

## **PTSD Preventive Measures (PD)**

Our Police Officers and first responders are often exposed to traumatic events. Sometimes these events trigger emotional responses that if left untreated can result in Post-Traumatic Stress Disorder. The following are steps the P.D. engages in proactively to reduce these cases:

### **Traumatic Event: The process starts with a traumatic event**

- Drownings
- Shootings
- Incidents involving children

### **On-Site Peer Support Action: Peer Support Team members go on scene and provide support to Officer(s)**

- Safety Incident Report:
- The Department submits a detailed incident report to HR Safety Services that may later be needed in potential WC claims

### **Debrief: The PD facilitates a debrief process with all appropriate staff**

### **Peer Support Follow-up:**

- Peer members make periodic follow-up visits with Officers to evaluate emotional well being
- Peer members when appropriate will recommend the Officer seek voluntary treatment; or when necessary can recommended mandatory treatment

### **Treatment:**

- Officer receives treatment from a qualified expert in PTSD. This can occur through the City's EAP contract through ComPsych (voluntary referral), or through a PTSD expert on an individual contract (mandatory referral)

# **Workers' Compensation Process – PTSD**

Employees who are injured on the job are entitled to submit Workers' Compensation (WC) claims for their injury expenses. The following outlines the general WC process that includes claims related to PTSD.

## **Banner Evaluation**

- Employees seeking to file a claim with the City's WC division must be first seen by a Banner Occupational Health Physician
- Following the evaluation, Banner submits the required paperwork to the State Industrial Commission initiating a WC claim

## **Industrial Commission/City Notification**

- Industrial Commission of AZ sends City of Mesa notice that a claim has been filed
- The City has 21 days by statute to either accept or deny the claim

## **Medical Information/Independent Medical Evaluation (IME)**

- Employee is asked to submit all related medical information and is sent for an IME
- The IME is asked to determine if the employee has PTSD and if the PTSD is related to the job per statutory regulations

## **WC Determination**

The City has 21 days to determine whether or not to accept the claim. Due to the complexity and length of time it takes to collect related medical notes, as well as schedule and receive the IME conclusions, the 21 days regularly expires. The City is forced to deny the claim initially, pending further evaluation:

- The employee is notified in writing why the claim is being denied. However, the employee is told another review will be made upon receiving the IME results, and that the City could reverse its denial based on this information
- The employee is informed of his/her rights of appeal within 90 days to the Industrial Commission
- The employee is encouraged to continue seeking treatment with their current medical provider until compensability of the claim is determined.

# **Public Safety Personnel Retirement System Board**

## **Medical Retirement**

If sworn employees believe at some point in time they are medically and permanently unable to perform their duties, they can file for a medical retirement with the local PSPRS Board. This process is outlined by the following steps:

### **Submit Application to the City Clerk**

- Sworn employee submits medical retirement application and medical records through the City Clerk's Office

### **Review by PSPRS Local Board**

- The local PSPRS Board members review and consider the application and medical records

### **Independent Medical Examination**

- The Local Board sends the employee for an Independent Medical Exam (IME)

### **Final Decision by PSPRS Local Board**

- The Local Board reviews the medical conclusions of the IME and makes a final determination