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- a. They are records dealing with security and safety procedures that are exempt pursuant to Government Code Section 6254(f). (Northern California Police Practices Project v. Craig (1979) 90 Cal.App.3d 116, 121-122.);
- b. They are materials for which the City of San Rafael does not hold the copyright or have permission to publish.

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**SAN RAFAEL POLICE DEPARTMENT  
TRAINING UNIT FINAL REPORT  
PHASE 4**

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**MEMORANDUM**

**DATE:** 08-24-08

**TO:** JOHN ROHRBACHER, CHIEF OF POLICE  
THOMAS BOYD, CAPTAIN  
JEFF FRANZINI, CAPTAIN

**FROM:** OFFICER MARK M. PIOMBO  
TRAINING MANAGER / INSTRUCTOR

**RE:** FINAL REPORT  
PHASE 4

Attached are the course outline, safety policies, instructor schedule, training record sheets, attendance record, and POST certification request. There were a total of eleven sessions presented. Three of these sessions were used for make up days. The three makeup days were not certified with POST. I will be sending in POST rosters and paperwork requesting our make up days be certified.

The first session was on 06-08-05 and the last session was completed on 08-05-05. The class was a combination of firearms training and arrest and control tactics.

Our training day started with the officers registering for the class and being given an overview of the day. The class was led in some stretching and warming up activities prior to any physical training. We reviewed and practiced nerve stimulation, wrist controls and handcuffing. We also reviewed the ASP tactical baton techniques and terminology. Crowd control tactics were also incorporated into the ASP training. O.C. use and first aid for O.C. exposure were addressed. The use of the hobble and medical issues concerning the use of hobbles were included in our lecture. We also incorporated the Hit-Man suit into the training. We used a variety scenarios which included 647(f) P.C arrest, 5150 W&I evaluation/arrest, warrant arrest and the arrest of a parolee who was combative.

The second part of the class was held on the range qualifying with the rifle, pistol and shotgun. On the range, each officer was required to qualify with the rifle and pistol while wearing their uniform and personal body armor. They were also required to shoot both

qualifications while wearing their tactical helmet and vest. Officers also worked on their individual operator skills, such as moving and shooting, the immediate reaction drill, scanning, CQB drills and entry drills. Officers were also asked perform the patrol rifle inspection procedure in front of the range officers.

Officers were required to shoot a rifle qualification course from various positions such as, standing, kneeling, seated and prone. They also practiced shooting and moving with the rifles. The officers were wearing the ballistic helmet, tactical vest and personal body armor during qualification.

## **P.O.S.T. CERTIFICATION**

- 1) Tactical Rifle and Pistol: Firearms PSP
- 2) Arrest and Control: PSP

## **SAFETY ISSUES:**

[REDACTED]

[REDACTED]

## **REMEDIAL TRAINING:**

There was no remedial training needed outside of the regular training day.

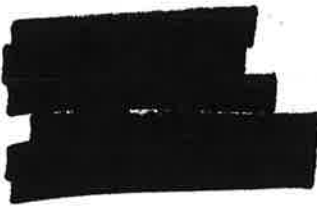
## **EQUIPMENT CHECK:**

[REDACTED]

## **DID NOT COMPLETE OR ATTEND PHASE TRAINING:**

[REDACTED]

4850  
Missed Arrest and Control  
4850  
4850  
Admin  
Vacation  
Admin  
Detective duties



Patrol duties/Vacation  
Vacation  
Vacation/Court  
4850/A.L.  
Unk

## **MISSED TWO FIREARMS QUALIFICATIONS**



### **CONCLUSION:**

On average, each individual officer's effort and performance in this phase of training was very good. Basic qualifications were excellent. The feedback that I received from each class was very positive. There was a request for more Hit-Man scenarios.

I submitted this phase of training to P.O.S.T. for perishable skills credit in the area of Tactical Firearms, Arrest and Control. The training was certified by P.O.S.T. The next phase training will also be a combination of firearms and arrest and control tactics. We will also incorporate Hit-Man scenarios.

POST PERISHABLE SKILLS PROGRAM

EXPANDED COURSE OUTLINE(S): MINIMUM CONTENT CHECKLIST

**IMPORTANT PREMISE:** This PSP program is anchored on the premise of the need for officers to revisit basic training "GROSS PSYCHO-MOTOR SKILLS" in these three core areas (Firearms, Arrest/Control, Driving). POST does not provide test material for the PSP. All evaluations/ exercises/ tests are the responsibility of the presenters for development and use. All courses/topics are intended to be review, not introductory in design.

Presenters of courses are required to evaluate and identify minimum curriculum in their submitted expanded course outline for each category/course. This will assist POST in review and appropriate coding. All minimum topics must be covered. [Example: Use "I. (f)" on the right margin of your Tactical Firearms - Expanded Course Outline submittal for "Weapons clearing" to indicate that topic is covered. See below.]

