



## MINIMUM REQUIRED TRAINING

### Maryland Police & Correctional Training Commission Requirements:

- 18 hours of In-Service training per year
- Firearms – “Five Fingers” - ***Annually***
- TASER qualifications - ***Annually***
- Rifle and Shotgun – ***Semi-annually***
- Autism Awareness- Completed in 2013 for all incumbents
- Beginning in the year 2004 and every third year thereafter, police officer annual in-service training curriculum and minimum courses of study shall include special training in, attention to, and study of the application and enforcement of:
  - (a) The criminal laws concerning rape, sexual offenses, the sexual abuse and exploitation of children, and related evidentiary procedures;
  - (b) The contact with and treatment of victims of crimes and delinquent acts;
  - (c) The notices, services, support, and rights available to victims and victim’s representatives under Maryland law;
  - (d) The notification of victims of identity fraud and related crimes of their rights under federal law; and
  - (e) The criminal laws concerning human trafficking, including services and support available to victims and the rights and appropriate treatment of victims. (2021, 2024, 2027, 2030)
- CPR – ***Biennially*** (2019, 2021, 2023, 2025, 2027)
- Antidiscrimination, use of force de-escalation training – ***Biennially*** (2017, 2019, 2021, 2023, 2025)

### CALEA Standards:

- Use of Force Policy - ***Annually***
- Protective Instruments (1.3) – ***Biennially***
- Firearms, Rifle and Shotgun – ***Annually***
- Legal Updates – ***Annually***
- Biased Based Policing (1.2.9) – ***Annually***
- TASER - ***Annually***
- Defensive Tactics - ***Biennially*** (2018, 2020, 2022, 2024, 2026)
- Ethics – ***Biennially*** (2019, 2021, 2023, 2025, 2027)
- Mental Illness (41.2.7) – ***Annually***
- Temporary Detention Room - ***Triennially*** (2018, 2021, 2024, 2027)
- Review of Pursuit Policy- ***Annually*** (As of 2020)
- Remedial Training for those who do not qualify

## **Homeland Security: ([www.fema.gov/nims](http://www.fema.gov/nims))**

- IS 100 - Introduction to Incident Command - **all sworn**
- IS 700 - National Incident Command System - **all sworn**
- IS 200 - Basic Incident Command - **Sergeants and above, ECC Supervisors**
- IS 300 - Intermediate ICS for expanding incidents - **Lieutenants and above**
- IS 400 - Advanced ICS for Command and Staff - **Lieutenants and above**
- IS 800 – National Response Framework - **Sergeants and above**

## **Montgomery County Police:**

- Blood Borne Pathogens – *Annually*
- Firearms - *Annually*
- Less-lethal Weapons - *Annually*
- Defensive tactics – *Annually*
- Ethics - *Biennially* (2021, 2023, 2025, 2027)
- Preventing Workplace Harassment – *Triennially* (2020, 2023, 2025, 2027)

## **National Safety Council:**

- CPR – *Biennially* (2019, 2021, 2023, 2025, 2027) and must purchase student books

# 2020 In-Service Recap

## PRE-COVID Plan

### **Full Day In-Service**

#### *Classroom Instruction*

- Report Writing (1)
- Constitutional Law/Law Update (1)
- Use of Force (1)
- Review of Use of Force and benefits of Defensive Tactics (1)

#### *Practical Rotations (90 minutes each)*

- Protective Instruments: Drill that allowed students to address a role player in a protective suit. Student officers are required to determine the appropriate level of force then deliver that force. Student officers will be expected to adjust based on the role player. Any student displaying the incorrect/inappropriate use of force will receive immediate remedial and be required to re-do the repetition.
- Defensive Tactics: Student officers will observe then be given the opportunity to demonstrate the Two-Person Control and Arrest technique. Instructors will explain the technique is to be used on a non-compliant subject. Student officers will be given a demonstration on the new handcuffing techniques currently provided during recruit training. Student officers will demonstrate the new technique.

