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Scope of Services

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A. FIRM BACKGROUND & EXPERIENCE

The Institute for Forensic Psychology (IFP) has provided expert psychological services to police, fire, and other public safety agencies since 1972. Psychological examinations of public safety recruits, promotional candidates, special teams candidates and problem personnel comprise over 95% of the firm's work. IFP's Headquarters Office is located in Bergen County, New Jersey.

IFP has examined over 100,000 public safety personnel for more than 700 police, corrections, sheriff and fire agencies worldwide. IFP provides psychological evaluation services to over 400 law enforcement and other emergency service agencies. Some of IFP's largest clients include the New York City Police Department, New Jersey State Police, Virginia State Police, United Nations Security Force, New Jersey Department of Corrections, New Jersey Attorney General's Office, MTA PD, Jersey City PD, Trenton PD and Rockland County (NY).

Within the past two years, IFP has served the County Sheriff, Prosecutor, Police, Police Academy and / or Corrections agencies of Monmouth, Bergen, Passaic, Morris, Sussex, Essex, Middlesex, Somerset, Warren, Hunterdon, Hudson, Camden, Union, Cape May, Atlantic, and Rockland (NY). A list of large local contracts is provided below.

In addition to IFP's experience in police and public safety psychology, some of the benefits of IFP's services include the following:

1. IFP's methods and procedures conform to the guidelines published by the International Association of Chiefs of Police (IACP) Psychological Services Section regarding pre-employment and fitness for duty psychological evaluations of public safety personnel. These Guidelines are the only recognized standards for public safety psychological evaluations.

IFP personnel have attended the intensive training provided by IACP's Police Psychological Services Section every year since 1987. Drs. Schlosser, Guller, and Dettle have presented multiple times at the IACP Annual Conference, as well as other related conferences (e.g., IACP Officer Safety and Wellness Symposium).

2. Four of the seven core doctors who work at IFP have earned Board Certification in Police and Public Safety Psychology (www.abpp.org). This is a certification beyond licensure that identifies these doctors as experts in this area of practice. Less than 100 doctors have earned this certification nationally. The doctors who have earned this certification are Drs. Schlosser, Guller, Dettle, and Sbaratta.

3. Because the evaluation of public safety personnel is our only area of work and specialization, IFP provides evaluation services for public safety candidates and personnel on a daily basis. This affords client agencies great flexibility in scheduling and obtaining services, as well as assuring a high level of experience and expertise in police psychology.

4. IFP's staff is diverse with respect to race, ethnicity, and gender.
5. IFP's administrative staff is highly trained and experienced, allowing them to provide fast accurate support services to our clients.

IFP hereby warrants that its examinations will conform to the requirements set forth in the Request for Qualifications.

B. QUALIFICATIONS OF KEY PERSONNEL

Psychological and support staff for this project are listed below:

Lewis Z. Schlosser, PhD, ABPP is the managing partner at IFP, which is a police and public safety focused specialty practice serving agencies in New Jersey, New York, Maine, and Virginia. Dr. Schlosser is a licensed psychologist in New York, New Jersey, Maine, Virginia, Pennsylvania, and Delaware. He is Board Certified in Police and Public Safety Psychology by the American Board of Professional Psychology. Dr. Schlosser has conducted over 15,000 law enforcement psychological evaluations, including pre-employment and fitness for duty evaluations. He provides training to police personnel on a variety of topics related to officer mental health, with special expertise in fitness for duty and officer wellness. For example, Dr. Schlosser has published several articles in the IACP flagship magazine, *The Police Chief*, related to fitness for duty evaluations (and other topics germane to police psychology). In addition, Dr. Schlosser co-authored the 2020 Internal Affairs Training on Fitness for Duty Evaluations for the New Jersey Office of the Attorney General; he also served as a master trainer for this content, and he is regularly asked to present on fitness for duty by agencies around the State of New Jersey. Dr. Schlosser regularly instructs at the Bergen (NJ) and Rockland (NY) County Police Academies. Dr. Schlosser is a member and past Chair of the Police Psychological Services Section of the IACP. He currently serves as the Chief Psychologist for the New Jersey State Association of Chiefs of Police (NJSACOP).

