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EVALUATING DYSFUNCTIONAL POLICE PERFORMANCE

Dr. D.J. Van Meter is the principal of Van Meter & Associates, Inc. He has spent 37 years in the law enforcement profession, 15 as a sworn officer.

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Chapter 5 details how functional and dysfunctional performance data is gathered, analyzed, and rated. Chapter 6 explains how the Problem-Solving Conference (PSC) is conducted when a rating indicates that an employee's performance needs improved. PSCs are central to Z-Base and ensure that employees are given a fair opportunity to correct problem performances before the employee's evaluation

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