

# Discipline and Termination: Rules, Policies and Procedures

*Performance Directed Management*

Hosted by and held at the

## Oakland County Sheriff's Office

N. Telegraph Rd Bldg. 38E, Pontiac, Michigan 48341

from 9am to 3pm on **February 24, 2023**

*(This class is registered with MCOLES for use of 302 funds)*

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 law suits. Management needs to include non-punitive approaches, last chance agreements and no-fault terminations to deal with employees who will not or can't 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.

### On-line training at VMA's Training & Resource Center (TRC) [www.vmanet.com](http://www.vmanet.com)

**Regular Tuition: \$190 first registrant/\$170 each additional (PO's Vouchers, postmarked on or after February 18, 2023)**

**Prepaid Tuition: \$170 first registrant/ \$150 each additional (All cc payments and checks postmarked by February 17, 2023)**

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

Fax this entire page to VMA 614-451-8905 Or call 800.331.8025 Or Email: [vanmeterassociates@att.net](mailto:vanmeterassociates@att.net) Online: [www.vmanet.com](http://www.vmanet.com)

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