

# INTERNAL AFFAIRS AND PROFESSIONAL STANDARDS



## Location and Hosted by:

Woodbury County Law Enforcement  
Development Training Center  
1600 County Home Road, Sergeant Bluff, IA  
October 4-5, 2023 8:00am-4:00pm

## Topics Include:

Breaking the cycle of mediocrity  
The professional standards model  
5 root causes of discipline problems  
Stakeholders and their perceptions  
Types of internal investigations  
The complaint process  
The investigation process  
Applicable case law  
Employee rights  
Workplace searches  
Official hearing requirements  
How discipline is determined  
How personnel decisions effect an organization  
Garrity, Loudermill, and work place searches

**Fee: \$325.00**

(early registration or 3 or more from same agency)

**\$350.00** (after September 15, 2023)

[www.on-targetsolutionsgroup.com](http://www.on-targetsolutionsgroup.com)

Your Presenter



**Gregory Anderson**  
President and Founder



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"Great work history to back up material. Great for all HR directors and anyone new to position."  
HR Director Dawn Aldridge, Muscatine County

"Great course! It was a good blend of legal text, news stories and video, and personal experience from the instructor."

Sgt. Ben Smith, Grinnell PD

"Very informative and enjoyable class. Will send others to future classes. Instructors knowledge, kept class interested, answered questions".  
Captain Jeff Mullen, Muscatine County SO

"Materials presented about conducting IA investigations were on-target. Met expectations and had great relevance and directly related to IA investigations".

Asst. Bureau Chief Todd Koenig, Iowa Dept. of Public Safety

**Register Here**