



Philip Sarff, Ph.D.
Licensed Psychologist
Clinical Psychologist

Dr. Sarff graduated from Fuller Theological Seminary in Pasadena, California. He completed his internship in Clinical Psychology through the University of Minnesota Psychology Internship Consortium in 1991. His interests include clinical, neuropsychological, and public safety assessment.



April Leaveck, Psy.D.
Licensed Psychologist
Clinical Psychologist

Dr. Leaveck earned her doctorate from Central Michigan University in 1994, after completing an internship at Hahnemann University Hospital in Philadelphia. She has served as a staff psychologist and supervisor at Scott County Mental Health Center. Her current interests include pre-employment and fitness-for-duty evaluations for safety-sensitive positions.

For more information on how we can help your organization hire, retain, and promote the best people please call us or visit our website:

604 Parkside Professional Center
825 South Eighth Street
Minneapolis, MN 55404

Local Ph : 612.333.3825 • Toll Free : 877.370.7309 • Fax : 612.333.6740
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Your organization deserves the best people. As a public safety administrator, you understand that hiring, retaining, and promoting the best people are among your most important tasks. Since 1991, we have helped over 90 departments at the local, state, and national levels by examining thousands of public safety applicants and employees including, firefighters, dispatchers, paramedics, police officers, sheriff's deputies, special agents, corrections officers, and community service officers. Our methods are cost-effective and consistent with guidelines established by the International Association of Chiefs of Police (IACP) and the American Psychological Association (APA).

Pre-employment Screening

It can be hard to find the right applicant. He or she must be smart, have a good work ethic, know how to deal effectively with the public, have good judgment, be emotionally stable, and have tons of integrity. Our pre-employment assessment includes a six-hour battery of tests measuring these qualities and more. Our interview process focuses on "red flags" obtained from testing and background investigation information that you provide. We will issue a clear recommendation whether or not a candidate should be hired, and let you know what supervisory or training needs the applicant may benefit from. Our process is objective, fair, and validated by research.



Fitness-For-Duty

One of the most difficult situations an administrator has to deal with is an employee who is troubled or problematic, and may be unable to work in a safe and effective manner. Through a comprehensive examination process, we can tell you if your employee is fit to work, and, if not, what to do to help that individual and your organization. We will recommend treatments such as mental health or chemical dependency treatment, if appropriate,

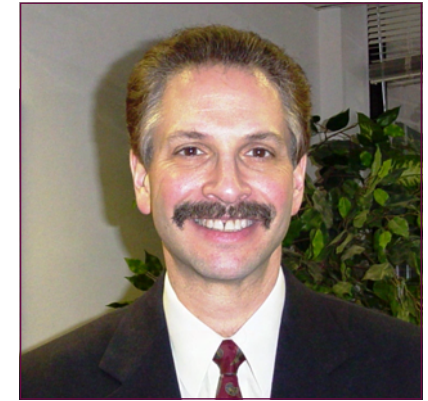


as well as advise you regarding possible work restrictions and accommodations to help your employee get back to work as soon and safely as possible.

Promotional Exams

Leadership and supervisory skills don't automatically come with experience. Even the very best line staff with years of experience do not necessarily make effective supervisors. We have assessed command personnel at all ranks from lieutenant to chief. Your new supervisor needs to have excellent organizational skills, know how to persuade and motivate employees, have excellent customer service skills, be highly motivated, and have an organizational vision for the future. We can help you select the best person for the job.

OUR STAFF



Gary L. Fischler, Ph.D.
Licensed Psychologist
Diplomate, American Board of Psychological Specialties,
Forensic Clinical Psychology
Diplomate, American Board of Professional Disability Consultants

Dr. Fischler received his doctorate in clinical psychology from the University of Minnesota in 1984. In addition to serving as a consultant and examiner to public safety agencies, he is a court-appointed psychological examiner, an adjunct assistant professor at the University of Minnesota, and an adjunct faculty at the Minnesota School of Professional Psychology. He is also past chair of the Ethics Committee of the Minnesota Psychological Association. He has authored a number of professional papers and coauthored a book related to the interface between mental health issues and vocational functioning.

We are psychologists for public safety.