

AZ HB 2502 Highlights and Impact
Traumatic Event Counseling for Public Safety Employees
"Officer Craig Tiger Act"

Effective: August 3, 2018

Section One: Summary

This law provides *Firefighters and **Police Officers up to 36 licensed counseling visits per incident with the licensed mental health professional of their choice, paid for by the employer at rates set by the Industrial Commission of Arizona, when the employee is exposed to any one of the following events in the course of duty:

- * Visually witnessing the death or maiming or visually witnessing immediate aftermath of such a death or maiming of one or more human beings;
- * Responding to or being directly involved in a criminal investigation of an offense involving a dangerous crime against children as defined in section 13-705;
- * Requiring rescue in the line of duty where one's life was endangered;
- * Using deadly force or being subjected to deadly force in the line of duty, regardless of whether a Police Officer or Firefighter was physically injured;
- * Witnessing death of another Firefighter or Police officer while engaged in the line of duty;
- * Responding to or being directly involved in investigation regarding drowning or near drowning of a child.

Employees may choose to file the incident as a workers' compensation claim, seek counseling through EAP, or select a provider of their choice.

Section Two: Counseling Appointments/Time Off Work

The City must allow the Firefighter or Police Officer to attend counseling appointments on work time. Appointments outside of work hours are not compensable. If the employee is placed in a no work status, wages must continue for 30 calendar days.

- * All appointments and/or time off work are coordinated through HR with communication provided to the department/supervisor.
- * Employees must complete all appropriate paperwork and provide updates as required to HR.
- * Time off work for appointments and during a no work status may run concurrent with FMLA.
- * HR coordinates with the department and Finance to pay the cost of the appointments .

Section Four: Reporting

The Human Resources Department shall track and provide reporting to the State of Arizona in September each year in accordance with the Act.

*Firefighters, Fire Engineer, Fire Captain, Fire Battalion Chief, Deputy Fire Chief, Fire Chief

**Police Officer, Police Sergeant, Police Lieutenant, Police Commander, Deputy Police Chief, Police Chief