



# Policy Revision Request

Requestor Name Michael Chancellor Emp # 5329

This revision applies to Existing Policy

If new, recommended section \_\_\_\_\_

This revision is necessary to comply with Necessary to continue MHO services with stipends

Whom does this revision affect? Department

This revision has an unbudgeted financial impact of \$ 0

### Brief reason for the revision:

State law allows any peace officer to complete an emergency detention under Texas Health and Safety Code (HSC) 573.023.

Currently, the Department mandates that officers receiving an MHO stipend should have completed the TCOLE 4001 Mental Health Officer Course. However, this course was retired in May 2022 and has since been superseded by the TCOLE 1850 CIT course.

In light of the retirement of the 4001 course, it has become imperative for the Department to reevaluate and redefine the qualifications for CIT officers and the accompanying stipends. Under the current requirements, out of a total of 225 stipends, only 166 are presently issued to APD officers. This scenario has led to a substantial surplus of 59 available but unutilized stipends.

The proposal is geared towards optimizing the certification of more officers and streamlining the patrol process. To this end, the CIT and CE units strongly recommend this policy modification.

## 953 Incentive Pay

### 953.3 ~~MENTAL HEALTH CERTIFICATION~~ CRISIS INTERVENTION TEAM (CIT) PAY

Eligible officers shall be compensated for mental health certification as identified in [this policy](#) ~~the Meet and Confer Agreement~~. The Department identifies these officers as part of the Crisis Intervention Team (CIT).

(a) In order to be eligible for CIT pay, officers must [successfully complete the TCOLE prescribed CIT course and any additional Department required training](#) ~~attend the forty (40) hour TCOLE mental health certification class and pass the course test~~ and meet the following requirements:

1. Regularly assigned to a Patrol shift [or the CIT unit](#).

(a) Stipends for officers assigned to patrol will take precedence over stipends assigned to members of the CIT unit.

2. Designated by the commander to receive CIT pay based on the needs of the Command (e.g., appropriate shift distribution of stipends).
  3. Attend all required mental health/crisis intervention update training.
  4. Officers must be a commissioned peace officer for at least 12 months to receive the stipend. This includes service time with APD or prior agencies.
- (b) Officers above the rank of police officer are ineligible to receive CIT pay.
- (c) CIT officers will be required to utilize their intervention skills when requested or needed during the course and scope of their patrol duties.
- (d) CIT officers who fail to utilize their intervention skills when required or needed may be deemed ineligible to receive the stipend. The officer's commander will decide this on a case-by-case basis and/or documented mental health report activity and make a recommendation to the appropriate assistant chief. The Chief of Police will make the final decision.