




SAN RAFAEL POLICE DEPARTMENT
PROFESSIONAL STANDARDS UNIT

MEMORANDUM

DATE: August 24, 2021

TO: Dan Fink, Lieutenant 
Support Services Bureau

FROM: Scott Ingels, Sergeant
Professional Standards Unit

RE: Phase Training May / June 2021 - Final Phase Report
Firearms

SUMMARY:

In May and June 2021, the San Rafael Police Department conducted phase training designed to complete required training in the areas of Use of Force and Firearms.

The training was held over five days at the Richmond Rod and Gun Club facility in Richmond, CA. A portion of the class consisted of classroom-style instruction in recent case law, policy update and weapon familiarization with the patrol rifle, pistol, shotgun and 40mm. The other portion of the class consisted of weapons drills on the patrol rifle, pistol, less-lethal shotgun, rifle and less-lethal 40mm. Each participant used and qualified in all weapon systems.

Each phase of instruction included discussion and practice in re-assessment, de-escalation and use of force considerations.

The lead instructors for this phase were Corporal Chris Fuller and Officer Anthony Scalercio.

A total of 57 participants attended this training. 7 SRPD employees rank Sergeant and below did not attend. Three(3) of these employees are on long term injury status. Two(2) employees were pulled from training for priority investigations. One (1) employee had childcare issues and one(1) was on vacation.

The course outline is attached to this memo.

FIREARMS & POST CERTIFICATION:

This phase included 8 hours of POST certified instruction under control number 3160-29501.

EQUIPMENT ISSUES:

This phase included introduction of employee specific patrol rifles. The program was successfully deployed and well received.

REMEDICATION:

None of the attendees require additional remediation.

SAFETY ISSUES:

Safety protocols consistent with the Marin and Contra Costa County health ordinances were put in place. Safety equipment including hand sanitizer, hand wipes, gloves and masks were available and/or used during the entire day.

Course Outline

0700-0730 Sign In
Use of Force Policy/Lethal Force Policy

Range Safety Briefing

- 1) All weapons are to be considered loaded
- 2) Never point your muzzle at anything you are not willing to shoot at
- 3) Keep Finger off trigger until you are ready to fire
- 4) Be sure of your target and what is beyond it
- 5) Local emergency/first aid procedures
 - a. Kaiser Hospital
901 Nevin Ave.
Richmond, CA. 94801
510-307-1500

0730-0830 40 MM

- 1) Review
- 2) Safety
- 3) Inspection and Patrol Ready procedure (Go over as a group and have student demonstrate to instructors an inspection)
- 4) Area of Impact/Areas to avoid
- 5) Shotgun Qualification and 40 MM Qual (2 Non-Lethal Rounds each officer)

0830-0845 Break

- 1) Load up ammo

0845-1030 Warm-up Course

PISTOL:

- 1) Consistency Drill Targets from 3-5 yard line. (No time)
- 2) Baer Target. Point shooting. Focus of cycle of fire to quickly but accurately keep rounds on target at shooters effective speed (Confidence Builder)
- 3) Slow fire distance shooting.
 - a. 5 rounds from the 15 yard line
 - b. 5 rounds from the 25 yard line
 - i. Assess targets and repeat if necessary

Weapon Malfunctions Review

- 4) Tap/Rack
- 5) Handgun-10 yard line
- 6) Three magazines with two dummy rounds in each magazine. On command of threat, complete a drug-armor drill

RIFLE:

- 1) Rifle-from the 50 yard line fire ten rounds prone/headshots
- 2) Rifle-from the 50 yard line fire ten round sitting or kneeling
 - a. CONFRIM ZERO During Course of Fire
- 3) Rifle- From 25 yard, fire 2 volleys of drug armor drill (two center mass, one to the head)
- 4) Rifle- While moving as a group, Move to 10 Yard line and firing two round on the command of threat while on the move.
 - a. Shooters need to remember to raise sights up as they move in closer as well as this will build confidence in slow moving ability to shoot while on the move.

Rifle-25 yard line Malfunction-

- 5) One magazine with five dummy rounds in magazine. On the command of threat, complete a drug-armor drill.

