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- 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  
DECEMBER PHASE 2009**

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**MEMORANDUM**

**DATE:** 12/23/2009

**TO:** MATTHEW ODETTO, CHIEF OF POLICE  
JEFF FRANZINI, CAPTAIN  
DAVE STARNES, CAPTAIN DS #372 2-10-10  
ALAN PIOMBO, LIEUTANT AP #397 02-08-10

**FROM:** CORPORAL MIKE MATHIS  
TRAINING MANAGER

**RE:** FINAL REPORT  
TACTICAL FIREARMS/SIMUNITION PHASE DECEMBER 2009

On the CD-Rom that is attached you will find the course outline, safety policies, instructor schedule, training record sheets, attendance record, and POST certification request. There were a total of six sessions presented. The first session was on 12/7/09 and the last session was completed on 12/17/09. The class was dedicated to tactical firearms with the use of Simunition equipment.

Our training day started with the officers registering for the class and then being given an overview of the day. After registration, a safety briefing and an introduction to the Simunition equipment was conducted. The main focus for the class was to allow the officers to handle and familiarize themselves with the weapons and protective equipment.

After the safety and equipment presentation, we reviewed and discussed the San Rafael Police Department's Use of Force and Shooting Policy.

This phase was the second time that the San Rafael Police Department incorporated force on force training with the use of Simunition equipment. The instructors discussed with the officers, the reality of what can happen to an officer who is involved in a shooting.

There were a total of six scenarios incorporated into the lesson plan. The six scenarios were a mix of reaction drills and full scenarios.

The reaction drills were used to test the individual officer on the basic fundamentals of officer safety and tactical/critical decision making. There were three reaction or isolation scenarios, a one on one encounter with an armed suspect who had just committed a homicide and was fleeing the area, a hostage situation, and a three officer active shooter. The reaction drill was used to focus the individual officer on moving to cover and shooting, as well the use of lethal force decision making.

The full scenarios were used to test and teach individual officers and partnered officers on the recommended use of cover, team movement, and communication, use of deadly force and de-escalation of force. There were three scenarios, an audible burglary alarm with an armed suspect(s) inside, a "lunch time" scenario where the suspect armed with a club commits vandalism but does not threaten officers and a "lunch time" scenario where a restaurant employee badgers the officers in profanities and then approaches them holding a handgun. Not all the exercises were deadly force encounters.

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

1) Firearms: PSP

## **SAFETY ISSUES:**

There were no safety issues.

## **EQUIPMENT CHECK:**

All officers brought the correct equipment.

## DID NOT COMPLETE OR ATTEND PHASE TRAINING:

[REDACTED]

[REDACTED]

## CONCLUSION:

A total of 56 officers attended and completed the training. There were 48 members from the San Rafael Police Department and 8 members from the Tiburon Police Department. Overall, each individual officer's effort and performance in this phase of training was very good. The feedback that I received from each class was very positive. The officers had high praise for the instructor staff, the equipment and the reality based training provided to them.

Numerous officers commented on the force on force training as being one of the best tactical and the most realistic training they have ever received. The instructor staff was very pleased to see that San Rafael's officers instinctually resorted to the survival and will to win skills that they have learned from previous phase trainings.

The force on force phase has proven to be very successful and has added a new dimension to the officer's skill and knowledge level.

I submitted this phase of training to P.O.S.T. for perishable skills credit in the area of Arrest and Control. The training was certified by P.O.S.T.

I also created a Phase Evaluation form that covers likes, dislikes and recommendations. This is voluntary and can be submitted back to the training bureau.

## **DECEMBER 2009 SIMUNITIONS FORCE ON FORCE**

0700-0800	Registration/ Nomenclature of Simunition equipment and Safety brief. Use of Force Policy review.
0800 - 0830	Equipment distribution and fitting.
0830 - 1100	<ul style="list-style-type: none"><li>-Audible alarm building search</li><li>-Armed fleeing murder suspect</li><li>-Active shooter – Office setting</li></ul>
1100 - 1200	Lunch
1300 – 1530	<ul style="list-style-type: none"><li>- Hostage</li><li>- “Lunch time” – Suspect armed with club non-threatening</li><li>- “Lunch time” – Restaurant employee with handgun threatens officer(s)</li></ul>
1530 - 1600	Debrief