

POLICY STATEMENT – MENTAL INJURY FACTORS

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 concluded the relevant factors include, but are not limited to, the following:

- Whether the incident(s) resulting in the mental injury is something for which the applicant has received training;
- Whether, with respect to the incident(s) resulting in the mental injury, the applicant’s department or supervisor followed or deviated from standard protocol(s) in the profession (whether at the time of or following the incident(s));
- The applicant’s degree of familiarity with a victim prior to an incident;
- The culpability or innocence of the victim(s);
- Whether the incident occurred in temporal proximity to other stressful incidents.

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.