Matthew E. Guller, JD, PhD, ABPP is co-owner of IFP and is a clinical psychologist licensed in New York and New Jersey. Dr. Guller served as IFP's in-house counsel from 1994 until 2009, specializing in legal issues associated with the evaluation of public safety personnel. He has served as a licensed psychologist with IFP since 2006. He is Board Certified in Police and Public Safety Psychology (Diplomate of the American Board of Professional Psychology). He is an adjunct professor of forensic and police psychology at Fairleigh Dickinson University's graduate program in forensic psychology. He is an annual instructor at the Somerset County (NJ) and Rockland County (NY) Police Academies. Dr. Guller is a member of the Police Psychological Services Section of the International Association of Chiefs of Police. He is also an affiliate member of the NJSACOP and Bergen County Police Chief's Association (BCPCA).

Krista L. Dettle, PhD, ABPP is co-owner of IFP and is a licensed psychologist in the states of New Jersey, New York and Maine. Dr. Dettle is Board Certified in Police

and Public Safety Psychology by the American Board of Professional Psychology. Dr. Dettle has conducted over 10,000 psychological evaluations for law enforcement, including pre-employment, fitness for duty evaluations, and promotional evaluations. She also conducts officer wellness sessions and critical incident debriefings. Dr. Dettle was formerly employed with the NYC Department of Correction where she conducted pre-employment psychological evaluations. She also taught graduate and undergraduate students as an adjunct professor at Seton Hall University and William Paterson University. Dr. Dettle is a member of the Police Psychological Services Section of the IACP. She is also an affiliate member of the NJSACOP and the BCPCA.

Sandra Ackerman Sinclair, PhD is a full-time psychologist with IFP. She is a licensed psychologist in the states of New York, New Jersey, and Pennsylvania. Dr. Ackerman Sinclair has served as an examiner with IFP since March 2013, shifting to full time status in 2019. Prior to joining IFP full time, Dr. Ackerman Sinclair served as a Post-Doctoral Intern for the New York City Correction Department (NYCD): Psychological Services Unit. From 2012-2019 she served as Staff Psychologist and Assistant Director for Outreach at Seton Hall University's Counseling and Psychological Services. Prior to these professional roles she completed her pre-doctoral internship at the East Orange and Lyons New Jersey Veteran's Affairs Hospitals with a focus on post-traumatic stress disorder and substance abuse. Dr. Ackerman Sinclair is a former member of the New Jersey Psychological Association Ethics Resource Committee, past board member for the Essex and Union County Association of Psychologists, and current member of the Police Psychological Services Section of the International Association of Chiefs of Police (IACP).

Christopher A. Sbaratta, PhD, ABPP is a licensed psychologist in New York, New Jersey, and Maine. He is the former Director of the Psychological Services Unit for the New York City Correction Department (NYCD). Dr. Sbaratta has published research in law-enforcement career choice and has conducted over 2,000 pre-employment assessments of correction officer candidates and other public safety recruits. Prior to this position, he served as adjunct faculty and completed a postdoctoral fellowship at New York University with a specialization in substance abuse assessment and evaluation.

David Han Zhang Liang, PhD is a licensed psychologist in the states of New York and New Jersey. He has served as a consulting psychologist with IFP since 2015, and has been a full-time staff psychologist since 2021. Dr. Liang has performed over 12,000 psychological evaluations for law enforcement, including pre-employment and fitness for duty evaluations. Dr. Liang was also a former Lead Psychologist of the Applicant Investigation Unit for the New York City Department of Correction (2013-2021). He has taught graduate courses in psychological assessment at Caldwell University.

Dr. Jen Buhler, PsyD is a licensed psychologist in the states of New Jersey, New York, Pennsylvania, and Delaware. She worked with IFP as a consulting psychologist from October 2020 to February 2023, when she joined as a principal

psychologist focused on conducting pre-employment psychological evaluations for public safety candidates on a full-time basis. Her previous background includes evaluations and treatment with the severe and persistent mentally ill population in both hospital and forensic settings. She was most recently the forensic psychology supervisor in a maximum-security, state forensic facility (2017-2022) in Delaware. She has also worked as an adjunct professor at Goldey-Beacom College since March of 2013 teaching at both the undergraduate and graduate levels.

