

TRAINING NOTES



State of Maryland

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From the Office of the Executive Director

TERRORISM: PROLOGUE TO THE NEW MILLENNIUM

On 11 September 2001, everything changed. The suicide terrorist attacks on the World Trade Center in New York City and the Pentagon in Washington, DC forever and indelibly altered the manner in which the American people perceived their indigenous sense of personal security and safety.

Following on the heels of these twin disasters, was a lethal series of anthrax-contaminated mail deliveries that caused the death of several US citizens, along with the hospitalization of numerous other innocent persons who contracted the disease either by accidental inhalation or by cutaneous skin contact.

Whether the anthrax-laden mail was the work of a foreign power or by one of our own home-grown discontents has become a moot point. Terrorism had become an abrupt reality for local, state, and federal law enforcement.

After years of dire warnings and no appreciable government response, the nation was forced to come to terms with a frightening and insidious threat: the deliberate and malicious attempt to kill large groups of random populations with kamikaze-type attacks and toxic biological organisms.

Accordingly, law enforcement first responders, along with fire fighters and emergency medical personnel, will face new challenges. The specter of international terrorism will pose threats for which emergency response personnel may not be prepared; threats that go well beyond the usual dangers routinely associated with crimes-in-progress, multi-alarm fires, and injured person calls.

It is absolutely critical that all public safety first responders, especially police and sheriff's office patrol officers understand the implications of these new threats and know appropriate response procedures and protocols, along with the limits of a safe and prudent response.

In March, 1996, Fire Chief Lamont Ewell, who was then the president of the International Association of Fire Chiefs, told the US Senate Permanent Subcommittee on Investigations that it would be the responsibility of local firefighting, police, and emergency medical units to cope with a terrorist attack that used nuclear, chemical, or biological weapons. He also made the startling announcement that Fire/Police/EMS services, collectively, were not prepared for the challenge.

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TRAINING NOTES

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Training Notes is available online at
<http://www.dpscs.state.md.us/pct/train/>

EXECUTIVE DEVELOPMENT INSTITUTE UPDATE

by: Theresa Satterfield, Administrator

LEADERSHIP CHALLENGE XI

The November session "The Maritime Industry" was held at the Harry Lundeberg School of Seamanship in Piney Point, MD. The presenters were very knowledgeable. The December session "Media" was well received and informative.

EXECUTIVE SEMINARS

Several new and repeat one-day leadership/managerial courses have been added. The Executive Development Institute's program schedule is on page 12. The schedule is updated as necessary. There is a nominal fee and space is limited. Notices are mailed to the Executive Officer of each agency approximately 6 - 8 weeks in advance of the program and to the Academy Directors.

MID MANAGEMENT PROGRAMS

We have tentatively scheduled two programs for January, 2002 and one in February, 2002. See the Institute's schedule on page 12 for dates.

PROFESSIONAL DEVELOPMENT FUND

Notice of fund availability for FY 2003 will be sent out. Please note deadline date for submissions.

WORKLOAD ANALYSIS AND RESOURCE ALLOCATION

The next program is scheduled for Dec. 2002.

UPCOMING INITIATIVES

Staff is working on providing a class on Managing the Marginal Employee. More information will be forthcoming.

Staff is working on a new grant-funded program entitled "Insight into Correctional Culture: Situational Leadership". The program is two days in length and will be held regionally. Announcements will be mailed to State and local correctional facilities.

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TERRORISM

In the ensuing five years, nothing much has changed. This country is still woefully unprepared to handle a terrorist attack of any level of lethality. There is still a very large area of uncertainty in how we should respond, operationally and medically, to acts of terror directed at our cities and populations.

Understand this: An act of terrorism can occur anywhere at anytime, when you least expect it. No jurisdiction, urban, suburban, or rural, is totally immune.

If a small group of determined religious zealots, armed only with edged weapons, can knock down the twin towers of the World Trade Center and demolish an entire wing of the Pentagon, just imagine what they could do in your jurisdiction...and they did it without a "weapon of mass destruction."

Any community in this country is vulnerable to a terrorist incident. Nearly every community, large or small, contains at least one high-visibility target of opportunity to a dedicated terrorist. These can be public buildings, historical sites, or locales with significant social context, economic value, or religious symbolic meaning.

Once a terror incident has commenced, it is entirely too late to think about formulating a practical anti-terrorism plan. This kind of planning effort will require months of research, assessment, cooperative planning, and collaborative training to be truly effective. It is strongly recommended that Maryland and neighboring public safety agencies begin immediately to develop multi-jurisdictional preparedness policies and protocols to combat general acts of terrorism.

1 Clark L. Staten, Emergency Response to Chemical/Biological Terrorist Incidents, Emergency Response & Research Institute, Internet, Accessed on 11/09/01, www.emergency.com, p. 1.

SKILLS MANAGER TRAINING 2002

The next sessions for Skills Manager Training have been scheduled on January 24 and 25, April 25 and 26, July 25 and 26 and October 24 and 25 from 9:00 to 4:30 at the University of Maryland College Park. The cost is \$175.00 and includes a workbook. Again, space is extremely limited. If interested, please call Celeste Keim at (410) 750-6532.

TEMPORARY CERTIFICATION

At its 11/27/01 meeting, the Police Training Commission approved changes to the regulation concerning temporary certification of Police Officers. This change allows a previously certified police officer, who is re-employed by a department within 90 days of leaving another police agency, to receive a temporary certification if all selection standards for re-certification are met, except for the national or state fingerprint checks. Temporary certification is good for up to 90 days pending the receipt of all fingerprint results. Upon clearance of fingerprint results, the officer may then receive a full certification. Copies of the revised regulations will be available on our website after 1/1/02.

