

19.106 POST CRITICAL INCIDENT TRAUMA

Reference:

Procedure 18.107 - Peer Support Program

Procedure 19.110 - Peer Support Crisis Intervention Team

Policy:

This procedure addresses the physical and emotional welfare of an officer involved in an incident resulting in death or serious injury to another.

An officer whose actions result in the death or serious injury of a person will be temporarily removed from line duty assignment pending administrative review.

This procedure is not intended to question the officer's conduct at the time of the incident or subsequent actions arising from the incident. It addresses an administrative concern for the well being of the officer involved.

Procedure:

- A. After Shots Fired Take Effect:
1. The Emergency Communications Center will contact the Police Psychologist, who will consult with supervisors to determine whether a meeting should be arranged with the officer involved.
 2. The Police Psychologist will contact two on-duty Post Shooting Peer Support Team members. If on-duty team members are not available off-duty team members will be contacted via the Post Shooting Peer Support Team list.
 - a. If shots do not take effect, only one Post Shooting Peer Support Team member will be contacted.
 4. Post Shooting Peer Support Team members officially called out by the Police Psychologist will sign a Form 608 (Peer Support Program Policy) before talking with an officer involved in the shooting incident.
 - a. The responding Peer Support Team member's name will be included in the Department's official report of the incident.
 5. After completing the required initial investigative process, detail the involved officer the remainder of the day to assist in the investigation.

6. The involved officer will immediately be placed on administrative leave for a period of time determined by the Police Chief. Sometime during this administrative leave the involved officer must respond to the Police Psychologist. The nature of this consultation will be held in strict confidence. It is not an evaluation.
 - a. The Police Psychologist will call Personnel Management Unit when the officer responds and follow up the call with a written communication stating the same.
 - b. Officers may see an outside or private psychologist/psychiatrist or the Public Employees Assistance Program (PEAP), but must assume the expense of such a consultation.
 - 1) Send documentation of this visit to Personnel Management Unit.
7. When the police or private psychologist/ psychiatrist recommends an officer be taken off the track, the Personnel Management Unit's Supervising Management Analyst will direct the affected district/section/unit to complete a Form 25S (Application for Leave of Absence).
 - a. Personnel Management Unit will handle the administrative paperwork (Form 25S) and notify the officer's district/section/unit as to changes in the officer's work status.

B. Administrative Actions:

1. If the incident immediately precedes the involved officer's normal off days, carry the officer as "detailed" for the remainder of his/her tour of duty and on administrative leave for a period of time determined by the Police Chief.
 - a. Any normal off day(s) will be taken immediately following the administrative leave.
2. Officers placed on administrative leave will not work any type of outside employment.
3. Additional protective administrative actions may be taken by the Police Chief.