MFPRSI MUNICIPAL FIRE & POLICE RETIREMENT SYSTEM OF IOWA
7155 Lake Drive, Suite 201
West Des Moines, IA 50266

POLICY STATEMENT – MENTAL INJURY FACTORS

(Adopted by the Board of Trustees: 08/15/24)

After a thorough review of prior case law and appeals relating to mental injury disability awards, the Municipal Fire and Police Retirement System of Iowa ("MFPRSI") has identified the key factors relevant to determining whether a disability due to a mental injury qualifies for accidental disability retirement or ordinary disability retirement. MFPRSI intends to use these factors to evaluate whether a member's mental injury is traceable to a readily identifiable work event constituting a manifest happening of a sudden traumatic nature from an unexpected cause or unusual strain in the workplace. MFPRSI concluded the relevant factors include, but are not limited to, the following:

- Whether the event(s) resulting in the mental injury is something for which the applicant has received training;

- Whether, with respect to the event(s) resulting in the mental injury, the applicant's department or supervisor followed or deviated from standard protocols in the profession (whether at the time of or following the event(s));

- The applicant's degree of familiarity with a victim prior to an event or events;

- The culpability or innocence of the victim(s);

- Whether the event(s) occurred in temporal proximity to other stressful events.

While the review of any disability application remains subject to the consideration of all relevant facts and circumstances, the MFPRSI Board of Trustees has concluded the factors listed above are generally key to any consideration of the type of disability to be awarded where the disability arises from a mental injury.