

Hosted by the Yakima Police Department, WA
from 8am-4pm on July 25, 2012

Quota-Free Police Productivity System

for all Command, Supervisory Personnel, City/County Human Resource Personnel

It is a fundamental principle of American labor relations that employees owe their employers a **full day's work for a full day's pay**. Employers owe their employees a fair and objective method for defining, measuring and evaluating whether employees are living up to their responsibilities--without resorting to quotas. This course provides the necessary information and system required for employer and employees to fulfill their obligations to one another and the citizens they serve. Topics of discussion: The Seven Labor Principles of Just Cause; Case law that supports management's rights to discipline and terminate; Due process and pre-deprivation rights.

Attendees are taught:

- Management's rights to measure and evaluate work unit productivity without establishing quotas
- How to defend productivity standards from the "Quota" challenge
- How to develop job-specific work productivity rating scores
- How to calculate productivity rating scores
- How to ensure that employees are receiving notice when they fail to be productive employees

Students receive class outline, model forms, rules, and certificate of attendance. (Class size is limited, please register early)

Your National Instructor will be:

D.J. Van Meter Ph.D. is the principle of Van Meter & Associates, Inc. (VMA) and has spent the last 44 years in law enforcement, 15 years as a sworn officer. He has a Ph.D. in Training and Organizational Development from The Ohio State University, Columbus, Ohio and also hold's a Master's Degree in Labor and Human Resource Management. He works with counsel as an expert witness, reviews discipline and termination cases and develops customized policy and procedures manuals for all public safety organizations nationwide. He is the author of the book, Evaluating Dysfunctional Police Performance: A Z-based Approach published by Charles Thomas Publishing. Dr. Van Meter is qualified in state/federal courts as an expert in law enforcement training, use-of-force, and management and operational policies.

Master Card/Visa Save per student with prepaid t u i t i o n

PrePaid-all checks/cc postmarked by July 18, 2012

\$135 first prepaid registrant
\$115 each additional

Regular Tuition-Checks/cc Postmarked July 19, 2012

\$155 first regular registrant
\$135 each additional

How to Register:

P.O.'s Vouchers, Claims, DOJ accepted but does not guarantee tuition rate

Fax this entire page to VMA 614-451-8905

Or call 800-331-8025

Or Email: feedback@vmanet.com (Duplicate this form if needed)

Contact Name _____ Dept _____

Mailing address _____ City _____ State _____ Zip _____

PH _____ FAX _____ Check to be mailed on _____

PO# _____ CC# _____ EXP Date _____

1. _____ 2. _____

3. _____ 4. _____

We will promptly remove your fax number if you call 800.331.8025

Van Meter & Associates, Inc. (www.vmanet.com)

Training & Organizational Development for Public Safety Forces

The "How to" company from Coast-to-Coast since 1982

P.O. Box 21313, Columbus, Oh 43221

1-800-331-8025 FAX 614-451-8905