PROPOSED NEW REGULATIONS

At their recent November meetings, both the Police and the Correctional Training Commission proposed new regulations. Proposed new Regulation .20 would establish new requirements for the certification of Defensive Tactics Instructors. Requirements for this certification would include law enforcement experience and completion of both a Defensive Tactics Instructor and a Regular Instructor course. Current instructors teaching the subject may be eligible for a waiver of the Defensive Tactics Instructor course requirement if they meet certain criteria.

The second proposed regulation will require field training prior to full certification. The field training requirements will be spelled out in a new Regulation .21 and include any activities designed to familiarize the trainee with the duties of the position and the policies, procedures and practices of the agencies. Examples of field training may include on-the-job experience, "ride-alongs," and employee orientations in addition to any formalized program. This field training must total at least 80 hours and must be monitored by a certified officer or agency head.

Prior to adoption, probably later in 2002, all agencies will receive copies of these proposals for their review and comment.

NEW TELEPHONE NUMBER

Although our telephone numbers changed sometime ago, we still receive information that some agencies are trying to call the old numbers, which are no longer forwarded to our office. Please be aware our main number at Woodstock is 410-750-6500. Our fax number continues to be 410-203-1010. See page two of this issue for a breakdown of other available telephone and fax numbers for our agency.

CORRECTIONAL GENERAL REGS AMENDED

At the 11/13/01 meeting, the Correctional Training Commission approved several proposed amendments to become effective on 1/1/02. These new amendments are:

1. Lowered the minimum age for correctional employees from 21 to 18.
2. Allowed certification of an individual who may have used marijuana more than 20 times if the last use occurred at least 10 years prior to the date of application.
3. Revised the regulations related to training academies, including adding criteria for certification.
4. Set new selection and training standards for the employees of the Maryland Department of Juvenile Justice, including those employed in for-profit and non-profit agencies under contract.
5. Made minor changes to regulation language to better clarify intent regarding provisional and regular appointment and certification.
6. Corrected the legal citation in some regulations from Article 41 §4-301 to the Correctional Services Article §8-201, to reflect the new legal changes made in Maryland Law.

Copies of the revised regulations will be available on our website after 1/1/02.

DIGEST OF CRIMINAL LAWS

Our supply of Digest of Criminal Laws 2001 Digest is over 50% gone. If you have not ordered your copies at the bargain price of only \$2.00 each, please forward your order as soon as possible, while we have them in stock. To order, mail a check, money order or purchase order to:

Maryland Police & Correctional Training
Commissions
Attn: Debbie Kelly
3085 Hernwood Road
Woodstock, MD 21163-1099

LEGAL CORNER

by Holly Knepper, Assistant Attorney General

5th Amendment - *Miranda* warnings - refusal to write down verbal statement

Marlon Crosby was arrested for the car jacking, kidnaping, and armed robbery after the victim named Crosby as the perpetrator. After his arrest, police read Crosby his *Miranda* rights; he initialed and signed the *Miranda* card and then was interviewed by police. Crosby gave a verbal statement, which was his alibi for the time of the crimes. Police wanted to verify Crosby's story, and suspended the interview for about an hour while they spoke with his 'alibi' witness, who did not support Crosby's story. When they resumed the interview, police asked Crosby to put his verbal account of the night's events to writing, but Crosby was unwilling to make a written statement and the interview ended.

Following a trial at which the police testified about the alibi and Crosby's refusal to write it down, Crosby was convicted of various charges relating to the incident. On appeal, Crosby argued that he had invoked his right to remain silent when he refused to put his verbal statement in writing, and that police should not have testified about this. The Court of Appeals disagreed and affirmed his conviction. The right to remain silent was not invoked when Crosby simply refused to write the statement he had *already* given verbally. The fact that a suspect chose one form of speech over another does not necessarily mean he has chosen silence over speech. This court decision would not apply if a suspect chose to remain completely silent, if police asked additional questions about matters not covered by the prior questions and the suspect was silent, or if the suspect verbally stated he would not make any *additional* statements. *Crosby v. State*, 2001 WL 1405157 (Nov. 13, 2001).

4th Amendment - search & seizure - "knock and talk"

Aaron Scott and his girlfriend were inside the motel room they had rented for the evening when police knocked on the door around 11:30 p.m. Police had no particular reason to knock on Scott's door, and did not even know whether anyone was in the room, but were conducting "knock and talks." When Scott opened the door to the police, police explained that this motel was in an area plagued by prostitution and drug problems, and Scott consented to police entering the room. Once inside, police immediately smelled burning marijuana, and asked Scott and his girlfriend if they knew of any illegal activity and if they had any drugs or weapons in their possession. They both replied in the negative, and then granted the officers' request to search the room. Substantial amounts of drugs and paraphernalia were found, and Scott was convicted of drug-related offenses after his motion to suppress was denied.

This is the first time the Court of Appeals ruled on the constitutional validity of "knock and talks" - where police (without warrant or probable cause) approach a dwelling, knock on the door, identify themselves as police, ask to be let inside to discuss unlawful activity in the area, and eventually ask permission to search the premises. Viewing the totality of the circumstances, the Court upheld the procedure in this case. The knocking was not a seizure, and Scott's consent for police to enter and search the motel room was voluntarily given, because the facts did not show the kind of police coercion that would undermine the true voluntariness of the consent. The Court rejected Scott's argument for a flat rule that "knock and talks" are valid only if police first tell the person giving consent that consent can be revoked or limited at any time. *Scott v. State*, 2001 WL 1198963 (Oct. 11, 2001).

