



Department of Public Safety and Correctional Services

Office of the Secretary

300 E. JOPPA ROAD • SUITE 1000 • TOWSON, MARYLAND 21286-3020
(410) 339-5000 • FAX (410) 339-4240 • TOLL FREE (877) 379-8636 • V/TTY (800) 735-2258 • www.dpscs.state.md.us

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INMATE GRIEVANCE OFFICE

October 14, 2011

The Honorable Edward J. Kasemeyer
Chairman, Senate Budget & Taxation Committee
3W, Miller Senate Office Building
Annapolis, Maryland 21401-1991

The Honorable Norman H. Conway
Chairman, House Committee on Appropriations
Room 121, House Office Building
Annapolis, Maryland 21401-1991

RE: Joint Chairmen's Report on Division of Correction's Contraband
Training for Employees

Dear Chairman Kasemeyer and Chairman Conway:

Per the FY2012 Joint Chairmen's Report, the Department of Public Safety and Correctional Services' (DPSCS) Division of Correction was requested to provide information training programs to reduce the presence of contraband in correctional facilities. Specifically, the language on page 101 of the Joint Chairmen's Report states:

"Correctional Employee Training to Limit the Presence of Contraband in Correctional Facilities: *The committees are concerned about the presence of cell phones and other contraband in the state's correctional facilities. Of particular concern is the department's effort to ensure that State correctional employees are not contributing to the presence of contraband. The Department of Public Safety and Correctional Services has implemented a training program for correctional employees to avoid complicit behavior with regard to inmate relationships and contraband. The Division of Correction (DOC) should submit a report to the committees providing information on the new training program and other efforts to reduce the presence of contraband in correctional facilities. The report should include the total number of correctional employees who have participated in the training, the total number who have been identified with contraband, and those who have been caught with contraband after completing the training program."*

DPSCS' Division of Correction has collaborated with Maryland Correctional Training Commission to develop the attached report on the training classes.

I hope that this report is both informative and helpful. If the Department of Public Safety and Correctional Services can be of further assistance, please do not hesitate to contact me at 410-339-5005.

Sincerely,



Gary D. Maynard
Secretary

Attachment

- c: Senator Nathaniel J. McFadden, Vice Chair, Senate Budget & Taxation Committee
- Senator James E. DeGrange, Sr., Chair, Senate Public Safety, Transportation, and Environment Subcommittee
- Delegate James Proctor, Vice Chair, House Committee on Appropriations
- Delegate Galen Clagett, Chair, House Subcommittee on Public Safety and Administration
- Members of the Senate Budget and Taxation Committee
- Members of the House Committee on Appropriations
- Mr. Matthew Gallagher, Chief of Staff, Governor's Office
- Ms. Catherine Motz, Deputy Chief of Staff, Governor's Office
- Mr. Joseph Bryce, Governor's Chief Legislative and Policy Officer
- Ms. Shanetta Paskel, Governor's Deputy Legislative Officer
- Mr. Warren G. Deschenaux, Director, Department of Legislative Services
- Ms. Rebecca Ruff, Policy Analyst, Department of Legislative Services
- Mr. Christopher Zwicker, Budget Analyst, Department of Budget and Management
- Mr. Joshua Watters, Staff, House Committee on Appropriations
- Mr. David Smulski, Staff, Senate Budget and Taxation Committee
- Ms. Cathy Kramer, Department of Legislative Services
- Ms. Sarah Albert, Department of Legislative Services
- Deputy Secretary G. Lawrence Franklin, DPSCS
- Acting Deputy Secretary Randall Nero, Ph.D., DPSCS
- Assistant Secretary David Bezanson, DPSCS
- Commissioner J. Michael Stouffer, DOC
- Director Charles Rapp, PCTC
- Director Rhea L. Harris, Office of Legislative Affairs, DPSCS



**DEPARTMENT OF PUBLIC SAFETY AND
CORRECTIONAL SERVICES**

DIVISION OF CORRECTION

**JOINT CHAIRMEN'S REPORT ON CONTRABAND TRAINING FOR
CORRECTIONAL EMPLOYEES**

OCTOBER 12, 2011

Governor Martin O'Malley
Lt. Governor Anthony Brown
Secretary Gary D. Maynard
Commissioner J. Michael Stouffer

The Joint Chairmen's Report Language requested that the Division of Correction report on training programs designed to combat contraband infiltration into correctional facilities. The Division of Correction does train employees but has relinquished that responsibility to the Maryland Correctional Training Commission. The Maryland Police and Correctional Training Commissions provide training to local and State correctional facilities as well as law enforcement training. The following is a brief description on said training for Division of Correction.