C. SUPPORT STAFF

Olivia McCullough, MA, Director of Operations. Ms. McCullough holds a Master's Degree in Forensic Psychology from John Jay College of Criminal Justice. She joined the staff of IFP in 2014, and she manages scheduling, client relations, appeals, and bids/contracts.

Holly B. Sandford, MA, Assistant Director of Operations. Ms. Sandford holds a Master's Degree in Forensic Psychology from Argosy University – Sarasota, FL. She joined the staff of IFP in 2021, and she manages scheduling, client relations, and report preparation.

Wendy Cianciaruso, BFA, Director of Billing and Payroll. Ms. Cianciaruso holds a Bachelor's Degree in Graphic Design. She joined the staff of IFP in 2008, and she is responsible for invoices, billing, and accounts receivable.

Jaclyn Margherita, MA, Senior Executive Associate. Ms. Margherita holds a Master's Degree in Forensic Psychology from John Jay College of Criminal Justice. She joined the staff of IFP in 2009, and she assists with client relations and report preparation.

Selena Hart, MA, Senior Psychological and Administrative Associate. Ms. Hart holds a Master's Degree in Forensic Psychology from John Jay College of Criminal Justice. She joined the staff of IFP in 2019, and she assists with client relations, test scoring, background inquiries, and report preparation.

Michaela Grydehøj, MA, HIPAA Privacy Officer, Psychological and Administrative Associate. Ms. Grydehøj holds a Master's Degree in Forensic Psychology from Fairleigh Dickinson University. She joined the staff of IFP in 2021 and is responsible for implementing our organization's privacy policies and procedures, as well as ensuring the security of protected health information (PHI) per HIPAA Security Regulation requirements. She further assists with client relations, test administration, scoring, and report preparation.

Gianna Pezzuti, MA, Psychological and Administrative Associate. Ms. Pezzuti holds a Master's degree in Psychological Studies from Seton Hall University. She joined the staff in 2019, and she assists with client relations and report preparation.

Katelyn Missonellie, BA, *Psychological and Administrative Associate.* Ms. Missonellie holds a Bachelor’s Degree in Applied Psychology and Human Relations from Pace University. She joined the staff of IFP in 2022, and she assists with test administration, scoring, and candidate relations.

Erica Dugan, BA, *Psychological and Administrative Associate.* Ms. Dugan holds a Bachelor’s Degree in Criminology from Fairleigh Dickinson University. She joined the staff of IFP in 2023, and she assists with client relations, background inquiries and report writing.

Brendan Deal, BS, *Psychological and Administrative Associate.* Mr. Deal holds a Bachelor’s Degree in Psychology from Stockton University. He joined the staff of IFP in 2022, and he assists with test administration, scoring, and candidate relations.

D. EXPERIENCE ON COMPARABLE PROJECTS

Below is a sampling of large agencies for which IFP has provided similar services to those proposed. A full list of over 700 law enforcement and emergency service clients served in the past five years is available upon request.

Department	Contact	Term of Contract
<p>New Jersey State Police Contract # 01X32808 Professional Service Contract Psychological Evaluations of State Trooper Candidates & Fitness for Duty of Serving Troopers Contract Value = approx. \$40,000.00 per year</p>	<p>Dr. Yancy Van Patten Medical Services (609) 882-2000 x 2265</p>	<p>04/01 – Present</p>
<p>New Jersey Department of Corrections Contract # 47-2334 Professional Service Contract (Subcontracted Services through Correctional Medical Services) Psychological Evaluations of Corrections Officer Candidates Contract Value = approx. \$50,000.00 per year</p>	<p>Beverly Pflaumer Custody Recruitment (609) 292-4036 x 5162</p>	<p>08/98– Present</p>

NYPD

Contract # CT105620191421292
Psychological Evaluations of
several civilian positions and
Dept. of Environmental Protection
Police candidates
Contract value = \$3,349,500

Sgt. Salvatore Sinnona
(718) 312-6021
08/19 –
Present

United Nations Security Force
Contract # PD-CO333-04
Psychological Evaluations of
U.N. Diplomatic Security Personnel
Contract value = \$40,000

Dulana Ranaweera
(917) 367-2827
04/04 –
Present

City of Clifton
Contract # R014-15
Professional Service Contract
Psychological Evaluations of
fire, police and dispatcher candidates
and fitness for duty assessments
Contract value = \$18,000.00 per year

