



HUMBLE POLICE DEPARTMENT

310 BENDER AVE.
HUMBLE, TEXAS 77338
281.446.7127

CHIEF OF POLICE GARY WARMAN



2012

1st & 2nd Quarter Training Calendar

We are committed to...
"Expanding Knowledge and Safety
through Professional Training"

Training Coordinator Rich Peters
281-319-9775 - Fax 281-446-5714

www.humblepolice.com

Training Rules and Enrollment Standards

Humble Police Department

Training Division

Class Attendance: No absences will be permitted unless excused by the training coordinator, or his designee, and then only if provisions for makeup exist. Tardiness will not be tolerated and will be subject to make up. Classes are subject to change due to circumstances beyond our control. **If a student needs to cancel, we would ask that the student notify the training coordinator at least three days prior to class.**

Dress: Agency uniform or appropriate civilian attire is required always. No sleeveless shirts, shorts, or overalls will be permitted. Appropriate footwear will be worn at all times.

Photographic/Recording Equipment: Unless prior arrangements are made with the training coordinator, no photographic or recording equipment will be used by students.

Smoking: Smoking is prohibited at all city buildings. Students will use designated smoking areas at the front of the buildings or in the sally-port area.

Enrollment Standards

Prior to enrollment in any Humble Police Department training program which provides instruction in defensive tactics, arrest procedures, firearms, or use of a motor vehicle for law enforcement purposes, the person must have on file:

- Written documentation that the person is currently licensed by the commission.

Or documentation that the person:

- Is not currently charged with any criminal offense for which conviction would bar licensing:
- Has never been on court-ordered community supervision or probation for any criminal offense above the grade of class B misdemeanor within the last ten years from the date of the court order:
- Has never been convicted of an offense above the grade of class B misdemeanor of a class B misdemeanor within the last ten years:
- Has never been convicted of any family violence offense:
- Is not prohibited by state or federal law from operating a motor vehicle:
- Is not prohibited by state or federal law from possessing firearms or ammunition:

And is a United States citizen.

Management's Rights by Van Meter

Date: January 12th, 2012
Class starts at 8 am.

Humble PD. Training Room

Fee: See flyer (Link Below) for cost information (\$135 and each addition al \$115)

<http://www.humblepolice.com/pdf/Humble MRTS 2012.pdf>

Description: This course teaches that the employment relationship is an enforceable contract wherein management has inherent and enforceable rights. These rights include requiring employees to: attend work on a regular basis, give a fair day's work, be subordinate, lawful to directives, perform to standards, get along with others and to be loyal to their employer's lawful business needs. The problem is that the traditional people-oriented style of management has been seriously weakened by over 40 years of employee labor and employee rights laws. A performance-oriented model of management based on principles found in contract law, economics and Performance Theory is a more powerful, practical, simpler and enforceable alternative.

Topics include:

- * understanding why management must move away from people management and move towards performance management.
- * provide support for the fact that courts and arbiters support the enforcement of management's rights
- * define the "Universal Rights" of management
- * design the foundation for a performance-oriented style of management

Who Should Attend: This course is designed for command level personnel. Supervisory personnel in command level positions and HR personnel would benefit as well.

Attendees will receive a certificate of training, a class manual and hard copies of model forms and policies to use as resources for implementing this program into their agency.

To enroll in this class please contact VMA at 1.800.331.8025 or <http://www.vmanet.com/>

Discipline & Termination Rules, Policies and Procedures by Van Meter

Date: January 18th, 2012
Class starts at 8 am.

Humble PD. Training Room

Fee: See flyer (Link Below) for cost information (\$135 and each addition al \$115)

<http://www.humblepolice.com/pdf/Humble TERM 2012 pdf-corrected.pdf>

Description: 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.

Students will learn:

- **How court and arbiters' 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.**

Who Should Attend: This course is designed for command level personnel. Supervisory personnel in command level positions and HR personnel would benefit as well.

Students receive manual, model forms, model discipline-termination policy and certificate of attendance.

To enroll in this class please contact VMA at 1.800.331.8025 or <http://www.vmanet.com/>

Quota-Free Police Productivity System by Van Meter

Date: January 19th, 2012
Class starts at 8 am.

