

TRAINING NOTES



State of Maryland

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From the Office of the Executive Director

THE TRAINING LINE

By Christopher Conte

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"Be proud of this uniform. Not many people get to wear it." That's what Lieutenant Bill Melanson tells the men and women he's training to become correctional officers at Connecticut state prisons. During their 10-week course, the cadets have been pepper-sprayed and lectured on interpersonal communication skills. They have been taught to treat inmates with respect and shown how to search for contraband. They have learned how much force to apply to control "non-complying" inmates and received pointers on conflict resolution.

Now, before they assume full-time posts in prisons all around the state, Melanson wants them to integrate these seemingly contradictory skills. And that brings him to his single, unifying theme. "You are all professionals," he tells the trainees. It's an uplifting, if sobering, message. But it is not exactly in keeping with the training that many corrections officers have received over the years. Despite calls dating back to the 1950s to "professionalize" the job of prison guard, corrections officers in many, if not most, states and localities have remained the for-

gotten step-children of the law enforcement world—hired cheap, trained minimally and left to do a thankless, dead-end job in dangerous and squalid conditions.

That situation may be changing, though. Periodic reports about inmate abuse at the hands of correctional officers, mounting concern about the high cost of prisons that don't turn inmates away from lives of crime, and a looming manpower crisis in corrections departments across the country have put a spotlight on how states recruit, train and compensate people for what Martin Horn, New York City's correction and probation commissioner, calls "one of the most difficult jobs in government."

States are under pressure to update the way they prepare prison guards for their job—and what they prepare them to do.

Prime exhibits in the case for more and better training are the American-run Abu Ghraib prison in Iraq and the fact that acts of sexual humiliation, beatings and other abuses occur with unsettling regularity at prisons here at home. In 1998, for instance, 12 guards at the State Correctional Institution in Greene County, Pennsylvania lost their jobs after reports surfaced that prisoners had been beaten and sodomized.

In the past four years, at least five U.S. inmates have died in custody after being shackled to restraint chairs for hours. And earlier this year, after two guards at California's Pelican Bay State Prison were convicted on federal civil rights charges for assaulting inmates, a special court master reported that the guards' union,

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THE TRAINING LINE

a powerful force in California politics, systematically shuns whistleblowers, supports rogue officers and enforces a "code of silence" designed to cover up wrongdoing.

Such aberrant behavior frequently reflects poor training. Without guidance, decent people can and do go astray in the prison environment, where stress is high and one group has both tremendous authority over another and the opportunity to exercise it largely outside the public eye. A famous 1971 experiment at Stanford University showed just how easy it is for guards to cross the line. Researchers randomly assigned student volunteers to play the roles of guards and prisoners in a simulated prison. Within days, the ersatz guards began stripping their prisoners naked, chaining them, denying them food or bedding and forcing them to simulate sodomy—an eerie precursor to the Abu Ghraib scandal.

"Human behavior is much more under the control of situational forces than most of us recognize or want to acknowledge," says psychologist Philip Zimbardo, who had to pull the plug on the experiment after just six days because the guards' behavior was getting out of hand.

"In a situation that gives permission for suspending moral values, many of us can be morphed into creatures alien to our usual natures." Most corrections officers don't lose their moral compasses, but they often pay a high price for internalizing the volatile mix of fear and resentment that spurs other guards to act out. "Not a week goes by that we don't see evidence of alcoholism, stress leading to divorce and other symptoms of a troubled workforce," notes Horn. "That is why good training and supervision are so important."

THE SOFT SKILLS

If the harshness of working behind prison walls isn't reason enough for intensive training, the changing nature of corrections officers' jobs should be. For one thing, the workload is getting bigger and bigger. Between 1982 and 1999, the U.S. prison population more than tripled, while the number of correctional officers rose only half as much. What's more, prison populations have become more diverse, with more mentally ill inmates, geriatric patients, substance abusers and violent youthful offenders than there were a few decades ago. All these groups require special handling.

On top of that, the latest approaches to managing prison populations require an increasingly skilled corrections officer corps. In the typical prison of the past, inmates were housed in long corridors. Guards spent most of their time outside these wings, which often were

closed off from the rest of the prison entirely. In the newer approach, called "direct supervision jailing," inmate cells and public areas are arrayed around a central guard station so that the correctional officers have direct contact with all inmates at all times. This arrangement enables the officers to detect and act on potential problems—simmering conflicts or inmates starting to fall into depression, for instance—before they escalate into dangerous situations. While corrections experts say this formation has made prisons safer and calmer, it requires corrections officers who are adept at interpersonal relations—ones who can read body language, look for signs of trouble, know how to head off problems and communicate effectively.

Unfortunately, such "softer skills" get short shrift in many training programs today, says Jeanne Stinchcomb, professor of criminology at Florida Atlantic University. The American Correctional Association, which accredits prisons, says corrections officers should receive a minimum of 160 hours of training before assuming their posts. But much of that training time must be devoted to subjects that are mandated by law. Many jurisdictions, for example, require firearms training, even though the vast majority of corrections officers don't carry guns. More training hours are eaten up teaching skills that require periodic recertification, such as CPR, or that involve activities in which prison operators face potential legal liability, such as the use of force, first responder skills and even defensive driving. "What I consider the most important skills, such as interpersonal communication, tend to get cut out," says Stinchcomb, who ran corrections-officer training programs for Dade County, Florida, in the early 1980s. At the time, the county required its corrections officers to receive 640 hours of pre-service training—four times the minimum recommended by the ACA. "You'd have to be abysmal not to meet the ACA standards," says Stinchcomb.

The ACA is trying to address the problem. It has developed its own Internet-based curriculum that leads to certification for corrections officers. But the program, which is less than a year old, so far has only reached about 800 people out of a workforce of more than 750,000. And it's unclear how much of a dent it can make in a system where state and local authorities operate their own training academies and zealously defend their control over training. This monopoly might not be a bad thing, but state and local governments in many cases have scrimped on training—especially during recent years of fiscal stress. In Maryland, where officers don't even have to meet a physical fitness requirement, "just the cost of giving each corrections officer a physical would be more than you could get out of the legislature," says William Sondervan, a former corrections commissioner for Maryland who now serves as director for professional development at ACA.

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THE RIGHT STUFF

Such penny-pinching may be self defeating if it undercuts corrections officers' prospects of success in their jobs. In fact, turnover has become a major problem in the corrections business, averaging over 16 percent a year nationwide and ranging as high as 41 percent (in Louisiana), according to a survey by Workforce Associates Inc. In addition, 72 percent of correctional administrators report having difficulty recruiting officers and 64 percent say they have problems retaining those they have hired. With baby boom retirements looming, some 490,000 corrections positions will become available in this decade, while the pool of 25- to 44-year-olds from which corrections officers are drawn will shrink by more than 4 million people. Part of the recruitment and retention problems stem from inadequate compensation. In some states, pay for corrections officers starts below \$20,000 a year. (In New Mexico it is \$15,943.) By comparison, luggage screeners at airports earn \$23,600, and some private security guards pull down as much as \$100,000.

But pay differentials may not tell the whole story. In Connecticut, where correctional officers are paid from \$28,000 to \$41,000, the annual turnover rate is just 6 percent. Colorado pays slightly better—from \$30,000 to \$42,000—but has an 11 percent turnover rate. There is other evidence that financial considerations don't necessarily turn away recruits. Corrections departments typically hire new officers first, put them on salary and then train them. But in the early 1990s, Dade County reversed the pattern, allowing some students at Miami Dade Community College to receive training without being hired first—and with no guarantee they ever would be hired. The experiment was a smashing success. The regular college students were more motivated. And because they were pursuing associate degrees at the same time, they felt they had more opportunities than if they were merely taking courses required for specific jobs. Others saw the value of these highly motivated students as well: At one point, a county sheriff tried to hire an entire class in one fell swoop.

Expecting aspiring correctional officers to pay for their own training would represent a huge stride toward professionalization. After all, doctors, lawyers, social workers, nurses and virtually all other professionals have to pay for their own education. But the idea has never caught on in the corrections field, and even the Dade County experiment withered after a few years.

Some states are moving in other ways to make professionalism more of a reality, though. Ohio's Department of Correction and Rehabilitation, for instance, is raising its hiring standards. In addition to the usual criteria, the department assesses job applicants' psychological make-up. It shows them a video that presents 66 scenarios in which corrections department em-

ployees act out real-life prison situations. One scene might depict inmates behaving badly, for instance, while another might show a prisoner who is despondent after being denied parole. For each scene, job candidates must answer questions about how they would handle the situation. Answers demonstrate, among other things, whether applicants tend to follow or bend rules. The "wrong" answers to questions that gauge whether applicants might be intolerant or overly aggressive are automatically "fatal" to being hired. Kimberly Rowe, who runs the state's Corrections Assessment Center in Orient, Ohio, says the new assessments have raised the quality of new hires and thus helped reduce turnover among correctional officers from 15 percent a year in the mid-1990s to 9 percent currently. "Wardens tell us the new correctional officers are more professional," she says.

Massachusetts, meanwhile, has sought to put its guards on a more professional footing by scrapping its paramilitary approach to training and replacing it with a system that combines classroom work with simulations of prison life. The traditional boot-camp approach, complete with drill sergeants and a heavy emphasis on discipline and following orders, was based on the theory that prisons are dangerous places and that guards, like soldiers, must learn discipline, group cohesion and how to follow instructions without asking questions. But that tended to pigeonhole inmates as enemies, according to Terry Kingman, director of the division of staff development for the Massachusetts Department of Correction. Many of the trainees, he says, "took on the same traits as the instructors who were ranting and raving at them. They were coming into their jobs all jacked up." Such an aggressive, authoritarian attitude conveys exactly the wrong message, according to Kingman. He says correctional officers should be taught to model the kind of behavior inmates must learn to become productive members of society. "Our job is to create a moral order for the incarcerated," he explains. "We teach. We lead by example. We don't cut corners. We are respectful and honest. We do things the right way whether somebody is watching or not."

