

# SFPD

## Behavioral Science Unit

### Programs and Resources



CITY & COUNTY OF SAN FRANCISCO

Police Department

05.08.2019

# Confidential Employee Assistance Program

- Peer Support Program
  - Critical Incident Response Team -CIRT
  - Catastrophic Illness Program - CIP
  - Psychological Professionals - MHN
  - Police and Community Chaplains
  - Stress Unit
  - West Coast Post Trauma Retreat – WCPR
- BSU does not maintain records of who contacts the unit or what services are accessed
  - Members may contact BSU anonymously
  - Chain of command is very supportive
  - Much of what we do is protected by HIPAA

# Peer Support Program

## Training techniques

- Active listening
- Problem-solving
- Assessment and referral skills
- Peer mentoring
- Reflective listening



**Approximately 300 SFPD members**

# Critical Incident Response Team - CIRT

- Four teams made up of SFPD members on call 24/7
- Members respond to assist officers involved in critical incidents to provide psychological support
- BSU may conduct debriefings for officers, dispatchers, family members
- All members encouraged to call for CIRT when needed



# Catastrophic Illness Program - CIP

- DPH program to assist members who face life-threatening illness or injury
- BSU coordinates application process with Department of Public Health and payroll and solicits donations of time
- Members have to exhaust time balances before they can receive donations
- Active members may receive donations of vacation or sick pay; family members may receive vacation only
- Members may donate a maximum of eighty hours per pay period in eight hour increments. Donations do not affect sick pay buyouts



San Francisco Bay

# Psychological Professionals Managed Health Network - MHN

- Outpatient mental health benefit required by SFPD MOU
- Separate from health benefits with Kaiser or Blue Shield
- Mental health professionals, therapists, and psychologists culturally competent in law enforcement issues
- Police Specialty Providers hand selected by BSU, trained in law enforcement issues, FATS, ride-a-longs, quarterly BSU meetings
- Members and dependents are entitled to eight free counseling visits per incident ( receive a \$25 "specialty fee" per visit)

## Additional MHN Services

- Free 24 hour Confidential Crisis Phone Intervention
- Unlimited Web Counseling
- Financial and Legal Advice
- Eldercare Assistance
- Childcare Assistance



## Police Chaplains

- Multi-denominational group sworn in by the chief
- Respond to on duty or off duty critical incidents
- Provide grief support in the event of officer or family member death, serious illness, or injury
- Assist family members with consultation and spiritual support
- Bring calm to a chaotic situation
- All communications are privileged and confidential!





## SFPD Community Chaplaincy



- 24/7 on call Community Chaplains DOC dispatched
- Ministry of presence, nondenominational, no proselytizing, required to be neutral, no self dispatching
- Primarily for fatalities and mass casualty incidents to provide support to survivors and first responders
- 88 hours of certified training

# Stress Unit – Alcohol and Chemical Dependency

- Oldest assistance program in the department
- Deals primarily with substance abuse, but also available for other addiction issues
- Sergeant Art Howard, M.S., and Sergeant Maura Pengel, B.S., are certified alcohol and drug counselors in recovery
- Available 24/7 to assist officers and their families with counseling, information, and referrals
- Provides support for retired members, their families, and outside agencies

## Stress Unit

- Monitors Department General Order 11.11
- Participation is voluntary and confidential
- Assists with intake and admission to both inpatient and outpatient programs, transportation, and coordination with health insurance coverage
- Referrals available for 30 day residential recovery programs and outpatient programs
- First Responder Recovery meetings and family support



# Current Trainings

- Academy recruits two day resiliency training and family education
- Advanced Officer/Continued Professional Training (CPT)
- Officer Involved Shooting training for Supervisors
- Peer Support/CIRT Training
- WCPR/Advanced Peer Support
- Retirement Seminar
- Copline.org – international 24 hour crisis line



# West Coast Post-Trauma Retreat WCPR



- WCPR is part of the First Responder Support Network – FRSN
- Consists of skilled and experienced clinical staff, peers and chaplains, specially trained in trauma recovery.
- WCPR helps emergency service professionals and retirees regain control over their lives and either return to work with a new perspective on stress and coping, move on with their lives if that is a more appropriate decision, or simply enjoy retirement.

# Bay Area Law Enforcement Assistance Fund BALEAF

- Established by a group of law enforcement survivors to provide short term financial assistance, support, and referrals to Bay area law enforcement officers and their families
- Provides immediate funding to families of officers following a catastrophic event
- Assists with unexpected financial emergencies, medical and funeral expenses
- BALEAF is a non-profit 503c charity.



- Sergeant Maura Pengel
- Sergeant Art Howard
- Officer Dennis Rodelas
- Chaplain Megan Rohrer

**Thank you.**

**Any questions?**

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