

Discipline and Termination: Rules, Policies and Procedures

(Performance Directed Management-a VMA-Honors System class)

Held by & held at the

Coweta Police Department

212 N Broadway, Coweta, OK 74429

October 24, 2019 from 8am-4pm

OK #15-3023

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.**

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



“Measure Performance not Performers”

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 52 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.

On-line training at VMA's Training & Resource Center (TRC) www.vmanet.com

Regular Tuition: \$180 first registrant/\$160 each additional (PO's Vouchers, postmarked on or after October 24, 2019)

Prepaid Tuition: \$160 first registrant/ \$140 each additional (All cc payments and checks postmarked by October 23, 2019)

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

Fax entire page to VMA 614-451-8905 Call 800.331.8025 Email: vanmeterassociates@columbus.rr.com Online: www.vmanet.com

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