

**June 17 – Personnel – P14**  
**The “Ins” and “Outs” of Progressive Discipline**

**SPEAKER BIOS**

**Victoria Huynh** currently serves as a Deputy City Attorney for the City of Plano, Texas. Victoria has worked in the area of employment law for fifteen (15) plus years. Her practice includes drafting and reviewing City policies and practices to ensure that management decisions and actions, including proposed disciplinary documents, are consistent with State and Federal employment laws. In addition, she has advised Police and Fire on civil service matters including civil service appeals before the Civil Service Commission and Hearing Examiner. She also represents the City in handling claims filed with the Equal Employment Opportunity Commission and Texas Workforce Commission. She obtained her law degree from Texas Wesleyan University School of Law (now Texas A&M University School of Law) and Bachelor of Arts in Psychology from the University of Dallas.

**Peter Letzmann** helps small governments, not for profit groups and businesses improve the performance of their organizations. He was the City Attorney of Troy Michigan for seventeen years. Mr. Letzmann has been published in various periodicals, including the Journal of the State Bar of Michigan and the Detroit Lawyer, MAM Legal Briefs, The Public Corporation Law Section Quarterly, and the list goes on.

**Dan Crean**, of Crean Law Office in Pembroke, New Hampshire, has practiced municipal law for more than thirty-five years and has been on the adjunct faculty of the University of New Hampshire Law School and Graduate School. He was multi-term officer of the N.H. Bar Association’s Municipal & Governmental Law Section, and founded the N.H. Municipal Lawyers Association, of which he is now Executive Director. He is IMLA’s N.H. State Chair and chairs its Personnel Section. He is an IMLA Fellow and received IMLA’s 2012 William Thornton Faculty Award. Dan has written for numerous legal publications contributed two chapters to the new ABA publication, Town and Gown: Legal Strategies for Effective Collaboration. Dan is a veteran CLE panelist and regularly presents local government seminars.