

Performance Improvement Program (PIP)

Performance Directed Management

Hosted by and held at the

Morris County Public Safety Training Academy

500 West Hanover, Morris Plain, NJ 07950

8:00am-4:00pm May 15, 2024

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.)



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: \$200 first registrant/\$180 each additional (PO's Vouchers, postmarked on or after May 9, 2024)

Prepaid Tuition: \$180 first registrant/ \$160 each additional (All cc payments and checks postmarked by May 8, 2024)

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

Register Online: www.vmanet.com Or call 800.331.8025 Or Email: vanmeterassociates@att.net

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)

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