Search & seizure - warrantless search of robbery suspect's car

Brian Preston was arrested, pursuant to valid warrant, on suspicion of robbery. The car Preston was driving when he was arrested was not connected to the commission of the robbery, but it was towed to a police crime lab/garage. About 2-3 hours after the arrest, police searched the car without a warrant, and found several items in the car's passenger compartment linking Preston to the robbery. Preston sought to suppress the evidence, arguing the car search was illegal; the only exception to the warrant requirement argued by the prosecutor was that the car search was a search incident to arrest. The suppression motion was denied and Preston was convicted, and appealed.

The Court of Appeals held that the warrantless search of Preston's car was not a valid search incident to arrest because it was not "essentially contemporaneous" with the arrest. Police could have conducted a warrantless search of the car's passenger compartment contemporaneous with Preston's arrest, under *New York v. Belton*, 453 U.S. 454 (1981). Car searches have been deemed "essentially contemporaneous" with an arrest when made within a few minutes after the arrest, even if the suspect is placed in a police cruiser and handcuffed. The Court disagreed with the State's argument on appeal that the search was justifiable as an inventory search, because police testified that the vehicle was searched for evidence. *Preston v. State*, 2001 WL 1338927.

4th Amendment - traffic stop - possession of drugs found in car

Joseph Pringle was a passenger in the front seat of a car stopped by police for speeding and seat belt violation; another passenger rode in the back. After checking the driver's documents, police issued an oral warning. Another police car arrived, and parked behind the 1st police car. Police asked the driver if he had any drugs or weapons in the car, and if he could search the car. The driver consented to the

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LEGAL CORNER

search, so police asked the men out of the car, frisked them, and seated them on the curb. Police recovered \$763 from the glove box and five plastic baggies of cocaine from behind the backseat armrest, which was in an upright position. Police advised the men that unless he knew who possessed the drugs, they would all 3 be arrested. The men offered no information, and all 3 were arrested. A few hours later, police gave Pringle his *Miranda* rights and interviewed him; Pringle gave a written confession that the drugs were his, but at trial sought to suppress his statement. The motion to suppress was denied, and Pringle was convicted of drug-related offenses.

Pringle argued his confession was the fruit of an illegal arrest, and the result of an improper inducement. The Court of Special Appeals disagreed. The car in which Pringle was a passenger was validly stopped. Under the circumstances of this case, police had probable cause to believe Pringle possessed the drugs, because of his physical proximity to both the cash and the drugs in the car. The Court found that police did not improperly induce Pringle's confession by promising that if one confessed the others would not be arrested. The officer's statement that all 3 men would be arrested unless he knew who owned the drugs was not a promise to Pringle that if he confessed his friends would go free. Even if police made such a promise, the timing of when the promise was made and when the confession was given dissipated the link between promise and confession. *Note:* in Maryland, it is still an open question whether a police promise that confessing will benefit a friend is enough to render the confession involuntary. *Pringle v. State*, 2001 WL 1504452 (November 28, 2001).

This term, the U.S. Supreme Court will consider 2 Fourth Amendment cases:

Issue: Whether Arizona border police had sufficient reasonable articulable suspicion to search a minivan, when the driver failed to acknowledge the officer's presence, and the children in the back seat had their feet resting on something. *U.S. v. Arvizu*, No. 00-1519.

Several issues involving individuals on probation: What protection do they have against warrantless searches of their homes, what does the consent to probation mean, and whether there is a need to examine the government's purpose in searching a probationer's home. *U.S. v. Knights*, No. 00-1260.

LEGAL ADVICE:

Police and correctional officers cannot *legally* exercise their authority until they have been certified by the Police or Correctional Training Commission. Agencies must not assume that hiring an officer and putting him or her through an academy automatically qualifies them to start work - they must be certified by MPCTC before they exercise law enforcement or correctional authority.

What is the process for getting an individual certified as a police or correctional officer?

The employing police or correctional agency must ensure that the individual meets all applicable selection and training standards. Then the agency simply sends to MPCTC an Application For Certification (AFC) for each of its new potential officers. By signing and submitting the AFC, the agency states that the employee meets all applicable standards.

Do not assume that once you send an individual's AFC to MPCTC that you can immediately start using that individual as a police or correctional officer.

MPCTC's Certification Unit receives and reviews each AFC. If the AFC is complete and the individual is eligible for certification, the Certification Unit promptly certifies the individual. If the individual is not eligible for certification and/or the AFC lacks information, the individual is not immediately certified. Instead, the Certification Unit returns the AFC to the agency with written instructions about incomplete information, and the agency must re-submit the AFC with completed information.

This goes for individuals who have been previously certified, too.

If a certified individual separates from employment with his or her current employer, certification automatically ends. If he or she goes to work for a new law enforcement or correctional agency, that new agency *must* apply for the individual's recertification.

2002 POLICE IN-SERVICE TRAINING ALERT

At its August meeting, the Police Training Commission directed staff to ensure all law enforcement officers received training on race-based traffic stops during 2002. Staff will be reviewing in-service training approval requests for inclusion of this topic. This direction does not apply to agencies which included race-based traffic stop training as part of its 2001 program.

This advisory is not intended to substitute for the advice of legal counsel. Please use due care and consult your state and local laws, legal advisors and agency policy and procedure.

**MARYLAND COMMUNITY CRIME
PREVENTION INSTITUTE
MCCPI UPDATE:**

by Patricia L. Sill, Administrator

**MARYLAND CRIME PREVENTION
ASSOCIATION NEWS:**

The Maryland Crime Prevention Association (MCPA) is a professional organization that provides a forum for the promotion and advancement of crime prevention in Maryland. It is the collective voice of crime prevention practitioners throughout the state and an organization of police, sheriffs, correctional, and security officers, business people, community leaders, and interested individuals.

