

February 1—Personnel Mental Health Assessments of Police Officers

90 MINUTE WEBINAR!

SPEAKERS:

Jonathan Mook is a nationally recognized practitioner in employment law and has written two treatises on the Americans with Disabilities Act, both published by LexisNexis. He is a co-editor of the Virginia Employment Law Letter and is a regular contributor to several legal publications, including Bender's Labor & Employment Bulletin. He is included in Best Lawyers in America (2014 ed.) for employment law, and ALM Legal Leaders has listed him as a Top Rated Labor & Employment Lawyer (2013). Mr. Mook earned his Juris Doctor from Yale Law School.

Roberta "Robin" Cross currently works as the Township Attorney for The Woodlands Township, Texas. She has over eighteen years' experience working for local governments and was recognized as an IMLA Fellow in 2013. She has also worked as in-house counsel for a police labor union and for the EEOC, as a trial attorney. She is licensed to practice in Texas and admitted all of its federal courts, the Fifth Circuit Court of Appeals and the U.S. Supreme Court. She has been Board-certified in Labor and Employment Law since 1992 by the Texas Board of Legal Specialization. She was appointed as Vice-President of IMLA's Personnel Section in the fall of 2015. She enjoys employment law, among other things, because "you can't make this stuff up."

Bettye Lynn is a partner of Lynn Ross & Gannaway, LLP. She is certified as a specialist in labor and employment law by the Texas Board of Legal Specialization. Ms. Lynn practices exclusively in management labor and employment law and represents employers in both the public and private sectors.

Ms. Lynn's practice includes:

- Representing cities in all aspects of civil service.
- Training managers and supervisors on effective employment practices.
- Counseling clients on preventing employee claims and litigation.
- Investigating employee complaints.
- Advising clients on all employment related federal and state laws.
- Assisting employers in preventing unionization of employees.
- Negotiating meet and confer and collective bargaining agreements and advising on contract interpretation.
- Litigating complex employment law issues, including constitutional claims and employee wage claims.

Ms. Lynn represents cities and counties across the State of Texas and private - sector clients, including employers in the manufacturing, healthcare, retail, and service arena.

Dr. Anthony Stone, the President and a partner of Stone, McElroy & Associates, has been a Police and Forensic Psychologist for more than thirty years and is one of the pioneers in the field. He holds board

certifications in Police and Public Safety Psychology from both the [American Board of Professional Psychologists \(ABPP\)](#) and the [Society for Police and Criminal Psychology \(SPCP\)](#). He is considered a leading expert on Psychological Risk Management and Fitness for Duty Evaluation. He has performed more than 30,000 pre-employment evaluations, mainly for public safety organizations and well over 2,000 Fitness for Duty Evaluations for law enforcement, military, and hundreds of private sector organizations. Dr. Stone has testified as an expert in some of the country's major Fitness for Duty legal cases (e.g., *Brames v. City of Tacoma, Washington*, *Denhoff and LeClear v. City of Grand Rapids, Michigan*). He authored the first book ever published on Fitness for Duty ([Fitness for Duty: Principles, Methods and Legal Issues CRC Press – 2000](#)). Dr. Stone has lectured widely in the area of psychological risk management and fitness for duty at such venues as the FBI Academy in Quantico, Virginia, the National Security Agency in Maryland, the National Internal Affairs Investigator's Association and a number of [International Chiefs of Police Association \(IACP\)](#) meetings. Dr. Stone has served as member of the IACP Committee that developed the 2004 Fitness for Duty Guidelines and was co-chair of the 2008 Committee charged with revising these guidelines.

Dr. Stone received his undergraduate degree in Psychology from Johns Hopkins University in Baltimore, Maryland and his Ph.D. in Psychology from the University of South Florida, Tampa. He was subsequently a post-doctoral fellow and later earned a post-doctoral Master's Degree in Public Health from the University of North Carolina at Chapel Hill. Dr. Stone underwent law enforcement training and received Georgia POST Certified Peace (Police) Officer certification in 1987 and has served as a Reserve Police Officer. He holds membership in the Police Psychology Section of the IACP and many other organizations concerned with forensic and risk management psychology.

Dr. Stone has developed and implemented evaluation programs for many municipalities, including those that require high volume and rapid turnaround. As chief provider of thousands of psychological risk-related psychological evaluations – pre-employment and fitness evaluations -- to hundreds of organizations over three decades, Dr. Stone has an established record of implementing programs that are effective, well-managed, and user-friendly for both client organizations and examinees, all of which are able to withstand legal scrutiny.