Describing correctional officers as teachers or role models sounds a lot like bringing back the old idea that prisons should rehabilitate criminals, not just punish them. A few corrections leaders unabashedly embrace that idea. "Correctional officers need to be adept at ensuring that the system is safe on a day-to-day basis, but they also need to develop the skill sets that create an environment in which the offender population is held accountable for their civility and productivity when they get released," says Dora Schriro, director of the Arizona Department of Corrections. The rehabilitation half of that equation is essential, she notes, since 96 percent of Arizona's 32,000 inmates eventually will be released from prison to return to society at large.

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To encourage a sense of professionalism among its corrections officers, the Arizona department has established a system of peer reviews, in which officers periodically are relieved from their line jobs to review and critique operations at other facilities. The reviews were launched after a special panel assigned to investigate circumstances surrounding a hostage-taking incident at the state prison in Lewis last January found 500 lapses at the facility, many of them attributable to poor training. "Working peer to peer creates a psychologically safe environment," explains Schriro. "When you can ask a peer how to do something, work becomes a very collaborative process."

Few would argue with Schriro's efforts to professionalize Arizona's correctional guards, but her ideas about rehabilitation are politically risky. On the one hand, states are recoiling at the huge costs of maintaining a prison system that has grown to include more than 1.2 million state inmates.

Many are taking a new look at the tough sentencing policies that fueled the prison-building boom of recent decades, and legislatures are putting increasing pressure on prison authorities to take steps to reduce recidivism. But few politicians or bureaucrats are willing to risk acting in ways that might be labeled as soft on crime.

THE PRIDE FACTOR

The tension between punishment and rehabilitation is readily apparent at the Connecticut Department of Correction's training center in Cheshire. On one recent day, trainers in a large gymnasium were having controlled fights with cadets, teaching them the ungentle procedure for forcibly removing inmates who refuse to come out of their cells. Just across a quad, counselor supervisor Jerry Wagner was lecturing a group of counselors on what causes relapses among people recovering from addiction. Traditionally, the "custody" and "treatment" aspects of the department's work have been separate tracks, but the distinction is becoming blurred. In Wagner's class sat three "correctional treatment officers"—guards who have decided to get extra training to become counselors. But mainline guards, too, are taught skills such as active listening and effective interpersonal communication, which are not typically associated with running a lock-up.

Connecticut's corrections commissioner, Theresa Lantz, sees the shift as part of an evolution in corrections philosophy. In the 1950s and 1960s, the emphasis was on rehabilitation, but subsequent decades saw the ascendancy of a "just-deserts" or "confinement" model. Now, she says, the pendulum has swung again—this time, to a "professional" model. "We're trying to be smarter, and see what we can do that is evidence-based," Lantz says. But she says the new goal shouldn't be described as "rehabilitation." Rather, it is to teach "responsibility."

That may be a fine distinction, but it is an important one. The new model doesn't require getting inside inmates' heads and changing them. Nor does it require forgiving or explaining away their transgressions. But it does require setting a high standard, having guards live by it and expecting inmates to do the same. The key to having high expectations is respect, Lantz says. She doesn't promise that treating inmates with respect will magically turn them into law-abiding citizens. But it may help. And in the meantime, it will make prisons safer and improve the lives of correctional officers. "We are not light switches," she says. "If you shut off compassion, love, respect and care when you go to work, you'll find you will not be able to turn them on when you come home."

Back in the classroom, Melanson explains how to put Lantz's vision into practice. Above all, he says, correctional officers must be "firm, fair and consistent"—for their sake if not for the sake of inmates. He says officers have to walk a fine line. They can't get too familiar with inmates, he warns, because sharing personal information can open them up to exploitation. But officers can be firm without being harsh. "Is it okay to care?" he asks. "Yes, as long as you don't care too much."

To illustrate his point, he tells about the time he learned that an inmate's son had just died. Although the man had been bad-mouthing him and otherwise making his life as a guard very difficult, Melanson felt compelled to approach him. "I told him from the bottom of my heart that I was sorry," the instructor recalls.

Four weeks later, the inmate approached Melanson. "He said that was a stand-up thing I had done," Melanson told his trainees. "He told me I'd never have any trouble from him again."

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BROCHURES AVAILABLE:

MCCPI has on hand a supply of crime prevention brochures. To request crime prevention brochures, contact MCCPI at 1-800-303-8802. The Institute has limited amounts of free brochures available on topics such as personal safety, crime prevention for children, safety for the elderly, commercial security, crime prevention in the workplace, identity theft, cybersafety for children, vehicle theft prevention, etc. A complete listing of brochures is available from MCCPI.

A GROWTH INDUSTRY

Number of inmates in state prisons at mid-year

1990: 684,544
1991: 728,605
1992: 778,495
1993: 828,566
1994: 904,647
1995: 989,004
1996: 1,032,440
1997: 1,074,809
1998: 1,113,676
1999: 1,161,490
2000: 1,175,740
2001: 1,180,155
2002: 1,199,949
2003: 1,221,501

Source: U.S. Bureau of Justice Statistics

TURNOVER TROUBLE

Reasons for difficulty retaining adult correctional facilities staff (% who responded yes)

Demanding hours & shift work: 44%
Inadequate pay & benefits: 42
Stress & burnout: 31
Wrong initial selection;
Employee not suited: 27
Violation of work &/or conduct rules: 25
Competition from other security & enforcement: 25
Supervisors poorly qualified: 19
Perceived lack of career prospects: 12
Lack of occupational prestige: 4
Inadequate educational & training possibilities: 4
Officers promoted up & out of position: 2
Miscellaneous other reasons: 12

Source: American Correctional Association
2003 Survey

EXECUTIVE DEVELOPMENT INSTITUTE UPDATE

By: Theresa Satterfield, Administrator

LEADERSHIP CHALLENGE XIV

The January session was on State Emergency Preparedness. The program was held at Camp Fretterd and provided participants with insight into handling Maryland's emergencies and the leadership skills necessary to ensure positive outcomes. The February session is on Maryland Government followed by Media in March and Gangs/Hate Groups in April.

EXECUTIVE SEMINARS

Several new and repeat one-day leadership/managerial courses have been added. These programs are receiving high marks. The Executive Development Institute's program schedule is in Training Notes. 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 and to the Academy Directors approximately 6 - 8 weeks in advance of the program. These programs are open to all staff, uniformed and non-uniformed alike, who want to be better leaders and managers.

MID MANAGEMENT PROGRAMS - CORRECTIONS

Plans are in the works to schedule three programs in 2005. More information will be forthcoming.

WORKLOAD ANALYSIS AND RESOURCE ALLOCATION

Check the schedule for future offerings.

MANAGING THE MARGINAL EMPLOYEE

See the Institute's 2005 Program listings for specific dates.

QUARTERLY TRAINING

Topics are being reviewed and sessions and dates are tentatively being set. More information will be forthcoming.

WOMEN LEADERS IN PUBLIC SAFETY SERIES

The executive series for Women in Public Safety is up and running and has been well received. Additional topics have been added. See the Institute's Program listings.

PROFESSIONAL DEVELOPMENT FUND

Initiatives for the Professional Development Fund are due by 4:30 p.m. on Monday, March 7, 2005. The submissions will be reviewed after the respective Commission meetings in April.

LEGAL NOTES

by Holly Knepper, Assistant Attorney General
Maryland Police and Correctional Training Commissions

K-9 sniff - traffic stop.

An Illinois state trooper stopped Roy Caballes for speeding and radioed dispatch to report the stop. Another trooper working drug interdiction with his K-9 overheard the call and immediately went to the scene of the stop. While the 1st trooper wrote up Caballes' ticket, the 2nd trooper walked his K-9 around Caballes' car and the dog alerted at the trunk. Based on the alert, the troopers searched the trunk and found drugs. The entire incident lasted less than 10 minutes.

Caballes moved to suppress the drugs, and the suppression issue went to the U.S. Supreme Court on the question of whether the 4th Amendment requires reasonable, articulable suspicion to justify using a drug-detection dog to sniff a vehicle during a legitimate traffic stop. The Court ruled that it does not. The use of a well-trained narcotics-detection dog during a lawful traffic stop that reveals no information other than the location of a substance that no individual has any right to possess (illegal narcotics) does not violate the 4th Amendment. The initial stop was lawful, and the 2nd trooper's arrival and use of the K-9 around the car's exterior during the stop did not extend the duration of the stop, and it did not need to be supported by reasonable, articulable suspicion. *Illinois v. Caballes*, __U.S.__ (2005) (2005 WL 123826).

K-9 sniff - exterior of dwelling.

In a case of first impression in Maryland, the Court of Appeals ruled that a drug dog's sniff of the exterior of an apartment did not constitute a search under the 4th Amendment, provided the police officer and dog were lawfully present at the location of the sniff, as the hallways and common areas accessible to the public through the entrance of unlocked glass doors. *Fitzgerald v. State*, __Md.__ (2004)(2004 WL 2827053).

Wiretap requirements.

Marvine Cantine was convicted of drug conspiracy based largely on evidence police obtained using wiretaps. Cantine argued that police failed to exhaust conventional investigative techniques before resorting to wiretaps. Maryland law requires that every application for an *ex parte* wiretap order must include a statement about whether other investigative procedures have been tried and failed, why they are unlikely to succeed or are too dangerous. Courts & Jud. Proc. Art., §10-408(a). These requirements

are intended to prevent using electronic surveillance as a first resort investigative tool, and the failure to satisfy them means all derivative evidence must be suppressed.

The Court of Special Appeals held police satisfied wiretap requirements when they submitted a 70-page affidavit with the wiretap application describing how they conducted surveillance over several years, checked criminal arrest records, used confidential informants, checked toll records and pin registers, and set up controlled calls and buys. Police articulated that bumper beepers and long term surveillance would probably result in detection because the subjects dealt only with old friends and associates. They also articulated that, although the investigation was ongoing, police could not locate the stash house because the subjects kept changing their telephone numbers. Although police probably could have made more than 2 attempts to collect trash and provided better factual support for their claim that they could not monitor cell phones, the State is not required to exhaust every conceivable investigative possibility before seeking a wiretap. *Cantine v. State*, __Md.App.__ (2004)(2004 WL 2973599).