MCPA provides assistance to MCCPI and together they co-sponsor several training programs throughout the year. Membership in the Association is \$35 per year for Active members, \$40 for Associate members, \$75 for Commercial members, and \$50 for Departmental/Agency members. Membership is renewable annually (January to December) and members may attend the training programs at a discounted cost.

MCPA and MCCPI co-sponsor approximately four one-day training programs annually in different locations around the state. They also sponsor a three-day conference in October in Ocean City. Training topics for 2002 are currently being developed and among them are "Computer Security" and "Status of Maryland's Homeland Security."

For more information on the MCPA or to obtain a membership application, please telephone Detective John Reginaldi of the Baltimore County Police Department, who is the newly elected President of MCPA, at 410-887-5901 or visit their web site at www.mdcrimeprevention.org.

**RESIDENTIAL AND COMMERCIAL
CRIME PREVENTION TRAINING:**

MCCPI offers one five-day Commercial and three four-day Residential Crime Prevention Training Programs per year. Tentative dates for 2002 are as follows:

Commercial Program: March 2002, in the Baltimore Metro area

Residential Programs: April 2002; June 2002; October 2002

Once dates and locations are finalized, notices will be sent to law enforcement agency heads statewide. Both the Commercial and Residential Training Programs are approved for in-service credit through the Police Training Commission.

During 2001, training was provided in Residential/Commercial Crime Prevention to 130 students from 40 agencies. These represented all regions of the state and included municipal, county, and State Police agencies, sheriffs' offices, federal/military installations, colleges and universities, and security departments. Students overwhelmingly rated the training as very good to excellent.

For more information on MCCPI training programs, call Mr. Leo French or Mr. Bruce Miller at 410-750-6593 or 800-303-8802.

**SPECIAL CRIME PREVENTION
TRAINING/EDUCATIONAL
PROGRAMS AVAILABLE:**

Throughout the year, MCCPI plans, develops, provides, and/or co-sponsors a number of training/educational programs or presentations on various crime prevention topics upon request from members of both the public and private sector. Generally, one or more of these programs is conducted each month, in various locations throughout the State, based on need and staff availability. Among the topics are: Personal Security (in the home, in the neighborhood, on the go, etc.), Workplace and Employee Security, Crime and Fraud Prevention for the Elderly, Child Safety (can be accompanied by McGruff), Campus Security, Date Rape, Club Drugs, Commercial Security for Airports, Malls, etc. Types of groups receiving this training have included: Senior Centers, Women's Groups, Daycare Centers, Colleges and Universities, State Employees, Churches, Private businesses, etc.

To the extent possible, MCCPI staff will tailor the training/topics to the needs of the requester, including provision of on-site technical assistance with security surveys, etc.

For more information on this service, contact MCCPI at 800-303-8802.

The Responsible Gun Safety Act

Firearms safety training requirements of The Responsible Gun Safety Act take effect on January 1, 2002. After that date, Maryland residents must complete a firearms safety training course prior to obtaining a new handgun or other regulated firearm.

In accordance with the law, the Police Training Commission has scheduled regular Firearms Safety Training classes throughout the State of Maryland. The firearms safety training need only be taken once, will be taught by qualified instructors and will be available at numerous convenient locations.

The Maryland Firearms Safety Training Website provides a schedule of approved courses and includes relevant law and regulation and additional information regarding the firearms safety training requirement. <http://www.mdgunsafety.com/>

**Maryland Police Training Commission -
Firearms Training**
7320 Slacks Road, Sykesville MD, 21784
Telephone: 410-552-6300

DRUG ABUSE RESISTANCE EDUCATION

D.A.R.E. UPDATE

Maryland D.A.R.E. Training Center presents D.A.R.E. Officer Training to the Royal Canadian Mounted Police.



On October 15-26, 2001 at the request and expense of D.A.R.E. International, seven members of the Maryland D.A.R.E. Training Center were sent to St. John's, Newfoundland to present the D.A.R.E. Officer Training Seminar to members of the Royal Canadian Mounted Police. The Training was conducted at the "B" Division Headquarters in the city of St. John's. Sgt. Gary Chatfield, State D.A.R.E. Coordinator facilitated the seminar with Ms. Beth Westbrook of the State Coordinator's Office and the Wicomico County Board of Education as the Educational Advisor. The Training team also consisted of Detective Claude Nelson, of the State Coordinator's Office and Baltimore County Police, Detective Laura Phelps, Baltimore County Police, Officer George Stephens, Montgomery County Police, Officer Katrina Geesaman, Prince George's County Police and Officer James McDermott, Anne Arundel County Police.

The training resulted in the certification of 24 new D.A.R.E. Officers who will be providing the Program to the children of Newfoundland and Labrador. Many of these officers will be providing drug abuse prevention in areas which have never had any previous prevention efforts.



**THE LESS
LETHAL MISSION**

by Mark Canton, Firearms Training Facility Staff Instructor

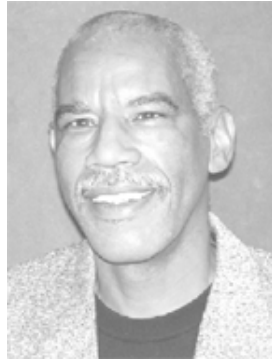
We have entered into an era in which Law Enforcement officers are looking for ways to address use of force situations from non – traditional perspectives. In many cases today, tactics and technology differ little from that of our fathers and grandfathers. Recently, events have occurred that have brought law enforcement under closer scrutiny by the public. Law enforcement is being called upon to offer an improvement over conventional police tactics. It is in the best interests of both law enforcement and suspects if actions are planned to avoid confrontations. Because current thinking is such with modern day law enforcement, the deployment of less lethal technology is at an all time high.

