

**Officer Craig Tiger Act
HOUSE BILL 2502 & 2717**

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

Overview

This *amended* Act 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 the City of Surprise, eligible Public Safety Employees are in the following job categories: Firefighter, Fire Engineer, Fire Captain, Fire Battalion Chief, Assistant Fire Chief, Fire Chief, Police Officer, Police Sergeant, Police Lieutenant, Police Commander, Assistant Police Chief, and Police Chief.

The City of Surprise allows a Public Safety Employee and a 911 Dispatcher to choose the licensed mental health professional for their counseling services. The City of Surprise 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 one of the following events:

- Visually OR AUDIBLY witnessing the death or 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 section 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 Peace Officer or Firefighter was physically injured.
- Witnessing the death of another Peace Officer or Firefighter 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.

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, the City of Surprise 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 Human Resources (HR) contact person identified below as the Public Safety Employee or 911 Dispatcher is entitled to certain benefits under this *amended* Act. An extended leave of absence pursuant to this section will run concurrently with the Family and Medical Leave Act (FMLA).

Guidelines for Public Safety Employee

A Public Safety Employee and 911 Dispatcher may choose a licensed mental health professional of their choice or may choose to go through the City of Surprise Employee Assistance Program (EAP). To seek services through the EAP provider, SupportLinc, please call 1-888-881-5462 or visit www.supportlinc.com to get a referral to a provider who meets the requirements of the state statute if needed. The City of Surprise does not require that the Public Safety Employee and 911 Dispatcher use paid accrued leave banks as in Paid Time Off (PTO) or Paid Sick Time (PST) 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 the HR contact identified below
- HR contact 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
- Please note that submitting a Traumatic Event Reporting Form does not create a presumption that a claim is compensable under workers' compensation. For any questions regarding workers' compensation benefits, please contact Risk Management by calling (623) 222-3560

HR Contact

In compliance with provisions set forth by this *amended* Act, the HR contact shall track and provide annual reporting to the State of Arizona by September of each year.

For any questions on the Officer Craig Tiger Act, please contact:

Ariana Reyna

Human Resources Business Partner

City of Surprise | 16000 N Civic Center Plaza | Surprise, AZ 85374

Ariana.Reyna@surpriseaz.gov | Phone: (623) 222-3542 | Secure Fax: (623) 222-3504

Traumatic Event Reporting Form

Officer Craig Tiger Act

In compliance with A.R.S. § 38-672 & 38-673 & House Bill 2717

| EMPLOYEE INFORMATION | |
|---------------------------------|----------------------------|
| Employee Name (First, MI, Last) | Employee's Job Title |
| Department | Supervisor's Name |
| Employee's Phone Number | Employee's Personal E-mail |

| TRAUMATIC EVENT INCIDENT | |
|---|--|
| <p>Under the Officer Craig Tiger Act, a Public Safety Employee or 911 Dispatcher may seek counseling services if he/she was exposed to any one of the following events while in the course of duty. If you are seeking counseling services pursuant to this Act, please select event type(s) below (<i>check all that apply</i>):</p> <ul style="list-style-type: none"> <input type="checkbox"/> Visually OR AUDIBLY witnessing the death or maiming or visually OR AUDIBLY witnessing the immediate aftermath of such a death or maiming of one or more human beings. <input type="checkbox"/> Responding to or being directly involved in a criminal investigation of an offense involving a dangerous crime against children as defined in section 13-705. <input type="checkbox"/> Requiring rescue in the line of duty where one's life was endangered. <input type="checkbox"/> Using deadly force or being subjected to deadly force in the line of duty, regardless of whether the Peace Officer or Firefighter was physically injured. <input type="checkbox"/> Witnessing the death of another Peace Officer or Firefighter while engaged in the line of duty. <input type="checkbox"/> Responding to or being directly involved in an investigation regarding the drowning or near drowning of a child. | |
| <p>Please provide a brief description of the event including date and physical address/location:</p> | |
| Did you file a worker's compensation claim after incident? | <input type="checkbox"/> Yes <input type="checkbox"/> No |
| Have you missed any time off work because of incident? | <input type="checkbox"/> Yes <input type="checkbox"/> No |

Employee's Acknowledgement and Signature

I certify that the statements and information contained in this reporting form are true, accurate, and complete. I agree and understand that any misstatement or omission of the truth herein may constitute cause for disciplinary action up to and including termination.

Employee Signature: _____ Date Signed: _____