

## **MENTAL EVALUATION TEAM DEPUTY (PSN 521)**

### **JOB DESCRIPTION (04-11-2011)**

#### **JOB SUMMARY**

The purpose of the Mental Evaluation Team Deputy job is to respond to patrol field situations to assist deputies in handling calls concerning the mentally ill in partnership with a mental health professional. The Mental Evaluation Team Deputy assists by evaluating a person's mental health and assisting with placement and/or transportation to the proper mental health care facility. The Mental Evaluation Team Deputy provides follow up/support services for the patient and family members. The Mental Evaluation Team Deputy often responds to incidents involving barricaded persons and provides supplemental tactical and crisis intervention in order to defuse potentially volatile situations. The Mental Evaluation Team Deputy responds to critical incidents (e.g., suicides, school shootings, natural disasters, mass casualty incidents) by providing critical incident stress management. The Mental Evaluation Team Deputy provides training to Los Angeles County Sheriff's Department personnel and other law enforcement agencies on issues such as how to recognize and handle mentally ill persons. This includes becoming familiar with mental health medications, legal issues, safety tactics, and crisis intervention techniques. The Mental Evaluation Team Deputy provides educational programs regarding mental health issues by networking and collaborating with mental health agencies and judicial agencies. The Mental Evaluation Team Deputy also assists family members who are trying to gain conservatorship by giving court testimony regarding the mental health of that individual.

#### **MINIMUM QUALIFICATIONS**

**Two years** experience as a Patrol Deputy. Patrol Deputy is defined as the date of certification as competent as a Patrol Deputy, that is, completion of the Los Angeles County Sheriff's Department Phase VI Patrol Orientation Program. "Experience as a Patrol Deputy" means aggregate time in a patrol assignment after certification as a competent Patrol Deputy by virtue of a formally recorded completion of the LASD Phase VI Patrol Orientation Program. Time spent as a "Trainee" at a patrol station does not count toward satisfying the minimum requirement of patrol experience as a Patrol Deputy.

#### **POST-APPOINTMENT REQUIREMENTS**

- None.

**DUTY AREAS & JOB ACTIVITIES****1. Respond to patrol field situations involving persons who are perceived to be mentally ill or in crisis.**

- Respond to deputies' requests for assistance in handling calls involving the mentally ill by evaluating, assisting with placement, and/or transporting the individual to the proper mental health care facility.
- Respond to barricaded persons calls by providing tactical support and crisis intervention in order to defuse potentially volatile situations.
- Use law enforcement and mental health data resources to document information regarding the mental health history of individuals.
- Prepare and document all necessary paperwork in order to involuntarily/voluntarily admit a mentally ill person into the proper mental health care facility (e.g., county hospital, private hospital, shelter).
- Assist with voluntary hospitalization of mentally ill persons by directing them to the appropriate resources and/or proper mental health care facility.
- Serve as a resource to patrol deputies on the relationships between mental health laws, criminal laws, Los Angeles County Sheriff's Department policies, and hospital policies.
- Investigate the circumstances of a situation by assessing environmental factors and interviewing family members and involved parties to determine the appropriate course of action.
- Provide critical incident stress management (e.g., education, referrals, debriefing).
- Provide follow up/support services for the mentally ill patient and his/her family members.
- Provide homeless outreach services.
- Partner with a civilian psychiatric clinician from the Department of Mental Health on all patrol field call outs.

**2. Provide training and educational programs regarding mental health issues.**

- Conduct in-service training for patrol personnel, academy recruits, and other public and private entities regarding how to recognize and handle mentally ill persons and people in crisis.
- Provide educational programs regarding mental health issues by networking and collaborating with other community mental health agencies and judicial agencies.
- Provide training on tactics, crisis intervention techniques, laws, and Los Angeles County Sheriff's Departmental policies pertaining to mental health issues.
- Provide training on types of mental illness, associated symptoms and behaviors, and common medications.
- Advise and educate family members on conservatorship procedures and access to other social services.

**3. Provide expert court testimony concerning law enforcement and mental health issues.**

- Assist family members who are trying to gain conservatorship by providing court testimony regarding the mental health of that individual.
- Assist the judicial system by providing court testimony regarding mentally ill persons in public guardian, criminal, and civil cases.

**4. Maintain proficiency in the field of mental health through continued training and education.**

- Attend annually mandated seminars taught by College Hospital (Stepping-In Program), Pacific Clinics (Mentally Ill Law Enforcement Service Program), and the Department of Mental Health regarding law enforcement and the mentally ill.
- Attend training provided by the Department of Mental Health and other outside training related to mental health.
- Maintain proficiency with current mental health laws and procedures.
- Attend hostage/crisis intervention training.