Convicted felon's property interest in seized firearms.

On the day Robert Serio was convicted of felony vehicular manslaughter, 2 Baltimore County police officers applied for a warrant to search his home and seize any firearms and alleged he was a felon in possession of firearms in violation of Art. 27, §445(d)(1)(ii). A warrant was issued the next day, and police searched Serio's house and seized several firearms. Serio was not charged, but the County refused to return his firearms, give them to a designee, or give Serio the proceeds. Serio sued the County and the officers, challenging the seizure, seeking return of the property, and claiming police violated his constitutional rights by obtaining and executing the search warrant.

The case ended up at the Court of Appeals, which ruled: (1) Although State law requires the return of property seized pursuant to a search warrant be restored to the person from whom taken (Art. 27, §551), the County cannot return the firearms to Serio because he is a convicted felon who cannot lawfully possess them; (2) But Serio retains a constitutionally-protected property interest in the firearms, which means he has not lost his ownership interest in them just because he is a convicted felon; (3) The firearms are not subject to forfeiture proceedings because there was no conviction, and the County cannot just retain them without giving Serio some kind of due process. (The Court suggested a court-ordered sale of the firearms); (4) Serio's constitutional due process rights were violated by the officer who seized the firearms and then by the County for retaining them;

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and (5) The County may have liability for the officer's violations of Serio's due process under the doctrine of *respondeat superior*, which may impose civil liability on government entities for State constitutional violations committed by employees acting within the scope of employment.
Serio v. Baltimore County, __Md.__ (2004)(2004 WL 2852119).

Qualified immunity.

Kenneth Haugen was the subject of a theft report and a felony drug no-bail warrant, and Officer Rochelle Brosseau knew this when she responded to a 911 call for a fight involving Haugen. Officer Brosseau and 2 other officers plus a K-9 dog searched for Haugen for about 45 minutes before he ran to his car, where Brosseau believed Haugen would retrieve a weapon. Haugen ignored Brosseau's commands to get out of the car, and Brosseau struck the car window several times until it shattered. Then she tried unsuccessfully to grab his keys, and struck Haugen on the head with the barrel and butt of her gun. After Haugen started his car, Brosseau fired a shot through the rear driver side window that hit him in the back, but Haugen sped off before realizing he'd been hit. Brosseau later testified she shot Haugen because she feared for the safety of other officers on foot, for the occupied vehicles in his path, and for any other citizens in the area. Haugen sued Brosseau under 42 U.S.C. §1983 for excessive force and constitutional violations.

Qualified immunity shields an officer from a lawsuit when she makes a decision that, even if constitutionally deficient, reasonably misunderstands the law governing the circumstances at the time. Qualified immunity is intended to protect officers from being sued over the 'hazy border' between excessive and acceptable force, and is defeated only where the constitutional right the officer allegedly violated was so "clearly established" that a reasonable officer would understand what he is doing violates that right. Here, the question was whether at the time of Brosseau's actions it was clearly established that she was violating Haugen's 4th Amendment rights when she shot a felon who was set on avoiding capture through vehicular flight, when others in the immediate area were at risk from his flight. Noting there were only a handful of cases with these kinds of facts and none clearly establish Brosseau's conduct as a violation of the 4th Amendment, the Supreme Court ruled that Brosseau's actions fell in that 'hazy border' providing her with qualified immunity. *Brosseau v. Haugen*, 125 S.Ct. 596 (2004) (per curiam).

These summaries are not intended to substitute for the advice of legal counsel. Please use due care and consult federal, state and local laws, legal advisors, and agency policy and procedure before relying on these or other cases

THE ADVANCED AND SPECIALIZED TRAINING UNIT

Collaborative Supervision and Focused Enforcement (CSAFE)

by Glen Plutschak, Administrator

The Advanced and Specialized Training Unit is offering continuing education classes on the "Mentally Ill Offender." This course provides an overview of statistical information pertaining to mentally ill juveniles and adults as well as tips for distinguishing between mental illness and other disorders. Prevention and supervision techniques will be provided for professionals dealing with suicidal populations. Information will also be presented on community-based programs responding to the mentally ill offender. Four hours of certified training will be offered at sites across Maryland. These classes are free of charge. Contact AST at 410-295-1287 for a class near you.

Currently, a pilot program is underway to provide high speed computer interface among DJS, DPP and local police.

Staff of the AST continues to publish their quarterly newsletter entitled "Promising Partnerships." Copies of the newsletter are available on the Maryland Police and Correctional Training Commissions web site at www.pctc.state.md.us. The purpose of the newsletter is to share promising practices throughout Maryland where State agencies, police, probation and community residents work together to lower crime, recidivism rates and help improve the quality of life in our communities. One recent article spoke to a collaboration among police, juvenile probation and Anne Arundel County Pupil Personnel workers (PPW) collaborating to intervene successfully regarding a youth threatening to bring a gun to school.

AST also works to unite agencies by improving their computer information systems. Currently, a pilot program is underway to provide high speed computer interface among DJS, DPP and local police. This information system allows offender information and digital photos to be shared over a secure internet connection. It also ends redundant data entry by juvenile and adult probation staff.

AST is planning to offer a CSAFE Academy in May and a Summit for Neighborhood Safety Teams in late summer.

NOTES FROM THE CERTIFICATION UNIT

By Christine Melville

THE MPCTC STAFF ANNOUNCES THE DISTRIBUTION OF THE FIRST CERTIFICATION CARDS FOR ELIGIBLE CORRECTIONAL PERSONNEL

For quite some time, it has been the vision of State and local correctional professionals to initiate the distribution of a card that would formally distinguish the mandated correctional employees' compliance with the law and regulations of the Correctional Training Commission.

As previously announced, amendments to COMAR 12.10.01.06 became effective January 1, 2005 and require a certification card to be distributed to mandated correctional employees who are in compliance with the Commission's standards.

To begin the certification process, the Certification Unit will distribute a certification card to all mandated correctional employees who are currently employed in a mandated position at a correctional agency and in compliance with the 2004 annual training requirements.

The employee's certification will remain in effect for a period of three years, provided that the employee continues to be in compliance with the Commission's standards. The expiration date in the upper right-hand corner of the card is determined by the employee's birth month. To begin the process, all eligible correctional employees with a birth month between May - August will have an expiration date of June 30, 2008; employees with a birth month between January - April will have an expiration date of June 30, 2007; and, employees with a birth month between September - December will have an expiration date of June 30, 2006. The certification will be automatically renewed prior to the expiration date on the card if the individual remains employed with the correctional agency and is in compliance with the training standards. Failure to remain in compliance with the Commission's training standards will result in an automatic lapse of the certification on the date of expiration.

The MPCTC Certification Unit will also begin distributing Provisional Certification cards to mandated correctional employees when their correctional agency submits a completed Application For Certification (AFC) signifying the employee's compliance with the Commission's selection standards. After the agency reports that the employee meets the required entrance level and field training standards, the employee will receive a new certification card recognizing compliance with all standards. At that point, the correctional employee is placed in the three-year renewal cycle.

The certification cards will be sent to the agency head for distribution to the mandated employee. The employee

should read the information printed on the card, sign the card and must carry it with them while on duty. The certification card is the property of the Correctional Training Commission and must be returned to the Commission when the employee separates employment. Separation of employment automatically revokes the certification of the mandated employee.

Congratulations to all mandated correctional personnel and their employing agencies. The changes in the Regulations provide the opportunity for the Correctional Training Commission to enhance the professionalism of careers in corrections, parole and probation and juvenile services.

Annual Training Reports

As required by the regulations of both Commissions, all correctional and law enforcement agencies should have reported their 2004 annual in-service training and firearms qualification data to MPCTC by January 31st. The MPCTC Certification Unit will begin the certification renewal process in February which will include providing annual training and firearms qualification compliance reports, agency rosters and certification cards to correctional and law enforcement agencies. As your agency receives reports and certification cards, please notify the Certification Unit of any discrepancies and submit corrected information so that we can update our records.

All agencies should be reviewing training program content and approvals, and training schedules to ensure that your mandated personnel will accomplish compliance during 2005.

Application For Certification (AFC) Forms

All correctional and law enforcement agencies are encouraged to carefully review the Application For Certification (AFC) forms submitted for your mandated personnel. All too often AFC forms must be returned to the employing agency because the form lacks required information. Returning the AFC forms for additional/corrected information causes a delay in the certification of your mandated personnel. The Certification Unit will process an individual's certification only when an agency submits a completed AFC indicating the applicant's compliance with mandated selection standards.

When submitting an AFC for the recertification of an applicant, agencies are reminded that firearms qualifications with the new employing agency's authorized firearms must accompany the AFC, and if required, verification of 18 hours of in-service training. Many times documentation of compliance with in-service training and/or firearms qualification is not included with the AFC, causing a delay in the certification of the individual.

For recertification of law enforcement officers, please refer to COMAR 12.04.01.07 and .08. For recertification of correctional personnel, please refer to COMAR 12.10.01.07 and .08. Visit the Police and Correctional Training Commissions' law and regulations at www.dpscs.state.md.us/pct.

**MARYLAND COMMUNITY CRIME
PREVENTION INSTITUTE**

MCCPI UPDATE:

by Patricia L. Sill, Administrator

**UPCOMING COMMERCIAL AND
RESIDENTIAL CRIME PREVENTION TRAIN-
ING PROGRAMS – DATES AND LOCATIONS:**

Dates and locations have been confirmed for MCCPI's Commercial and Residential Crime Prevention Training Programs, as follows:

Residential Programs: March 7-10, 2005 at the Public Safety Education and Training Center in Sykesville; April 11-14, 2005 at the Castle in the Sand Hotel in Ocean City; June 13-16, 2005 at the Soldier's Delight Complex in Owings Mills (Baltimore County).

