



Continuing Education

St. Louis County and Municipal Police Academy

ABSENTEEISM CONTROL & TRACKING SYSTEMS (ACTS)

This is a courtesy post. All registrations are with St. Louis Academy

This course is specifically designed for supervisors and managers who need an effective and defensible method for promoting attendance and establishing accountability for excessive and non-scheduled absenteeism. While a certain amount of absenteeism is to be expected in any organization, excessive and non-scheduled absenteeism must be controlled. Attendees will learn that the majority of courts and arbiters support management's right to require members to attend work on a regular and predictable basis. Effective strategies for controlling absenteeism and computerized systematic procedure for tracking and evaluating non-scheduled absenteeism system is introduced. Learn how an agency reduced absenteeism over **40% by implementing this system.**

This course will teach attendees how to:

- Objectively measure, document, and evaluate non-scheduled absenteeism.
- Establish an effective absenteeism control system within their agencies.
- Target specific employees for improvement and place them on notice without illegal discrimination, and without creating a threat to non-problem employees.

Students receive a course outline, numerous courts and arbitrator cites that support management's position, the computerized ACTS system, absenteeism control policy, sick leave forms and medical evaluation report. Please bring classroom materials (pen, pencil, and paper). Class size is limited to 35.

D. J. VAN METER, Ph.D. is a human performance technologist and a veteran law enforcement officer with 15 years' service. He trains and consults with police agencies nationwide at the local, state, and federal levels on management and labor relations issues. He serves as an expert witness in civil and labor courts on issues of police training, discipline, evaluations, and use-of-force. He is author of the book, Evaluating Dysfunctional Police Performance: A Z base Approach, published by Charles Thomas Publishing, Champaign, Illinois.

Session: One
Date(s): **November 9, 2021**
Time: **9:00 a.m. - 3:00 p.m. - 6 Hour Class**
Place: St. Louis County & Municipal Police Academy
1266 Sutter Avenue
St. Louis, Missouri 63133-1934

WHO SHOULD ATTEND: Supervisors and Managers who have to account for the extent of absenteeism within their work units - Technical Studies