

Applicant and Fitness for Duty Examinations

A. PSYCHOLOGICAL EXAMINATION FOR APPLICANTS (from Applicant Process SOP)

The pre-employment psychological examination for Police Officer applicants is conducted and interpreted by a licensed psychologist under contract with Fairfax County. The psychological evaluation is administered by Special Psychological Services Group of Fairfax, Virginia. Dr. Neil Hibler is the managing psychologist. Dr. Hibler or one of his partners conducts the examination. The program uses a two phase process. In Phase I: applicants are administered test instruments to examine three general areas: screening for psychopathology (measuring cognitive functioning, and assessing interpersonal dynamics). Phase II: a structured clinical interview is used to confirm test results. A copy of the results of such examination is kept in the background investigation file of each candidate. The evaluation uses a five point rating scale just as a traditional report card. Accordingly, letter grades A, B, C, D or F, are awarded.

B. FITNESS FOR DUTY EXAMINATION FOR POLICE OFFICERS(Synopsis from Dr. Hibler's contract)

The fitness for duty examination is also administered by Special Psychological Services Group. Fitness for duty is primarily administered by Dr. Hibler. The comprehensive examination used the same psychological tests that are used in pre-employment selection along with an additional instrument and includes the structured clinical interview to assess testing results. The evaluation includes file review and collateral contacts as necessary. A discussion of findings and recommendations are then provided to the Chief of Police and select, limited command staff.