

Quota-Free Police Productivity System

(Performance Directed Management-a Sworn to Honor Project class)

Hosted by

Ames Police Department

Held at the Ames Water Treatment Plant, 1800 East 13th St, Ames, Iowa 50010

November 2, 2022, from 8am-4pm

It is a fundamental principle of American labor relations that employees owe their employers a **full day's work for a full day's pay**. Employers owe their employees a fair and objective method for defining, measuring, and evaluating whether employees are living up to their responsibilities—without resorting to quotas. This course provides the necessary information and system required for employer and employees to fulfill their obligations to one another and the citizens they serve. Topics of discussion: The Seven Labor Principles of Just Cause; Case law that supports management's rights to discipline and terminate; Due process and pre-deprivation rights. Command and supervisory personnel from law enforcement should attend this class.

Attendees are taught:

- Management's rights to measure and evaluate work unit productivity without establishing quotas
- How to defend productivity standards from the "Quota" challenge
- How to develop job-specific work productivity rating scores
- How to calculate productivity rating scores
- How to ensure that employees are receiving notice when they fail to be productive employees

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



Measure Performance not Performers

D.J. Van Meter Ph.D. is the principal 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 holds 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: \$190 first registrant/\$170 each additional (PO's Vouchers, postmarked on or after October 27, 2022)
Prepaid Tuition: \$170 first registrant/ \$150 each additional (All cc payments and checks postmarked by October 26, 2022)
P.O.'s, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate

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