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## 2009 SWAT Team Training Dates

### DATES

### LOCATION

	January 2009	Sacramento (NCRPSTA) 3 day training
Thursday	February 2009	Richmond Rod and Gun
Thursday	March 27 <sup>th</sup> 2009	Richmond Rod and Gun
Thursday	April 16 <sup>th</sup> 2009	Richmond Rod and Gun
Thursday	May 29 <sup>th</sup> 2009	Sacramento NCRPSTA (one day).
Wed/Thur/Fri	June 10 <sup>th</sup> , 11 <sup>th</sup> , 12 <sup>th</sup>	Novato and Richmond Rod and Gun
Friday	July 17 <sup>th</sup> 2009 ( <i>PT test</i> )	Richmond Rod and Gun
Friday	August 14 <sup>th</sup> , 2009	Richmond, Range 3
Friday	September 18 <sup>th</sup> , 2009	(date we have Richmond Rod and Gun, but we will be at best in the west)
Friday	October 16 <sup>th</sup> , 2009 ( <i>PT test</i> )	Richmond, Range 3
Thursday	November 12 <sup>th</sup> , 2009	Richmond, Range 3
Thursday	December 10 <sup>th</sup> , 2009	Richmond, Range 3

08/03/09



# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

**Date:** 03/27/09  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** March 2009 Monthly Training

On Thursday, March 27, 2009, the SRPD SWAT Team completed its March Training. The training day was as follows:

### *Training Day:*

PT Training for 2 hours in the morning.

Richmond Range:

Qualified with both handgun and rifle.

Set up the range and went over team movements. Practiced:

- 1) Open door entry
- 2) Closed door entry
- 3) Search warrants (knock notice, simulated flashbangs)
- 4) Hostage rescue/Active shooter
- 5) T-intersections
- 6) L-shaped entries

**Attended:** [REDACTED]

**Missed:** [REDACTED]



# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

**Date:** 04/16/09  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** April 2009 Monthly Training

On Thursday, April 16th 2009, the SRPD SWAT Team completed its April Training. The training day was as follows:

### *Training Day:*

Went over equipment needs and came up with a list to provide to Lt. McElderry.

Richmond Range:  
Michael Byers was our range "safety" officer.

Qualified with both handgun and rifle.

Shot handgun accuracy drills.  
Practiced tactical reloads with handgun and rifle.  
Practiced rifle down drills/transition drills.  
Moving up and down and lateral shooting drills.

Set up the range and went over basic team movements with target accusation drills.

Practices with the shield and team movement drills. We shot with the shield and practiced target accusation.



**San Rafael Police Department**  
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**Memorandum**

**Date:** 06/08/09  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** May 2009 Monthly Training

On Friday, May 29<sup>th</sup>, the SRPD SWAT Team completed its May Training. The training day was as follows:

*Training Day:*

We met at 0600hrs and went to the "Northern California Regional Public Safety Training Authority" in Sacramento. We finished the day back at SRPD at 1730hrs.

**NCRPSTA:**

Michael Byers was our range "safety" officer. Lt. McElderry was also a range officer and mid day, Ofc. Bellamy became a range officer, due to a previous injury.

We went over team movements in hallways with multiple doors. We also focused on communication with our radios and hand signals. We then worked with SIMS gear the rest of the day. We practiced scenarios in a simulated high schools and in a simulated house. We mostly worked scenarios that dealt with armed subjects and search warrants.

**Attended:** [REDACTED]

**Missed:** [REDACTED]



# San Rafael Police Department

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## Memorandum

**Date:** 06/16/09

**To:** Lt. Glen McElderry, SWAT Commander

**From:** Cpl. Scott Eberle, SWAT Team Leader

**RE:** June 2009 Monthly Training

The San Rafael Police Department participated in a county-wide, International Training Resources sponsored "Advanced Swat Update" course located at the old Birkenstock facility in Novato and the Richmond Rod and Gun Club. The dates were June 10<sup>th</sup>, 11<sup>th</sup> and 12<sup>th</sup>. MCSO, TCPD and NPD also attended the training.

