



MOHAVE COUNTY

PERSONNEL POLICIES AND PROCEDURES

Merit System

Approved April 4, 2016

3.29 Craig Tiger Policy and Leave Request

Traumatic Event Counseling for Public Safety Employees
In compliance with A.R.S. §38-672 and §38-673 & House Bill 2717

Overview

This policy provides up to twelve (12) visits of licensed counseling to Public Safety Employees and 911 Dispatchers who are exposed to certain events, as described below, while in the course of duty. For Mohave County, eligible Public Safety, Dispatch, and Detention Employees are in the following job categories:

Remote Deputy Investigator	Captain	Sheriff
Commander	Detention Center Supervisor	Detention Nurse
Lieutenant	Public Safety Dispatcher	Sergeant
Public Safety Dispatch Supervisor	Detective	Dispatch Manager
Investigator	Public Safety Dispatch Lead	Deputy Sheriff
Captain Adult Detention Center	Detention Officer I	Undersheriff
Detention Support Specialist	Public Safety Dispatch Sr	Chief Deputy
Public Safety Dispatch Senior	Crime Scene Analyst	

A. The Mohave County (County) allows a Public Safety Employee and a 911 Dispatcher to choose the licensed mental health professional for their counseling services. The County shall pay the licensed mental health professional pursuant to the schedule of fees established by the Industrial Commission of Arizona pursuant to section 23-908. A Public Safety Employee and a 911 Dispatcher may seek counseling services if they were exposed to any of the of the following events:

- Visually or audibly witnessing the death of maiming or visually or audibly witnessing the immediate aftermath of such a death or maiming of one or more human beings.
- Responding to or being directly involved in a criminal investigation of an offense involving a dangerous crime against children as defined in A.R.S. § 13-705.
- Requiring rescue in the line of duty where one's life was endangered.
- Using deadly force or being subjected to deadly force in the line of duty, regardless of whether the Officer was physically injured.



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- Witnessing the death of another Peace Officer while engaged in the line of duty.
- Responding to or being directly involved in an investigation regarding the drowning or near drowning of a child.

B. Guidelines for Licensed Mental Health Professional

If the licensed mental health professional determines that the Public Safety Employee or 911 Dispatcher needs additional visits of licensed counseling beyond that which the Public Safety Employee or 911 Dispatcher is entitled to (12 visits) and that the additional visits are likely to improve the Public Safety Employee or the 911 Dispatcher's condition, upon receiving a written recommendation including supporting evidence from the licensed mental health professional, Mohave County shall pay for up to an additional twenty-four (24) visits if the visit(s) occur within one (1) year after the first visit pursuant to this section.

If the licensed mental health professional determines that the Public Safety Employee or 911 Dispatcher is not fit for duty while receiving treatment pursuant to this section, the licensed mental health professional must report this immediately to the Leave of Absence Administrator identified below as the Public Safety Employee or 911 Dispatcher is entitled to certain benefits under this amended Act, which can include up to 30 calendar days of paid leave provided: (1) The employee is unable to work light duty or there is not light duty available. (2) The employee has exhausted all Annual Leave, Sick leave, and Comp time. (3) The employee is denied short term disability benefits under the County benefit program.

An extended leave of absence pursuant to this section will run concurrently with the Family Medical Leave Act (FMLA).

Guideline for Public Safety Employee

A Public Safety Employee and 911 Dispatcher may choose to seek counseling through the County's Employee Assistance Program (EAP) or a licensed mental health professional of their choice. The County does not require that the Public Safety Employee and 911 Dispatcher use Annual Leave, Sick Leave, or Comp Time if the Public Safety Employee or 911 Dispatcher leaves work to attend a treatment visit pursuant this section. Please note that appointments outside of work hours are not compensable. Reporting instructions as follows:

- Fill out the Traumatic Event Reporting Form and submit to Human Resources at FMLA@mohave.gov.
- Leave of Absence Administrator will communicate with you to inquire more details in compliance with State reporting and you are expected to provide updates as requested during the course of treatment.
- Please communicate with your supervisor about any absence from work for staffing purposes.



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- Please note that submitting a Traumatic Event Reporting Form does not create a presumption that a claim is compensable under worker's compensation. For any questions regarding worker's compensation benefits, please contact Jodi Myers at 928-753-0739.

For any questions on the Officer Craig Tiger Act, please contact: FMLA@mohave.gov.

For purposes of this policy:

"Licensed counseling" means counseling provided by a licensed mental health professional.

"Licensed mental health professional" means a licensed individual who specializes in trauma and crisis, who uses evidence-based treatment options and who is one of the following: (a) A psychiatrist who is licensed pursuant to title 32, chapter 13 or 17. (b) A psychologist who is licensed pursuant to title 32, chapter 19.1. (c) A mental health professional who is licensed pursuant to title 32, chapter 33 and who holds either a master's or doctoral degree related to the mental health profession. (d) A mental health nurse practitioner or a psychiatric clinical nurse specialist who is licensed pursuant to title 32, chapter 15. (e) A physician assistant who is licensed pursuant to title 32, chapter 25.