

Hosted by the Yakima Police Department, WA  
on July 26, 2012 from 9am-3pm

## Performance Improvement Program (PIP)

**for City, County and State Commanders, 911 Supervisors & Human Resources Personnel**

Performance Improvement Programs are well accepted by courts, arbiters, civil review boards and employees as a non-punitive means for dealing with employee performance deficiencies. They reduce the burden on management by placing the responsibility squarely on the employee's shoulders for improvement, reduces the basis for greivances because they are non-punitive methods for correcting deficient performance and they provide a valid offense against claims of illegal discrimination.

Attendees are taught:

1. the three causes for performance failure
2. the standard for determining when performance needs improvement
3. the advantages of performance improvement plans over punitive action
4. how to develop a Performance Improvement Plan
5. what it takes to enforce an improvement plan

Sttendees will receive a certificate of training, a class manual and hard copies of model forms and policies.

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, OH 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 19, 2012

Regular Tuition-Checks/cc Postmarked July 20, 2012 and later

**\$135 first prepaid registrant  
\$115 each additional**

**\$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](mailto:feedback@vmanet.com)

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