organizational Skills Course, 2007
- Advanced Scientific Content Analysis Course, 2007
- Wicklander-Zulawski Death Investigation Seminar, 2007
- Franklin Covey Four Disciplines of Execution Course, 2006
- Courtroom Testimony Techniques, 2006
- Robert Ressler Serial Killer Symposium, 2005
- Dept of Justice Missing Persons Regional Training Course, 2005
- Psychopaths: The Predators Among Us Training Course, 2003
- US Secret Service National Threat Assessment Seminar, 2001
- Death and Homicide Investigation Course, 2001
- Advanced Course on the Reid Technique of Interview and Interrogation, 2001
- Sexual Offenders: Profiles, Victimology, Assessment & Treatment, 2000
- Reid Technique of Interview and Interrogation Course, 2000
- Advanced Practical Homicide Investigation Course, 2000
- New Jersey State Police Homicide Investigation Training Course, 2000
- Sexual Offender Profiling Course, 2000
- Sexually Violent Offender Investigation Course, 2000
- Investigation of Sex Crimes Training Course, 2000
- Scientific Content Analysis Course, 2000
- Militia / Anti-government Training Course, 1999
- Forensic Interviewing Protocol, 1999
- Michigan State Police Basic Detective School, 1999
- ANACAPA Criminal Intelligence Analysis Course, 1999
- State and Local Anti-Terrorism Train the Trainer Course, 1998
- Michigan State Police Presentation Skills Course, 1998
- Interview and Interrogation of Sexual Offenders, 1997
- US Army Counterdrug Special Weapons and Tactics Course, 1996
- US Air Force Desert Warfare Training Course, 1995
- Defensive Tactics Instructor Course, 1994
- Michigan State Police Trooper Recruit School, 1993
- Michigan Correction Officer Local Academy, 1992
- Nuclear Security Officer Training Course, 1991
- Texas Peace Officer Academy, Texas A&M University, 1988

- USAF Security Police Training Academy, 1986
- USAF Basic Military Training, 1986

PROFESSIONAL EXPERIENCE

- Facilitator for IACP Leadership in Police Organizations Course
- Founder of BeyondStrength.Org – a life, leadership, and fitness blog enterprise
- Instructor for MSP Homicide School and Basic Investigator School
- Former National Advisory Board member, FBI Violent Criminal Apprehension Program
- Former member of the State Bar of Michigan Eyewitness Identification Task Force
- Former course director for the Air National Guard Chiefs' Executive Course in Washington, DC
- Former mentor for International NCO Leadership Development (INLEAD) Air Reserve Symposium
- Former mentor for the US Air Force Chief Leadership Course
- Planned, organized, and facilitated a series of leadership workshops for Michigan Air National Guard
- Planned, organized, and delivered leadership instruction for MSP Sergeant In-Service course
- Supported Iraq Training and Advising Mission (ITAM) in Baghdad, Iraq
- Facilitated development course for Iraqi Air Force NCOs at New Al Muthana Air Base, Iraq
- Developed and implemented leadership and diversity training for military and civilian audiences
- Developed and published monthly national-level leadership, mentoring, and diversity newsletter
- Top Secret/SCI security clearance

PROFESSIONAL AWARDS

- Good Government Teamwork Award (x4)
- Award for Professional Excellence, Michigan State Police, 2020
- Award for Professional Excellence, Michigan State Police, 2016
- Award for Professional Excellence, Michigan State Police, 2015
- Award for Professional Excellence, Michigan State Police, 2012
- Award for Professional Excellence, Michigan State Police, 2010
- Personal Commendation Memorandum, Lansing Police Department, 2009
- Award for Professional Excellence, Michigan State Police, 2008
- Award for Professional Excellence, Michigan State Police, 2005
- Award for Professional Excellence, Michigan State Police, 2005
- Award for Professional Excellence, Michigan State Police, 1996
- Citation for Excellence, Niles, Michigan Police Department, 1996
- Citation for Excellence, Denton, Texas Police Department, 1991
- Citation for Excellence, Denton, Texas Police Department, 1990

PROFESSIONAL MEMBERSHIPS

- Michigan State Police Command Officer's Association – Executive Board Member
- International Homicide Investigators Association – Northern Regional Director
- International Association of Chiefs of Police – Member
- Air Force Association – Member
- Air Force Sergeants Association – Member
- National Guard Association of Michigan – Life Member
- Veterans of Foreign Wars – Post Commander, Life Member
- United States Air Force Security Forces Association – Member

Detective Lieutenant Scott Layman

Michigan State Police

Intelligence Operations Division

(b)(6)

MICHIGAN STATE POLICE ASSIGNMENTS

- Intelligence Operations Division, Michigan Intelligence Operations Center, 2018-Present
- Special Operations Division, Governor's Security Detail, 2013-2018
- First District Hometown Security Team, 2008-2011
- Lansing Post, 1995-2008, 2011-2012

EDUCATION

- Bachelor of Arts, Ferris State University, 1994
- Associates of Arts, Glenn Oaks Community College, 1992

SPECIALIZED TRAINING

- Basic Investigator School
- LEIN Terminal Agency Coordinator
- Local Agency Security Officer Training
- Leadership in Police Organization
- Department of Homeland Security Surveillance Detection
- Michigan Department of Natural Resource Boating Operations Course
- Federal Law Enforcement Training Center Protective Detail Training
- Department of Homeland Security Behavioral Recognition
- Class IIIA Preliminary Breath Test Instructor
- MSP Advanced Pursuit Course
- MSP Precision Immobilization Technique
- MSP Evidence Technician
- Highway Interdiction Desert Snow class 1-4
- DIAP commercial vehicles
- Juvenile Forensic Interviewing
- MSP Raid Entry
- ATPA Auto Theft Identification

PROFFESSIONAL AWARDS

- Unit Citation, Michigan State Police, 2021
- Unit Citation, Michigan State Police, 2020
- Special Tribute, Governor of Michigan, 2018
- Award for Professional Excellence, Michigan State Police, 2013
- Letter of Commendation, Governor of Alaska, 2013

- Award for Professional Excellence, Tri County Metro Narcotics, 2011
- First District Commendation, Michigan State Police, 2011
- Award for Professional Excellence, Michigan State Police, 2005
- Letter of Commendation, Lansing Police Department, 2003
- Meritorious Award, Ingham County Sheriff's Department, 1998

PROFESSIONAL MEMBERSHIPS

- Michigan State Police Command Officer's Association
- International Associations of Chiefs of Police
- Association of Law Enforcement Intelligence Units
- National Fusion Center Association