Lt. Maurice Scardigno
Police Department
(973) 470-2009
Capt. Philip Cheski
Fire Department
(973) 296-8635
2005 –
Present

Jersey City Police Department
Contract # (N/A)
Professional Service Contract
Psychological Evaluations of
police officer candidates and
fitness for duty assessments
Contract value = approx.
\$30,000.00 per year

Dep Chief
George Rotondo
Commander of IA
(201) 547-5472
04/87–
Present

Trenton Police Department
Contract # (N/A)
Psychological Evaluations of
police candidates and
fitness for duty assessments

Acting Det Lt
Guy Ponticiello
(609) 989-4102
12/04–
Present

Atlantic City Police Department
Psychological Evaluations of
police candidates and
fitness for duty assessments

Det. Jennifer Seif
(609) 347-6426
09/14-
Present

**New York City – MTA
(Metropolitan Transportation
Authority) Police & BTOs**
Contract # PSC-06-2690
Professional Service Contract

Judy Giberstone
(212) 878-1269
12/03-
Present

Psychological evaluations of
Law Enforcement Personnel
Contract Value = approx.
\$30,000.00 per year

<p>New Jersey Transit Police Psychological Evaluations of Transit police officer candidates and fitness for duty assessments</p>	<p>Dep Chief Laura Hester (973) 491-8938</p>	<p>09/08– Present</p>
<p>Rockland County Department Of Personnel (NY) Contract # (N/A) Professional Service Contract Psychological Evaluations of All Municipal and County Police, Sheriff's, and Corrections Officer Candidates</p>	<p>Gail Mulligan Examinations Unit (845) 364-3747</p>	<p>01/90- Present</p>
<p>New York City Health & Hospitals Contract # (N/A) Psychological Evaluations of Peace officer candidates</p>	<p>Lisa Hoffman Associate Director (212) 788-3574</p>	<p>2/06– Present</p>
<p>New York City Taxi & Limousine Comm. Contract # (N/A) Psychological Evaluations of TLC Inspector candidates</p>	<p>Carmen Rojas Associate Director (212) 676-1153</p>	<p>3/06– Present</p>
<p>New York City Department of Sanitation Police Contract # (N/A) Psychological Evaluations of Police Officer candidates</p>	<p>Jennifer Herbst Employee Assistance Unit (212) 437-4861</p>	<p>5/07– Present</p>
<p>The City University of New York Contract # (N/A) Psychological Evaluations of Peace officer candidates</p>	<p>Lou Vouitsis University Dep Director (332) 208-4108</p>	<p>9/11– Present</p>

E. TEST BATTERY & EVALUATION METHODS

IFP's pre-employment screening of public safety candidates includes a review of any relevant background information, the use of a standard battery of psychological tests and a clinical interview. While most of the testing and interview questions are the same for police, fire, corrections, EMT and emergency dispatch candidates, the

criteria used by our psychologists in deciding whether or not to recommend a candidate are different based upon the job description.

IFP testing procedures utilize a battery of psychological tests which have been selected through research to meet the following criteria:

A) They should be as fair as possible to all candidates regardless of level of education, cultural background or prior exposure to testing procedures.

B) They should yield information which is relevant to the principal concerns of administrators, in their efforts to determine suitability for employment. In addition to screening for the presence of mental illness, the IFP assessment process is designed to measure the following characteristics which are deemed essential in the effective performance of a law enforcement position:

- Judgment
- Intelligence
- Flexibility
- Aggression
- Motivation
- Maturity
- Honesty & Integrity
- Team orientation
- Acceptance and recognition of danger
- Ability to cope with crisis situations, including judgment, stability and intelligence
- Ability to follow orders and the chain of command
- Ability to read, write, speak, understand and communicate in English sufficiently to perform the duties of the position
- Absence of significant Racial Bias
- Absence of significant Gender Bias

C) The components of the examination should relate to essential job functions and to business necessity, under the Americans with Disabilities Act of 1990.

D) To the extent possible, they should be objectively scorable and there should be data supporting their validity. IFP engages in ongoing research to improve means of identifying potential problem personnel as well as those who are apt to function well in public safety positions. Intensive analysis of results yields new information about public safety personnel selection which is incorporated into IFP's criteria.

