

Discipline and Termination: Rules, Policies and Procedures

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

Hosted by and held at

Hamilton County Sheriff's Office

18100 Cumberland Rd, Noblesville, Indiana 46060

from 8am to 4pm on **March 5, 2020**

Indiana Provider 311304790

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 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.

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

Regular Tuition: \$190 first registrant/\$170 each additional (PO's Vouchers, postmarked on or after February 27, 2020)
Prepaid Tuition: \$170 first registrant/ \$150 each additional (All cc payments and checks postmarked by February 26, 2020)
P.O's, Vouchers, Claims, DOJ accepted but does not guarantee tuition rate

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

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)

Training and Organizational Development for Public Safety Forces

The "How to" company from Coast-to-Coast since 1982

P.O. Box 21313, Columbus, Ohio 43221

800.331.8025 FAX 614.451.8905

We will promptly remove your fax number if you call 800.331.8025