1030-1045 Break

- 1) Load Up


1045-1130 Move and shoot (4 shooters at a time)

- 1) With rifle stating at 50 yard line. Shooters will have 5 rounds in rifle magazine and will move together and fire until rifle is dry.
- 2) Once Rifle is out of ammo, shooters will transition to handgun and fire on the move until the 5 yard line.
 - a. Each volley will be 2 rounds on command of threat
 - b. For both courses of fire, the Instructor will walk with shooter and give threat command (Number). Shooter will engage 2 shots each command.
 - c. (Optional)Targets will be marked with numbers for target acquisition.

1130-1215 Handgun/Rifle Qualification

- 1) Handgun (30 Rounds)
- 2) Rifle (40 Rounds)

1215-1245 Off Duty Qualification (24 Rounds)

1. 1 gun per Officer.
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1230-1330 Lunch

1330-1500 Live Action Scenario (ONE officer at a time)

Start from the 50 yard line at patrol vehicle or barricade.

- a. Shooter will fire 2 rounds standing over patrol vehicle

- b. 2 rounds kneeling utilizing cover
- c. 2 rounds prone utilizing cover
 - i. Awkward positions

- 2) Shooter will move at a 45 degree angle to the right to the 35 yard line towards other side of range with rifle at low ready and scanning. As they move along designated path, they will engage 1 target on the move (Must be moving) with rifle. Shooter will engage 1 target (THREE SHOTS CENTER MASS) while between pylons spread out approx. 7-10 yards apart. A NO SHOOT target will be set in close proximity behind target to ensure shooter does not hit backdrop.
 - a. Rifle will run empty and Officer will transition to pistol with rifle slung.
- 3) Once at the 35 yard line and behind barricade, Shooter engage two targets, one at the 25 yard line and the other at the 15 yard line. Shooter will fire drug armor drill on each.
- 4) Shooter will then move to 15 yard line at a 45 degree angle to the left to about the center of the range. While moving to cover barrels at the 15 yard line along designated path, they will engage 1 target on the move (Must be moving) with PISTOL. Shooter will engage 1 target (THREE SHOTS CENTER MASS) while between pylons spread out approx. 7-10 yards apart. A NO SHOOT target will be set in close proximity behind target to ensure shooter does not hit backdrop.
- 5) Once the shooter is behind barrels at 15 yard line, they will engage three targets from three positions (2 ROUNDS EACH). Kneeling weak hand supported from left side, strong hand supported over barrel, and strong hand supported from right side.

SEE DIAGRAM FOR CLARIFICATION

1500-1515 Break

- 1) RELOAD.

1515-1545 Awkward shooting position with Handgun:

- 1) Shooting handgun from prone position lying on your side (shooting from under a vehicle).
- 2) Kneeling through window or shooting over a low barricade.

Awkward Shooting Position with Rifle:

- 1) Shooting Rifle from prone side position.
- 2) Kneeling off hand supported from barricade/using barricade for support.

1545-1615 Requalification Handgun/Rifle/Shotgun if needed

-Begin cleaning Handgun if requalification not needed.

Additional Training Drills if time allows.

Move and Shoot drills as a team

- 1) Teams of three or four officers moving as a Team through hallways and rooms. Use both threat and non-threat targets at the end of the range. Teams must move as a group, provide cover for each other and address the threat targets.

Shooting under stress with Rifle

- 1) Run to flag pole and back. Fire five rounds prone from the 50-yard line, aiming at the head. Focus on breathing and trigger pull.

Shooting Handgun from Vehicle (If deadly force is applicable, discuss using vehicle as deadly force).

- 1) Get a vehicle without a windshield. Have driver of the vehicle wear their seatbelt. On command of threat, driver should remove seatbelt, unholster handgun and address the threat downrange.

Equipment List:

9mm
40mm
45mm
.223 cal
Cardboard Targets
Paper Targets (Both shoot and don't shoot)
Eyes
Ears
Clips
Staple Guns
Cones
Dummy Rounds (9mm/40 cal/45 cal/.223)
Two Patrol Cars
White Board
Dry Erase Pens
Downed Officer Dummy
Tourniquets (At least have one in each patrol car)