Humble PD. Training Room

Fee: See flyer (Link Below) for cost information (\$135 and each addition at \$115)

[http://www.humblepolice.com/pdf/Humble 2012 Quota.pdf](http://www.humblepolice.com/pdf/Humble%202012%20Quota.pdf)

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Description: It is a fundamental principle of American labor relations that employees owe their employers a **full day's work for a full day's pay**. Employers owe their employees a fair and objective method for defining, measuring and evaluating whether employees are living up to their responsibilities--without resorting to quotas. This course provides the necessary information and system required for employer and employees to fulfill their obligations to one another and the citizens they serve. Topics of discussion: The Seven Labor Principles of Just Cause; Case law that supports management's rights to discipline and terminate; Due process and pre-deprivation rights.

Attendees are taught:

- **Management's rights to measure and evaluate work unit productivity without establishing quotas**
- **How to defend productivity standards from the "Quota" challenge**
- **How to develop job-specific work productivity rating scores**
- **How to calculate productivity rating scores**
- **How to ensure that employees are receiving notice when they fail to be productive employees**

Who Should Attend: This course is designed for command level personnel. Supervisory personnel in command level positions and HR personnel would benefit as well.

Students receive class outline, model forms, rules, and certificate of attendance. (Class size is limited, please register early)

To enroll in this class please contact VMA at 1.800.331.8025 or <http://www.vmanet.com/>

Legislative Update: Course #3182

**Dates: February 9th, 2012
8 pm - 10 pm (evening class)**

Humble PD. Training Room

Fee: \$10.00 2 Hours

This course will provide Texas Peace Officers with the recently passed 2011 updates of state and federal legislative changes along with state and federal court decisions that impact law enforcement. **This class will satisfy TCLEOSE requirements.**

Class size is limited to 34 students.

Radar Certification: Course #2054

**Dates: February 10th, 2012
Class starts at 8 am.**

Humble PD. Training Room

Fee: \$10.00 8 Hours

This course will train Students to National Highway Traffic Safety Administration (NHTSA) standards in Speed Detection Devices and upon completion of course be able to confidently operate Doppler and Laser Police Traffic Radar.

Class size is limited to 20 students.

Tactical Patrol

Dates: February 15th, 16th and 17th, 2011 **Humble PD. Training Room**
Class starts at 8 am.

Fee: \$10.00 24 Hours

Class size is limited to 15 students

This course will emphasize training on traffic stops, High Risk traffic stops, building clearing, searches, and tactical handgun applications. It will focus on intense situations with more aggressive suspects and higher stress levels.

Required equipment: duty rig, handgun, flashlight, and 100 rounds of handgun ammo. **Class size limited to 15 students**

Legislative Update: Course #3182

Dates: February 16th, 2012 **Humble PD. Training Room**
8 pm - 10 pm (evening class)

Fee: \$10.00 2 Hours

This course will provide Texas Peace Officers with the recently passed 2011 updates of state and federal legislative changes along with state and federal court decisions that impact law enforcement. **This class will satisfy TCLEOSE requirements.**

Class size is limited to 34 students.

Legislative Update: Course #3182

Dates: February 20th, 2012

Humble PD. Training Room

8 am – 10 am

10 am – 12 pm

12 pm – 2 pm

2 pm – 4 pm

THESE ARE 4 INDIVIDUAL CLASSES. PLEASE ADVISE WHICH TWO HOUR BLOCK YOU WISH TO ATTEND.

Fee: \$10.00 2 Hours

This course will provide Texas Peace Officers with the recently passed 2011 updates of state and federal legislative changes along with state and federal court decisions that impact law enforcement. **This class will satisfy TCLEOSE requirements.**

Class size is limited to 34 students.

NCIC/TCIC Less Than Full Access 3807:

Dates: February 21st, 2012

Humble PD. Training Room

Class starts at 8 am.

Fee: \$10.00 8 Hours

Required training for persons who perform functions at any level lower than Full Access. Generally, this pertains to inquiry only, including MDT and Laptop computer users. In order to comply with federal requirements, full access operators must retest within two years of certification or most recent re-certification date. The user will be required to re-attend the appropriate level of training should they not re-certify by their expiration date.

NCIC/TCIC Full Access 3802:

Dates: February 22nd, 2012
Class starts at 8 am.

