

# Performance Improvement Program (PIP)

*Sworn to Honor (S2H) class <https://vmanet.com/honor>*

Hosted by & held at the

## Saco Police Department

20 Storer Street, Saco, ME 04072

from 9am to 3pm on September 22, 2022

**Performance Improvement Programs** are well accepted by courts, arbiters, civil review boards and employees as a non-punitive means for dealing with employee performance deficiencies. They reduce the burden on management by placing the responsibility squarely on the employee's shoulders for improvement, reduces the basis for grievances because they are non-punitive methods for correcting deficient performance, and they provide a valid offense against claims of illegal discrimination.

### Command and supervisory personnel from the following agencies are encouraged to attend:

Law Enforcement, Fire Services, 911 Emergency Communications, Corrections

#### Attendees are taught:

- The three causes for performance failure
- The standard for determining when performance needs improvement
- The advantages of Performance Improvement Plans over punitive action
- How to develop a Performance Improvement Plan
- What it takes to enforce an improvement plan

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



#### “Measure Performance Not Performers”

**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 September 16, 2022)**

**Prepaid Tuition: \$170 first registrant/ \$150 each additional (All cc payments and checks postmarked by September 15, 2022)**

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

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Contact Name/Rank \_\_\_\_\_ Dept \_\_\_\_\_

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PO# \_\_\_\_\_ CC# \_\_\_\_\_ Exp date \_\_\_\_\_

1. Name/Rank \_\_\_\_\_ 2. Name/Rank \_\_\_\_\_

3. Name/Rank \_\_\_\_\_ 4. Name/Rank \_\_\_\_\_

(For additional registration, please duplicate)

### Van Meter & Associates, Inc. ([www.vmanet.com](http://www.vmanet.com))

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