

Rodriguez, Rachel

From: Martinez, Tresa
Sent: Thursday, December 06, 2018 4:26 PM
To: Rodriguez, Rachel
Subject: Comment for consideration by the MPD Policy and Procedure Review Committee

Greetings,

I have been the EAP Manager with the City of Madison Employee Assistance and Critical Incident Stress Management Programs for the past 13 years. Our function is to provide support to city staff and managers for day-to-day problems and for support following involvement in critical incidents where the employee has had exposure to trauma. Their own or that of another person or person/s. Our purpose is to meet with the impacted employee/employees to offer confidential emotional support, provide a calm, reassuring presence, allow for any venting of initial reactions, and to provide information for immediate and ongoing self-care resources.

Throughout my 26 year career in this field, I have responded to many critical incidents experienced by employees (civilian and first responders) and have observed on numerous occasions the immediate and ongoing impact of trauma on a person. I have observed first-hand the numbing, the shock, the disbelief, and often lapses in memory of the event. I have also observed that the details of the event often come later after they have had some time to reconnect with loved ones and take care of basic needs like sleep, hydration, exercise and nutrition. There is no expectation that in that first 48 hours or until the employee has had one full sleep cycle would they be able to articulate the details of the event and the impact on them and their family.

It is my experience that to get the most clear and concise details of the incident, some time for recovery is required. That amount of time is dependent on each individual, taking into consideration the degree of psychological and emotional impact and the physical health or condition of the employee.

It is an honor to support and assist our employees to return to a healthy state of functioning. For their personal ongoing resiliency and health and for the City of Madison's health as an organization. I hope that you will take my comments seriously, as you discuss Recommendation 68.

With respect,

Tresa F Martinez

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