Commercial Program: September 26-30, 2005 at Kennedy Krieger Institute in Baltimore City.

For more information on these programs, please call Mr. Leo French or Mr. Bruce Lohr at 410-875-3425 or 1-800-303-8802.

McGRUFF/SCRUFF TRAINING:

MCCPI will offer a one-day training on the Guidelines and Use of the McGruff/Scruff Costumes on June 8, 2005. The program will take place at the Public Safety Education and Training Center, 6852 4th Street, in Sykesville. The training will include a history of the McGruff Program and will also feature experiences of those who have used the McGruff costume. It is open to all interested law enforcement officers in the state.

For more information, contact Mr. Leo French or Mr. Bruce Lohr at the MCCPI Office.

YOUTH CRIME PREVENTION TRAINING:

Tentatively scheduled for June 22 and 23, 2005 is MCCPI's newest training, "Youth Crime Prevention: Focusing on Current Trends." This training deals with today's problems with Gangs, Bullies, Drugs, and Sex Offenses involving Youth and Sexual Predators on the Internet. This training will be held at the MCCPI facility in Sykesville.

Notices will be forthcoming, so please keep these two days clear on your calendar. If you have any questions regarding it, please call Mr. Bruce Lohr at the MCCPI Office.

**MARYLAND CRIME PREVENTION
ASSOCIATION TRAINING:**

The Maryland Crime Prevention Association, in conjunction with MCCPI, plans to offer the following training programs in 2005: April (Risk Assessment), June (Bio-Chemical Preparedness), September (Gangs), and the Maryland Crime Prevention Association's Annual Conference in October.

Training announcements and correspondence from MCPA are generated via e-mails. If you wish to receive MCPA training announcements and related MCPA information, you can sign up by accessing the MCPA website at www.mdcrimeprevention.org. If you do not have an e-mail address but would like to receive the MCPA mailings, please fax your request to Captain Ron Schwartz at 410-887-5313. Questions regarding the Association may be directed to the following: Captain Ron Schwartz (410-887-5310); Detective Paul Ciepiela or Ms. Re Ward (410-887-5901); Ms. Janis Froehlich (240-773-5634); Ms. Patricia Sill (800-303-8802).

**GOVERNOR'S CRIME PREVENTION
AWARDS:**

In this issue of Training Notes, MCCPI is highlighting the efforts of the *Meet the Challenge* program of the Charles County Sheriff's Office. This program is one of the first in the nation designed to give citizens active roles in the Homeland Security effort in their community. Upon receiving training from the Charles County Sheriff's Office, Neighborhood Watch groups, businesses, and civic organizations are armed with important information and a plan of defense. They learn how to develop a community mobilization plan, develop a community resources database, and experience contingencies through an interactive desktop exercise.

In partnership with the National Sheriffs' Association and the Greater Waldorf Jaycees, manuals, brochures, and promotional materials are distributed throughout the county to inform citizens of the value of the program and to help the more than 25 instructors on hand to serve the community. A two-hour Power Point presentation is delivered to the citizens with a step-by-step approach on preparing their community for an emergency. This initiative has enlightened citizens, made them more aware, and empowered them to deal with issues facing today's world.

If you are interested in learning more about the *Meet the Challenge* program, contact Ms. Margie Meek of the Charles County Sheriff's Office at 301-932-3080. For information about the accomplishments of other recipients of Governor's Crime Prevention Awards, please call the MCCPI Office at 1-800-303-8802.



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.

TRAINING ALERT



5th Annual MPCTC Trainers Conference

Plans are being finalized for the 5th Annual MPCTC Trainers Conference. This year's Conference is tentatively scheduled for mid-October. A final date and location will be determined within the next several weeks. That information, as well as a schedule of training events, will be posted at

www.mdle.net

D.A.R.E. MARYLAND DRUG ABUSE RESISTANCE EDUCATION COORDINATOR'S OFFICE UPDATE:

By Claude J. Nelson, Jr.

ANNUAL D.A.R.E. IN-SERVICE TRAINING:

The 2005 Annual D.A.R.E. Officers' In-Service Training Seminar is currently under development and is scheduled for March 22-24, 2005 in Ocean City, Maryland. Once details have been finalized, notices will be sent to D.A.R.E. Officers throughout Maryland.

For more information, contact Mr. Claude Nelson at 410-875-3426 or 1-800-303-8802.

Maryland Police and Correctional Training Commissions Police Entrance Level

Entrance level Academy (840 Hours)

2005-01 (Class 12)
January 10, 2005 - June 3, 2005

2005-02 (Class 13)
July 11, 2005 - December 2, 2005

2006-01 (Class 14)
January 9, 2006 - June 2, 2006

Comparative Compliance Course (280 Hours)

Pending # of Applicants/Requests

2005-01 (Class 9)
March
2005-02 (Class 10)
September
2006-01 (Class 11)
March

Dates shown are tentative and subject to change due to classroom availability and # of registrants. For more information call 410-875-3450 or fax 410-875-3582.

For reservation in any upcoming Academy you must fax a request on your agency letterhead, be sure to list what programs and how many slots you are requesting.



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.

ENHANCED INSTRUCTOR PROGRAM

(7 Day Program)

March 28 - April 1 & April 4-5, 2005
April 18-22 & 25-26, 2005
May 16-20 & 23-24, 2005
June 20-24 & 27-28, 2005
July 5-8 & 11-13, 2005
****September 6-9 & 12-14, 2005****
October 10-14 & 17-18, 2005
November 7-11 & 14-15, 2005
December 5-9 & 12-13, 2005

****starts on a Tuesday****

ADVANCED INSTRUCTOR PROGRAM

(5 Day Program)

May 9-13, 2005

POLICE AND CORRECTIONAL SUPERVISOR PROGRAM (7 Day Program)

March 14-18 & 21-22, 2005
April 11-15 & 18-19, 2005
May 2-6 & 9-10, 2005
June 6-10 & 13-14, 2005
July 18-22 & 25-26, 2005
August 8-12 & 15-16, 2005
September 19-23 & 26-27, 2005
October 24-18 & October 31 - November 1, 2005
December 12-16 & 19-20, 2005

****starts on a Tuesday****

SUPERVISOR & ADMINISTRATOR TRAINING

POLICE ADMINISTRATOR PROGRAM (5 Day Program)

March 7-11, 2005
October 3-7, 2005
November 28- December 2, 2005

CORRECTIONAL ADMINISTRATOR PROGRAM (7 Day Program)

October 3-7 and October 17-19, 2005

For further information please contact:

Rhonda Hill/Sandy Buterbaugh at 410-875-3516/3515

ADVANCED AND SPECIALIZED TRAINING

GANGS: A MARYLAND PERSPECTIVE

A 28-hour program designed to identify and focus on current trends in gang activity, the major deviant groups operating regionally and nationally, their characteristics, and methods for identifying specific gangs and groups. The presenters are all experts in this field.

Program location varies. **Fee \$65.00. Contact Gloria Herndon 410-875-3514**

**April 18-21, 2005
October 11-14, 2005**

VERBAL JUDO

A 7-hour seminar designed to address the benefits of using Verbal Judo as a tactical communication tool. This course covers officer safety, professionalism and decreased complaints and liability. **Fee \$45.00 Contact Gloria Herndon 410-875-3514**

**March 21-22, 2005
August 29-30, 2005**

INSTRUCTIONS: For any programs listed above, a nomination form MUST be completed, signed by the Agency Head and submitted to Rhonda Hill 6852 4th Street, Sykesville, MD 21784 Fax: 410-875-3583 URL: www.dpscs.state.md.us/pct For additional information on Police & Correctional Instructor Training, Police Administrator or Police Supervisor Training Programs, contact Rhonda Hill at 410-875-3583. **Note: A "waiting list" is being maintained for all full programs.**

FIREARMS TRAINING

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

FIREARMS INSTRUCTOR SCHOOL - 80 hours

Fee: \$45.00 per person. Two-week basic 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.

March 7-18, 2005 - Pistol, Shotgun only-FULL

April 4-15, 2005 - Revolver, Shotgun only

June 13-24, 2005 - Pistol, Shotgun only FULL

September 12-23, 2005 - Pistol, Shotgun only

SIMUNITIONS SCHOOL

Fee: \$550.00 per person. We are hosting this school. Contact Ray Jones for details, which are forthcoming.* (410) 552-6300.

April 18-22, 2005

REMINGTON ARMORER SCHOOL

Fee: \$400.00 per person. We are hosting these schools. Contact George Bransom for details/registration form. (410) 552-6300.

May 16-18, 2005

May 18-20, 2005

GLOCK ARMORER SCHOOL

Fee: \$100.00 per person & includes lunch. We are hosting these schools. Contact Mark Canton for details/registration form. (410) 552-6300.

July 14, 2005

COLT ARMORER SCHOOL

Fee: \$375.00 per person. We are hosting these schools. Contact George Bransom for details/registration form. (410) 552-6300.

July 19-21, 2005

SIGARMS ARMORER SCHOOL

Fee: \$* per person. We are hosting these schools. Contact Ray Jones for details/registration form, which are forthcoming.* (410) 552-6300.

July 19-21, 2005

DEADLY FORCE MANAGEMENT

Fee: Free. Three (3) day Management-level program on needs assessments, developing training objectives, legal issues and integration of training topics. Includes lectures from FBI Behavioral Science Unit. Contact Shannon Bohrer or send facsimile (410) 552-4615 with name/agency/telephone number of those who wish to attend.