Fraternization Training Course

As part of the Correctional Training Academy and the Correctional Entry Level Training Program (CELTP), developed by the Correctional Training Commission, the Division of Correction has added a Fraternalization Training Course. The course is taught at the end of the Training Academy for two days. The curriculum of the CELTP consists of the following courses.

- **Ethics & Professionalism for the Correctional Professional**
4 Hours, 45 Minutes
 - Students will be able to explain why correctional employees should exemplify the highest ethical standards both on and off duty.

- **Inmate Manipulation**
2 Hours
 - Students will be able to identify the stages of the manipulation process and the behaviors that employees should utilize to avoid victimization. Students will also analyze the motives, tactics and victim selection process used by inmates.

- **Introduction to Security, Custody and Control**
6 Hours, 15 Minutes
 - Students will be able to identify items that are considered contraband inside the facility along with various types of searches that can be conducted to prohibit and minimize the amount of contraband that is introduced into the facility.

- **Frisk Search**
2 Hours, 30 Minutes, plus a Practical
 - Students will be able to successfully conduct a clothed body search of a subject.

- **Cell Search**
3 Hours, plus a Practical
 - Students will be able to successfully conduct a cell search of an inmate's living area.

- **Area Search**
3 Hours, plus a Practical
- Students will be able to successfully conduct an area/room search of various common/working areas that exist throughout a facility.
- **Vehicle Search**
3Hours, 15 Minutes, plus a Practical
- Students will be able to successfully conduct a vehicle search as it relates to taking a state vehicle out on official business or a vehicle entering the institution for official business.
- **Fraternization**
14 Hours
- Students will cover topics such as Ethics, Staff Sexual Misconduct, Establishing Boundaries & Cross Gender Supervision. These topics will re-enforce concepts that were taught during the academy so that staff does not fall victim to inmates attempting to manipulate them. Students will go through many case studies and scenarios in group work to allow them to gain a full understanding of the potential for victimization and the ramifications of such.

As seen above, the graduates spend twice as much time studying the subject topics that comprise the Fraternization Course as any other course in the CELTP. And the topics cover a great variety of subjects specialized for a correctional environment.

There are plans for revamping the Training Academy curriculum so that the fraternization course will be integrated into the academy curriculum instead of being offered after the academy training is completed. By adding the course to the curriculum, everyone in the training academy will have the opportunity to receive this ethics based training during the weeks of the training academy. The newly integrated training will hopefully be available during the January 2012 training sessions.

Fraternization Training Results

The time periods chosen for the training data analysis is June 23, 2009 through June 23, 2010, which was before the Fraternization Training began and June 23, 2010 through June 23, 2011, after the training began at the Correctional Training Academy.

During June 23, 2009 to June 23, 2010 timeframe, a total of 243 correctional employees completed the Fraternization Course in the Training Academy. In evaluating the success of the Fraternization Training, the Baltimore Region correctional facilities (the Maryland Correctional Adjustment Center, the Maryland

Diagnostic, Reception, and Classification Center, and the Metropolitan Transition Center) were analyzed for those two time periods. There were 101 correctional employees that completed and graduated from the Correctional Training Academy with assignments in the Baltimore Correctional Region, for the 2009 to 2010 time frame. Of the 101 employees, four individuals were disciplined and/or terminated due to fraternization or contraband issues, approximately 4% of the total graduates for that period.

For June 23, 2009 to June 23, 2010

Institution	Total Academy Graduates	No. Receiving Fraternization Training	Fraternization/ Contraband Disciplines/Terminations	% of Disciplines/ Terminations
MCAC	20	0	1	5.00
MRDCC	36	0	2	5.56
MTC	45	0	1	2.22
TOTAL	101	0	4	3.96

For the same time frame for 2010 to 2011, there were 110 total graduates from the Correctional Training Academy. Of the 101 graduates, 49 did attend the Fraternization Training Course (48.5%). Thus far, no disciplinary actions and/or terminations have occurred in these 49 employees in the Baltimore Region Correctional facilities. Although the Fraternization Training Course is still new to the Division of Correction and is currently undergoing a revitalization process to better serve the incoming population of Correctional Entry Level Training Program graduates, it appears that the training has had some positive effect on the academy graduates.

For June 23, 2010 to June 23, 2011

Institution	Total Academy Graduates	No. Receiving Fraternization Training	Fraternization/ Contraband Disciplines/Terminations	% of Disciplines/ Terminations
MCAC	12	6	0	0.00
MRDCC	40	18	0	0.00
MTC	58	25	0	0.00
TOTAL	110	49	0	0.00