The tests described in the following section include all refinements of a long-standing battery used by IFP with public safety candidates. All publicly available standard tests have suitable reliability and validity for the purposes employed. Proprietary instruments also have validity materials and reliability coefficients supporting their practical value (manuals and follow up studies are available).

IFP conducts ongoing research to ensure the validity and fairness of our testing procedures. Follow-up validity research on IFP's methods has been completed both in the U.S. and Australia. (Lough, Wald, Byrne & Walker (2007); Lough & Ryan (2005); Lough & Ryan (2004); Guller, M. (2003); Casey, Dollard & Winefield (2001); Choy (1998); Heyer (1998); Smyth & Byrne (1994). IFP's standard pre-employment test battery includes the following:

General Agreement and Release Form

All IFP evaluations begin with the candidate executing our proprietary General Agreement and Release Form. This form provides an explanation of the purpose for the evaluation, provides a release of data to the department, and recites the candidate's acknowledgment of his or her responsibilities during the course of the evaluation.

The Personality Assessment Inventory (PAI)

The PAI was designed to identify psychopathology. The test contains 344 items that are answered on a four-alternative scale with anchors False, Slightly True, Mainly True and Very True. The PAI items are written at the fourth grade reading level and very few items contain double negative statements so all applicants easily understand the questions. The average applicant requires one hour to complete the test.

Law Enforcement Psychological Services (LEPS) worked with the publisher and author of the PAI to produce a special "PAI Police and Public Safety Selection Report." The PAI selection report produced for each applicant is based on over 17,000 police applicants, thousands of whom are ethnic minorities and women. Validity information for the PAI Police and Public Safety Screen Report is in the User's Manual which is available on request.

The most important feature of our PAI "Police and Public Safety Screening Report" are the series of "Risk Profiles" indicating: the likelihood an applicant may engage in behaviors regarded as negative by most hiring authorities, and the likelihood they would be viewed as "Poorly Suited" by psychologists with selection expertise. Additional features of the PAI report of interest to the screening psychologist include: "Applicant Comparison Profiles" using norms from incumbent post-probation police, firefighter, juvenile hall counselors and corrections officers; Comparison profiles using norms of the same sex and ethnic group as the applicant; a "Critical Item" review including the percent of applicants responding the same way as the applicant.

The PAI was selected because of a number of notable strengths when compared with the MMPI-2, including (a) fewer items, (b) a lower reading level, and (c) clinical scales that are closely tied to current DSM nosology. In addition, and most importantly, was the availability of a law enforcement normative database so that we could make "apples to apples" comparisons of our correction officer candidates (instead of comparing our folks to community norms). Our decision to select the PAI

was supported by empirical research demonstrating that 42% of those sampled utilized the PAI in their PEPE (Super, 2006); this was similar to, albeit lower, than the data for the MMPI-2 (51%).

The PAI has demonstrated sound reliability and validity estimates as a measure of psychopathology (Morey, 2007), as well as with public safety candidates (Kostman, 2005; Law Enforcement Psychological Services, 2001). There also have been several studies demonstrating the effectiveness of the PAI as a selection tool in law enforcement (e.g., Weiss, Rostow, Davis, & DeCoster-Martin, 2004) and for predicting performance among law enforcement officers (e.g., Weiss, Hitchcock, Weiss, Rostow, & Davis, 2008; Weiss, Zehner, Davis, Rostow, & DeCoster-Martin, 2005).

The Candidate and Officer Personnel Survey – Revised (COPS–R)

The COPS-R is a self-descriptive, principally bio-data questionnaire that is designed to assist in the assessment of public safety candidates and serving personnel. (Guller, I & Guller, M., 2003). It consists of 240 items answered true or false. These items mainly reflect factual aspects of life history, as well as job-relevant attitudes and opinions. The questions are based upon prior research and clinical experience linking various life history events and personal attitudes to either positive or negative performance in public safety.

The COPS-R consists of 18 scales tapping a variety of dimensions relevant to competent performance as a public safety officer, including social adjustment, self-discipline, motivation, aggression, alcohol abuse tendencies, distrust of others, racial and gender bias, authoritarianism, depression, personality problems, paranoid (distrustful) orientation, and attitudes toward work and superiors. There are also two validity scales: A “lie” (or good impression) scale and one that detects inconsistency in responding. These were developed to identify individuals who may not be responding to the instrument in a valid manner.