September 27-29, 2005

EXECUTIVE DEVELOPMENT INSTITUTE PROGRAMS

LEADERSHIP SCHOOL (3 DAYS) - \$210.00

March	15-17, 2005	Sykesville
April	19-21, 2005	Sykesville
August	16-18, 2005	Sykesville
October	11-13, 2005	Sykesville

PATROL WORKLOAD ANALYSIS AND RESOURCE ALLOCATION (2 Days) - \$275.00

Nov. 29-30, 2005	Sykesville
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MANAGING THE MARGINAL EMPLOYEE (2 Days) - \$140.00

May	03-04, 2005	Sykesville
September	20-21, 2005	Sykesville
November	15-16, 2005	Sykesville

CRITICAL THOUGHT (2 DAYS) - \$150.00

June	07-08, 2005	Sykesville
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INTERVIEWING AND INTERROGATION (2 Days) - \$100.00

March	7 & 8, 2005	Sykesville
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WOMEN LEADERS IN PUBLIC SAFETY SERIES (1 DAY) - \$50.00

Assertiveness in the Workplace		
May	13, 2005	Westminster
Delegating Down the Chain of Command		
Jun	03, 2005	Westminster

EXECUTIVE SEMINARS (1 DAY) - \$50.00

<u>Resolving "Issues" in Teams</u>	
Mar. 03, 2005	Baltimore

<u>Positive Office Politics</u>	
Mar. 10, 2005	Baltimore

<u>Working Relationships Between Men and Women</u>	
Mar. 17, 2005	Baltimore

<u>Win-Win Negotiations</u>	
Mar. 18, 2005	Westminster

<u>Progressive Discipline</u>	
Apr. 01, 2005	Westminster

<u>Selecting and Hiring Top Performers</u>	
Apr. 07, 2005	Baltimore

<u>A Guide to Eliminating Procrastination</u>	
Apr. 15, 2005	Westminster

<u>Successfully Transitioning to Management</u>	
Apr. 22, 2005	Westminster

<u>Performance Evaluation and Conducting Meetings</u>	
May 05, 2005	Baltimore

<u>Goal Settings for Managers: An Introduction</u>	
May 06, 2005	Westminster

<u>Documentation and Discipline</u>	
May 12, 2005	Baltimore

<u>Assertiveness for Gentle People</u>	
Jun 02, 2005	Baltimore

<u>Developing a Professional Image</u>	
Jun 10, 2005	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 410-875-3574. *On-line registration is now available on* www.mdle.net.



APPROVED TRAINING - POLICE

TRAINING PROGRAMS APPROVED BY THE POLICE AND CORRECTIONAL TRAINING COMMISSIONS

These are training programs which the Commission has approved for delivery. Provided that proper arrangements with the offering agencies have been made, these programs may be used by other agencies without prior Commission approval. Check with these agencies regarding dates, fees, and the like.

AGENCY	PROG. APPR#	TYPE	HOURS	APPROVED	EXPIRES
Allegany Co Sheriff	P10209	ASP Recert. and O.C. Spray	Inservice	8.0	12/19/2004 12/19/2007
Allegany Co Sheriff	P10264	Departmental Incident Report Changes	Inservice	4.0	1/05/2005 1/05/2008
Allegany Co Sheriff	P10290	Gang Training	Inservice	8.0	1/13/2005 1/13/2008
Allegany Co Sheriff	P10263	Gangs (Supplement)	Inservice	3.0	1/05/2005 1/05/2008
Allegany Co Sheriff	P10220	Handling Sex Offense Victims	Inservice	2.0	12/17/2004 12/17/2007
Annapolis Police	P10200	Officer's In-Service	Inservice	20.0	12/20/2004 12/20/2007
Annapolis Police	P10199	Supervisor's In-Service	Inservice	27.0	12/20/2004 12/20/2007
Anne Arundel Co Police	P10327	Field Training Basic School	Inservice	21.0	1/27/2005 1/27/2008
Baltimore City Police	P10248	2005 In service	Inservice	28.0	12/28/2004 12/28/2007
Baltimore City Police	P10256	Basic Instructor Training Course	Instructor	29.5	1/04/2005 1/04/2008
Baltimore Co Police	P9794	Firearms - Annual Off Duty	Firearms	0.0	12/02/2004 12/02/2007
Baltimore Co Police	P10283	Retiree Off Duty Annual Firearms Qualification	Firearms	3.0	1/13/2005 1/13/2008
Bel Air Police	P10236	Street Officer Survival	Inservice	16.0	12/20/2004 12/20/2007
Bladensburg Police	P10207	Sexual Assault Training	Inservice	2.0	12/20/2004 12/20/2007
Cambridge Police	P10221	Advanced Taser Course	Inservice	4.0	12/20/2004 12/20/2007
Carroll Co Sheriff	P10287	Police Canine Maintenance Training	Inservice	200.0	1/13/2005 1/13/2008
Cecil Co Sheriff	P10245	Evidence Packaging	Inservice	2.0	12/28/2004 12/28/2007
Cecil Co Sheriff	P10254	Police Ethics	Inservice	4.0	12/30/2004 12/30/2007
Cecil Co Sheriff	P10255	Spanish for Law Enforcement	Inservice	8.0	12/30/2004 12/30/2007
Crisfield Police	P9788	Firearms - Annual Day Pistol	Firearms	2.0	12/01/2004 12/01/2007
Crisfield Police	P9792	Firearms - Annual Off Duty Pistol	Firearms	0.0	12/01/2004 12/01/2007
Crisfield Police	P9789	Firearms - Annual Reduced Light Pistol	Firearms	0.0	12/01/2004 12/01/2007
Crisfield Police	P9791	Firearms - Annual Shotgun	Firearms	0.0	12/01/2004 12/01/2007
Crisfield Police	P9790	Firearms - Entrance Level (Pistol & Shotgun)	Firearms	40.0	12/01/2004 12/01/2007
Cumberland Police	P10261	Simunitions	Inservice	7.0	1/04/2005 1/04/2008
Dept Of State Police	P10162	Civilian Supervisor Seminar	Inservice	16.0	12/08/2004 12/08/2007
Dept Of State Police	P10163	Diversity Training	Inservice	8.0	12/08/2004 12/08/2007



