



Dallas County
BRIEFING / COURT ORDER
Commissioners Court - Oct 05 2021

- Resolution
- Solicitation/Contract
- Executive Session
- Addendum

Policy Revision - Mental Health Leave for Peace Officers - Chapter 82, Section 797

Briefing Date: Oct 5 2021
Funding Source:
Originating Department: Human Resources
Prepared by: Shirley Johnson,
Recommended by: Robert B. Wilson, Director of Human Resources

BACKGROUND INFORMATION:

The Mental Health Leave for Peace Officers policy was approved in court on September 21, 2021. In an effort to clarify the Dallas County Code, the Human Resources/Civil Service Department submit the attached minor revision.

OPERATIONAL IMPACT:

The revised policy will provide clarification to current policy and practices.

FINANCIAL IMPACT:

There is no financial impact associated with the revision of this policy.

LEGAL IMPACT:

The Civil Section of the District Attorney's Office has reviewed this policy.

PROJECT SCHEDULE:

N/A

SBE PARTICIPATION:

N/A

ADMINISTRATIVE PLAN COMPLIANCE:

Recommendation supports Dallas County's Vision under the Administrative Plan of becoming operationally a model governmental entity by supporting Objective 6: Update, Improve, Maintain, and Make Readily Available Online Collection of All County Policies.

RECOMMENDATION:

The Human Resources/Civil Service Department recommends Commissioners Court approve the attached revised policy Sec. 82-797, Mental Health Leave for Peace Officers with minor revisions for immediate inclusion into the Dallas County Code.

MOTION:

On a motion made by TBD, and seconded by TBD, the following order will be voted on by the Commissioners Court of Dallas County, State of Texas:

Be it resolved and ordered that the Dallas County Commissioners Court does hereby approve the attached revised policy Sec. 82-797, Mental Health Leave for Peace Officers with minor revisions for immediate inclusion into the Dallas County Code.

ATTACHMENTS:

[Mental Health Leave Policy Amended](#)

Subdivision XII – Miscellaneous Benefits, Awards, and Programs

Division 5. – Special Duty Pay

Sec. 82-797 Mental Health Leave for Peace Officers

- (a) This section has been adopted In accordance with Texas Government Code Section 614.015. Dallas County will provide mental health leave for its peace officers who experience traumatic events while in the scope of employment.
- (b) The elected official/department director or a designee shall determine if a peace officer is eligible for mental health leave due to a traumatic event while on duty.
- (c) A peace officer is granted and may use mental health leave when the peace officer:
 - 1. Responds directly to a major disaster, which may include weather-related events involving multiple casualties, explosions with multiple casualties, or search and recovery missions involving multiple casualties;
 - 2. Responds directly to an incident involving multiple casualties (such as a shooting or traffic accident);
 - 3. Experiences the line of duty death or suicide of a department member;
 - 4. Responds directly to an incident involving the death of a child resulting from violence or neglect; or
 - 5. Witnesses an officer-involved shooting.
- (d) An eligible employee may take up to 40 hours (five days) mental health leave per event, not to exceed 80 hours (ten days) during a twelve-month period. An eligible employee may take mental health leave without a deduction in salary or other compensation.
- (e) The information regarding mental health leave will be kept confidential as required by applicable federal and state laws.