



# Northwest Illinois Criminal Justice Commission

Douglas E. Fargher, Regional Director  
355 West Everett Street - Dixon, IL 61021  
Phone: 815-288-6695- Fax: 815-288-6787- [www.mtu1.com](http://www.mtu1.com)

Mobile Team Unit #1 is funded in partnership with the Illinois Law Enforcement Training & Standards

## Making Discipline Stick®

**DATE:** March 23, 2018

**Registration Ends:** March 12, 2018

**TIME:** 9:00 AM—11:00 AM 2 Hours

**LOCATION:** **Distant Learning:** Galena Police Dept., 311 N. Bench Street, Galena, IL  
**Distant Learning:** Morrison Police Dept., 200 W Main St, Morrison, IL  
**Distant Learning:** Ogle County Sheriff Office, 202 S. 1<sup>st</sup> St. Oregon, IL  
**Distant Learning:** Freeport Police Dept., 320 W. Exchange St, Freeport, IL  
**Distant Learning:** Sterling Police Dept., 212 3<sup>rd</sup> Avenue Sterling, IL

**INSTRUCTOR:** Matt Dolan Attorney & DCG Director

**Always register-**When there are no registrations for a certain remote location, it will not be staffed.

**Course Summary: This is an abbreviated version of an 8-hour training session**

A training opportunity for anyone responsible for investigating or disciplining employee misconduct within a government agency - from first-line supervisors, to human resources personnel, to agency leaders.

Research shows that when disciplinary actions are reviewed by an outside source (i.e. grievance arbitrator or civil service board), public sector discipline is overturned or reduced 50% of the time.

- Address the few "bad apples" in your agency who are responsible for the majority of citizen complaints and internal acts of employee misconduct
- Identify the 5 most common reasons arbitrators give for overturning a public agency's employee discipline
- Make discipline STICK in order to hold employees accountable and give much needed "wake up calls" before performance issues become so serious that termination is required or public safety is threatened.

Partial funding provided by Illinois Law Enforcement Training and Standards Board and MTU#1's request for certification of this course has been approved by the Illinois Law Enforcement Training and Standards Board

### REGISTRATION:

All registrations are received on the [MTU#1 website](#). If you are registering for a distant learning class, you must access the registration via the [training calendar](#). The calendar view will allow you to first select which classroom the officer(s) are attending. Find Registration instructions [here](#)

**THIS IS NOT A PUBLIC MEETING**



Matt Dolan is a licensed attorney in the State of Illinois who specializes in training and advising public safety agencies in matters of personnel management liability. His training focuses on helping agency leaders create sound policies and procedures as a proactive means of minimizing their exposure to costly liability. A member of a law enforcement family dating back three generations, he has trained and advised thousands of public safety professionals throughout the United States in matters of legal liability

***This class has been submitted to ILETSB for approval in meeting mandatory training for:***

***Mandated Annually***

- Law Updates**     Use of Force (must include scenario based or similar approved)

**Mandated once every 3 years (begin 1/1/16)**

- Civil Rights                                     Constitutional and proper use of law enforcement authority  
 **Cultural competency**                                     **Procedural Justice**                                     Human Rights

**Mandated once every 3 years (begin 1/1/17 all/ within 2 yrs. for investigators)**

- Trauma Informed Response & Investigation of Sexual Assault & Abuse

**Mandated once every 3 years (begin?)**

- Mental Health Awareness

**Mandated 32 hours every four years after initial training**

- Lead Homicide Investigator training