

Performance Directed Management:

A common sense approach

Discipline & Termination: Rules, Policies and Procedures

Hosted by the

Thurston County Sheriff's Office

Held at the Thurston Co Fair Grounds Expo Center, 3054

Carpenter Rd SE, Lacey WA 98503

from 8am-4pm on January 27, 2016



When all else fails!

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 arbitors 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 v. 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 hold's 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: \$170 first registrant/\$150 each additional
Prepaid tuition: \$150 first registrant/\$130 each additional

(P.O.'s Vouchers, postmarked on or after January 21, 2016)
(All CC payments and checks postmarked by January 20, 2016)

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 (Duplicate this form if needed)

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