Please check Category and Topic boxes covered in your submitted course\*:

☒ CATEGORY I TACTICAL FIREARMS (4 hours minimum review on required topics)

Minimum Topics/ Exercises:

- ☒ a) Basic Tactical Firearms Situations - Judgement and Decision Making Exercise(s) - expanded outline must define each exercise and its terminal objective(s)
- ☒ b) Class Exercises/Student Evaluation/Testing
- ☒ c) Safety guidelines/orientation
- ☒ d) Sight Alignment, Trigger Control, Accuracy
- ☒ e) Target recognition and analysis
- ☒ f) Weapons Clearing
- ☒ g) Live Fire Tactical/or Simunitions Tactical
- ☒ h) Policy and/or legal issues
- ☒ i) Use of Force considerations (options)
- ☒ j) Moral obligations

Optional Topics/Exercises:

- ☒ k) Less than lethal munitions options/availability
- ☐ l) Weapons Retention/Takeaway

Note: "Basic Marksmanship and Routine range re-qualifications are not considered a part of the PSP program."

☐ CATEGORY II DRIVER TRAINING/AWARENESS \* (4 hours minimum review on required topics)

Minimum Topics/Exercises

- ☐ a) Behind the wheel exercises to improve driving skills - judgement and decision making
- ☐ b) Class Exercises/Student Evaluation/Testing
- ☐ c) Defensive driving
- ☐ d) Intersections exercise(s)
- ☐ e) Backing/parking exercise(s)
- ☐ f) Policy, legal, and moral issues
- ☐ g) Vehicle Dynamics

Optional Topics/Exercises:

- ☐ h) Response to crime incidents
- ☐ i) Intervention techniques/ Risk assessment
- ☐ j) Code 3/ Pursuit driving
- ☐ k) Vehicle Control/Skid Pan techniques

**\*NOTE:** DRIVING SIMULATOR AND FORCE SIMULATOR PROGRAMS ARE SUBMITTED AND CERTIFIED UNDER A SPECIALIZED APPROVAL PROCESS WITH UNIQUE ADMINISTRATIVE PROTOCOLS/CONTRACT.

☒ **CATEGORY III. ARREST & CONTROL (4 hours minimum view on required topics)**

**GOAL:** Proper basic arrest and control techniques through psychomotor exercises and scenarios.

**Minimum Topics/Exercises :**

- ☒ a) Safety orientation and warmup(s)
- ☒ b) Class Exercises/Student Evaluation/Testing
- ☒ c) Search - in exercise(s)
- ☒ d) Control/Take down/ - in exercise(s)
- ☒ e) Equipment/Restraint device(s) use - in exercise(s)
- ☒ f) Verbal commands - in exercise(s)
- ☒ g) Use of Force considerations
- ☒ h) Body Physics & Dynamics (suspects response to force)
- ☒ i) Body balance/stance/movement patterns - in exercise(s)
- ☒ j) Policies and legal issues
- ☒ k) Recovery/First Aid (as applicable)

**Optional Topics / Exercises:**

- ☒ l) Impact Weapons review exercise (target areas, balance, movement, retention)
- ☐ m) Weapon retention/takeaway review \*
- ☐ n) Carotid Control review \* (Agency policy considerations)
- ☐ o) Electronic Stunning Devices review \* (as part of arrest/control exercise)
- ☒ p) Chemical Agents review \* (delivery/first aid/decontamination/gas masks)
- ☐ q) Less than Lethal Weapons review/discussion

★ Incorporated as a part of primary arrest and control exercise(s)

☐ **CATEGORY IV TACTICAL OR INTERPERSONAL COMMUNICATIONS \* (2 hours minimum - review not introductory course design)**

☐ **Tactical - Minimum Topics/Exercises: (2 hour minimum on topics with exercises)**

- ☐ a) Class Exercises/Student Evaluation/Testing
- ☐ b) Tactical - officer to: officer/suspect/citizen
- ☐ c) Tact Communication role within the use of force scale
- ☐ d) Communication Elements (e.g. - approach, body language, posturing, observing, listening, asking, paraphrasing, redirecting, defusing, responding, interest, empathy, influence, resolution)
- ☐ e) Officer safety (e.g. - positioning, environment, reading suspect(s), control/voluntary compliance)
- ☐ f) Professional/Non professional/Inappropriate language
- ☐ g) Intentional/unintentional contact escalation verses de-escalation (the "415 officer")
- ☐ h) Questioning techniques ( e.g. - fact finding, leading, opinion/ feedback, general)

☐ **Interpersonal - Minimum Topics/Exercises: (2 hour minimum on topics with exercises)**

- ☐ a) Class Exercises/Student Evaluation/Testing
- ☐ b) Interpersonal -Officer to: officer/citizen/staff
- ☐ c) Listening Skills (verses "waiting to interrupt")
- ☐ d) Communication Elements ( e.g. - body language, posturing, observing, listening, asking, paraphrasing, redirecting, deflecting, defusing, responding, empathy, influence, resolution)
- ☐ e) Dealing with difficult/dominating people
- ☐ f) Persuasion ( e.g. - appeal via ethics, rational, practical, personal)
- ☐ g) Inappropriate communication ( e.g. - touch, distance, words, etc. )

\* Note: Communications are added categories that are not psycho-motor based skills as all other elements of the perishable skills program. They may be offered on alternating 24 month CPT cycles with tactical communications)