



<b>Job Title</b>	<b>Police Psychologist</b>	<b>FLSA Status</b>	<b>Exempt</b>
<b>Band</b>	<b>PRO</b>	<b>Probationary Period</b>	<b>12 Months</b>
<b>Zone</b>	<b>7</b>	<b>Job Code</b>	<b>18494</b>

**Class Specification – Police Psychologist**

**Summary Statement:**  
 The purpose of this position is to provide routine and emergency behavioral health assessment, intervention, referral, and related services; providing initial and follow-up evaluations of personnel involved in critical incidents; providing special assignment and other required periodic psychological screenings; providing consultations to employees returning from military service; providing psychological evaluations at the request of supervisors, managers, and Command Staff (e.g., fitness for duty evaluations/follow-ups); serving as director of the Colorado Springs police Department (CSPD) peer support program and clinical supervisor of the peer support team; providing informal opportunities for discussion of employee concerns; providing subject matter consultation and in-service programming in support of departmental initiatives; providing pre-employment psychological screening services for recruit, lateral, special duty assignment, civilian, volunteer, and other candidates; providing professional advice to command staff, City Attorney's Office, and other authorities; teaching academy and general departmental classes that promote wellness and tactical effectiveness or address specific educational requirements; providing digital wellness resources, periodic behavioral health mailings, and other e-resources to promote employee awareness and encourage appropriate utilization of available healthcare and support services; providing expert witness testimony, forensic consultations, threat assessments, and responses to subpoena requests and other document requests; providing behavioral research consultation, organizational and workgroup assessments, and responses to media and other inquiries; reviewing vendor proposals for psychological products and services; collaborating with mental health professionals and other community partners to maximize employee behavioral health resources and explore possible joint ventures; and providing critical psychological assistance to outside agencies. Other duties include maintaining a confidential records database; procuring required test and other materials; adherence to test and data security protocols; and maintaining a confidential consulting environment.

<b>Essential Functions</b>	Note: Regular and predictable attendance is an essential function in the performance of this job.
<b>Time %</b> (All below must add to 100%)	Note: Time spent on each essential function will vary based on operational needs and is only intended to be an approximation over the course of a full year.
45%	Performs training, wellness, and selection services by providing employees with wellness information and guidance that fosters an organizational climate conducive to employee wellbeing; providing organization-wide, group, and individual interventions as needed. Teaches in-depth classes on wellness and related topics. Screens candidates for entry-



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	level, lateral, special-duty, civilian, and volunteer positions.
40%	Performs clinical and consulting services by providing routine and emergency mental health evaluations; providing individual, couples, family, and group psychotherapy services; providing crisis intervention and critical incident briefings and follow-ups; providing best practice fitness for duty and other psychological evaluations; communicating effectively with mentally distressed individuals, command staff, and outside treatment providers; providing clinical supervision to paraprofessionals; creating and maintaining confidential records of clinical/consulting activities; and providing expert witness testimony in departmental legal and administrative proceedings.
15%	Performs miscellaneous police psychological services by responding to community, media, and other inquiries regarding departmental activities; conducting threat assessments; providing behavioral science consultations for barricaded subject and related events; evaluating the suitability and legal defensibility of vendor proposals for psychological products and services; responding to the psychological service needs of extra-Departmental entities; and exploring possible joint ventures with community partners to advance departmental objectives.

<b>Competencies Required:</b>	
Human Collaboration Skills: Decisions regarding interpretation of policies may be made. Contact may involve support of controversial positions or the negotiation of sensitive issues or important presentations. Contacts may involve stressful, negative interactions with the public requiring high levels of tact and the ability to respond to aggressive interpersonal interactions.	
Reading: Advanced - Ability to read literature, books, reviews, scientific or technical journals, abstracts, financial reports, and/or legal documents. Ordinarily, such education is obtained at the college level or above. However, it may be obtained from experience and self-study.	
Math: Advanced - Ability to apply fundamental concepts of theories, work with advanced mathematical operations methods, and functions of real and complex variables. Ordinarily, such education is obtained at the college level or above. However, it may be obtained from experience and self-study.	
Writing: Advanced - Ability to write editorials, journals, speeches, manuals, or critiques. Ordinarily,	



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**Technical Skills Required:**

Advanced Skills and Knowledge: Work requires advanced skills and knowledge in approaches and systems, which affect the design and implementation of major programs and/or processes organization-wide. Independent judgment and decision-making abilities are necessary to apply technical skills effectively.

**Relevant Background and Formal Education:** Demonstrated skills, competencies, and knowledge required for this job are most often acquired through the following practical experience and level of academic education and training as suggested below.

Education: Doctoral degree from an accredited college or university with major coursework in Psychology and licensing as a Professional Psychologist.

Experience: Five years of full-time responsible counseling or psychotherapy experience including experience in a law enforcement setting.

**Education and Experience Equivalency:**

This classification is not eligible for education or experience equivalency.

**Certifications and Licenses:** Must possess or be able to acquire the following certifications and/or licenses.

Psychologist License	By start date
Certifications required in accordance with standards established by departmental policy.	

**Supervision Exercised:**

Requires the occasional direction of volunteers, helpers, assistants, seasonal employees, interns, or temporary employees.

**Supervision Received:**



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Receives Limited Direction: The employee normally performs the duty assignment according to his or her own judgment, requesting supervisory assistance only when necessary. Special projects are managed with little oversight and assignments may be reviewed upon completion. Performance reviewed periodically.

**Fiscal Responsibility:**

This job title has no budgetary responsibility.

**Physical Demands:**

Exerting up to 20 lbs. occasionally, 10 lbs. frequently, or negligible amounts constantly OR requires walking or standing to a significant degree.

<b>Environmental Conditions</b>	<b>Frequency</b>
Primary Work Environment	Office Environment
Extreme Temperature	Never
Wetness and Humidity	Never
Respiratory Hazards	Never
Noise and Vibrations	Never
Physical Hazards	Never
Mechanical and/or Electrical Hazards	Never
Exposure to Communicable Diseases	Never

**Machines, Tools, Equipment, and Work Aids:** Computer, printer, copier, telephone, and standard office equipment.

**Specialized Computer Equipment and Software:** Microsoft Office, Pearson Scanning, and associated software for scoring psychological testing.

*The description above is intended to represent only the key areas of responsibilities; specific job assignments, duties, and environmental conditions will vary depending on the business need of the department and the particular assignment.*

Original date: July 2014