

Memorandum

Date: October 23, 2024
To: City Officials
From: Dan Cassady, Executive Director
Re: Medical Protocol – Permanent Mental Health Evaluation for Compliance with HF 2680

This memo is a notification of the permanent pre-employment mental health evaluation medical protocols, effective January 1, 2025, established by the Board of Trustees at its October 3, 2024, Board meeting.

BACKGROUND

On May 3, 2024, Governor Reynolds signed into law HF 2680 effective July 1, 2024. In addition to changes to the disability program, HF 2680 required MFPRSI to establish a pre-employment mental health evaluation for covered members.

REQUIREMENTS BEFORE HF 2680

Iowa Administrative Rule 501-2.2(80B) requires all Iowa police officers, including MFPRSI members, to complete a Minnesota Multiphasic Personality Inventory (MMPI) for entry into an Iowa police academy. Iowa Administrative Rule 501-2.2(80B) specifically requires the MMPI-2. Firefighters had no statewide pre-employment mental health evaluation mandate before HF 2680.

INTERIM REQUIREMENTS ADOPTED BY MFPRSI

On June 20, 2024, the Board established the MMPI-3 Firefighter Candidate Interpretive Report as the pre-employment mental health evaluation for firefighters and the MMPI-2 as the pre-employment mental health evaluation for police officers, effective July 1, 2024, on an interim basis. The Board also authorized Cities to use the same medical physician currently used to administer, score, and interpret police officer candidates for firefighter candidates.

MFPRSI MEDICAL BOARD RECOMMENDATION

On August 15, 2024, Dr. Christopher Iverson, MD, MBA, MPH, lead physician of MFPRSI's Medical Board at the University of Iowa Hospitals and Clinics, reviewed the history of post-offer mental health evaluations, MMPIs, and compliance with the Americans with Disabilities Act. The Medical Board made the following recommendations:

- Adopt the MMPI-3 for both firefighters and police officers.
- Obtain an interpretive report.
- Require a psychologist interview alongside the MMPI.

MFPRSI AND ILEA

The Administration consulted with ILEA regarding potential conflicts between ILEA's rules and MFPRSI's requirements if the MMPI-3 is adopted for police officers. Legal discussions clarified that Iowa Code 400.8 grants MFPRSI authority in cases of conflict, however ILEA requested the parties implement a Director's Agreement. The Director's Agreement was approved by both the MFPRSI Board and ILEA Board and was executed on October 3, 2024.

MFPRSI BOARD OF TRUSTEES ACTION – PERMANENT MENTAL HEALTH EVALUATIONS

On October 3, 2024, the Board established the following permanent mental health evaluations to be effective January 1, 2025:

- Implement a post-offer MMPI-3 evaluation for both firefighters and police officers.
- Require a psychologist interview alongside the MMPI evaluation.
- Allow Cities to continue using the same medical physician currently used to administer, score, and interpret police officer candidates for firefighter candidates.
- Require the following documentation be submitted to MFPRSI:
 - MFPRSI's MMPI Suitability Certification Form.
 - Psychologist's interpretation and conclusions.
 - For firefighters: MMPI-3 Firefighter Candidate Interpretive Report (FCIR), excluding scale charts and T-score data.
 - For police officers: MMPI-3 Police Candidate Interpretive Report (PCIR), excluding scale charts and T-score data.
- New Mental Health Evaluation Medical Protocols effective January 1, 2025.

CITY RESPONSIBILITY

- **Continue requiring firefighters hired after July 1, 2024, be assessed based on the MMPI-3 Firefighter Candidate Interpretive Report as the pre-employment mental health evaluation.**
- **Continue requiring police officers hired after July 1, 2024, but prior to January 1, 2025, be assessed based on the MMPI-2 as the pre-employment mental health evaluation. During this interim period, MFPRSI will also accept the MMPI-3.**
- **Require police officers hired after January 1, 2025, be assessed based on the MMPI-3 Police Candidate Interpretive Report as the pre-employment mental health evaluation.**
- **Require all firefighters and police officers hired after January 1, 2025, complete an interview alongside the MMPI evaluation.**
- **If the City needs assistance with coordinating the MMPI-3, please contact MFPRSI at citycommunications@mfprsi.org or 515-254-9200.**
- **Forward MFPRSI's MMPI Suitability Certification Form, the psychologist's interpretation and conclusions, and the respective MMPI-3 interpretive report, excluding scale charts and T-score data, to MFPRSI with the physical medical protocol information.**