Risk Management Training Opportunities

On-site Training by Consultants, Simulation Training, Webinars, Resource Library and more.
While I serve my community …

The TAC Risk Management Pool serves me with:

• Broad range of county-specific coverage
• Comprehensive risk management solutions
• Competitive & stable pricing
• 24/7 claims hotline
• Customized risk control programs
• Value-added membership benefits
• County experience & leadership
• Financial stability

Created by counties for counties.
Training Programs

Counties must invest in employee training and development to stay on top of regulatory changes, keep up with new workplace technology, ensure employees’ safety and reduce county losses.

The TAC Risk Management Pool (TAC RMP) helps counties achieve this by providing Pool members with a variety of on-site, online, video and simulation training carefully selected to meet the particular needs of counties in the areas of human resources, law enforcement, risk control (safety) and risk management. These services support TAC RMP members’ risk management efforts and are a benefit of membership at no additional cost.

Consultant Training Delivered On-site
This training covers workers’ compensation, human resources, law enforcement, risk control and risk management topics.

SINGLE-TOPIC TRAINING
TAC RMP members may request specific training to be delivered at their location by a Risk Management, Human Resource, Risk Control or Law Enforcement consultant. This unique service helps Texas counties expand employee knowledge, meet regulatory compliance and reduce losses. Training classes can be scheduled to best meet the members’ needs.

ON-SITE WORKSHOPS
Members may host half-day on-site workshops at their facilities upon request. Trainings for the event may focus on one subject or a variety of topics. These small workshops are an excellent way to target a large number of employees or to train management on regulatory compliance matters or specific county needs. Curriculum may be focused to a specific line of coverage or a combination of workers’ compensation, human resources, law enforcement or risk control (safety). On-site law enforcement courses may be eligible for TCOLE credit.

More information: Contact a Human Resources, Risk Control or Law Enforcement consultant to request one of these on-site trainings at (800) 456-5974 or tacrcs@county.org.

Recommended Core Training
TAC RMP recommends that its members incorporate core safety training courses into their training programs. The carefully selected and recommended courses are designed to help counties better handle risk exposures commonly found in county operations. Members have access to more than 35 training courses, based on their Pool participation. Each course in the core training can be delivered on-site by TAC consultants. A dozen of the core training topics can be taken online and more than a dozen are available via video loan through the TAC RMP Resource Library.

More Information: Contact a Risk Management, Human Resources, Risk Control or Law Enforcement Consultant at (800) 456-5974 or tacrcs@county.org.

TCOLE CREDIT
Some on-site and online courses are eligible for Texas Commission on Law Enforcement (TCOLE) credit.

More information: For more information regarding TCOLE credit please contact Law Enforcement Consultant Terry Pickering at (512)-517-2547 or terryp@county.org.
TAC RMP Training Available

Depending upon the coverage they carry, TAC RMP members have access to multiple types of training delivered a variety of ways.

Online Training

ONLINE RISK CONTROL (SAFETY) TRAINING
TAC RMP provides online safety training to members participating in the Workers’ Compensation Program. Online training offers greater cost savings, training alternatives and flexibility for counties to initiate or expand training programs. More than 50 training courses are available.

More information: Find a list of training courses below. Contact TAC RMP at (800) 456-5974 x 3625 or tacrcs@county.org with questions.

Regional Workshops
TAC RMP offers regional, one-day workshops scheduled across the state. Curriculum includes in-depth presentations about a single subject and are focused on human resources, risk control and law enforcement.

More information: Check the Calendar of Events at www.county.org/calendar.

Webinars
Pool members (and all TAC members) can also participate in a number of free, interactive webinars offered throughout the year. Presentations range from employment law updates and workers’ compensation training to risk management topics.

More information: Contact Lee Bell-Hovland at (800) 456-5974 x 3637 or leeb@county.org.

Simulator Training Program

DRIVING SIMULATORS
Motor vehicle accidents are a critical cause of loss and injury for members. The Pool’s driving simulator program offers two separate training opportunities through a Law Enforcement Driving Simulator and a Truck Driving Simulator. This training is intended to supplement classroom driver safety instruction.

TAC RMP members participating in the Automobile Liability and Workers’ Compensation programs have access to this training for law enforcement, road and bridge, emergency management and volunteer fire department personnel.

RESISTANCE RESPONSE SIMULATOR (RRS)
TAC RMP recognizes that county law enforcement officers face tremendous challenges when protecting citizens, property and themselves. To address these needs, TAC RMP has further enhanced its Simulator Training Program with the addition of the RRS for law enforcement officers.

More information: Contact Law Enforcement and Simulator Consultants Supervisor Thomas Kerss at (800) 456-5974 or thomask@county.org.

LASER-DRIVEN FIRE EXTINGUISHER SIMULATOR
TAC RMP offers a fire extinguisher simulator for members participating in the Workers’ Compensation and Property programs. The simulator uses a laser to replicate extinguisher discharge and does not leave a residue as with a dry chemical or CO2 extinguisher. Participants can simulate class A, B and C fires. This ensures trainees are prepared for a real fire.

