

Memorandum

Date: June 20, 2024
To: City Officials
From: Dan Cassidy, Executive Director
Re: Interim Medical Protocols: Pre-Employment Mental Health Evaluation

This memo is a notification of the interim pre-employment mental health evaluation established by the Board of Trustees at its June 20, 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 requires 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.

MMPI

The MMPI is a standardized psychological test consisting of 567 true-false questions that evaluates personality traits and psychopathology in adults. The University of Minnesota describes the MMPI-2 as *“a self-reported instrument designed to aid in the assessment of a wide range of clinical conditions. It is used for high-risk public safety positions (police officers, nuclear power plant personnel, firefighters, pilots, and air-traffic controllers), and in criminal and civil forensic settings.”* The MMPI-3 was released in October 2020 and consists of 335 true-false questions. An August 2022 release introduced the MMPI-3 Firefighter Candidate Interpretive Report (FCIR).

MFPRSI BOARD OF TRUSTEES ACTION (June 20, 2024)

- Adopted an emergency Administrative Rule to establish 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.
- Moved to allow Cities to use the same medical physician currently used to administer, score, and interpret police officer candidates for firefighter candidates.

CITY RESPONSIBILITY

- **Require firefighters hired after July 1, 2024, to be assessed based on the MMPI-3 Firefighter Candidate Interpretive Report as the pre-employment mental health evaluation and continue to require police officers to be assessed based on the MMPI-2 as the pre-employment mental health evaluation for police officers, on an interim basis.**
- **Coordinate with the City's police officer MMPI-2 provider to administer the MMPI-3 Firefighter Candidate Interpretive Report for firefighters hired after July 1, 2024. If the City does not have a police officer MMPI-2 provider or needs assistance with coordinating the MMPI-3, please contact MFPRSI at citycommunications@mfprsi.org or 515-254-9200.**
- **Forward the respective MMPI-2 or MMPI-3 interpretive report to MFPRSI with the physical medical protocol information.**

UPCOMING

- MFPRSI's Board of Trustees will discuss permanent pre-employment mental health standards with MFPRSI's Medical Board at the University of Iowa Hospital and Clinics.
- Following discussions with the Medical Board, MFPRSI will promulgate permanent Administrative Rules to interested parties for comment.
- The Board of Trustees will adopt permanent Administrative Rules for pre-employment mental health evaluations as required by HF 2680.