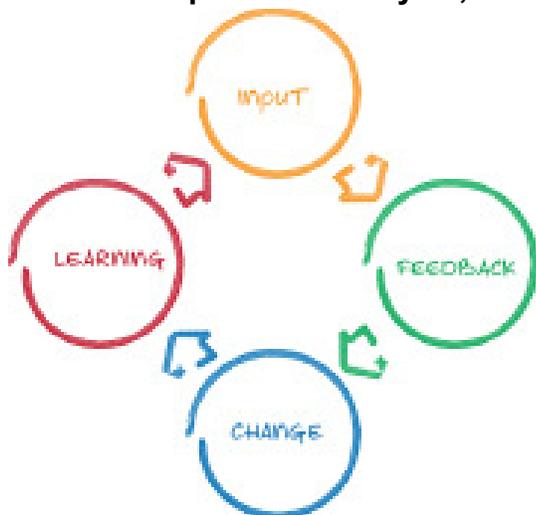


Performance Directed Management:

**PERFORMANCE IMPROVEMENT PROGRAM (PIP)**

Hosted by the Lacey Police Department  
Held at the Lacey Community Center  
6729 Pacific Ave SE, Lacey, Wa 98503  
from 9am-3pm on January 30, 2015



***“Measure performance, not performers”***

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.

Command and supervisory personnel from the following agencies should attend:

- \*Law enforcement
- \*Fire services
- \*Public Works Human Resources
- \*911 Emergency Communications
- \*Corrections
- \*Municipal Administration

Attendees are taught:

- The three causes for performance failure
- The standard for determining when performance needs improvement
- The advantages of performance improvement plans over punitive action
- How to develop a Performance Improvement Plan
- What it takes to enforce an improvement plan

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

**D. J. Van Meter Ph.D. / Associate**

D.J. Van Meter Ph.D. is the principle of Van Meter & Associates, Inc. (VMA) and has spent the last 45 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.

Regular tuition: \$170 first registrant/\$150 each additional  
Prepaid tuition: \$150 first registrant/\$130 each additional

(P.O’s Vouchers, postmarked on or after January 24, 2015)  
(All CC payments and checks postmarked January 23, 2015)

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: vanmeterassociates@columbus.rr.com (Duplicate this form if needed)

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