More information: Contact a Risk Control Consultant at (800) 456-5974 or tacrcs@county.org.
## Course Description

### HUMAN RESOURCES (HR)

**Americans with Disabilities Act Amendments Act – Public Officials Liability (PO)**  
A discussion of what defines a disability and how to identify possible accommodations.

**Developing Personnel Policies - PO**  
A discussion of the importance of personnel policies.

**Discipline and Terminations - PO**  
A discussion about recommended practices for hiring and firing.

**Diversity in the Workplace - PO**  
Discussion on how to interact with people in the workplace in a way that is not discriminatory or harassment.

**Documentation & Unemployment - PO**  
A discussion of employment laws and recommended practices to reduce liability/Documentation including disciplinary documentation.

**The Fair Labor Standards Act - PO**  
A discussion of the Fair Labor Standards Act and the requirements to be in compliance.

**The Family and Medical Leave Act - PO**  
A discussion of the importance of following adopted HR policies, the Family and Medical Leave Act and the Military Family Leave Act.

**Federal and State Employment Laws – PO**  
A discussion of employment laws and recommended practices to reduce liability

**Harassment Prevention - PO**  
A discussion about the various forms of harassment in the workplace, what is not harassment and the possible legal ramifications for such acts.

**Hiring and Firing - PO**  
A discussion about recommended practices for hiring and firing.

**HR Triangle – PO**  
A discussion on the overlap between the Family and Medical Leave Act, the Americans with Disabilities Act Amendments Act and workers’ compensation.

**Writing Job Description - PO**  
A how-to class on the preparation of job descriptions.
<table>
<thead>
<tr>
<th>Course Description</th>
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<tbody>
<tr>
<td><strong>LAW ENFORCEMENT (LE)</strong></td>
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<tr>
<td><strong>Below 100 – WC, Law Enforcement Liability (LE)</strong></td>
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<tr>
<td>A discussion of possible unsafe work behavior that could lead to fatalities among law enforcement personnel.</td>
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<tr>
<td><strong>Courthouse Security - LE</strong></td>
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<tr>
<td>A discussion of the importance of courthouse security, the steps to improve it, the viable threats and how to address them. Includes discussion of how SB 42 will affect each county.</td>
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<tr>
<td><strong>Defensive Driving for Law Enforcement Operations - LE</strong></td>
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<tr>
<td>This training reviews the principles of defensive driving and vehicle dynamics and emphasizes the risks associated with distracted driving, clearing intersections and emergency or pursuit driving situations.</td>
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<tr>
<td><strong>Effective Communications – WC, PO, LE</strong></td>
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<tr>
<td>How to improve communications skills to prevent altercations with inmates and increase awareness about workplace violence.</td>
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<tr>
<td><strong>Emerging Trends in Law Enforcement Liability - LE</strong></td>
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<tr>
<td>A discussion analyzing recent trends in law enforcement and jail operations that have generated liability exposures and created unwanted public scrutiny.</td>
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<tr>
<td><strong>Employee Discipline and Supervision for Law Enforcement - LE</strong></td>
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<tr>
<td>A discussion of federal and state employment laws that give employees protections, particularly during the disciplinary process, and policy needs and management techniques that lessen liability concerns.</td>
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<tr>
<td><strong>Excited Delirium - LE</strong></td>
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<tr>
<td>Participants will be able to identify certain high risk physical and behavioral characteristics commonly associated with excited delirium syndrome (EDS) and learn to recognize EDS is a medical emergency that is likely to result in custodial death if not immediately addressed.</td>
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<tr>
<td><strong>In-Custody Deaths - LE</strong></td>
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<tr>
<td>A discussion on physical risks and behavioral characteristics commonly associated with custodial deaths. This presentation also addresses the possible impact of excited delirium and drug and alcohol withdrawal in relation to in custody death claims.</td>
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<tr>
<td><strong>Legal and Liability Issues - LE</strong></td>
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<tr>
<td>This lecture identifies behavior and conditions that generate civil liability concerns for county jail operations, including custodial death concerns and abusive or inappropriate staff behavior.</td>
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<tr>
<td><strong>Prisoner Transportation Safety Issues - LE</strong></td>
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<tr>
<td>Increase awareness about risk associated with the transport of inmates and best practices to prevent inmate assaults.</td>
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<tr>
<td><strong>Sexual Misconduct – PO, LE</strong></td>
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<tr>
<td>A discussion of unacceptable behaviors that could lead to a possible sexual harassment claim.</td>
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<tr>
<td><strong>Suicide Prevention – LE</strong></td>
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<tr>
<td>A discussion of important factors in suicide prevention in jails including intake screening, defining deliberate indifference and monitoring.</td>
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<tr>
<td><strong>Use of Force - LE</strong></td>
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<tr>
<td>A discussion of possible conditions that could lead an officer to use force to control a situation and the responsibilities of employee and employer to prevent allegations of excessive use of force.</td>
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</table>
# Core Training Curriculum