### **Half Day In-Service**

#### *Classroom Instruction*

- Crime Analysis/Data Collection (2hrs)

#### *Practical Scenarios*

- Room Clearing/De-Escalation with a First Aid Component: Groups of 3 or 4 will demonstrate a safe entry into 3 different corner-fed rooms. Once entering the room, the student officers will properly clear any obstructions in the room (using floating barricades). Officers will be presented with a static target that they must appropriately address (non-lethal). Officers will also be presented with an individual that is injured and they must appropriately address the subject and the injuries. De-Briefs on each room will include training objectives and safety issues to consider.
- Stairwell Clearing: Student officers will be taught how to safely clear exterior stairwell with a landing (similar to garden style apartment buildings). Student officers will then demonstrate how to safely enter an apartment at the top of the stairwell. Student officers will be expected to demonstrate how to safely clear the full apartment.
- Interior Stairwell Clearing: Student officers will be provided the safety concerns when clearing a straight, interior stairwell. Once at the top of the stairs, officers will address 2 closed doors and one open door in a narrow hallway. Officers will be expected to identify the hierarchy of threats and to safely clear each room.

### **Online Training**

- Blood Borne Pathogens (1hr)
- Vehicle Pursuits (review of policy) (1hr)
- Workplace Harassment (1hr)
  
- Emergency Evaluation Petitions review and understanding Mental Health and Crisis Intervention (1hr)
- Understanding and Investigating Bias and Hate Crimes (1hr)
  
- Electronic Device Seizure and Digital Evidence (1hr)
- Understanding Exigent Cellular Phone Pings (30 min)
- Special Victim Investigations Division understanding Domestic Violence and Elder Abuse investigations. (1hr)

### **Post-COVID Plan**

\*The following classes were placed in an online format with a voice over associated with a PowerPoint:

- Report Writing
- Use of Force
- Constitutional Law
- Crime Analysis

### **Full Day In-Service**

#### *Classroom*

- Review of Use of Force and Benefits of Defensive Tactics
- Use of Force Recap (involving Lone Barricaded Armed Suicidal Subject and proper TASER application)

#### *Rotations*

- Protective Instruments: Students properly demonstrated various ASP strikes. Students also worked on transition drills using various protective instruments. (We had to eliminate the role player in the protective suit).
  
- Defensive Tactics: Students were shown the Two-man Control and Arrest. Instructors slowly broke down the technique and provided several demonstrations. Instructors demonstrated the new handcuffing technique and explained the benefits of it. (Officers were NOT allowed to practice the new techniques to allow for proper social distancing).

### **Half Day In-Service**

- We did not have to alter this training. We ensured officers and instructors were wearing masks at all times (proper cleaning and decontaminated of equipment was done after each session).

\*The unintended benefit of placing the classes on-line is that officers can continue to refer back to the training if they have questions. Additionally, we can verify that every officer received the exact same training and instruction.

## 2021 In-Service Plan

### **Online**

- Special Victims Investigations: Review of Criminal Laws regarding rape, sexual offenses, the sexual abuse and exploitation of children and related evidentiary procedures, contact with and treatment of victims of crimes and delinquent acts, Victim Rights according to Maryland Law, ---
- Review of Criminal Laws concerning human trafficking, includes services and support available to victims.
- Notification of victims of identify fraud and related crimes of their rights under federal law.
- Understanding Mental Illness
- Legal Update/Constitutional Law
- Temporary Detention Room, laws and policies
- Review of Pursuit Policy
- Blood Borne Pathogens
- Understanding and Recognizing Bias
- Ethics
- Alcohol Enforcement Review (including controlled dispersal of underage parties, drug impaired driving and the role of the DRE, and a review of how to handle when an arrestee refuses the tests and the subsequent offender forms).
- Community Policing

### **Full Day**

#### **Classroom**

- Chief's Hour
- De-Escalation and review of Use of Force: Discussion will include Tactical Adaptability, evaluating various police incidents, changes in law (federal, state, local).
- Classroom review of search and safe movement tactics.

#### **Practical Reality Training**

- Back to Basics Search Tactics and De-Escalation
- Combining entries and protective sweeps
- Full building search including components of de-escalation
- Decision making including components of de-escalation

### **Half Day**

- CPR recertification
- Practical Reality Drill: Box Drill (de-escalation and use of force, I can explain this further)
- Defensive Tactics: Review and repetitions of safely controlling a non-compliant subject.
- Protective Instruments: Drill that allowed students to address a role player in a protective suit.

Student officers are required to determine the appropriate level of force then deliver that force. Student officers will be expected to adjust based on the role player. Drills will include de-escalation requirements. Any student displaying the incorrect/inappropriate use of force will receive immediate remedial and be required to re-do the repetition.

**Total Hours of in-service credit: 20 hours (of required 18 hours)**