A printout of findings and a supplementary list of “critical”, “bias,” “gender bias” and “lie” items endorsed by the applicant are provided to the examiner for review with candidates during the clinical interview. The COPS-R has shown adequate reliability and good concurrent and predictive validity in the selection of law enforcement candidates (Guller, M. & McGrath, R., 2009; Fischler, 2004; Guller, M., 2003; Guller, I. & Guller, M., 2003; Heyer, 1998; Guller, I., 1994; Byrne, 1994).

The COPS-R is used by over 700 agencies worldwide, including four U.S. State Police agencies (NJ, PA, TN & MN) and the New York State Department of Civil Service.

Biographical Summary Form

This form collects an array of background and social history data and asks the candidate to provide a brief description of each event. It covers over 60 areas of

work, military, academic, legal, motor vehicle and other social history domains. It also contains questions regarding past mental health treatment, alcohol use and drug use. Finally, it requests a work related writing sample, allowing a brief indicator of work attitudes and writing ability.

Interviewer's Report Form and Personal History Questionnaire

This is a structured interviewer's reporting form completed by the psychologist during the subject's interview. Many of the questions are derived from findings cited in the comprehensive study by Roe and Roe (1982) and other researchers since, that a number of social history factors are particularly relevant in predicting performance in a law enforcement role.

The form covers the subject's experience regarding employment, military, prior public safety experience, volunteer experience, criminal and civil histories, educational achievement, membership in high school sports team or clubs, credit history, driving history, and other factors found in various research studies to be predictive of performance in a law enforcement position. (See, e.g., Shaffer, 2002; Sarchione, C., Muchinsky, P., Nelson, R. and Cuttler, M., 1998). Questions regarding social history are combined with traditional clinical questions relating to such areas as psychiatric history, family history, self-assessment and elements of a standard mental status exam. The clinical interview also explores any areas of concern that arise from the subject's test performance or background investigation.

Fitness for Duty Evaluations

The fitness for duty evaluation is a psychological assessment of an incumbent officer to determine whether he or she is psychologically capable of exercising the role of a law enforcement officer. The examination takes place in response to evidence that the employee may not be fit for duty and, therefore, is distinct from other kinds of psychological evaluations of personnel (e.g., pre-employment screening, special assignment evaluations, critical incident assessments). A fitness examination is much more extensive in terms of testing, review of background, interview length and extent of report.

Depending upon the circumstances, the fitness for duty evaluation may address such issues as what interventions must take place before the officer becomes fit or what kinds of accommodations, if any, must be in place to permit the officer to work in spite of the difficulties. IFP currently performs approximately 6 public safety fitness for duty examinations per week.

IFP's battery of tests for fitness evaluations will generally vary, depending upon the nature of the officer's problems. All evaluations, however, generally include the following:

General Agreement and Release Form

Described above.

The Personality Assessment Inventory (PAI)

Described above.

Beck Depression Inventory (BDI-II)

The Beck Depression Inventory is a 21-question multiple-choice self-report inventory, one of the most widely used psychometric tests for measuring the severity of depression. The BDI-II is designed for individuals aged 13 and over, and is composed of items relating to symptoms of depression such as hopelessness and irritability, cognitions such as guilt or feelings of being punished, as well as physical symptoms such as fatigue, weight loss, and lack of interest in sex.

Beck Anxiety Inventory (BAI)

The Beck Anxiety Inventory is a 21-question multiple-choice self-report inventory that is used for measuring the severity of anxiety in adolescents and adults ages 17 and older. The questions used in this measure ask about common symptoms of anxiety that the subject has had during the past week (including the day of test administration), such as numbness and tingling, sweating not due to heat, and fear of the worst happening.

The 'Why Here?'

This is an open ended questionnaire asking the referred individual to state in his or her own words why it is that they believe they were referred for a fitness for duty evaluation. This provides information on the subject's view of his or her situation and the degree of insight that person has into the reason for referral.

Clinical Interview

The clinical interview is similar in some respects to that used for candidates, but it is much longer in duration and focuses more extensively upon issues such as marital difficulties, social history, psychiatric history, events or circumstances which precipitated referral, and other presenting problems. The clinical interview is considered the most important component of the fitness for duty evaluation.