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AGENCY	PROG. APPR#	TYPE	HOURS	APPROVED	EXPIRES
Dept Of State Police	P10240	Drug Evaluation & Classification Basic Training	Inservice	282.0	12/21/2004 12/21/2007
Dept Of State Police	P10242	DWI Detection & Stand. Field Sobriety Test. Basic	Inservice	24.0	12/21/2004 12/21/2007
Dept Of State Police	P10239	DWI Detection/Standardized Field Sobriety Testing	Inservice	36.0	12/20/2004 12/20/2007
Dept Of State Police	P10273	Motor Officer Certification	Inservice	80.0	1/13/2005 1/13/2008
Dept Of State Police	P10271	Motor Officer Instructor	Inservice	100.0	1/13/2005 1/13/2008
Dept Of State Police	P10270	Motor Officer Instructor Recertification	Inservice	16.0	1/13/2005 1/13/2008
Dept Of State Police	P10272	Motor Officer Recertification	Inservice	8.0	1/13/2005 1/13/2008
Dept Of State Police	P10268	Police Sidecar Certification	Inservice	28.0	1/13/2005 1/13/2008
Dept Of State Police	P10342	Pro-Active Criminal Enforcement Training (PACE)	Inservice	68.0	2/04/2005 2/04/2008
Dept Of State Police	P10267	Sidecar Recertification	Inservice	8.0	1/13/2005 1/13/2008
Dept Of State Police	P10345	Sobriety Checkpoint Mangagers Training	Inservice	4.0	2/04/2005 2/04/2008
Dept Of State Police	P10241	The DRE Instructor Training School	Inservice	40.0	12/21/2004 12/21/2007
Dept Of State Police	P10269	Train the Trainer (Advanced Motor Officer Instruc)	Inservice	72.0	1/13/2005 1/13/2008
Dept Of State Police	P10243	Underage Alcohol Use Reduction Effort	Inservice	4.0	12/21/2004 12/21/2007
Dorchester Co Sheriff	P10262	Taser X26 & Advanced Taser M26 Certification	Inservice	4.0	1/05/2005 1/05/2008
Eastern Shore Criminal Justice Acad	P10190	Child Sexual Abuse: Investigation & Identification	Inservice	21.0	12/14/2004 12/14/2007
Eastern Shore Criminal Justice Acad	P10346	Criminal Street Gangs	Inservice	24.0	2/07/2005 2/07/2008
Eastern Shore Criminal Justice Acad	P10051	ESCJA - Comparative Compliance I & IV	Entry Level	204.0	12/03/2004 12/03/2005
Eastern Shore Criminal Justice Acad	P10266	ESCJA - Comparative Compliance II	Entry Level	40.0	1/07/2005 1/07/2006
Eastern Shore Criminal Justice Acad	P10050	ESCJA - Police Entrance Level Training Academy #54	Entry Level	862.0	12/03/2004 12/03/2005
Eastern Shore Criminal Justice Acad	P10337	First Responder Recertification	Inservice	18.0	1/28/2005 1/28/2008
Eastern Shore Criminal Justice Acad	P10315	Gang Activities on Maryland's Lower Eastern Shore	Inservice	14.0	1/27/2005 1/27/2008
Eastern Shore Criminal Justice Acad	P10320	Radar/LIDAR (Lasar) Speed Measurement Course	Inservice	32.0	1/27/2005 1/27/2008
Eastern Shore Criminal Justice Acad	P10335	Sobriety Checkpoint Managers Training	Inservice	4.0	1/28/2005 1/28/2008
Frederick City Police Academy	P10196	Frederick City Police Academy	Entry Level	1,111.0	12/15/2004 12/15/2005
Frederick City Police	P10341	First Line Supervisor Training	Inservice	40.0	2/04/2005 2/12/2005
Frederick City Police	P10265	General In Service	Inservice	8.0	1/05/2005 1/05/2008
Frederick Co Sheriff	P10330	2005 In Service Program	Inservice	30.0	1/28/2005 1/28/2008
Frederick Co Sheriff	P10347	Court Security for Law Enforcement/Corrections	Inservice	21.0	2/08/2005 2/08/2008
Frostburg State University Police	P10223	1st Responder Re-cert	Inservice	12.0	12/20/2004 12/20/2007
Frostburg State University Police	P10222	RRE - Response & Reporting	Inservice	2.0	12/17/2004 12/17/2007
Fruitland Police	P10229	Pepper Foam	Inservice	4.0	12/20/2004 12/20/2007
Garrett Co Sheriff	P10289	Use and Application of TASER	Inservice	8.0	1/13/2005 1/13/2008
Greenbelt Police	P10331	AAA Driver Improvement Course	Inservice	8.0	1/28/2005 1/28/2008
Greenbelt Police	P10332	Accreditation Training	Inservice	1.0	1/28/2005 1/28/2008
Greenbelt Police	P10247	Advanced Narcotic Investigation	Inservice	40.0	12/28/2004 12/28/2007
Greenbelt Police	P10336	Evidence Techniques - In Service	Inservice	1.0	1/28/2005 1/28/2008
Greenbelt Police	P10326	Performance Appraisal System	Inservice	2.0	1/27/2005 1/27/2008
Greenbelt Police	P10194	Understanding/Interviewing Sexual Assault Victims	Inservice	3.0	12/14/2004 12/14/2007
Hagerstown Police	P10250	CPR Re Certification	Inservice	3.0	12/28/2004 12/28/2007
Hagerstown Police	P10251	O.S.H.A Review Annual	Inservice	1.0	12/28/2004 12/28/2007
Havre de Grace Police	P9795	Entrance Level Handgun Shotgun	Firearms	40.0	12/13/2004 12/13/2007
Howard Co Police	P10349	2005 One Day In Service Program	Inservice	10.0	2/05/2005 2/05/2008
Howard Co Police	P10301	Basic Exercise and Fitness	Inservice	2.0	1/26/2005 1/26/2008
Howard Co Police	P10308	Conducting Performance Evaluations	Inservice	2.0	1/26/2005 1/26/2008
Howard Co Police	P10304	Document Management in Word	Inservice	2.0	1/26/2005 1/26/2008
Howard Co Police	P10302	DUI Paperwork	Inservice	3.0	1/26/2005 1/26/2008
Howard Co Police	P10303	Evidence Collection	Inservice	2.0	1/26/2005 1/26/2008
Howard Co Police	P10228	First Line Supervisor's Course	Supervisor	35.0	12/20/2004 12/20/2007
Howard Co Police	P10300	GRAPLE	Inservice	2.0	1/26/2005 1/26/2008
Howard Co Police	P10305	Groupwise: Use and Tips	Inservice	2.0	1/26/2005 1/26/2008
Howard Co Police	P10309	Less Lethal Options	Inservice	2.0	1/26/2005 1/26/2008
Howard Co Police	P10306	MS Power Point Presentations: The Basics	Inservice	3.0	1/26/2005 1/26/2008
Howard Co Police	P10307	Retirement Information Seminar	Inservice	2.0	1/26/2005 1/26/2008
Howard Co Sheriff	P10232	Basic First Responder	Inservice	40.0	12/20/2004 12/20/2007
Howard Co Sheriff	P10246	First Responder Instructor	Inservice	40.0	12/28/2004 12/28/2007
Howard Co Sheriff	P10233	First Responder Re-Certification	Inservice	16.0	12/20/2004 12/20/2007
Howard Co Sheriff	P10231	MILES/NCIC Re-Certification	Inservice	4.0	12/20/2004 12/20/2007
Howard Co Sheriff	P10230	Terrorism Training	Inservice	8.0	12/20/2004 12/20/2007
Hyattsville Police	P10292	NFDD End User Program	Inservice	8.0	1/13/2005 1/13/2008
Laurel Police	P10348	Laser Radar Speed Detection Training Course	Inservice	8.0	2/09/2005 2/09/2008
Laurel Police	P10313	Sexual Assault In Service Training	Inservice	2.0	1/26/2005 1/26/2008
Law Enforcement Television Network	P10344	Advanced Internet Search for Investigators Worksho	Inservice	6.0	2/04/2005 2/04/2008
Law Enforcement Television Network	P10343	Internet for Investigator Seminar	Inservice	6.0	2/04/2005 2/04/2008
Md Natural Resources Police	P10235	Boating Law & Regulation	Inservice	16.0	12/20/2004 12/20/2007
Md Natural Resources Police	P10277	Boating Law & Regulations	Inservice	16.0	1/13/2005 1/13/2008
Md Natural Resources Police	P10279	Forest & Park Regulations	Inservice	2.0	1/13/2005 1/13/2008
Md Natural Resources Police	P10280	Gang Intelligence	Inservice	3.0	1/13/2005 1/13/2008
Md Natural Resources Police	P10282	Operations State Park/Day & Beach Use	Inservice	2.0	1/13/2005 1/13/2008
Md Natural Resources Police	P10281	Park Hazard ID & Tort Claims	Inservice	3.0	1/13/2005 1/13/2008
Md Natural Resources Police	P10234	Upland & Forest Game Law Enforcement	Inservice	3.0	12/20/2004 12/20/2007
Md Natural Resources Police	P10278	Upland & Forest Game Law Enforcement	Inservice	3.0	1/13/2005 1/13/2008



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Md Natural Resources Police	P10286	Vehicle Accident Investigations	Inservice	6.0	1/13/2005 1/13/2008
Md State Forest & Park Service	P10226	Defensive Tactics Hand to Hand #3	Inservice	3.0	12/20/2004 12/20/2007
Md State Forest & Park Service	P10225	FUNSAR - Update	Inservice	4.0	12/20/2004 12/20/2007
Md State Forest & Park Service	P10227	Juvenile Arrest/Custody	Inservice	1.5	12/20/2004 12/20/2007
Md State Police Academy	P10053	MSP - Md State Police Entrance Level Trng Acad 122	Entry Level	1,015.0	12/06/2004 12/06/2005
Md State Police Academy	P10052	MSP - Md State Police Entrance Level Trng Acad 123	Entry Level	1,016.0	12/06/2004 12/06/2005
Md Transportation Authority Academy	P10244	Md. Transportation Authority Police Academy	Entry Level	1,200.0	12/23/2004 12/23/2005
Md Transportation Authority Police	P10312	CPR for Professional Resuer/First Aid Recert.	Inservice	4.0	1/26/2005 1/26/2008
Md Transportation Authority Police	P10311	Diplomatic Immunity/Consular Immunity	Inservice	2.0	1/26/2005 1/26/2008
Md Transportation Authority Police	P10310	Police Leadership & Decision Making Course	Inservice	8.0	1/26/2005 1/26/2008
Miscellaneous Agency	P10161	DHS IS-700	Inservice	3.0	12/07/2004 12/07/2007
Miscellaneous Agency	P10249	Incident Command System for Law	Inservice	16.0	12/28/2004 12/28/2007
Miscellaneous Agency	P10198	Street Officer's Prev. & Deter. of Terrorist Acts	Inservice	16.0	12/20/2004 12/20/2007
Montgomery Co Police Academy	P10340	Montgomery Co. Police Academy Session 46	Entry Level	1,000.0	2/01/2005 2/01/2006
Montgomery Co Police	P10298	1st Responder	Inservice	4.0	1/14/2005 1/14/2008
Montgomery Co Police	P10297	Bloodborne Pathogens	Inservice	1.0	1/14/2005 1/14/2008
Montgomery Co Police	P10294	Defensive Driving	Inservice	4.5	1/14/2005 1/14/2008
Montgomery Co Police	P10295	Defensive Tactics/Protective Instruments	Inservice	2.5	1/14/2005 1/14/2008
Montgomery Co Police	P10328	Diversity Training	Inservice	4.0	1/27/2005 1/27/2008
Montgomery Co Police	P10208	Diversity Training & Awareness	Inservice	4.0	12/20/2004 12/20/2007
Montgomery Co Police	P10296	Use of Force	Inservice	1.0	1/14/2005 1/14/2008
Morgan State University Police	P10317	Intro to the Incident Command System	Inservice	4.0	1/27/2005 1/27/2008
Morgan State University Police	P10318	National Incident Management System	Inservice	4.0	1/27/2005 1/27/2008
Ocean City Police	P10193	Legal Update 2004	Inservice	2.0	12/13/2004 12/13/2007
Ocean City Police	P10195	Rape & Sex Offense/Update/Review	Inservice	1.0	12/14/2004 12/14/2007
Prince Georges Co Police	P10293	Police Administrator School	Inservice	120.0	1/13/2005 1/13/2008
Prince Georges Co Police	P10252	Police Supervisor Training Program	Supervisor	119.5	12/29/2004 12/29/2007
Prince Georges Co Sheriff	P10202	A.L.E.R.T.	Inservice	1.0	12/20/2004 12/20/2007
Prince Georges Co Sheriff	P10203	Budget Preparations	Inservice	1.5	12/20/2004 12/20/2007
Prince Georges Co Sheriff	P10201	CLAN LABS	Inservice	3.0	12/20/2004 12/20/2007
Prince Georges Co Sheriff	P10191	Court Security:Comprehensive Appr. to Judicial Sec	Inservice	7.0	12/14/2004 12/14/2007
Prince Georges Co Sheriff	P10316	Cultural Diversitiy & Awareness in the Workplace	Inservice	3.0	1/27/2005 1/27/2008
Prince Georges Co Sheriff	P10285	Hazmat/WMD Refresher & PPE Orientation	Inservice	7.0	1/13/2005 1/13/2008
Prince Georges Co Sheriff	P10284	Protective Equip & Decontamination Trng.	Inservice	7.0	1/13/2005 1/13/2008
Prince Georges Co Sheriff	P10204	Public Safety Middle Management	Inservice	14.0	12/20/2004 12/20/2007
Prince Georges Co Sheriff	P10192	Warrant's Investigations & Service	Inservice	3.0	12/14/2004 12/14/2007
Queen Annes Co Sheriff	P9793	Firearms - SMG Semi Annual Qualification	Firearms	0.0	12/01/2004 12/01/2007
Rockville Police	P10334	Mental Health Services	Inservice	1.0	1/28/2005 1/28/2008
Rockville Police	P10188	NCIC Recertification	Inservice	4.0	12/14/2004 12/14/2007
Rockville Police	P10333	Operation Runaway	Inservice	1.0	1/28/2005 1/28/2008
Southern Md Criminal Justice Acad	P10325	Miranda & Search & Seizure Law Update	Inservice	4.0	1/27/2005 1/27/2008
Southern Md Criminal Justice Acad	P10187	P.P.C.T. Defensive Tactics Review	Inservice	8.0	12/14/2004 12/14/2007
Southern Md Criminal Justice Acad	P10186	Searches of Persons and Vehicles	Inservice	4.0	12/14/2004 12/14/2007
Southern Md Criminal Justice Acad	P10339	SMCJA - Comparative Compliance	Entry Level	232.0	2/01/2005 2/01/2006
St Michaels Police	P10329	AHA/CPR Natl Safety Council First Aid	Inservice	8.0	1/27/2005 1/27/2008
Takoma Park Police	P10224	General In-Service Classroom	Inservice	8.0	12/14/2004 12/14/2007
U Of Md College Park Police	P10319	Street Investigation of Vehicle Theft	Inservice	7.0	1/27/2005 1/27/2008
Washington Co Sheriff	P10212	Airport Security Recertification	Inservice	1.0	12/20/2004 12/20/2007
Washington Co Sheriff	P10210	Basic Radar Certification	Inservice	24.0	12/20/2004 12/20/2007
Washington Co Sheriff	P10338	Basic Taser Certification	Inservice	4.0	1/28/2005 1/28/2008
Washington Co Sheriff	P10324	Consular Notification/Diplomatic Law	Inservice	1.0	1/27/2005 1/27/2008
Washington Co Sheriff	P10322	Defensive Tactics Recertification	Inservice	2.0	1/27/2005 1/27/2008
Washington Co Sheriff	P10213	DWI Detection/Standardized Field Sobriety Testing	Inservice	1.0	12/20/2004 12/20/2007
Washington Co Sheriff	P10214	Evidence Processing	Inservice	1.0	12/20/2004 12/20/2007
Washington Co Sheriff	P10216	Flying While Armed	Inservice	2.0	12/20/2004 12/20/2007
Washington Co Sheriff	P10215	Interview & Interrogation	Inservice	2.0	12/20/2004 12/20/2007
Washington Co Sheriff	P10323	Juvenile Law and Legal Issues	Inservice	0.5	1/27/2005 1/27/2008
Washington Co Sheriff	P10321	Legal Updates	Inservice	2.0	1/27/2005 1/27/2008
Washington Co Sheriff	P10211	Radar Recertification	Inservice	0.5	12/20/2004 12/20/2007
Washington Metro Transit Academy	P10166	Wash Metro Transit Police Academy - Comp Compl	Entry Level	168.0	12/13/2004 12/13/2005
Western Maryland Hospital Center	P10238	Victims of Sexual Assault	Inservice	2.0	12/20/2004 12/20/2007
Westminster Police	P10237	Persona Protection Equipment Cert.	Inservice	1.0	12/15/2004 12/15/2007
Wicomico Co Sheriff	P10274	Courthouse Security	Inservice	7.0	1/13/2005 1/13/2008
Wicomico Co Sheriff	P10275	Dealing with victims of Rape & Child Abuse	Inservice	1.0	1/13/2005 1/13/2008
Wicomico Co Sheriff	P10276	Kwikpoint Visual Language Translator Instruction	Inservice	1.0	1/13/2005 1/13/2008
Worcester Co Sheriff	P10258	Basic Room Clearing/Dynamic Room	Inservice	16.0	1/04/2005 1/04/2008
Worcester Co Sheriff	P10253	Juvenile and Delinquency Protection Act	Inservice	1.0	12/30/2004 12/30/2007
Worcester Co Sheriff	P10257	Juvenile and Delinquency Protection Act	Inservice	1.0	1/04/2005 1/04/2008
Worcester Co Sheriff	P10259	Mental Illness	Inservice	1.0	1/04/2005 1/04/2008
Worcester Co Sheriff	P10291	Yearly Law Update	Inservice	8.0	1/13/2005 1/13/2008



