



PERSONNEL DEVELOPMENT, ASSESSMENT & LIABILITY

40 Hour Course | Tuition: \$850 | KLEC Approved

Dates:

December 4-8, 2023

Co-hosted by:

Port Orange Police Department

Course Description:

This course focuses on the job analysis process, selection procedures and the factors essential for reviewing officers' performance and assessing their promotion potential. Effective methods for measuring individual performance within a law enforcement agency are reviewed, using interactive discussion with participants. Selection and promotion criteria are identified in order to achieve optimum performance by staff.

Various methods of promotional testing will be reviewed and the benefits of adopting an assessment center process will be explored. Emphasis will be placed on the need for both hiring and promotion processes being based on credible and established criteria that will withstand legal and political scrutiny. This course will also address the problems of recruiting, hiring and retaining staff who are representative of their community. It will review the administrative management systems necessary to monitor personnel and their positive and negative performance and its links to their contribution towards community participation.

The final component of this course reflects on the dangers of ignoring, or being unaware, of the legal constraints concerning the critical area of human resources that has been very costly in litigation for some agencies. Discussion will focus on risk management, 42 USC (1983) actions, EEOC issues, negligent retention, grievance procedures and negotiating with collective bargaining units. These legal and liability issues, along with recommendations and strategies from the President's Task Force on 21st Century Policing report will be explored in some detail through interactive class discussion.

Personnel Development, Assessment & Liability is one of the four courses required to complete the optional **Organizational Management Certificate Program**.

Course Topics & Areas of Study

- What is Your Staff Really Doing?
- Recruiting & Selecting Your Staff
- Developing Your Line Staff and Managers
- Assessing Your Staff for Promotion
- Retraining and Managing Your Staff
- Practical Assessment Exercises & Role Play: Validity and Defensibility
- The Legal Framework for Human Resources: Risk Management
- The Legal Framework for Human Resources: 42 USC (1983) Actions
- The Legal Framework for Human Resources: EEOC
- Negligent Retention, Grievance Procedures, and Negotiating with Unions

Who Should Attend

Senior command officers, executive staff, branch managers, divisional chiefs, middle managers, supervisory personnel, and administrative officers

Scan the code or
click the link below
for more information:



louisville.edu/spi/courses/schedule/pdal.12.2023

louisville.edu/spi

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