The definition of less lethal force is that which is less likely to cause death or serious injury than force commonly considered deadly. Less Lethal devices have to walk a fine line. They must deliver enough energy to incapacitate but not too much so as to cause death or serious physical injury. Keep this in mind as we look at the less lethal mission: the resolution of difficult police situations, while reducing the potential for death or serious injury to everyone involved. Through the use of less lethal technology, we may be able to resolve situations while keeping police and suspects safe. It is important to remember that with the current state of technology, all situations cannot be resolved through the use of less lethal force. We must not get to the point that we limit our people to the use of less lethal technology only as it is today. Deadly force currently has its place in law enforcement.

An agency needs to take an honest look at the reasons they are adopting one of the various less lethal options such as 12 gauge bean bag rounds, 37mm baton rounds or 40 mm baton rounds. Are they adopting it because they think that they are legally required to do so? Take a look at *Plakas v. Drinski*, a 1994 court decision which covers alternatives to deadly force. Officer Drinski shot and killed Plakas who was waving a fireplace poker at him. Plakas' estate sued for alleged constitutional violations. Basically, the courts said that there is no constitutional duty to use less intrusive forms of force before deadly force. The only test is whether what the officers actually did was reasonable. You can see that an agency should not have a less lethal program just for legal reasons. They are not required to do so. Some agencies have a program because they think it is the politically correct thing to do. Unfortunately, when this is the case, the program is not carried out properly and eventually falls apart due to lack of interest. Agencies that adopt less lethal policies need to do so with the full commitment to follow through with adequate equipment and training. Truly the real reason for adopting a less lethal program is for the safety of our own people.

COMMITTED TO TRAINING

Our congratulations go to our own Patrick O. Smith who has been appointed a Northeast Regional Field Coordinator for the National Institute of Corrections. The NIC Academy Division provides the opportunity for training managers and trainers to meet and exchange ideas with their counterparts in other jurisdictions. The Regional Field Coordinators help focus NIC activities to local trainers' needs and identify training activities available from a wide variety of sources.



Many of you are familiar with Pat's expertise in "Training for Trainers" and know first hand his commitment to excellence, innovation and technology. His new role puts him in contact with those people nationally who share his goals, dreams and (sometimes) problems. The coordinators hold a teleconference call every month to discuss progress on programs, new trends and where help may be needed.

Although an individual can submit his or her name to volunteer as a coordinator, Pat was approached at a conference and asked to serve. Our agency has volunteered to share him for a period of up to three years, firmly believing that not only does he deserve this prestigious endorsement but numerous benefits will accrue to us, as well. We all appreciate contacts, networks, links and new ideas in education and training. They keep us fresh and focus our motivation. In the previous decade, both Theresa Satterfield, Administrator of the Executive Development Institute and Gloria Herndon, Administrator of Correctional Training have served as coordinators.

The NIC's training programs, teleconferences and distance learning programs are all elective. With their reputation for excellence and limited enrollment, they fill quickly. A recent search on their web-site (www.nicic.org) showed sessions scheduled six months away were already filled.

You may remember from a previous edition of Training Notes that Pat Smith was entering the "Police Executive Leadership Program", an intensive two year course of study at Johns Hopkins University that culminates with a Masters of Science in Management. He has completed one year of this program and will graduate in June, 2002. Isn't there an old adage that recommends if you want something done, get a busy person to do it?

Congratulations, Pat.

TRAFFIC SAFETY

In light of the current challenges facing America and American law enforcement, it is natural to think of "regular" or "ordinary" police activity seeming mundane and unimportant. The fact is that nothing could be further from reality. Violent crime, drug enforcement and crime prevention remain the top priorities for police across the nation, including Maryland. Historically, among the highest priorities is traffic control. Police are committed to ensuring the free flow of vehicular traffic on the highways, streets and avenues of our communities. National and local economies depend on it; the safety of our citizens, especially our children, depend on it...and this dependence is not effected by other potential threats to our well-being.

With this in mind, the National Highway Traffic Safety Administration, in cooperation with the Police Executive Research Forum and the Highway Safety Committee of the International Association of Chiefs of Police, has developed a manual to assist local law enforcement conduct strategic planning for traffic enforcement for the future. The manual is entitled, "Traffic Safety in the New Millennium: Strategies for Law Enforcement." It includes management strategies, human resources strategies and technology strategies. It can be used by law enforcement agencies of any size to plan their long and short-term traffic enforcement goals, objectives and needs.



The Police and Correctional Training Commissions has ordered a copy of Traffic Safety in the New Millennium: Strategies for Law Enforcement for our Training Resource Center. Alternatively, police agencies can order their own copy from the National Highway Traffic Safety Administration by fax to 202-493-2062 or by writing to the National Highway Traffic Safety Administration; Office of Communication and Outreach, NTS-21; 400 Seventh Street, SW; Washington, DC 20590.

MPCTC - FIREARMS TRAINING FACILITY

7320 Slacks Road, Sykesville, MD 21784 (410) 552-6300 Facsimile (410) 552-4615

Note to all Range Users - Night Fire:

We are scheduling night fire in the months of January-February-March-April-October-November-December. All requests must be submitted on the Request for Training form.