### June 10<sup>th</sup>: (Birkenstock in Novato)

Dave Bliss and Ben Tisa with ITR, lectured about :

- California DOJ Report- 9/1,0/02 and POST SWAT Operational Guidelines
- Policy and Procedure Deployment Guidelines-SWAT Teams
- SWAT Team Duties and Responsibilities - Mission Execution Capabilities
- SWAT Team Leader Duties and Responsibilities
- Policy and Procedure Deployment Guidelines - Sniper Team
- Policy and Procedure Deployment Guidelines - Negotiation Team

The instructors all lectured about having a SWAT policy manual that governs the team for the operational deployment of our SWAT team. They also provided us with a manual that lists guidelines for a policy and procedure manual. The Manual is saved in the "R" drive. The manual also covers Mission Execution Guideline for the following:

- Containment
- Mission Execution Guideline - Arrest/Rapid Reaction Team
- Mission Execution Guideline - Throw Phone Insertion
- Mission Execution Guideline - Voice to Voice Negotiation
- Mission Execution Guideline - Less Lethal Munitions Deployment
- Mission Execution Guideline - Chemical Agent Deployment
- Mission Execution Guideline - Entry Warrant Service
- Mission Execution Guideline - Call Out Warrant Service

- Mission Execution Guideline - Deliberate Clearing
- Mission Execution Guideline - Hostage Rescue/Structures
- Mission Execution Guideline - Hostage Rescue/Public Transportation Vehicles
- Mission Execution Guideline - Mobile Suspect interception
- Mission Execution Guideline - Open Terrain Search
- Mission Execution Guideline - Active Shooter/Killer
- Mission Execution Guideline - WMD Awareness

Sgt. Jeff Kearnan, a S.W.A.T. Team Leader for the San Mateo SWAT team gave an hour lecture on *Weapons of Mass Destruction* and the equipment on how to protect ourselves and the names of agencies that are trained to assist Marin County in case of such an incident.

In the afternoon, we donned our full SWAT gear and went over basic movement drills in the parking lot. We went over

- forward movements
- backward movements
- side movements
- pivoting 90 and 180 degrees
- pivoting and then simulating a suspect or bystander charging us and pushing them out of the way
- two man movements, forward and backwards
- four man movements, forward and backwards
- Slow deliberate walking
- Fast walking
- Transition drills from rifle to handgun and shooting
- Magazine exchanges
- Handcuffing down suspects, and removing their weapons
- Communication with other swat members

### **June 11<sup>th</sup>: (Birkenstock in Novato)**

We started the day by donning our full SWAT uniforms and practiced throwing "flash-bangs". We threw left hand and right hand throws, approximately 2 each.

We then went over all the previous days drills (listed above) with our gas masks on.

During the afternoon, we practiced room entries:

- two man room entries
- two man "criss-cross" entries
- Interconnecting room entries
- L-shape room entries
- T-intersections
- Hallways (with a hall boss)

We then incorporated all the above team movements into a "search warrant" scenario. The instructors "taped" a mock house outside and we made entries clearing the entire

house. Cpl. Augustus and I acted as team leaders coordinating the entire team on two occasions.

### **June 12<sup>th</sup>: (Richmond Rod and Gun Club)**

We started the day with the ITR instructors giving a range safety briefing.

We then "live-fired":

- 2 man room entries
- Criss-cross two man room entries
- Focusing on getting into the room fast and safe.
- Slow deliberate walking
- Fast walking
- Shooting and moving
- Transition drills from rifle to handgun and shooting
- Magazine exchanges
- Forward and reverse walking with shooting on the command of "threat"
- two man movements, forward and backwards with shooting on the command of "threat"
- four man movements, forward and backwards with shooting on the command of "threat"
- We also practiced "downed officer/citizen drills" inside a room and inside a hallway.

We then "live fired" a house that had been outlined by caution tape and went through an entire "Search warrant" scenario. There were four targets in the mock house. We practiced what the role is of a team leader and assistant and directing swat members into their appropriate areas. We then practiced what to do when the search was over and suspects were in custody such as:

- Calling for EMS for wounded officers
- Doing a secondary/detailed search
- Calling for detectives
- Lining up all SWAT personal after the incident and accounting for all equipment
- Exiting the house in a professional manner.

A following is a list of personal who attended:







**San Rafael Police Department**  
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**Memorandum**

**Date:** 07/22/09  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** July 2009 Monthly Training

On Friday, July 17<sup>th</sup>, the SRPD SWAT Team completed its July Training. The training day was as follows:

[REDACTED]

*Training Day:*

0600 to 0800hrs-----We met at 0600hrs and went to SRHS and completed the "FBI" SWAT Test, which included the 800m track obstacle course in under 4min 30 sec, two pull ups with 25lbs and the 40yd dash in under 8.5 seconds Everybody passed.

