



Cochise County Board of Supervisors

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Policy Title: Traumatic Event Counseling for Peace Officers, Public Safety Employees, and 911 Dispatchers

Policy Number: 2230

Effective: 01/07/2025

Supersedes: 11/05/2019

Scope/Coverage: Limited to peace officers, public safety employees, and 911 dispatchers as defined in Arizona Revised Statutes §§ 38-672 and 38-673.

Policy Contact: Director of Human Resources

I. Eligibility

- A. Pursuant to Arizona Revised Statutes (A.R.S.) §§ 38-672 and 38-673, at the expense of the County, peace officers, public safety employees, and 911 dispatchers are eligible for up to twelve (12) visits of licensed counseling, which may be provided through telehealth, if they are exposed to a traumatic event while in the course of duty.
1. "Peace officer" as defined in A.R.S. § 1-215 includes Cochise County Sheriff Deputies and Constables.
 2. "911 dispatcher" as defined in A.R.S. § 38-673 means a 911 dispatcher in a primary or secondary public safety answering point.
 3. "Public safety employee" is defined in A.R.S. § 38-672, as follows:
 - a. an individual who is a member of the public safety personnel retirement system or the corrections officer retirement plan;
 - b. a probation officer, surveillance officer, or juvenile detention officer; and
 - c. a 911 dispatcher in a primary or secondary answering point.A "public safety employee" does not include a peace officer.
 4. A "traumatic event while in the course of duty" for public safety employees is defined as:
 - a. Visually or audibly witnessing the death or maiming or visually or audibly witnessing the immediate aftermath of such a death or maiming of one or more human beings.
 - b. Responding to or being directly involved in a criminal investigation of an offense involving a dangerous crime against children as defined in A.R.S. § 13-705.
 - c. Requiring rescue in the line of duty where one's life was endangered.



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5. A “traumatic event while in the course of duty” for peace officers and 911 dispatchers includes those events identified for public safety employees, as well as:
 - a. Using deadly force or being subjected to deadly force in the line of duty, regardless of whether the peace officer was physically injured.
 - b. Witnessing the death of another peace officer while engaged in the line of duty.
 - c. Responding to or being directly involved in an investigation regarding the drowning or near drowning of a child.

 6. “Licensed counseling” for peace officers and 911 dispatchers means counseling provided by: (1) a psychiatrist or psychologist who is licensed pursuant to A.R.S. [title 32, chapters 13, 17, or 19.1](#); (2) a mental health professional who is licensed pursuant to Title 32, chapter 33 and holds either a master’s or doctoral degree related to the mental health profession; and (3) a mental health nurse practitioner or psychiatrist clinical nurse specialist who is licensed pursuant to title 32, chapter 15.

 7. “Licensed counseling” for public safety employees means counseling provided by: (1) a psychiatrist or psychologist who is licensed pursuant to A.R.S. title 32, chapters 13, 17, or 19.1; (2) a mental health professional who is licensed pursuant to Title 32, chapter 33 and holds either a master’s or doctoral degree related to the mental health profession;(3) a mental health nurse practitioner or psychiatrist clinical nurse specialist who is licensed pursuant to title 32, chapter 15; and (4) a physician assistant who is licensed pursuant to title 32, chapter 25.
- B. If a licensed mental health professional determines that a peace officer or 911 dispatcher needs additional visits of licensed counseling beyond the 12 sessions under section A, and that the additional visits are likely to improve the individual’s condition, the County shall pay for up to an additional 24 visits, if the visits occur within one year from the first visit.
- C. A public safety employee, peace officer, or 911 dispatcher shall not be required to take personal leave or sick leave to attend a counseling appointment.

II. Procedure

- A. An eligible employee who is exposed to a traumatic event while in the course of duty may notify the Appointing Authority or immediate supervisor and complete the Traumatic Event Reporting Form, located on the [Employee Benefits](#) page. Alternatively, the employee may notify Human Resources directly at 520-432-9700

- B. The Appointing Authority or immediate supervisor who is notified, or otherwise becomes aware of an employee who is exposed to a traumatic event while in the course of duty, shall coordinate with Human Resources to ensure the employee’s counseling needs are met.

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- C. Upon determination of eligibility, Human Resources will assist the employee in getting licensed counseling through a contracted provider or through a provider of the employee's own choosing who must be willing to provide counseling pursuant to A.R.S. § 38- 673 and to accept the schedule of fees fixed by the industrial commission of Arizona pursuant to [A.R.S. § 23-908](#).