



# Joe Humphries

Director of Safety and Security/  
Client Services

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Armed with practical hands-on experience in the areas of safety, security, and training, Joe joined The LockOut Company in 2024 to lead the company's preparedness and safety training division. Before joining LockOut, Joe amassed 10 years of experience at Codenity, a code compliance firm. There, he performed on-site security assessments within facilities to identify areas of risk and vulnerability, then worked with the building's management team to provide viable solutions and programs to mitigate risks. In working closely with his clients, Joe developed an array of industry best practices as a direct reflection of his law enforcement experience.

In his position as Director, Joe works to direct the team's multidisciplinary experts including former law enforcement and fire officials, certified Life Safety compliance experts, registered nurses, retired healthcare administrative staff, and retired school superintendents.

Joe's applied knowledge was earned by devoting 25 years to his communities as a Police Officer, Firefighter, Medical first responder, and K-9 handler/trainer. He and his teams have adapted the "reality-based scenario" style of training, that proves most effective by placing individuals into real life scenarios. This style of training allows the student to draw from experience to survive a catastrophic event. Joe and his team have trained over 19,000 individuals throughout the U.S.

Joe is retired from the Kalamazoo Department of Public Safety, having served his last 16 years as a supervisor and shift Commander. During the last five years of his tenure, Joe led the Community Policing Division which was comprised of 14 officers working directly with neighborhood groups, downtown businesses, and 24 public schools within the city. Joe also has extensive training in incident management, fire ground and hazardous material command, risk management, and Department of Justice training in response to weapons of mass destruction. Joe also enjoys teaching as a training instructor and faculty member at multiple colleges in Michigan. As a Director at LockOut, he seeks to find safety, training and security solutions that are cost effective, technically superior, and sustainable for a variety of industry applications. Joe's thirst for excellence propels him to stay ahead of industry standards while he consults on emergency plan development and implementation, policies and procedures writing and review, and active shooter/workplace violence training throughout the nation.

Joe holds a Bachelor of Applied Science in both Criminology and Sociology from Western Michigan University. With a focus on teamwork, it is no surprise that prior to his career in public safety, Joe was a professional baseball player as a member of the Toronto Blue Jays and Los Angeles Dodgers organizations.