Orientation (Limit 30)

Pre-requisite for all allied agencies who wish to use the range. To acquaint Firearms Instructors with the range equipment/rules. Call or fax names of those who will be attending. 9:00 AM-12:30 PM
January 25, 2002

Less Lethal (Limit 20) P5754

Fee: \$40.00 per person. Two day class on Kinetic Impact Projectile Instructor Course. Will encompass less lethal weapon systems to include 12 gauge, 37 and 40mm. Contact Mark Canton for course information and nomination form (410) 552-6300.
April 17-18, 2002

Firearms Instructor School (Limit 20) - 80 hours P5178

Fee: \$45.00 per person. Two-week basic school for Revolver, Pistol and Pump Shotgun. Course certifies student to meet minimum MPCTC Standards. Agencies should contact the Firearms Training Facility-MPCTC for course information and nomination forms. (410) 552-6300
January 7-18, 2002-FULL
February 4-15, 2002
October 14-25, 2002
November 4-15, 2002

GLOCK Armorer School (Limit 20) - (P# forthcoming)

Fee: \$85.00 per person. Submit written request for registration form to Glock, Inc Training Department, 6000 Highlands Parkway, Smyrna, GA 30082.
April 16, 2002

Less Lethal (Limit 20) P5754

Fee: \$40.00 per person. Two day class on Kinetic Impact Projectile Instructor Course. Will encompass less lethal weapon systems to include 12 gauge, 37 and 40mm. Contact Mark Canton for course information and nomination form (410) 552-6300.
April 17-18, 2002

MPCTC is not responsible for the content and delivery of training programs sponsored by other agencies. Programs listed in Training Notes are listed as a service to readers and do not imply endorsement by the Police and Correctional Training Commissions.

INSTRUCTOR TRAINING PROGRAM

Carroll Community College
1601 Washington Road
Westminster, Md 21157

Scheduled Dates:

January 21-25, 2002
April 8-12, 2002
June 3-7, 2002

Time: 8:30 AM - 4:30 PM

**COST \$199.00 PER PERSON
INCLUDES WORKBOOK. --
PAYMENT MUST
ACCOMPANY REGISTRATIONS**
For directions go to website:
<http://www.carroll.cc.md.us>

**TO REGISTER CONTACT
THE COLLEGE DIRECTLY**
Contact: Helen Choma
Phone: 410-386-8100
Fax: 410-876-5869

NOTE: This course meets the mandated requirements of the Maryland Police and Correctional Training Commissions and may be used for in-service training credit.

Maryland Police and Correctional Training Commissions' Driver Training Facility

EVOC INSTRUCTOR RE-CERTIFICATION COURSE

Purpose: To provide currently certified EVOC instructors with skills, information and techniques to update and refresh their skills as an instructor for emergency vehicle operations. The course will provide classroom discussions on vehicle dynamics, updated legal/liability cases and issues and provide each instructor the opportunity to improve their personal vehicle operations skills during the practical exercises in the driving range.

This course is mandated for all EVOC instructors who provide any form of training at the MPCTC DTF.

There is no charge.

Scheduled Course Date:

Jan. 25, 2002 (8:00AM-4:30 PM)
Feb. 8, 2002 (8:00AM-4:30 PM)

Call the MPCTC Driver Training Facility at (410) 549-5732 to be scheduled for this training or fax your request to (410) 549-5710. Class size will be limited.



MARYLAND TRAINING SCHEDULE

Training Notes is available online at <http://www.dpscs.state.md.us/pct/train/>

The dates and locations of training programs listed are subject to change or cancellation without prior notice. Although PCTC will make reasonable effort to schedule displaced applicants in other training classes, final responsibility for personnel receiving mandated training within the prescribed time period remains with the employing agency. Employing agencies are encouraged to register their personnel in mandated programs as early as possible.

CORRECTIONAL ENTRANCE LEVEL TRAINING PROGRAM - WOODSTOCK

The below dates are subject to adjustment/cancellation due to the hiring practices and enrollment of those institutions that use this academy. Administrators are advised to schedule their employees for training as early as possible after employment. The classes will have a maximum enrollment of 47. Supplemental Booklets are available to assist Field Training Officers (FTO's) with new objective policy.

Class	Beginning Date	Ending Date	Ending Date [14 day staff]
02-09	January 9, 2002	February 14, 2002	January 29, 2002
02-10	January 30, 2002	March 7, 2002	February 19, 2002
02-11	February 20, 2002	March 27, 2002	March 11, 2002
02-12	March 13, 2002	April 17, 2002	April 1, 2002
02-13	March 20, 2002	April 24, 2002	April 8, 2002
02-14	April 10, 2002	May 15, 2002	April 29, 2002
02-15	April 24, 2002	May 30, 2002	May 13, 2002
02-16	May 15, 2002	June 20, 2002	June 4, 2002
02-17	May 22, 2002	June 27, 2002	June 11, 2002

For registration information concerning these programs, please contact Rhoney Williams at (410) 750-6592 fax (410) 203-2101. Find us on the World Wide Web: <http://www.dpscs.state.md.us/pct/train/>

CORRECTIONAL SUPERVISOR AND ADMINISTRATOR TRAINING PROGRAMS

FIRST LINE CORRECTIONAL SUPERVISOR PROGRAMS-SCHEDULE

NOTE - 5 PROGRAMS - EACH 5 DAYS - LIMIT 24 PARTICIPANTS

FEE: \$150.00 per person - Agencies will be billed by the Department of Public Safety and Correctional Services.

January 21-25, 2002 Community College-Balto. Co. -Owings Mills

March 11-15, 2002 Community College-Balto. Co. -Owings Mills

May 13-17, 2002 **Frederick Co. Public Safety Facility

September 23-27, 2002 Community College-Balto. Co. -Owings Mills

October 21-25, 2002 Community College-Balto. Co. -Owings Mills

NOTE: Training location is tentative.

Note : A "waiting list" is being maintained for "full" programs.

INSTRUCTIONS: A Nomination Form MUST be completed for each person, signed by the Agency Head & submitted to Gloria Herndon. For additional information on Correctional Supervisor, Administrator and Specialized programs, contact Gloria Herndon at (410) 750-6545.

FIRST LINE CORRECTIONAL ADMINISTRATOR PROGRAMS

FEE: \$150.00 per person - Agencies will be billed by the Department of Public Safety and Correctional Services.