Other Testing

Depending upon the nature of the referral and results from testing and the clinical interview, the psychologist may refer the subject for additional evaluation. Some behavioral problems may be associated with an undetected medical condition. For instance, diabetes, meningitis, strokes, and brain tumors may often cause symptoms

of a psychological nature. For this reason, in certain cases, referrals may be suggested to other professionals for additional testing, such as physicians, psychiatrists and neurologists.

Wellness Meetings

- Annual meeting with a psychologist
 - Every member of the Department
 - Confidential

- What is it
 - Psychoeducational session to boost resilience
 - An opportunity to vent
 - A private avenue to enter mental health treatment

- What it is not
 - It is NOT a fitness for duty
 - It is NOT a fitness for duty
 - It is NOT a fitness for duty

- What does the Department get?
 - Attendance Letter if required
 - Healthier, happier officers

- What does the officer get?
 - An opportunity to improve and enhance one's resilience and mental wellness in a confidential environment

- What are the drawbacks for participating?
 - Greater self-insight
 - Improved relationships at work and home
 - Improved mental wellness

F. QUALITY ASSURANCE & DEFENSE OF RESULTS

IFP has been involved in a range of legal proceedings related to the evaluation of public safety personnel, and has an excellent record in defending its findings and procedures in judicial and quasi-judicial forums. IFP has never been found liable or been disciplined by any court or administrative body. The following are references for some of the agency attorneys IFP has assisted:

Ira Golddapper, Esq.
Sara Saltzman, Esq.

New York City
Department of Administrative Services
(212) 669-8432

Philip Dowdell, DAG
Susan Olgiati, DAG

New Jersey State Police &
New Jersey Attorney General's Ofc.
(609) 292-2557

Caroline MacIntosh, Esq.

(973) 621-4105
Essex Co. Prosecutor's Ofc.
Formerly - Newark Police Department

Fred Knapp, Esq.

(973) 285-1444
Special County Counsel
Morris Co. Sheriff's & Many Other Depts.

Deborah Styles, Esq.

(612) 673-2671
Law Department - Minneapolis (MN)
Minneapolis Police Department

Antonieta Paiva Rinaldi, Esq.

(609) 225-5543
Assistant Counsel - Camden Co. (NJ)
Camden County Corrections

Barry Boodman, Esq.

(203) 977-5766
Law Department - Stamford (CT)
Stamford Police Department

Jeffrey Fortunato, Esq.

(914) 638-5180
Counsel - Rockland Co (NY)

G. FEES FOR SERVICES

The following services include test administration, clinical interview, and report to the requesting agency.

Full Time Recruit Screening (Sworn P/O, F/F, SLEO II, C/O, S/O, Detective)	\$550.00 Per Candidate
Non-sworn Recruit Screening (Dispatcher, SLEO I, Volunteer F/F)	\$450.00 Per Candidate
Fitness for Duty Evaluation (Serving Personnel)	\$2,500.00 Per Evaluation
Critical Incident Debriefing	\$450.00 Per Officer

Special Fees

Fees for examinations include all costs to the jurisdiction (testing, correspondence, review of background information provided by the jurisdiction, interview, and final report). Only special services, such as appearances at hearings or depositions, special consultations, formal letters of opinion, etc., are billed separately. These services are billed at \$400.00 per hour, and \$100.00 per hour travel time. Incidental services, such as reasonable review of documents, telephone consultations, etc., shall be provided without additional cost.

Representative Publications

Schlosser, L. Z. & Coghlan, T.E. (2023). Officer Self-Sabotage. *The Police Chief Magazine (Online Article Published May 17, 2023)*. Available online: <https://www.policechiefmagazine.org/officer-self-sabotage/>

Schlosser, L. Z. (2022) Current Trends in Psychological Fitness for Duty Evaluations. *The Police Chief Magazine, 89 (5)*, 32–36.

Schlosser, L. Z. & Kudrick, A. A. (2021). Psychological Fitness-for-Duty Evaluations. *The Police Chief Magazine, 88 (5)*, 54-57.

Schlosser, L. Z. & Kudrick, A. A. (2019). ‘You Have to See the Psych’—Reducing the Stigma of Seeking Mental Health Treatment among Police Personnel. *The Police Chief Magazine, 86 (5)*, 50-56.

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