

	PARADISE VALLEY POLICE GENERAL ORDER Early Intervention Program	Order Number
		35.2 Date 12-01-14

35.2 Early Intervention Program

- A. The *Department's* early intervention program is intended to identify, before serious problems develop, *employees* who are struggling to be successful in their chosen profession. The program is not disciplinary in nature and is intended to be of assistance to the involved *employee*. The program is administered by the *Chief* or designee.
- B. The program is intended to identify patterns of behavior or activities or trends in performance that *may* identify *employees* in need of assistance, and to provide that assistance. The following areas *will* be monitored by all *supervisors* through the chain of command:
 1. Use of force *reports*.
 2. Preventable accidents.
 3. Number and type of Professional Standards investigations.
 4. Pursuit Summaries.
 5. Number of times an *officer* is the *victim* of an assault.
 6. Number of times an *officer* makes *arrests* for resisting *arrest* charges.
 7. Number of *arrests* an *officer* makes for disorderly conduct.
 8. Number of citizen complaints.
 9. Excessive tardiness or sick leave usage.
 10. Any other significant deviation in normal conduct or performance.
- C. When an *officer* is identified as one who might merit from additional *supervisory* assistance and direction, the *officer's supervisor* *will* be notified and asked to review the *officer's* performance. The *supervisor* *may* respond by indicating that the *officer's* performance is acceptable, or if not acceptable, the supervisor will discuss the appropriate action to be taken with the supervisor's chain of command. Appropriate actions may include, but are not limited to, referral to outside resources, *supervisory* counseling and coaching, training, retraining or other appropriate means. The employee



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shall be notified as appropriate and the action taken by the supervisor *shall* be reported to the Command Staff.

- D. If information gathered, pursuant to G.O. #35.2B suggests that a fitness-for-duty examination should be considered, the determination shall be made pursuant to G.O. #22.10.

