


<b>PBP FORM 290</b>  <b>PITTSBURGH BUREAU OF POLICE</b> <i>"...honor, integrity, courage, respect, and compassion."</i>		<b>SUBJECT:</b> <b>"PSYCHOLOGICAL SERVICES/EMPLOYEE ASSISTANCE PROGRAM"</b>		<b>ORDER NUMBER:</b> <b>26-05</b>
		<b>PLEAC STANDARD:</b> <b>4.15.1</b>		<b>PAGE 1 OF 2</b>
<b>RE-ISSUE DATE:</b> <b>10/9/2020</b>	<b>EFFECTIVE DATE:</b> <b>6/01/00</b>	<b>REVIEW MONTH:</b> <b>FEBRUARY</b>	<b>RESCINDS:</b> <b>ALL PREVIOUS</b>	<b>REVIEW DATE:</b> <b>10/9/2020</b>

**1.0 POLICY/PURPOSE:**

- 1.1 The purpose of this order is to provide members with guidelines regarding mandatory psychological appointments and the voluntary psychological services available, including the Employee Assistance Program (EAP).
- 1.2 The Pittsburgh Bureau of Police shall comply with Chapter 72, Section 7203 of the PA Law and Justice (Title 44) in providing mental health evaluations for law enforcement officers.
- 1.3 It is the policy of the City of Pittsburgh to provide members with an Employee Assistance Program. The EAP was established to assist employees and their families in obtaining the assistance they need to address and resolve their problems.

**2.0 MENTAL HEALTH EVALUATIONS FOR LAW ENFORCEMENT OFFICERS (PA TITLE 44, SEC. 7203)**

- 2.1 As a condition of continued employment, and without cost to the law enforcement officer, a law enforcement agency shall provide a law enforcement officer with a mental health evaluation for post-traumatic stress disorder by a licensed mental health professional:
  - 2.1.1 Upon request of the law enforcement officer;
  - 2.1.2 Upon recommendation of a police chief or other supervising law enforcement officer; or
  - 2.1.3 Within 30 days of an incident of the use of lethal force during the course of law enforcement duties.
- 2.2 If a licensed mental health professional determines during the mental health evaluation under subsection (a) that a law enforcement officer has symptoms of post-traumatic stress disorder, the law enforcement officer shall be provided with treatment under a licensed physician's care until the licensed physician determines in writing that the law enforcement officer is able to resume full duties.
- 2.3 A law enforcement officer shall be assigned to administrative duty if the law enforcement officer:
  - 2.3.1 Fails to undergo a mental health evaluation for post-traumatic stress disorder when required under subsection (a); or
  - 2.3.2 Is experiencing symptoms of post-traumatic stress disorder as determined by a licensed mental health professional under subsection (a) and whom the licensed physician has not yet determined is able to resume full duties under subsection (b).

**3.0 MANDATORY APPOINTMENTS**

- 3.1 The City of Pittsburgh has provided for the services of a psychologist who is used for critical incidents (*Refer to General Order #12-10, "Critical Incident Procedures Involving Police"*) and/or evaluating officers referred by supervisors or command staff members.
- 3.2 If a supervisor or command staff member detects or observes a member under his or her command who may have a problem that is affecting their police duties, the supervisor or command staff member may recommend that an appointment be made with the psychologist for that member. Using a PBP Form #54.0, "Special Report", the supervisor or command staff member shall make the recommendation to the Chief of Police or their designee through their chain of command. Each level of command shall add comments of whether they concur with the recommendation and, if necessary, can attach a separate special report to provide additional information concerning their recommendation.

- 3.3 The Chief of Police shall make the final determination whether an appointment with the psychologist is to be ordered. All mandatory appointments shall be made only by the Chief of Police. The above procedures shall not, in any way, limit or prohibit the Chief of Police from personally making appointments for any member as he or she may deem necessary.
- 3.4 In the event an appointment is made, the Commander shall be notified and he or she shall personally inform the affected member that an appointment has been made and shall give a direct order for the member to appear.
- 3.5 Failure of the affected member to appear for the scheduled appointment with the psychologist shall be considered insubordination and disciplinary action may be taken against the member.
- 3.6 As in the case of physical examinations, the Chief of Police has the right and authority to order any member to appear for an appointment with the psychologist.
- 3.7 Confidentiality between the psychologist and the member regarding any causes or treatment shall be strictly maintained.
  - 3.7.1 The only report that is to be made by the psychologist is a YES or NO report indicating the member's suitability for performing his or her official police duties.
  - 3.7.2 All recommendation reports submitted by a supervisor, a Commander, or an Assistant Chief shall be the original only and all shall be submitted to the Chief of Police. No files of these reports shall be maintained at any station, section, unit, or division. The only existing file shall be in the office of the Chief of Police.

**4.0 VOLUNTARY APPOINTMENTS**

- 4.1 Whenever any member feels that they or their family is in need of psychological or counseling services, that member may personally contact the Employee Assistance Program or the member's behavioral health and/or substance abuse provider contracted by their health insurance plan carrier.
- 4.2 The Employee Assistance Program is an *information and referral service*. The EAP is available to assist employees and their family members in a wide range of areas, including mental health, substance abuse and dependence, marriage and family counseling, and financial counseling.
  - 4.2.1 All contacts with the EAP are confidential.
  - 4.2.2 Employees may contact the EAP directly to discuss their particular problem and/or concern, and to secure a referral to an appropriate counselor within the employee's healthcare plan provider.
  - 4.2.3 Contact information for the EAP provider shall be posted at all duty locations for accessibility.
- 4.3 All PBP members also have the options of directly contacting the behavioral health and/or substance abuse provider contracted by their health insurance plan carrier.

Approved by:



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Scott Schubert  
Chief of Police