

held at the Towamencin Police Department, Lansdale, PA **(N Philadelphia area)**

March 30, 2009 from 8am-4pm

Quota-Free Police Productivity System

For all Command Staff Personnel, and City/County Human Resource Personnel

All jobs exist for a single purpose; to produce the products or services of worth that meets the levels and standards of the organization. Using principles well supported by case law, arbitrational decisions (to include attorney generals' opinions in states with anti-quota laws) this course provides a consistent, fair and bullet-proof method for ensuring all employees give a "full-days" work and contribute their "fair-share" of work to be productive--without using quotas.

Benefits:

1. a rater and bias free system for measuring and evaluating employee productivity.
2. evidence to support managerial decisions to discriminate in favor of good performers and against poor performers. (Note: Not all discrimination is illegal. In fact, discrimination based on productivity is one of the most defensible and best bases for discriminating).
3. productivity and work force morale always go up when management has a fair and equitable system for measuring, evaluating, and rewarding work productivity.
4. non-productive employees will not be able to survive this system, they will either have to get to work or leave.

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 41 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.

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