

SHERIFF'S DEPARTMENT**COUNTY OF SACRAMENTO**

GENERAL ORDER

Traumatic Incident Follow-Up

The purpose of this General Order is to establish policies and procedures to be implemented following potentially traumatic enforcement situations.

I. General

A crisis/trauma situation is defined as any situation potentially resulting in a negative post-traumatic stress response. In practice, traumatic enforcement actions such as officer-involved shootings, major accidents, or any on-duty serious injury, have an inherent potential for psychological shock to participants and witnesses. Prompt evaluation and assistance following such an incident serves the best interests of the officer and Department by ensuring that the officer has adequately recovered before being exposed to another such incident.

II. Policy

- A. Officers directly involved in injury shootings shall be placed on administrative leave following the incident. The officer shall participate in a post-incident debriefing session with a professional counselor selected and paid by this Department before being returned to duty.
- B. In the interest of employee welfare, officers directly involved in an injury shooting incident shall participate in an additional post-incident debriefing session with a professional counselor selected and paid by this Department six (6) months after the initial session. The additional session will be scheduled with the counselor and officers will be notified when to attend. Officers scheduled to attend a second debriefing session during on-duty time will not be required to utilize accumulated leave balance time. Attendance during other than on-duty time will be compensated in a manner consistent with established policy, as applicable.
- C. Officers involved in any other crisis/trauma situation may be placed on administrative leave as above, but will, in any case, be directed to participate in a post-incident debriefing session as soon as possible following the incident.

III. Procedures

A. Division commanders shall identify any crisis/trauma incident and take the following actions:

1. Place officers involved in injury shootings on administrative leave as appropriate.
2. Schedule and verify attendance of officers at the post-crisis/trauma counseling session. Complete request for post-crisis/trauma counseling (Appendix A) and obtain doctors' names from the Employee Relations Officer.
3. Provide a recommendation to the service Chief Deputy regarding need for administrative time off, advisability of a temporary modified duty assignment, and/or additional counseling assistance.
4. Advise the County Safety Officer and Employee Relations Officer.

B. The Chief Deputy concerned shall determine appropriate action which may included: return to duty, administrative leave, directed psychological counseling, modified duty, or fitness for duty examination.

Appendices: Appendix A



JOHN MCGINNESS
Sheriff

COUNTY OF SACRAMENTO

Inter-Department Correspondence

Date:

To: Employee Relations Officer

From:

Subject: **REQUEST FOR POST-CRISIS/TRAUMA COUNSELING**

The following named personnel have recently been involved in a traumatic incident. The personnel have been directed to participate in a post-crisis/trauma counseling. Pursuant to General Order 11/05, you are hereby being advised.

Name(s): _____

Incident:

Date: _____

Type: _____

Report #: _____

Appendix A