



Institute for  
**LAW ENFORCEMENT  
ADMINISTRATION**

# **Reset the Clock: Replace Liability with Credibility**

## **Practical Employee Relations in Law Enforcement**



### **RESET THE CLOCK: Replace Liability with Credibility**

**September 27-28, 2016**

**Hosted by:  
Fort Worth Police Department  
511 W. Felix Street • Fort Worth, TX 76115**

#### **What People Say**

“I plan on utilizing these principals and practices immediately.” - Mike Davis, Academy Supervisor, AACOG Alamo Area Regional Academy

#### **Highlights**

- Effective employee relations practices that minimize department and personal liability
- Scripted responses to use in sensitive employee relations situations
- How to avoid hearing “You should have anticipated this” after an avoidable legal claim

#### **Tuition**

**\$499 ILEA member/\$599 non-member**



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# Reset the Clock: Replace Liability with Credibility

## Practical Employee Relations in Law Enforcement

A comprehensive and practical employee relations in law enforcement program designed to:

- Minimize the risks of day-to-day management
- Foster a harmonious working environment

Few leaders in law enforcement are trained in employee relations techniques necessary to help prevent legal challenges. Why not develop their skills? Police departments often write new checks for old problems. Why not effectively separate from your past?

**“Reset the Clock”** is an interactive and entertaining two-day program that provides the techniques and practical knowledge necessary to reduce legal exposure and negative publicity while enhancing employee morale. Post-program, managers and supervisors should increasingly demonstrate good judgment.

**THIS PROGRAM FOCUSES ON “WHAT TO DO.”** It provides a leadership framework that concentrates on what matters:  
Attendance - Performance - Conduct.

### BEST PRACTICES FOR HANDLING...

- Concerns about job security
- Personality and attitude problems
- Corrective action and discharge
- Sexual harassment complaints
- Erratic job performance
- Generalized disparaging comments
- Previously unaddressed misbehavior
- Serious on- & off-the-job misconduct
- Sensitive job interviews

### BEST PRACTICES FOR RESPONDING TO...

- Employee complaints
- Discriminatory comments
- Requests for job accommodations
- Reference checks
- Disclosures of medical conditions

### PROGRAM RESULTS INCLUDE:

- Minimized outside attorney intervention and court review of decisions
- Avoidance of bad publicity and public embarrassment
- Replacement of liability with credibility
- Protection of departmental and personal assets

Developed by Michael J. Mirarchi, Mirarchi Management Group, “Reset the Clock” has been presented to police departments across the country.