

A Constable is a sworn Law Enforcement / Peace Officer that can arrest for felony crimes, breaches of the peace committed in his presence, by warrant, and other statute violations authorized by law, anywhere in the Commonwealth of Pennsylvania.

Constables may also assist citizens with a wide variety of public safety needs that other agencies are unable to handle due to budgetary, and staffing issues. This includes Peacekeeping Details.



Constable's are considered to be the "Peoples Peace Officer" because of their historical origin, and as elected officials they are independent of other governing bodies. This gives the Constable the freedom and authority to perform his duties according to statute, in the interest of justice.

The duty of the Constable is to:

- Uphold the law fairly and firmly.
- To pursue and bring to justice those who break the law.
- To keep the peace.
- To protect, help and reassure the community.
- To do all this with integrity, common sense and sound judgement.

"We must be compassionate, courteous and patient, acting without fear or favor or prejudice to the rights of others. We need to be professional, calm and restrained in the face of violence and apply only that force which is necessary to accomplish our lawful duty" (ACPO 1990).

PENNSYLVANIA STATE
CONSTABLE
LAIRD COLE
&
MARK KOLAKOWSKI

**EMPLOYEE
TERMINATION PEACE
KEEPING DETAILS**



Constable Cole has a Master's Degree in Human Resource Management and recognizes the emotional stress combined with the security risk employee terminations pose. The goal is to peacefully have the employee remove him or herself from the workplace with no additional negative events occurring. Selecting the right person or people to perform these duties is an important decision. A levelheaded experienced individual can reduce liability.



FOR MORE INFORMATION, OR TO
SCHEDULE A PEACEKEEPING DETAIL
GO TO
www.PennsylvaniaStateConstable.us
724-866-4676

SERVICES CAN INCLUDE

Serving as an independent witness as company representatives package the terminated employees belonging and secure their workstation.

The Constable can issue a Trespass Notice, legally barring the former employee from the premises under threat of arrest.

Escort the terminated employee from the premises.

Provide a deterrent to the former employee from returning and making a scene by remaining on the premises. The Constable also can park their (marked or unmarked your choice) vehicle to provide further deterrence to maintain the peace.

Provide safety escorts for your employees to and from their cars, or public transit pickup locations.

Give your employees peace of mind as they continue their work day, or are leaving the workplace at the end of the day.

Depending on the situation some employers have requested this service for several days after the termination. We can do this.

Other services available upon request.

CONSTABLES LAIRD COLE AND MARK KOLAKOWSKI

Each are certified, under Acts 49 and 235 for public and private peacekeeping functions. These can include **Employee Termination Peacekeeping Details** requiring a uniformed or plain-clothed presence. Both are honorably retired municipal police officers with over 20 years each as law enforcement professionals. They have undergone advanced law enforcement training and psychological testing. Both are bonded and insured.

Have a plan in place for who you are going to enlist when you are in need of Peacekeeping Services.



EMPLOYEE TERMINATION PEACEKEEPING DETAILS

We work with you, when you need us.

Most police departments do not have the time or resources to provide this service when you need it. A Constable can be scheduled ahead of time to be ready to coordinate and work with your Human Resource Department.

An employee termination is a serious and potentially volatile situation, and needs the right person or persons to handle the situation. Constables Cole and Kolakowski have proven experience in handling emotional situations and keeping the peace under many conditions.

As part of their training Constables are certified in **Strategies for Preventing & Diffusing Aggressive Behavior**. This course was developed from the nationally-recognized Management of Aggressive Behavior program (MOAB), and focuses on de-escalation techniques that officers can use in their daily communications with civilians, interviews with victims and encounters with potentially violent aggressors.

www.PennsylvaniaStateConstable.us