Humble PD. Training Room

3807 is required prior to this class

Fee: \$10.00 8 Hours

Required training for persons who perform all TCIC/NCIC functions, including inquiry, entry, modification, clearing, canceling and III functions. In order to comply with federal requirements, full access operators must retest within two years of certification or most recent re-certification date. The user will be required to re-attend the appropriate level of training should they not re-certify by their expiration date.

Legislative Update: Course #3182

Dates: February 29th, 2012
8 am – 10 am
10 am – 12 pm
12 pm – 2 pm
2 pm – 4 pm

Humble PD. Training Room

THESE ARE 4 INDIVIDUAL CLASSES. PLEASE ADVISE WHICH TWO HOUR BLOCK YOU WISH TO ATTEND.

Fee: \$10.00 2 Hours

This course will provide Texas Peace Officers with the recently passed 2011 updates of state and federal legislative changes along with state and federal court decisions that impact law enforcement. **This class will satisfy TCLEOSE requirements.**

Class size is limited to 34 students.

Cultural Diversity / Special Investigative Topics ICC: 3232 / 3939

Dates: March 8th and 9th, 2012
Classes start at 8 am.

Humble PD. Training Room

Fee: \$10.00 16 Hours

This course meets the standards set forth by TCLEOSE for the intermediate core course. Each participant that attends will receive TCLEOSE credit and satisfy this requirement towards their intermediate certification.

Tactical Handgun

Dates: March 22nd and 23rd, 2012
Class starts at 8 am.

Liberty County Range

Fee: \$25.00 16 hours

Class size is limited to 15 students

This course will consist of advanced handgun techniques and applications in varied situations such as low light, use of flashlight, shoot-no-shoot decision making, moving targets, multiple targets and malfunction clearing. Students will be required to bring their primary handgun, standard duty rig and 3 magazines/speed loaders, ear / eye protection, and a flashlight. This course has limited registration. Each student will need to bring with them 300 rounds of ammunition.

Basic Instructor Course: 1014

Dates: March 26th – 30th, 2012
Classes start at 8 am.

Humble PD. Training Room

Fee: \$40.00 40 Hours

Class size is limited to 15 students

This course will provide the participant with the basic tools to research lesson plans, put them together in a teaching format and then present it in a classroom setting. This course meets the requirements set forth by TCLEOSE for an officer to receive their instructor certificate. Experience with Microsoft Power Point is strongly recommended.

Crime Scene Investigation ICC: 2106

Dates: April 16th thru 20th, 2012
Classes start at 8 am.

Humble PD. Training Room

Fee: \$25.00 40 Hours

Intermediate Core Course covering all aspects of crime scene search and techniques, evidence recovery, latent print recovery, securing the crime scene, and some photography techniques. Students will participate in a mock crime scene evidence recovery exercise and present their findings and conclusions of the case.

Spanish for Law Enforcement ICC: 2109

April 25th, 26th and 27th, 2012
Classes start at 8 am.

Humble PD. Training Room

Fee: \$15.00 24 Hours

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This course meets the standards set fourth by TCLEOSE for the intermediate core course. Each participant that attends will receive TCLEOSE credit and satisfy this requirement towards their intermediate certification.

Basic Patrol Rifle #3322

May 15th, 16th, 17th , 2012
Classes start at 8 am.

Liberty County Range

Fee: \$25.00 24 Hours **Class size is limited to 15 students**

This course is designed to be an introduction to the AR-15 platform. The course will cover mind set for the tactical officer, nomenclature, disassembly, assembly, loading, unloading, malfunction clearance, weapon retention, low light firing and handgun transition.

Required Equipment: AR-15 type rifle with iron sights and sling; duty handgun; duty rig; eye and ear protection; 600 rounds of rifle ammo; 3 rifle magazines; 100 rounds of handgun ammo; flashlight. Recommended: ball cap; knee and elbow pads. Optional: red dot or holographic sighting system.

Courtroom Testimony

DATE CHANGE

May 22nd, 23rd and 24th, 2012
Classes start at 8 am.

Humble PD. Training Room

Fee: \$20.00 24 Hours

Every student will be taught proper courtroom demeanor and introduced to proper ways of giving testimony that will make them more effective in official proceedings. This course will have guest speakers ranging from judges to active attorneys.

**THIS CALENDAR IS CURRENTLY BEING DEVELOPED,
UPDATED AND REVISED .**

**PLEASE CHECK BACK REGULARLY FOR UPDATES AND
ADDITIONS.**