



SPOKANE COUNTY SHERIFF'S OFFICE
TRAINING ANNOUNCEMENT
August 12th, 2013 from 9am-3pm
SCSO Training Center



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 grievances 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**

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

Your National Instructor will be:

John Detchon has 38 years' experience as a sworn officer, serving five years with a major state highway patrol and 32 years with a sheriff's department. John is a former 911, detective, patrol, operations and jail commander. He conducted internal affairs investigations for the 15 years while serving as a division commander in various assignments. From 2001-2004 as the detective division commander, he was responsible for overseeing all investigations, including internal Affairs. He is a graduate of the Ohio State Highway Patrol Academy, Ohio Peace Officer's Academy, attended Kent State University and is a certified corrections academy instructor and Ohio Police Basic Instructor.

How to Register:

P.O.'s, Vouchers, Claims, DOJ are accepted but does not guarantee tuition rate
Master Card/Visa Save per student with prepaid tuition.

Prepaid-tuition checks/CC postmarked by August 5, 2013

\$140 first prepaid registrant
\$120 each additional

Regular Tuition-checks/CC Postmarked August 6th & later

\$160 regular first registrant
\$140 each additional

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, Ohio 43221

Contact

Name _____ Dept _____

Mailing address _____ City _____ State _____

Zip _____

PH _____ FAX _____ Check to

be mailed on _____

PO# _____ CC# _____

EXP Date _____

1. _____

2. _____

3. _____