April 1-4 and 15-17, 2002 Community College-Balto. Co. -Owings Mills

October 1-4 and 14-16, 2002 Community College-Balto. Co. -Owings Mills

NOTE - EACH PROGRAM IS 7 DAYS IN LENGTH - LIMIT 20 PARTICIPANTS

Nomination forms for Correctional Programs are to be submitted to Gloria A. Herndon NOTE: Training locations are tentative.

POLICE AND CORRECTIONAL INSTRUCTOR TRAINING PROGRAMS

2002 TRAINING PROGRAMS - SCHEDULE FEE: \$150.00 per person - Agencies will be billed by the Department of Public Safety and Correctional Services.

BASIC INSTRUCTOR TRAINING

April 1-5, 2002 Eastern Shore Criminal Justice Academy

August 19-23, 2002 Hagerstown Police at Frostburg State

September 9-13, 2002 Southern MD Criminal Justice Academy

November 4-8, 2002 Harford County Sheriff's Office at HCC

(Limit 24)

ENHANCED INSTRUCTOR TRAINING

July 22-26, 29-30, 2002

Community College of Baltimore County

August 5-9, & 12-13, 2002

Community College of Baltimore County

Sept 23-27, 30-Oct 1, 2002

Community College of Baltimore County

October 7-11, & 14-15, 2002

Community College of Baltimore County

December 2-6, & 9-10, 2002

Community College of Baltimore County

(Limit 24)

ENHANCED INSTRUCTOR TRAINING

January 7-11, & 14-15, 2002

Community College of Baltimore County

February 4-8, & 11-12, 2002

Community College of Baltimore County

March 4-8, & 11-12, 2002

Community College of Baltimore County

April 29-May 3, & 6-7, 2002

Community College of Baltimore County

June 3-7, & 10-11, 2002

Community College of Baltimore County

July 8-12, & 15-16, 2002

Community College of Baltimore County

(Limit 24)

ADVANCED INSTRUCTOR TRAINING

April 15-19, 2002

Community College of Baltimore County

September 16-20, 2002

Community College of Baltimore County

(Limit 16)

Note : A "waiting list" is being maintained for "full" programs.

Register early. Programs fill quickly.

INSTRUCTIONS: For any programs listed on the left, a Nomination Form MUST be completed for each person, signed by the Agency Head and submitted to Patrick O. Smith. For additional information on Police & Correctional Instructor Training, Police Administrator or Police Supervisor Training programs, contact Patrick O. Smith at (410) 750-6561.



MARYLAND TRAINING SCHEDULE

Training Notes is available online at <http://www.dpscs.state.md.us/pct/train/>

MPCTC TO INCREASE FEES

Effective January 1, 2002 fees for the following courses will be increased:

Course Title	Current Fee	Effective 01/01/2002
Correctional First Line Supervisor Program	\$110.00	\$150.00
Correctional First Line Administrator Program	\$110.00	\$150.00
Police First Line Supervisor Program	\$110.00	\$150.00
Police First Line Administrator Program	\$110.00	\$150.00
Instructor Certification Training Programs	\$110.00	\$150.00

The increase to \$150.00 holds training costs to \$30.00 per day and remains well below the cost for similar training in the private sector. The aforementioned increases are to meet the increasing cost of handout materials, contract instructor fees and other direct costs. Rest assured we will continue to provide the best available training at the lowest possible cost.

POLICE ADMINISTRATOR AND SUPERVISOR TRAINING PROGRAMS

FEE: \$150.00 per person - Agencies will be billed by the Department of Public Safety and Correctional Services.

Note : A "waiting list" is being maintained for "full" programs.

POLICE ADMINISTRATOR TRAINING

February 25-March 1, 2002	Community College of Baltimore County
April 8-12, 2002	Community College of Baltimore County
June 24-28, 2002	Community College of Baltimore County
November 18-22, 2002	Community College of Baltimore County
(Limit 24)	

POLICE SUPERVISOR TRAINING

January 28-Feb 1, 2002	Community College of Baltimore County
March 18-22, 2002	Community College of Baltimore County
May 13-17, 2002	Eastern Shore, MD (Site TBD)
June 17-21, 2002	Community College of Baltimore County
October 21-25, 2002	Community College of Baltimore County
December 16-20, 2002	Community College of Baltimore County
(Limit 24)	

Register early. Programs fill quickly.

INSTRUCTIONS: For any programs listed on the above, a Nomination Form **MUST** be completed for each person, signed by the Agency Head and submitted to Patrick O. Smith. For additional information on Police & Correctional Instructor Training, Police Administrator or Police Supervisor Training programs, contact Patrick O. Smith at 410 (750)-6561.

EXECUTIVE DEVELOPMENT INSTITUTE PROGRAMS - CALENDAR YEAR 2002

LEADERSHIP SCHOOL (3 Days)

FEE: \$210.00 per person

March 19-21, 2002	Baltimore
April 16-18, 2002	Annapolis
May 14-16, 2002	Frederick
June 25-27, 2002	Frederick
August 20-22, 2002	Annapolis
September 17-19, 2002	Baltimore
October 8-10, 2002	Frederick
November 12-14, 2002	Wye Mills

PATROL WORKLOAD ANALYSIS AND RESOURCE ALLOCATION (2 Days)

FEE: \$275.00 per person

December 2-3, 2002 Baltimore

L.E.O.B.R. – LAW ENFORCEMENT OFFICER'S BILL OF RIGHTS

A program has been tentatively scheduled for March 2002. Notices will be mailed out when dates and locations have been finalized.

