
REPORT

February 2008

Confidential: This information is to be used confidentially by those contributing to the Fitness for Duty decision in the department.

Re: ABC
DOB: March 30, 1968

Dear Dr. XYZ:

Katie Olson, under the supervision of Dr. John Fennig, evaluated PAt Sample the week of January 28th, 2008, for Fitness for Duty as an MPD Police Officer. In addition to individually interviewing Officer Sample herself, her supervisors, Lt. John Doe Sgt. T. Buck, and her counselor, JAne Doe, we reviewed the following documents:

- The DRI Consulting Mental Health Battery:
 1. Results from a mental health assessment - MMPI-2; and
 2. Review of documentation from Officer Sample's colleagues and supervisor.
- The DRI Consulting Work Personality Profile (WPP):
 1. The DRI Consulting Personal History Survey;
 2. Job Functions Survey - specific to MPD Police Officer;
 3. A battery of 4 managerial work personality assessments - CPI, FIRO-B, MBTI, TKI;
 4. Results from 1 timed mental ability test; and
 5. Results from 1 un-timed mental ability test.
- Officer Sample's review and commentary, if chosen, of assessment results.

In an interview over the phone with Sergeant Hoepfner on Friday, February 1st, 2008, he reported that Officer Sample is a hard worker and gets along with others well. She has been particularly helpful in the Investigations Unit, and is capable of meeting the needs of her position when she is at work. The problem, according to Sergeant Hoepfner, is not Officer Sample's work performance, but her work attendance. She has reportedly used all of her vacation time going out a full year, and while it has been approved up to this point, she has no more time left to take off.

Katie Olson interviewed JAne Doe, Officer Sample's counselor since 2001, over the phone on Monday, February 4th, 2008. Ms. Doe reported that even though Officer Sample's alcohol use has "been in the background" over the years, it has rarely been a primary issue. She is concerned about Officer Sample's physical health as it relates to her alcohol use, but not about her job performance. They have worked together on her drinking habits, as well as general issues of depression, but according to Ms. Doe, Officer Sample is not suicidal at this time. From

her estimation, this situation surrounding the fitness for duty evaluation stemmed from a misunderstanding by Officer Sample's parents.

Mrs. Olson also interviewed Lt. Doe Monday, February 4th, 2008. He has been Officer Sample's supervisor in charge of the middle watch. He reported that she is capable of doing the work required of her in the job description. Taking on a "chameleon" quality, however, her behaviors (productivity and effectiveness) sometimes depend on those of her colleague. His main concern with Officer Sample is that she has "burned all of her time in the book," meaning that she has no more time available to take off of work in the event she lapses again. He reported that he does not know her very well on a personal level, but that she is likely better off at work, keeping active, than at home. According to Lt. Doe, Officer Sample is fit for duty.

As a result of our evaluation and review of the given material, we can make the following statements:

1. Officer Sample is currently fit for duty with the City of Gotham Police Department as a Police Officer. Our review of typical duties for a Police Officer position require responsibilities that she is both willing and able to perform due to her experience and skills in required knowledge areas, and her current condition of adequate mental health, which has improved since her December evaluation with Dr. XYZ. There is a lack of evidence of poor or problematic work performance, demonstrated by her overall test results, feedback from the interviews, and the lack of documents included in her file.
2. Although she may be vulnerable to feeling overwhelmed with family concerns, she demonstrates psychological health, evidenced by her ability to complete assigned work duties in a cooperative and productive manner.
3. Officer Sample does not display a profile pattern of an individual experiencing a high level of distress, anxiety, rumination, and social discomfort. However, she did report that she felt isolated as a result of doing undercover work, and that she experiences considerable stress as a result of family issues. She may need accommodations to deal effectively with life stressors.
4. Officer Sample has experienced a number of significant life events that have contributed to her struggles and hardships. In part, because she has not fully resolved past traumas, she is not functioning as well as she could be on a personal level.
5. If Officer Sample were applying from the outside for this position, her performance on the DRI Consulting Work Personality Profile would have likely qualified her for the position. This is the same battery we have successfully used for new hire testing within the City of Gotham for over 7 years with over 100 candidates. (See details in the attached binder).
6. Officer Sample's strengths include:
 - a. Self-confident
 - b. Ambitious
 - c. Sociable and friendly
 - d. Empathetic
 - e. Responsible
 - f. Open-minded of others' values and beliefs
 - g. Strongly motivated to achieve

7. Officer Sample's weaknesses include:

- a. History with alcohol abuse
- b. Below average on mental abilities assessments; has trouble thinking clearly and critically at times
- c. Action-oriented and highly competitive in conflict situations

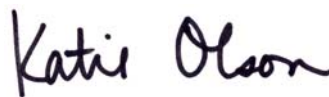
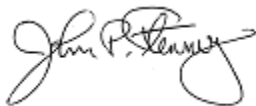
From this evaluation, we cannot guarantee that Officer Sample will not lapse again. Given her past history of alcohol use for which she voluntarily sought both outpatient and inpatient care, we recommend that she receive further treatment for which she is responsible on an ongoing basis. This may include continuing to work with her sponsor, going to AA meetings, seeking EAP, and regularly meeting with her individual counselor. To provide Officer Sample with some time if she needs a break, we also recommend that she meet with her supervisors and Human Resources to decide under what conditions she would be allowed to take time off in the next year, and at whose cost (with or without pay).

We understand that any next steps will be handled by the City of Gotham Human Resources Department. Should you have any questions regarding these final recommendations based on our Fitness for Duty Evaluation, please do not hesitate to contact us.

Officer Sample's comments on reviewing the assessment details (sent overnight on 2/5/08; requested return with enclosed pre-paid overnight envelope by Thursday, February 7. We will submit this report by Friday, February 8th, with or without Officer Sample's comments).

Please give us your comments/feedback as to the accuracy and completeness of this report (please use the back side if needed):

Respectfully submitted,



John Fennig, Ph.D., Licensed Psychologist
Katie Olson, Doctoral Practicum Student