

**Summary of Duties:** Serves as a Psychologist to the Police Department, implements the department's various psychological services and programs, providing professional counseling and evaluation services to the department's employees and their families; and provides advice and assistance to the department on departmental psychological issues and on specific crime situations, conducting training, supervisory and management consultation on human relations issues and leadership effectiveness in a police environment; may assign, review and evaluate the work of a professional and support staff engaged in the above-mentioned duties; and does related work.

**Distinguishing Features:** A Police Psychologist is primarily concerned with the emotional well-being of Police Department employees and their families, the conduct of programs of counseling and therapy for police-related psychological problems and the implementation of department psychological policies and services. What distinguishes a Police Psychologist from a Psychiatrist, other Psychologist or Physician, is that the work of a Police Psychologist is specifically concerned with the detection and non-medical treatment of police-related stress, emotional and psychological problems associated with law enforcement work; with crisis intervention and negotiation and crime specific consultation; organizational diagnosis and development specific to police issues and problems.

**Examples of Duties:** Counsels Police Department employees and their families for a variety of psychological problems including police-related stress and emotional problems, substance abuse, chemical dependency and crisis situations involving severely disturbed police personnel. Implements programs of peer counseling for early detection and management of stress, smoking cessation and weight control for Police Officers. Evaluates department employees for temporary work fitness. Provides psychological training for recruits, training officers and supervisors.

Is on 24-hour call while serving as part of the crisis negotiation team, assisting SWAT with barricaded suspects, hostage takers, and jumpers. Develops psychological profiles on suspects and performs investigative hypnosis in conjunction with criminal investigations.

Implements department research on psychological issues such as morale, officer attitudes, supervisor and leadership behavior. Provides public relations information to news media on crime issues and department behavioral science programs of interest. May supervise part-time or contract psychologists, psychology interns, administrative and clerical staff.

Attends professional meetings. May occasionally be assigned to other duties for training purposes or to meet technological changes or unexpected emergencies.

**Qualifications:**

**A Good Knowledge of :**

- o Principles, current practices and techniques of counseling and clinical psychology.
- o Methods and techniques of conducting psychological interviews.
- o Methods and techniques of group and individual psychotherapy.
- o Clinical techniques as related to psychological examination, diagnosis, and therapy, and of the fundamental types and problems of mental diseases and abnormal behaviors.
- o Psychological test procedures and standard test forms and devices used in measuring psychological characteristics, and psychological research methods.
- o Statistics as applied to tests and measurements.

**The Ability to:**

- o Diagnose mental and emotional problems and formulate and conduct programs of counseling and therapy to effect improved adjustments.
- o Establish rapport with employees, to evaluate their behavior and to help them in gaining insight into their difficulties.
- o Select, administer and score psychometric tests, analyze and interpret the test results and correlate the test results with other findings.
- o Report findings clearly and concisely.
- o Conduct psychological research.
- o Prepare educational material for use in developing training programs relating to the psychological aspects of supervision and management.
- o Work cooperatively and effectively with professional and non-professional employees.

**Minimum Requirements :**

1. A doctorate degree in psychology from a recognized university is required.
2. A valid license to practice psychology issued by the State of California, Board of Medical Quality Assurance Standards is required within six months after appointment. Candidates must

possess the necessary course work and or training/experience required by the State of California, Board of Medical Quality Assurance, to practice clinical or counseling psychology.

3. One year of experience in counseling or clinical psychology involved with enforcement psychology.

**License:** A valid California driver's license is required.

**Physical Requirements:** Strength to perform average lifting of less than 5 pounds and occasionally over 15 pounds and good speaking and hearing ability.

Persons with medical limitations may, with reasonable accommodations, be capable of performing the duties of some of the positions in this class. Such determination must be made on an individual basis in light of the person's limitations, the requirements of the position, and the appointing authority's ability to effect reasonable accommodation.

As provided in Civil Service Commission Rule 2.5 and Section 4.55 of the Administrative Code, this specification is descriptive, explanatory and not restriction. It is not intended to declare what all of the duties and responsibilities of any class shall be.