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Anne Arundel Co Dept. Of Det. Fac.	C6433	7 Habits Overview	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6421	Addictions	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6423	Automation Fundamentals	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6440	Bio Psycho Social Development	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6439	Contraband Control, Searches and Shakedown	Inservice	4.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6436	Defensive Tactics Review	Inservice	4.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6441	EMIT Training	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6414	Field Training Certification Program	Inservice	16.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6415	Field Training Refresher Program	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6422	Fugitives/Extraditions/IAD	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6432	Initial SORT Training	Inservice	40.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6417	Legal Liabilities	Inservice	4.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6438	Managing Special Needs of Offenders/Persons w Dis.	Inservice	4.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6442	Motivational Interviewing	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6437	New Supervisor's Program	Inservice	49.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6431	Prevention of Escapes and other Inmate Disturbance	Inservice	4.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6420	Professionalism and Ethics in Corrections	Inservice	4.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6419	SCBA/Fire Prevention	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6418	Security Awareness	Inservice	4.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6425	Security Safety and Survival III - ORCC	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6426	Security Safety and Survival III T for T	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6424	Security Safety and Survival III-JRCC	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6428	Self Contained Breathing Apparatus (SCBA) T for T	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6434	Situational Awareness and Personal Safety	Inservice	24.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6443	Situational Awareness and Personal Safety	Inservice	24.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6435	SORT Session - AACDDF	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6416	Suicide Prevention in Custody	Inservice	4.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6429	Training and Attitude	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6444	Transportation Training Program	Inservice	12.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6445	Unit Management	Inservice	8.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6430	Weapons of Mass Destruction	Inservice	0.0	1/05/2005 1/05/2008
Anne Arundel Co Dept. Of Det. Fac.	C6427	Weapons of Mass Destruction T for T	Inservice	8.0	1/05/2005 1/05/2008
Baltimore Co Department of Corrections	C6452	Baltimore County Detention Center	Entry Level	208.0	1/11/2005 1/11/2006
Baltimore Co Department of Corrections	C6396	Bloodborne/Airborne Pathogens	Inservice	4.0	12/16/2004 12/16/2007
Baltimore Co Department of Corrections	C6397	Cpr	Inservice	4.0	12/16/2004 12/16/2007
Baltimore Co Department of Corrections	C6398	Cultural Diversity	Inservice	3.0	12/16/2004 12/16/2007
Baltimore Co Department of Corrections	C6411	Hostage Survival	Inservice	4.0	12/16/2004 12/16/2007
Baltimore Co Department of Corrections	C6400	Look/Tagout	Inservice	1.0	12/16/2004 12/16/2007
Baltimore Co Department of Corrections	C6399	PPCT Impact Weapons	Inservice	5.0	12/16/2004 12/16/2007
Baltimore Co Department of Corrections	C6401	Report Writing	Inservice	7.0	12/16/2007 12/16/2007
Baltimore Co Department of Corrections	C6402	Report Writing (Review)	Inservice	2.0	12/16/2004 12/16/2007
Baltimore Co Department of Corrections	C6510	Sexual Harassment	Inservice	2.0	2/01/2005 2/01/2008
Baltimore Co Department of Corrections	C6403	Standard First Aid	Inservice	4.0	12/16/2004 12/16/2007
Baltimore Co Department of Corrections	C6511	Workplace Violence Prevention	Inservice	2.0	2/01/2005 2/01/2008
Dismas House	C6509	Cpr	Inservice	4.0	1/31/2005 1/31/2008
Dismas House	C6508	Report Writing	Inservice	8.0	1/31/2005 1/31/2008
Harford Co Detention Center	C6448	Correctional In-Service	Inservice	32.0	1/11/2005 1/11/2008
Harford Co Detention Center	C6534	Correctional Inservice-Partial	Inservice	16.0	1/24/2005 1/24/2008
Howard Co Department Of Corrections	C6453	Local Corrections	Inservice	4.0	1/10/2005 1/10/2008
Md Dept Of Juvenile Services	C6513	Answering Difficult Questions about Sex	Inservice	3.5	2/03/2005 2/03/2008
Md Dept Of Juvenile Services	C6449	Child's Journey Through Grief	Inservice	7.0	1/11/2005 1/11/2008
Md Dept Of Juvenile Services	C6395	DJS - Victor Cullen Specific Facility Orientation	Inservice	80.0	12/10/2004 12/10/2007
Md Dept Of Juvenile Services	C6394	DJS - Youth Centers Specific Orientation	Inservice	80.0	12/10/2004 12/10/2007
Md Dept Of Juvenile Services	C6408	DJS ELTP - Youth Supervisors	Entry Level	195.0	10/13/2004 10/13/2005
Md Dept Of Juvenile Services	C6406	DJS ELTP Juvenile Counselor	Entry Level	190.0	8/25/2004 8/25/2005
Md Dept Of Juvenile Services	C6409	DJS ELTP Juvenile Counselors	Entry Level	190.0	10/13/2004 10/13/2005
Md Dept Of Juvenile Services	C6407	DJS ELTP Support Staff	Entry Level	146.0	8/25/2004 8/25/2005
Md Dept Of Juvenile Services	C6410	DJS ELTP Support Staff	Entry Level	146.0	10/13/2004 10/13/2005
Md Dept Of Juvenile Services	C6499	DJS Entry Level Training - Youth Supervisors	Entry Level	195.0	11/19/2004 11/19/2005
Md Dept Of Juvenile Services	C6500	DJS Entry Level Training - Juvenile Counselor	Entry Level	190.0	11/18/2004 11/18/2005
Md Dept Of Juvenile Services	C6451	ELT Review Session XIX	Entry Level	7.5	11/10/2005 11/10/2006
Md Dept Of Juvenile Services	C6501	Entry Level Training - Support Staff	Entry Level	146.0	11/18/2004 11/18/2005
Md Dept Of Juvenile Services	C6404	Juvenile Justice Conference at AACC	Inservice	6.0	12/22/2004 12/22/2005
Md Dept Of Juvenile Services	C6514	Males and Teen Pregnancy	Inservice	7.0	2/03/2005 2/03/2008
Md Dept Of Juvenile Services	C6512	Streetwise to Sexwise	Inservice	605.0	2/03/2005 2/03/2008
Md Dept Of Juvenile Services	C6515	Teen Love and Relationships	Inservice	3.5	2/03/2005 2/03/2008
Md Dept Of Juvenile Services	C6185	Urinalysis Testing Procedures-CD Rom	Inservice	0.0	6/10/2004 6/10/2007
Md Dept Of Juvenile Services	C6450	Working with Sexually Diverse Youth	Inservice	6.0	1/10/2005 1/10/2008
MD Division of Correction	C6461	Bloodborne Pathogens	Inservice	2.0	1/18/2005 1/18/2008
MD Division of Correction	C6463	Crisis Intervention	Inservice	1.0	1/18/2005 1/18/2008
MD Division of Correction	C6459	Day Five Inservice	Inservice	7.5	1/15/2005 1/15/2008
MD Division of Correction	C6526	Day Five-Inservice	Inservice	7.5	2/07/2005 2/07/2008
MD Division of Correction	C6458	Day Four Inservice	Inservice	7.5	1/14/2005 1/14/2008
MD Division of Correction	C6525	Day Four-Inservice	Inservice	7.5	2/07/2005 2/07/2008
MD Division of Correction	C6455	Day One Inservice	Inservice	7.5	1/15/2005 1/15/2008