*Richmond Rod and Gun Club*

0900hrs to 1000hrs--We spent a half hour with lecture and hands on training on putting together our new "Tactical Blanket". Each member of the team put the blanket together.

1000 to 1200hrs-----For the next two hours we practiced placing the Tactical Blanket on a patrol vehicle and the departments van. We then practiced some scenarios with the vehicle's and tactical blanket.



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**Memorandum**

**Date:** 08/16/09  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** August 2009 Monthly Training

On Friday, August 14th, the SRPD SWAT Team completed its August Training. The training day was as follows:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

*Training Day:*

0600 to 0800hrs-----We met at 0600hrs, Huber completed the "FBI" SWAT test then joined the rest of the team at Pickleweed where we continued Physical Training.

*Richmond Rod and Gun Club*

0900hrs to 1000hrs----Went over the new radio equipment we received from Twin Cities PD. The rest of the team set up their radio equipment on their tactical vests.



# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

**Date:** 09/29/09  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** September 2009 Monthly Training

On September 17<sup>th</sup> and 18<sup>th</sup>, the SRPD SWAT Team completed its September Training. The training was a two day training event/competition in Santa Clara called "Best in the West".

Competed in the competition [REDACTED]  
[REDACTED]  
[REDACTED]  
[REDACTED]

"Best in the West" competition is an intensive two-day, 7-course competition, pitting S.W.A.T. teams from all over the West against each other, in a multi-jurisdictional learning experience. The following is a description of the 7 courses:

### Physical Challenge Course:

After ten years, the grueling Hill Run has been replaced by a more varied physical challenge. While still incorporating movement of a 165# log, the course now blends pure endurance with a variety of physical obstacles that require a team effort to overcome.



# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

**Date:** 10/22/09

**To:** SWAT Commander / SWAT Team Leader

**From:** Ofc. Christian Diaz

**RE:** October Monthly Training

**Training Objectives:**

The purpose of the October SWAT training was for the team members to familiarize themselves and practically apply tactical breaching tedious with the breaching tools available for call out situations.

Team member's physical standards, pistol and rifle qualifications were reviewed and practiced.

**Safety Officer/Considerations:**

Ofc. Diaz was assigned as the firearms range safety officer. Ofc. R. Cogbill assisted with the breaching safety.

No injuries were reported prior to training. No injuries were sustained during training.

**Training Summary:**

All team members participated and completed a ten hour monthly SWAT training day. The physical standards test was conducted at the San Rafael High School athletics field. Ofc. Diaz and Ofc. R. Cogbill created a tactical breaching course outline (See course outline attached). The Tactical Breaching training was conducted at the Richmond Rod and Gun Club.

All breaching tools available to the SRPD SWAT team were displayed. Each tools and the specific purpose for each tool was explained. Ofc. Diaz and Ofc. R. Cogbill demonstrated how to use each of the tools and explained the tactical considerations for

the tools application. Team members practiced the techniques and demonstrated a basic understanding on the practical application of the Breaching Tools available.

A SWAT pistol and rifle qualification was developed by Ofc. Diaz. Team members practiced the qualification course. All members successfully demonstrated firearms proficiency. (See Firearms Course attached)

All the training objectives were successfully met.

**Additional Training:**

No additional or remedial training was necessary.

[REDACTED]

[REDACTED]

[REDACTED]

