



**CITY OF MESA, ARIZONA  
ARIZONA PUBLIC SAFETY PERSONNEL RETIREMENT SYSTEM  
LOCAL PENSION BOARD MEETING – FIRE/POLICE  
February 20, 2014**

A meeting of the Public Safety Local Fire and Police Pension Boards of Mesa, Arizona, was held in Conference Room 170 W, 20 E. Main Street, 1<sup>st</sup> Floor, on February 20, 2014 at 11:02 a.m.

**MEMBERS PRESENT**

Marty Whalen, Chairman  
Chris Brady, City Manager  
Rick Jaime (Fire)  
Stephen Lentz (Police)  
Ty Perkins (Fire)  
Bryan Raines, Citizen Member  
Floyd Smith (Police)

**MEMBERS ABSENT**

None

**STAFF PRESENT**

Vanessa Datson, Sr. Program Asst.  
Dee Ann Mickelsen, City Clerk

**OTHERS PRESENT**

Dan Butler  
Billy Cooper  
Dale Crogan  
Nitra Hawkins  
Vicki Hixson  
Cynthia Kelley  
Anthony Lythgoe  
Gary Manning  
Frank Milstead  
David Niederdeppe  
Helen Simmonds (Applicant)  
Shaunna Smith

1. Approval of the minutes of the Public Safety Local Fire and Police Pension Boards meeting of January 16, 2014.

It was moved by Boardmember Lentz, seconded by Boardmember Smith, that the minutes of the Public Safety Local Fire and Police Pension Boards meeting of January 16, 2014 be approved.

Carried unanimously.

2. Hear a presentation, discuss and provide direction for PTSD/mental condition disability procedures.

Human Resources Director Gary Manning displayed a PowerPoint presentation (**See Attachment 1**) to update the Local Board on departmental policy changes being implemented to reduce Post Traumatic Stress Disorder (PTSD) occurrence within the Police and Fire Departments. Mr. Manning detailed the approach the departments are taking to manage PTSD through training and education in conjunction with incident tracking and peer support.

Chairman Whalen thanked Mr. Manning for his presentation.

### **FIRE PENSION BOARD**

3. Certification of full-time Firefighters pursuant to A.R.S. §§38-842.24(B), 38-842.27, 38-842.31 and 38-847(D)1.

Subsequent to a review of all medical reports, Local Boardmembers requested the record reflect that the applicants, Langdon Alexander, Dustin Bolar, Karl Bowsher, Trevyn Crosser, Joshua Denman, Justin Durkin, Justin Hyde, Brendan Kambeitz, Tim Murphy, Eugene Orabuena, Moises Ponce, Mike Rakofsky, Jennifer Reeder, Luke Russo, John Sais, Dru Sauer, Howard Turley, and Todd Woodhull, have pre-existing medical conditions.

It was moved by Boardmember Perkins, seconded by Boardmember Jaime, that Firefighter applicants, Langdon Alexander, Dustin Bolar, Karl Bowsher, Trevyn Crosser, Joshua Denman, Justin Durkin, Justin Hyde, Brendan Kambeitz, Tim Murphy, Eugene Orabuena, Moises Ponce, Mike Rakofsky, Jennifer Reeder, Luke Russo, John Sais, Dru Sauer, Howard Turley, and Todd Woodhull, be certified, subject to the pre-existing medical conditions as noted.

Carried unanimously.

4. Approve the election to terminate participation in the DROP program and apply for the Normal Retirements of Fire Captain Frank Damato and Battalion Chief Jerome Schirmer.

It was moved by Boardmember Jaime, seconded by Boardmember Perkins, that the election to terminate participation in the DROP program and apply for the Normal Retirements of Fire Captain Frank Damato and Battalion Chief Jerome Schirmer be approved.

Carried unanimously.

Without objection, the meeting of the Local Fire Pension Board adjourned at 11:39 a.m.

### **POLICE PENSION BOARD**

5. Certification of full-time Law Enforcement Officers pursuant to A.R.S. §§38-842.24, 38-842.27, 38-842.31 and 38-847(D)1.

Subsequent to a review of all medical reports, Local Boardmembers requested the record reflect that the applicants, Philip Cox, Shawn Freeman, Erik Grimwood, Jonathan Hallinan, Chase Hudson, Richard Koss, Jacob Roessler, and Matthew Stewart, have pre-existing medical conditions.

It was moved by Boardmember Smith, seconded by Boardmember Lentz, that Law Enforcement applicants Philip Cox, Shawn Freeman, Erik Grimwood, Jonathan Hallinan, Chase Hudson, Richard Koss, Jacob Roessler, and Matthew Stewart, be certified, subject to the pre-existing medical conditions as noted.

