

Discipline and Termination: Rules, Policies and Procedures

((Sworn to Honors Project class)

Hosted by and held at the

Twinsburg Police Department

10075 Ravenna Road, Twinsburg, Ohio 44087

8:00am-4:00pm September 26, 2024

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 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"



Class Manual; Progressive Discipline Guidelines; Pre-Discipline Check List; 14-Day Trail to VMA's Discipline Penalty Assessment program (DPA)

Associate: D. J. Van Meter Ph.D. / Associate D.J. Van Meter Ph.D. is the principal of Van Meter & Associates, Inc. (VMA) and has spent the last 45 years in law enforcement, 15 years as a sworn officer. He has a Ph.D. in Training and Organizational Development from The Ohio State University, Columbus, Ohio and also holds a master's degree in Labor and Human Resource Management. He works with counsel as an expert witness, reviews discipline and termination cases and develops customized policy and procedures manuals for all public safety organizations nationwide. He is the author of the book, *Evaluating Dysfunctional Police Performance: A Z-based Approach* published by Charles Thomas Publishing. Dr. Van Meter is qualified in state/federal courts as an expert in law enforcement training, use-of-force, and management and operational policies

Regular Tuition: \$200 first registrant/\$180 each additional (PO's Vouchers, postmarked on or after September 18, 2024)
Prepaid Tuition: \$180 first registrant/ \$160 each additional (All CC payments and checks postmarked by September 17, 2024)
P.O's, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate

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