

Recommended Return-to-duty Protocol for Deputy Bart Collins

Deputy Collins and I have visited on several occasions since the incident of (date). I am pleased to report that Deputy Collins has completed all phases of his Trauma Intervention Program. Deputy Collins is cleared for return to full duty effective (date). There are no patrol duty restrictions. Deputy Collins should not resume his duties as firearms instructor or function in any other special assignment until his Return-to-duty Protocol (RTD) is completed.

The following return-to-duty protocol is recommended. Any deviation from the protocol may prove detrimental to Deputy Collins and undermine the return-to-duty preparation work previously accomplished.

1. (date). Deputy Collins should work the entire shift as a partner to Deputy Land. Deputy Collins should function as a car partner/back-up officer and should not assume primary call handling or reporting duties. Deputy Land should drive his (Land's) assigned patrol vehicle with Deputy Collins accompanying.
2. (date). For the first half of this shift, Deputy Collins should accompany Deputy Land as specified in #1. For the second half of this shift, Deputy Collins should drive his (Collins's) patrol vehicle and assume primary call handling responsibilities with Deputy Land functioning as a car partner/back-up officer. *An actual change of vehicle from that assigned to Deputy Land to the vehicle assigned to Deputy Collins should take place mid-shift.*
3. (date). Deputy Collins and Deputy Land should work as specified for the last half of #2.
4. (date). For the first half of shift, Deputy Collins should work with Deputy Land and function as they did in #3. At the halfway point of this shift, Deputy Land should depart Deputy Collins's patrol vehicle and conclude the remainder of the shift independently. Deputy Collins works the rest of this shift solo. The RTD protocol has been completed.
5. (date). Deputy Collins works as normally assigned and assumes all normal departmental responsibilities.

Deputies Collins and Land have been briefed on the RTD. Additionally, a *safety net* comprised of several telephone communications between Deputy Collins and myself has been set in place. These communications are strategically placed within the RTD. In this way, the return process can be monitored, assessed, and adjusted if needed.

A follow-up meeting for Deputy Collins has been scheduled for (date). This is several weeks after the completion of the RTD protocol. The follow-up meeting allows for a brief assessment after Deputy Collins has worked solo for a period of time. Meetings beyond (date) will be scheduled only if deemed necessary.

Thank you and the Sheriff's Office for your support of my efforts to assist Deputy Collins. Your care and concern for the welfare of Deputy Collins is admirable and appreciated. Please do not hesitate to contact me if you have any questions or if clarification is needed.

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