**JOB REQUIREMENTS****Knowledge**

1. Knowledge of illegal drugs, such as cocaine, heroin, and amphetamines, in terms of how they are used, and the physical, emotional, and social consequences of drug use.
2. Knowledge of signs and symptoms of illegal drug use, including physical signs such as “track” marks and changes in behavior, school work, and social life in order to teach students, teachers, and parents about the warning signs of drug use.
3. Knowledge of child abuse signs and symptoms as well as laws related to child abuse to recognize child abuse in daily interactions with youths.
4. Knowledge of Los Angeles County Sheriff’s Department policies regarding handling emotionally distressed or mentally ill persons during barricaded suspect situations or when a suspect is a danger to self or others.
5. Knowledge of instructional techniques, including in-depth knowledge of subject matter relating to mental health issues, use of instructional aids, coaching techniques, and use of demonstrations and practical application exercises.
6. Knowledge of available resources in the Los Angeles County Sheriff’s Department, financial institutions, and federal, state, local, and private organization agencies that can be used to provide information, suggestions, and support regarding the mentally ill.
7. Knowledge of community resources that can be used to help solve problems related to the mentally ill or person in crisis, including government agencies, city officials, community members and businesses, and the media.
8. Knowledge of the interview techniques used in taking statements while conducting investigations, including use of body language, observations, and methods of soliciting voluntary and involuntary information.
9. Knowledge of tactical operations employed by Los Angeles County Sheriff’s Department patrol units, outside law enforcement agencies, and specialized units in the Special Enforcement Bureau (i.e., SWT, K-9, and Emergency Services Deputies), including containment, coordination, search and rescue, and officer safety.
10. Knowledge of Los Angeles County Sheriff’s Department policies and procedures governing tactics and use of force.
11. Knowledge of crisis intervention approaches, techniques, and strategies.
12. Knowledge of indicators and symptoms of mental illness and persons experiencing crisis.
13. Knowledge of common types of mental illnesses.
14. Knowledge of psychiatric drugs and common side effects.

**Skills, Abilities, and Other Characteristics****15. WRITTEN COMMUNICATION**

*Expressing information, thoughts, ideas, etc., in a written manner that is accurate, complete, and easy to understand; and using grammar, spelling, and punctuation correctly in English.*

**16. LISTENING/COMPREHENSION**

*Listening to and comprehending oral instructions or explanations in one-on-one or group settings, separating relevant from irrelevant information; attending to body language and key pieces of spoken information.*

**17. ORAL COMMUNICATION**

*Articulating information, thoughts, ideas, etc., in English to individuals or groups, in a manner that is logically complete and easy to understand; using words, pronunciations, gestures, and body language appropriately.*

**18. OBSERVATION/VIGILANCE**

*Observing and monitoring events, inanimate objects, and the behavior of people with objectivity, attentiveness and alertness.*

**19. PERCEPTION/INSPECTION**

*Detecting changes, differences, and inconsistencies in objects or material presented visually.*

**20. REASONING AND CRITICAL THINKING**

*Evaluating and analyzing information in order to draw rational conclusions; applying facts to make logical decisions.*

**21. DECISION MAKING AND JUDGMENT**

*Considering a broad range of factors, including immediate and longer-term ramifications, and choosing from among available alternatives; making timely and sound decisions for a variety of strategic, logistical, and tactical issues, even under conditions of uncertainty; and assessing and managing risks.*

**22. FLEXIBILITY**

*Demonstrating a flexible, changeable approach in response to shifting priorities or ambiguous work situations.*

**23. USING FORCE**

*Using weapons or other physical means in order to control the situation.*

**24. PROFESSIONALISM AND INTEGRITY**

*Demonstrating diplomacy and poise; acting honestly; showing respect to all people, remaining firm in one's allegiance to the Department; setting high standards for one's personal achievements; demonstrating positive regard for one's career and profession; accepting responsibility for one's decisions and actions.*

**25. COMMAND PRESENCE**

*Demonstrating confidence and self-assurance, conveying authority and security in one's ability to make decisions and perform the job.*

- 26. PERSON PERCEPTION**  
*Reading people and predicting their actions by observing their behavior, accurately assessing their feelings, demonstrating empathy.*
- 27. INTERPERSONAL EFFECTIVENESS**  
*Developing and maintaining cooperative working relationships with a wide variety of people; establishing rapport and relating to individuals in an open, accepting, and sincere manner; identifying and readily understanding the feelings and motives of others; and seeking out and trying to understand differing perspectives and opinions.*
- 28. TEAMWORK AND COOPERATION**  
*Working cooperatively with other members of a group; offering to help or share job knowledge when needed and fostering a team climate within the group where members are committed to a common goal.*
- 29. CONSCIENTIOUSNESS**  
*Producing precise and accurate work; persevering with a task or assignment, despite obstacles; initiating or taking independent action when appropriate; actively influencing events rather than demonstrating passive acceptance of the outcome; willingness to accept responsibility for own actions.*
- 30. ADAPTATION TO JOB DEMANDS**  
*Adapting to the specific rules and conditions of the job.*
- 31. STRESS TOLERANCE**  
*Remaining calm and even-tempered when confronted with a conflict or emotionally charged situation; maintaining concentration and level of performance under pressure, opposition or crisis.*
- 32. MENTORING, COUNSELING, AND TEACHING**  
*Guiding others in their professional and personal growth and acting as a resource in support of others' career development. Analyzing development needs and implementing development strategies including on-the-job coaching, and formal instruction.*
- 33. SERVICE ORIENTATION**  
*Maintaining a positive service orientation when dealing with members of the community both in person and on the phone. This includes the ability to establish a network and handle complaints in a professional way and the willingness to provide assistance to private citizens.*
- 34. TENACITY**  
*Staying with a position or plan of action until the desired objective is obtained.*
- 35. PUBLIC SPEAKING**  
*Presenting information to the public in both formal and informal settings that is logically complete and easy to understand; using words, pronunciations, gestures, and body language appropriately.*
- 36. COMMUNITY ORIENTATION**  
*Developing and maintaining a positive relationship with community members to address quality of life issues within a community.*
- 37. CONFLICT RESOLUTION**  
*Effectively handling conflict situations and resolving interpersonal problems.*

**38. BUILDING TRUST**

*Establishing a relationship of trust among the community and the Los Angeles County Sheriff's Department.*

**39. SELF-DIRECTION**

*Willingness to work without close supervision and to assume responsibility for work, making sure tasks are completed on time, without error, and up to Department standards.*

**Work Conditions**

- Willingness to work AM, PM, and early morning shifts as well as weekend and rotation shifts.
- Willingness to work irregular hours as needed based on breaking news events.