EXECUTIVE SEMINARS (1 DAY)

Principle-Centered Leadership	Jan. 4, 2002	Baltimore
Interviewing Techniques	Jan. 11, 2002	Westminster
Mentoring for Managers	Jan. 18, 2002	Baltimore
Human Interaction Skills	Feb. 1, 2002	Baltimore
How to Lead Work Teams	Feb. 8, 2002	Westminster
Progressive Discipline	Feb. 15, 2002	Baltimore
Risk Taking for Leaders	Feb. 22, 2002	Westminster
Leadership Communication Skills	Mar. 1, 2002	Baltimore
Assertiveness Training for Managers	Mar. 8, 2002	Westminster
Interviewing for Success	Mar. 15, 2002	Baltimore
Risk Taking for Leaders	Mar. 22, 2002	Westminster
Working with Difficult People	Apr. 5, 2002	Westminster
Creating Organizational Effect.	Apr. 12, 2002	Baltimore
Coaching & Counseling Employees	Apr. 19, 2002	Westminster

Bridge Building: Creating a Climate for Diversity	Apr. 26, 2002	Baltimore
The Balancing Act: Managing Stress in Turbulent Times	May 10, 2002	Baltimore
Assessing Your Team	May 17, 2002	Westminster
Effective Presentation Skills	May 20, 2002	Baltimore
Successful Transitioning to Management	May 31, 2002	Westminster
Coaching and Counseling	June 7, 2002	Baltimore

Please Note: There is a charge for all of the above programs. Further information, to include costs and locations, will be provided in future issues. For additional information, contact Ms. Terry Satterfield at 410-750-6546.

WHAT'S NEW

at the Criminal Justice Resource Center

3085 Hernwood Road Woodstock, Maryland 21163 410 750-6590

January-February 2001

No. 126

VHS VIDEO - NEW LISTINGS

Lockup USA, volume 9, issue 7 Mob Psychology / Control

VHS, color, 29 minutes

One of the most dangerous types of situations that a correctional facility can face is when a crowd of inmates turns into a mob. Although this is not exactly a common occurrence, agencies must be ready to handle the situation if it does happen. It also benefits Corrections professionals to know the causes of a crowd turning into a mob, the psychology of inmates when they are in a crowd, and how these types of situations can best be diffused with a minimum of violence.

Includes:

Crowd Psychology / Control

Crowd vs. Mob

Proactive Measures

Mob Control

a pre-test and a post-test.

The Use of Sobriety Checkpoints for Impaired Driving Enforcement

VHS, color, 19 minutes

Produced by the USDOT and NHTSA, this video explains how to conduct sobriety checkpoints legally and safely. It is aimed at those in law enforcement who are doing the planning, not those actually working the checkpoints. The video stresses mounting a total educational policy for the public, site location, planing and contingency planning, sampling, and establishing proper staffing levels.

Travel Directions to the Maryland Police and Correctional Training Facilities

**MARYLAND POLICE & CORRECTIONAL
TRAINING COMMISSIONS**
3085 HERNWOOD ROAD WOODSTOCK, MD 21163
Phone 410.750.6500 Fax 410.203.1010

From Route 29: Take Route 29 until it ends & go left on Route 99. Proceed for about 4 miles to Woodstock Road. Go right on Woodstock Road and proceed for about 2 ½ miles to Hernwood Road. Go left on Hernwood Road for 1 mile to the Commissions on the right.

From Route 695 (Baltimore Beltway): Take Randallstown Exit #18 two miles (5 lights) to Old Court Road. Make a left on Old Court Road and proceed for about 5 miles to Hernwood Road. Go right on Hernwood Road for 1 mile to the Commissions on the right.

From Western MD: Take Route 40 where Routes 40 & 70 split. When on Route 40 take the first left onto Marriottsville Road. Make a right at the first traffic light onto Frederick Road (Route 99). Proceed for 1 mile to Woodstock Road for 2 ½ miles. Then go left on Woodstock Road. Go left on Hernwood Road for 1 mile to the Commissions on the right.

From Westminster: Take Route 140 East to 97 south. Proceed for approximately 10 miles. Take Exit 26 (Liberty Road). Proceed for approximately 11 miles (past Liberty Reservoir). Turn right at Marriottsville Road (traffic light by Getty & Exxon) and proceed for approximately 1.3 miles. Turn left on Hernwood Road. At fork in road, go to the left, then go about 1 mile and the Police and Correctional Training Commissions will be on the left side of the road.

DRIVER TRAINING FACILITY
7310 Slacks Road
Sykesville, Maryland 21784
(410) 549-5732

FIREARMS TRAINING FACILITY
7320 Slacks Road
Sykesville, Maryland 21784
(410) 552-6300

From Interstate 70: Take Exit 80 (Route 32 North to Sykesville) to 2nd traffic light after exiting I-70. Turn right onto Raincliffe Road and continue to Slacks Road. Turn left on Slacks Road. The facilities are located approximately ¼ mile on left past American Legion.

From Washington D.C. Area: Take I-95 or Baltimore-Washington Parkway to Route 32 North toward Sykesville. After going under I-70, follow the directions above "From Interstate-70".

From Eastern Shore/Southern Maryland: Take Maryland Route 32, Westbound, which intersects with I-97, Baltimore-Washington Parkway, U.S. Rt. 1 I-95. When approaching I-70, continue on MD 32 and follow directions above "from Interstate 70".

From Interstate 695 (Baltimore Beltway): Take Exit 18 (which is Randallstown Route 26, Liberty Road West) and proceed along Route 26 West past Randallstown approximately 16 miles to Eldersburg, Route 32 (Sykesville Road). Turn left onto Route 32 South to left on Raincliffe Road at signal light. Turn left onto Slacks Road. Facilities are on the left.



TRAINING NOTES

Police & Correctional Training Commissions
3085 Hernwood Road
Woodstock, Maryland 21163 - 1099