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MD Division of Correction	C6522	Day One-Inservice	Inservice	7.5	2/07/2005 2/07/2008
MD Division of Correction	C6457	Day Three Inservice	Inservice	7.5	1/14/2005 1/14/2008
MD Division of Correction	C6524	Day Three-Inservice	Inservice	7.5	2/07/2005 2/07/2008
MD Division of Correction	C6456	Day Two Inservice	Inservice	7.5	1/14/2005 1/14/2008
MD Division of Correction	C6523	Day Two-Inservice	Inservice	7.5	2/07/2005 2/07/2008
MD Division of Correction	C6521	Decisions/Cognitive Self Change	Inservice	24.0	2/07/2005 2/07/2008
MD Division of Correction	C6518	Driver Improvement and Vehicle Policy-SLP	Inservice	2.0	1/01/2005 1/01/2008
MD Division of Correction	C6466	Emergency Response Plans	Inservice	3.0	1/18/2005 1/18/2008
MD Division of Correction	C6460	Ethics and Professionalism	Inservice	1.5	1/18/2005 1/18/2008
MD Division of Correction	C6520	Field Training Officer Instruction	Inservice	28.0	2/07/2005 2/07/2008
MD Division of Correction	C6464	K-9 Overview	Inservice	1.0	1/18/2005 1/18/2008
MD Division of Correction	C6497	NIC Staff Supervision for Correctional Professional	Inservice	28.0	1/24/2005 1/24/2008
MD Division of Correction	C5687	Org. Culture: We've Always Done It That Way	Inservice	3.5	2/10/2004 2/10/2007
MD Division of Correction	C6519	Report Writing/Adjustment Review	Inservice	3.0	2/07/2005 2/07/2008
MD Division of Correction	C6516	Review of Emergency Plans and Procedures-SLP	Inservice	2.0	1/01/2005 1/01/2008
MD Division of Correction	C6462	Use of Force (to include Restraint Devices)	Inservice	2.0	1/18/2005 1/18/2008
MD Division of Correction	C6517	Use of Force Review-Self Learning Packet	Inservice	1.5	1/01/2005 1/01/2008
MD Division of Correction	C6465	Verbal Skills for Correctional Staff	Inservice	2.0	1/18/2005 1/18/2008
Md Division Of Parole & Probation	C6530	Advance Communications Skills	Inservice	6.0	2/07/2005 2/07/2008
Md Division Of Parole & Probation	C6531	Changing Offender Behavior	Inservice	6.0	2/07/2005 2/07/2008
Md Division Of Parole & Probation	C6529	Internatinal Drug Trafficking	Inservice	3.0	2/07/2005 2/07/2008
Md Division Of Parole & Probation	C6467	Motivational Interviewing	Inservice	3.0	1/18/2005 1/18/2008
Md Division Of Parole & Probation	C6390	Parole & Probation Agent Entrance Level Trng Acad	Entry Level	320.0	12/06/2004 12/06/2005
Md Division Of Parole & Probation	C6468	PEP Review	Inservice	3.0	1/18/2005 1/18/2008
Md Division Of Parole & Probation	C6469	Reading and Understanding Regulatory Writing	Inservice	6.0	1/18/2005 1/18/2008
Md Division Of Parole & Probation	C6527	Stress Management	Inservice	6.0	2/07/2005 2/07/2008
Md Division Of Parole & Probation	C6528	The Science of Being Happy	Inservice	6.0	2/07/2005 2/07/2008
Md Division Of Parole & Probation	C6532	Thinking to Acting-Cognitive Skills Strategies	Inservice	6.0	2/07/2005 2/07/2008
Md Division Of Parole & Probation	C6533	Tools of the Trade	Inservice	6.0	2/07/2005 2/07/2008
Md Pre-Trial Detention & Services	C6504	Adult CPR	Inservice	4.0	1/31/2005 1/31/2008
Md Pre-Trial Detention & Services	C6505	Communication Skills	Inservice	1.0	1/31/2005 1/31/2008
Md Pre-Trial Detention & Services	C6506	Conflict Resolution	Instructor	0.0	1/31/2005 1/31/2008
Md Pre-Trial Detention & Services	C6507	Cultural Diversity	Inservice	2.0	1/31/2005 1/31/2008
Md Pre-Trial Detention & Services	C6502	Emergency Plans	Inservice	1.5	1/31/2005 1/31/2008
Md Pre-Trial Detention & Services	C6503	Ethics and Professionalism	Inservice	1.0	1/31/2005 1/31/2008
Montgomery Co Detention Center	C6498	Self Contained Breathing Apparatus	Inservice	4.0	1/24/2005 1/24/2008
Montgomery Co Detention Center	C6389	Spontaneous Knife/Edged Weapon Defense	Inservice	8.0	12/01/2004 12/01/2007
Prince Georges Co Detention Center	C6477	Basic CPR	Inservice	4.0	1/21/2005 1/21/2008
Prince Georges Co Detention Center	C6476	Charter For Change	Inservice	2.0	1/21/2005 1/21/2008
Prince Georges Co Detention Center	C6475	Classification/Organizational Chart Training	Inservice	2.0	1/21/2005 1/21/2008
Prince Georges Co Detention Center	C6474	Ethics	Inservice	2.0	1/21/2005 1/21/2008
Prince Georges Co Detention Center	C6473	Facing Prison Rape	Inservice	4.0	1/21/2005 1/21/2008
Prince Georges Co Detention Center	C6472	Intercultural Communications	Inservice	2.0	1/21/2005 1/21/2008
Prince Georges Co Detention Center	C6471	Osha/Hiv/Aids	Inservice	4.0	1/21/2005 1/21/2008
Prince Georges Co Detention Center	C6470	Suicide Prevention in Correctional Facilities	Inservice	4.0	1/21/2005 1/21/2008
Southern Md Criminal Justice Acad	C6391	Correctional Mental Health Services	Inservice	4.0	12/13/2004 12/13/2007
Southern Md Criminal Justice Acad	C6447	PPCT Defensive Tactics Review	Inservice	4.0	1/05/2005 1/05/2008
Southern Md Criminal Justice Acad	C6412	SMCJA - Correctional Entrance Level Training	Entry Level	293.0	1/04/2005 1/04/2006
St Marys Co Detention Center	C6393	Defensive Tactiics and Pressure Point Control	Inservice	8.0	12/14/2004 12/14/2007
St Marys Co Detention Center	C6392	Searches for Security, Custody and Control	Inservice	3.0	12/14/2004 12/14/2007
Washington Co Detention Center	C6483	Aids Awareness	Inservice	2.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6493	ASP Baton Certification	Inservice	8.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6494	ASP Baton Recert	Inservice	4.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6496	Cpr	Inservice	7.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6487	Disciplinary Process	Inservice	2.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6480	Emergency Procedures	Inservice	2.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6485	Employee Conduct	Inservice	1.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6490	Fire Extinguisher & Evacuation	Inservice	1.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6495	First Aid	Inservice	4.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6488	Grievance Process	Inservice	1.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6491	Mechanical Restraints	Inservice	2.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6486	O.C. Spray	Inservice	3.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6481	Portable Communications Devices	Inservice	1.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6482	Psychological Trauma	Inservice	2.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6492	Restraint Chair	Inservice	4.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6489	Right to Know	Inservice	1.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6478	Searches	Inservice	4.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6479	Serious Incident Response	Inservice	4.0	1/21/2005 1/21/2008
Washington Co Detention Center	C6484	Sexual Harassment	Inservice	2.0	1/21/2005 1/21/2008
Wicomico Co Detention Center	C6536	Stress Management	Inservice	6.0	12/01/2004 12/01/2007
Wicomico Co Detention Center	C6535	Survival Spanish in Jails-Part 1	Inservice	8.0	11/01/2004 11/01/2007

Call for Presenters **for our Annual** **Trainers/Instructors'** **Conference in October 2005**

The Maryland Police and Correctional Training Commissions wants You!

Do you have an area of expertise or topic that you should share with your fellow instructors in public safety? We are seeking a diverse group of experienced instructors with great information to share with our fellow Correctional Officers, Police Officers and Juvenile Justice Workers at the conference in October. We are interested in any topic that supports the goal of further developing the skills, talents and abilities of Maryland's instructors.

If you might be interested in presenting a session at the conference, please contact Nicole Palmore at MPCTC for more information by phone at 410-875-3505 or by email at npalmore@dpscs.state.md.us



TRAINING NOTES

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