## Risk Control (RC)

<table>
<thead>
<tr>
<th>Course Description</th>
<th>Online</th>
<th>Video</th>
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<tbody>
<tr>
<td>Accident Investigation – Workers’ Compensation (WC)</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Back Injury Prevention - WC</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Bloodborne Pathogens – WC</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Defensive Driving – WC, Auto Liability (AL)</td>
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<tr>
<td>Ergonomics – WC</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Fire Safety – WC, Property (PR)</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Hazard Communication/Globally Harmonized System - WC</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Heavy Equipment Safety - WC</td>
<td>X</td>
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<tr>
<td>Office Safety - WC</td>
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<td>X</td>
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<tr>
<td>Outdoor Safety - WC</td>
<td>X</td>
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<tr>
<td>Personal Protective Equipment - WC</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Return-to-Work Programs - WC</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Slip and Fall Prevention - WC</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Supervisor’s Safety Role - WC</td>
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<tr>
<td>U.S. Department of Transportation Drug and Alcohol -WC</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Workers’ Compensation 101– WC</td>
<td>X</td>
<td>X</td>
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<tr>
<td>Workplace Violence Prevention - WC</td>
<td>X</td>
<td>X</td>
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<tr>
<td>TAC RMP ONLINE SAFETY TRAINING COURSES</td>
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<tr>
<td>Accident Investigation</td>
<td>Hand Safety</td>
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<tr>
<td>Back Injury Prevention</td>
<td>Hazard Recognition</td>
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<tr>
<td>Back Safety</td>
<td>Heat Stress</td>
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<tr>
<td>Bloodborne Pathogens</td>
<td>Hoists &amp; Slings</td>
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<tr>
<td>Bloodborne Pathogens: Exposure Prevention</td>
<td>Hoists &amp; Slings - Construction</td>
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<td>Compressed Gas Cylinders</td>
<td>Hot Work</td>
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<tr>
<td>Compressed Gas Cylinders - Construction</td>
<td>Job Safety Analysis</td>
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<tr>
<td>Construction Safety Orientation</td>
<td>Ladder Safety</td>
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<tr>
<td>Decision Driving® - Truck</td>
<td>Lockout/ Tagout</td>
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<tr>
<td>Decision Driving®</td>
<td>Lockout/ Tagout: Energy Control</td>
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<td>DOT: Drug &amp; Alcohol Testing - Employee</td>
<td>Machine Guard Awareness</td>
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<tr>
<td>DOT: Drug &amp; Alcohol Testing - Supervisor</td>
<td>Machine Guarding</td>
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<td>DOT: Driver Wellness</td>
<td>Materials Handling - Construction</td>
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<tr>
<td>Driver Awareness: 15-Passenger Van Safety</td>
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<td>Electrical Safety</td>
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<td>TAC RMP ONLINE SAFETY TRAINING COURSES</td>
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<tr>
<td>Electrical Safety - Construction</td>
<td>Office Safety</td>
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<tr>
<td>Electrical Safety Part 2 - Construction</td>
<td>Personal Protective Equipment</td>
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<td>Employee Safety Orientation</td>
<td>Personal Protective Equipment - Construction</td>
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<tr>
<td>Eye Safety</td>
<td>PPE: Armed for Safety</td>
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<tr>
<td>Eye Safety - Construction</td>
<td>Rigging Safety</td>
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<tr>
<td>Fall Protection</td>
<td>Road Rage</td>
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<tr>
<td>Fall Protection - Construction</td>
<td>Safe Behavior</td>
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<tr>
<td>Fall Protection Part 2 - Construction</td>
<td>Safety Attitude for Safety’s Sake</td>
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<tr>
<td>Fire Protection and Prevention</td>
<td>Safety Orientation</td>
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<td>Fire Safety</td>
<td>Sexual Harassment</td>
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<tr>
<td>Fire Safety - Construction</td>
<td>Slips, Trips &amp; Falls</td>
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<td>First Aid</td>
<td>Walking-Working Surfaces</td>
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<tr>
<td>First Aid - Construction</td>
<td>Welding Safety</td>
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<tr>
<td>GHS: Chemical Labeling &amp; Classification</td>
<td>Welding Safety - Construction</td>
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<tr>
<td>Hand &amp; Power Tools - Construction</td>
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</tbody>
</table>
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March 2020
What’s your interest?

**Human Resources**
*(June, August, September & October)*

**Risk Control**
*(June & July)*

**Law Enforcement**
*(August & October)*

Gain in-depth knowledge about a single subject at our new, one-day workshops.

**REGISTER TODAY!**

Visit county.org/regionals to choose a workshop near you. Workshops hosted by TAC RMP member counties.