Carried unanimously.

6. Approve the election to terminate participation in the DROP program and apply for Normal Retirement of Police Sergeant Neil Terp.

It was moved by Boardmember Lentz, seconded by Boardmember Smith, that the election to terminate participation in the DROP program and apply for the Normal Retirement of Police Sergeant Neil Terp be approved.

Carried unanimously.

7. Discuss and consider the Normal Retirement application of Police Officer Michael Jacques.

It was moved by Boardmember Smith, seconded by Boardmember Lentz, that the Normal Retirement application of Police Officer Michael Jacques be approved.

Carried unanimously.

8. Discuss and consider the Accidental Disability Retirement application of Police Officer Helen Simmonds.

Chairman Whalen welcomed Police Officer Helen Simmonds to the meeting. Chairman Whalen advised Officer Simmonds that the members of the Local Board have reviewed her application and medical records. Chairman Whalen outlined the process that would be followed by the Board and encouraged the members to pose any questions they may have regarding Officer Simmonds' pending Accidental Disability application.

Chairman Whalen advised Officer Simmonds that the Local Board has reviewed the independent medical evaluation of Dr. Michael Seivert, and noted that Dr. Seivert is in agreement with the findings of Officer Simmonds' attending physician and that, in view of the absence of questions from the Board, he would entertain a motion relative to this case.

It was moved by Boardmember Lentz, seconded by Boardmember Smith, that the Accidental Disability Retirement application of Police Officer Helen Simmonds be approved.

Chairman Whalen thanked Officer Simmonds for her service to the City.

Carried unanimously.

9. Adjournment.

Without objection, the meeting of the Local Police Pension Board adjourned at 11:48 a.m.

I hereby certify that the foregoing minutes are a true and correct copy of the minutes of the Public Safety Local Fire and Police Pension Boards meeting of Mesa, Arizona, held on the 20<sup>th</sup> day of February, 2014. I further certify that the meeting was duly called and held and that a quorum was present.

---

DEE ANN MICKELSEN, CITY CLERK

# POST TRAUMATIC STRESS DISORDER

MESA POLICE DEPARTMENT  
RESPONSE STRATEGIES

# PTSD

“Post-traumatic stress disorder (PTSD) is a mental health condition that's triggered by a terrifying event. Symptoms may include flashbacks, nightmares and severe anxiety, as well as uncontrollable thoughts about the event.”  
[Mayo Clinic]

# P.D. PROCESSES AND STRATEGIES

- When Officers are directly exposed to major traumatic events:
  - Dispatch (or supervisors) contact the Peer Support Unit (approximately 37 team members)
  - Peer Unit members arrive on scene and give one-on-one Officer assistance
  - Post Incident Debrief is mandatory for all and held ASAP - - debrief facilitated by Peer member
  - Follow-Up – Peer members maintain contact with Officer and assess short and long-term well-being

# P.D. PROCESSES AND STRATEGIES

- Voluntary/Mandatory Referrals – Based on Peer assessments, voluntary or mandatory counseling referrals occur
- Professional Counseling Resources:
  - Compsych – Contracted through City HR/Benefits
  - (New) Dr. Adler-Tapia – Contracting with expert in first responder PTSD related counseling
  - (New) Tom Gussie – In-house, short-term counseling resource

# P.D. PROCESSES AND STRATEGIES

- (New) Tracking System – Triggered when three major events occur per 12-months (contacted by Peer)
- (New) Academy Education – New Officers receive “Resiliency” training (collaboration with Fire)
- (New) Department Review of New PTSD Cases – Was the process followed and can it be improved?
- (New) Implementing mandatory crisis intervention training for all supervisors – (prevention strategy)

# LOCAL BOARD OPTIONS

- Employee Documentation –
  - Request employee provide *detailed* information on all events giving rise to claim
  - Request employee provide *all* doctor and counseling notes. Is the stressor work or a personal/pre-existing issue?
- Department Information –
  - Seek detailed department corroborating information on all events and employee's involvement
- Board needs *all* information before referring to IME

# LOCAL BOARD OPTIONS

- Internal Affairs (IA) Investigations –
  - Is the stressor related to potential misconduct?
  - Consider Tabling application until IA investigation is complete (what factors in IA investigation may have contributed to the stress?)
- Workers Compensation –
  - Obtain all Workers Compensation information, ask for briefing from WC if needed

# LOCAL BOARD OPTIONS

- Independent Medical Examination (IME) –
  - Refer to IME only after all other relevant information has been obtained
  - Ask IME to provide not only a diagnosis but the likelihood of recovery
    - PTSD is largely treatable
    - Phoenix requires verification the applicant is “stationary” (recovered as much as possible) before approval