



SAN FRANCISCO POLICE
DEPARTMENT
BEHAVIORAL SCIENCE UNIT

Programs & Resources

History

- ◆ *Identified as a national policing model and best practice for law enforcement*
- ◆ *Peer-based vs. clinician-based - triage and referral to appropriate level of care*
- ◆ *Developed in the 1990's by Al Benner, Forrest Fulton, and Mary Dunnigan*



CONFIDENTIALITY

- *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*

EMPLOYEE ASSISTANCE PROGRAM

- ❖ *Peer Support Program*
- ❖ *Critical Incident Response Team (CIRT)*
- ❖ *Catastrophic Illness Program (CIP)*
- ❖ *Psychological Professionals (MHN)*
- ❖ *Police Chaplains*
- ❖ *Stress Unit*
- ❖ *West Coast Post Trauma Retreat (WCPR)*

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 hours a day*
- ❖ *Members respond to assist officers involved in critical incidents to provide psychological support*
- ❖ *May conduct debriefings for officers, dispatchers, family members, and others as necessary with the **presence of a licensed therapist***
- ❖ *All members encouraged to call for CIRT when needed*

CATASTROPHIC ILLNESS PROGRAM (CIP)

- ❖ City-run 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 should apply early to ensure acceptance before they exhaust time balances

CIP FAMILY MEMBER PROGRAM

- ❖ 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 Daily

PSYCHOLOGICAL PROFESSIONALS MANAGED HEALTH NETWORK (MHN)

- ❖ Outpatient mental health benefit required by San Francisco Police Department 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 and trained in law enforcement issues and complete FATS, ride-a-long's, and bi-monthly meetings with BSU
- ❖ Members and dependents are entitled to eight free counseling visits per incident (receive a \$25 "specialty fee" per visit)

ADDITIONAL MHN SERVICES

- ❖ Free 24 hr Confidential Crisis 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 hour on call Community Chaplains dispatched through DOC
- ❖ Ministry of presence, nondenominational, no proselytizing, required to be neutral, no self dispatching
- ❖ Primarily for fatals and mass casualties 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., certified alcohol and drug counselor in recovery
- ❖ Sergeant Maura Pengel, B.S. certified alcohol and drug counselor in recovery.
- ❖ Available 24/7 to assist officers and their families with counseling, information, and referrals
- ❖ Also provides support for retired member, their families, and outside agencies

STRESS UNIT

- ❖ Participation is voluntary and confidential
- ❖ Assists with intake and admission to both inpatient and outpatient programs, transportation, and coordination with health insurance coverage
- ❖ Excellent rapport with local facilities which provide outstanding support to officers and family members
- ❖ SFPD treats alcoholism and addiction as medical issues

Monitor Department General Order 11.11

STRESS UNIT

- ❖ Referrals available for 30 day Residential Recovery Programs as well as outpatient support (more intensive programs available)
- ❖ Twelve step meetings and family support
- ❖ Available 24/7 to meet for assistance at Treasure Island, St. Monica's, or other locations within the city

Assistance is confidential and is protected by the Health Information Portability and Accountability Act (HIPAA)



TRAINING AND EDUCATION

BSU members are trained and available to conduct critical incident stress debriefings with the team of a licensed therapist

We are available for assistance and outreach to other first responder organizations who are establishing programs or who need assistance

We have presentations and materials available to address recruits, in-service members, civilians, and cadets



CURRENT TRAINING

First day recruits Resiliency Training

Family Education

Advanced Officer/Continued Professional Training (CPT)

Officer Involved Shootings for Supervisors

Peer Support/CIRT Training

WCPR/Advanced Peer Support

Retirement Seminars

First Responder Meetings

Copline 800-267-5463



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 tax deductible non-profit 503c charity.



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.





Sometimes When we say,
"We're Fine"

We want someone to look us in the eyes.
And say, "Tell Me The Truth"

SFPD BEHAVIORAL SCIENCE UNIT

Sergeant Maura Pengel

Sergeant Art Howard

Officer Dennis Rodelas

Chaplain Meghan Rohrer

Office (415)837-0875

Confidential E-mail: sfpd.bsu@sfgov.org