

Discipline and Termination: Rules, Policies and Procedures

(Performance Directed Management- a VMA-Honors class)

Hosted by and held at the

Grosse Ile Police Department

24525 Meridian Rd, Grosse Ile, Michigan 48138

July 27, 2022 from 8am-4pm

MCOLES- 7 hours

The traditional punitive approach to progressive discipline and termination has become increasingly burdensome and complex. Civil rights laws, unions and civil service boards provide too many opportunities for problem employees to file frivolous grievances and lawsuits. Management needs to include non- punitive approaches, last chance agreements and no-fault terminations to deal with employees who will not or cannot comply with the rules of the organization and be productive.

Topics Include:

- **How courts and arbiters support management's right to enforce its rules, policies, procedures and practices with discipline and termination**

- **The principles of Just Cause and Due Process as they apply to progressive discipline and terminations.**

- **How to use traditional vs. non-traditional approaches to progressive discipline and termination.**



“Measure Performance not Performers”

Attendees will receive a manual, model forms, model discipline-termination policy and certificate of attendance.

Associate- John Popielarczyk Ret. Chief has spent twenty-six years working in law enforcement. He has served in numerous capacities ranging from Field Training Officer to the Administrative Captain and retired as Chief of the department. While serving as the Administrative Captain, he developed, implemented, and evaluated policies and procedures relating to employee performance and discipline, and has worked extensively with Van Meter & Associates during that process. He has handled numerous internal investigations involving cases of employee discipline and termination, use of Last Chance Agreements, Performance Improvement Plans and in preparing cases for the discipline process, including arbitration.

Regular Tuition: \$190 first registrant/\$170 each additional (PO's Vouchers, postmarked on or after July 21, 2022)

Prepaid Tuition: \$170 first registrant/ \$150 each additional (All cc payments and checks postmarked by July 20, 2022)

P.O.'s, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate

Fax this page to VMA 614-451-8905 Call 800.331.8025 Email: vanmeterassociates@att.net Online: www.vmanet.com

Contact Name _____ Dept _____

Mailing Address _____ City _____ State _____ Zip _____

Phone _____ Fax _____ Email: _____

PO# _____ CC# _____ Exp date _____

1. Name/title _____ 2. Name/title _____

3. Name/title _____ 4. Name/title _____

Van Meter & Associates, Inc. (www.vmanet.com)

Training and Organizational Development for Public Safety Forces

The “How to” company from Coast-to-Coast since 1982

P.O. Box 21313, Columbus, Ohio 43221

800.331.8025 FAX 614.451.8905

We will promptly remove your fax number if you call 800.331.8025