**SRPD  
HANDGUN QUALIFICATION COURSE**

**START:**

**25 YARD LINE / ( 4 ROUNDS )      ON COMMAND "THREAT"      20 Sec.**

**\*DRAW, 2 ROUNDS STANDING, 2 ROUNDS KNEELING, SCAN-HOLSTER.**

**15 YARD LINE / ( 4 ROUNDS )      ON COMMAND "THREAT"      20 Sec.**

**\*DRAW, 2 ROUNDS STANDING, 2 ROUNDS KNEELING, SCAN-HOLSTER.**

**10 YARD LINE / ( 4 ROUNDS )      ON COMMAND "THREAT"      10 sec.**

**\*DRAW & SIDE STEP RIGHT, 2 ROUNDS, SCAN-HOLSTER.**

**\*DRAW & SIDE STEP LEFT, 2 ROUNDS, SCAN-HOLSTER.**

**7 YARD LINE / ( 10 ROUNDS )      ON COMMAND "THREAT"      10 sec.**

**\*DRAW & DOUPLE TAP, 2 ROUNDS, SCAN-HOLSTER**

**\*REPEAT, 2 ROUNDS, SCAN-HOLSTER.**

**\*FAILURE DRILL, SIDE STEP RIGHT, 3 ROUNDS, SCAN-HOLSTER.**

**SIDE STEP LEFT, 3 ROUNDS, SCAN-HOLSTER.**

**3 YARD LINE / ( 8 ROUNDS )      ON COMMAND "THREAT"      5 sec.**

**\*SIDE STEP RIGHT, #3 POSITION, 2 ROUNDS, SCAN-HOLSTER.      5 sec.**

**\*SIDE STEP LEFT, #3 POSITION, 2 ROUNDS, SCAN-HOLSTER.      5 sec.**

**\*TRACKING DRILL, 4 ROUNDS, SCAN-HOLSTER.      5 sec.**

**TOTAL ROUNDS FIRED: 30**

**PASSING SCORE 80%    24 HITS on TARGET out of 30.**

## **Phase I Thirty (30) Rounds**

### **Stage 1 - 25 Yards**

Total - 8 Rounds

40 seconds

**Precision Fire from Cover.** On signal, shooter draws and takes cover, and fires two (2) rounds standing right side of barricade, two (2) rounds kneeling right side of barricade, performs a tactical (magazine save) reload, and fires two (2) rounds kneeling left side of barricade and then fires two (2) rounds standing left side of barricade. 40 seconds

### **Stage 2 - 15 Yards**

Total - 10 Rounds

15 seconds

**Move to Cover.** On signal, shooter draws and fires two (2) rounds at target, moves laterally 2-3 yards to kneel behind low cover or simulated cover, performs combat reload, fires three (3) rounds drug armor drill at target from behind cover within 15 seconds. Perform twice. The second time, shooter starts with a total of two (2) rounds in pistol, so reload is from a slide-locked position.

### **Stage 3 - 15 to 7 yards**

Total - 8 rounds

5 seconds

**Walk and Draw.** Start at 15 – yard line. On command “Walk”, shooters advance walking toward the target. On signal, shooters stop, draw, and fire four (4) rounds in five (5) seconds. Perform twice.

### **Stage 4 – 7 yards**

Total – 4 rounds

10 seconds

**One Hand Shooting.** On signal, shooter draws and fires two (2) rounds weapon and only, transfers weapon to support hand and fires two (2) rounds with support hand only.

A total of thirty rounds have been fired in this phase of the course. 80% is required to successfully complete Phase I.

## Phase II Thirty (30) Rounds

**Stage 1** 1 yard  
Total – 6 rounds  
3 seconds

**Weapon Retention.** Draw and fire two (2) rounds in 3 seconds from a weapon retention stance (Number 3 position). Perform 3 times.

**Stage 2** 1-2 yards  
Total - 6 Rounds  
4 Seconds

**Drug Armor Drill.** Shooter steps back, draws, and fires two (2) rounds in four (4) seconds. Perform Three times.

**Stage 3** 3 Yards  
Total – 6 Rounds  
3 Seconds

**Reaction Shooting.** Draw and fire two (2) rounds in 3 seconds. Perform three times.

**Stage 4** 2-7 yards  
Total – 10 rounds  
8 Seconds

**Firing Retreat.** Shooter starts at 2 yards. On signal, shooter draws and fires five (5) rounds while moving back to the 7-yard line. Perform twice.

A total of thirty rounds have been fired in this phase of the course. 80% is required to successfully complete Phase II.



**SRPD SWAT  
RIFLE QUALIFICATION COURSE**

**START:**

**50 YARD LINE / ( 12 ROUNDS, 2 Head shots from any position)**

**60 Sec.**

**\*PRONE,**  
**\*SITTING or KNEELING,**

**6 ROUNDS**  
**6 ROUNDS.**

**25 YARD LINE / (10 ROUNDS )**

**\*STANDING**  
**\*KNEELING**

**5 ROUNDS    10 Sec.**  
**5 ROUNDS    10 Sec.**

**15 YARD LINE / (6 ROUNDS )**

**\*STANDING, DRUG/ARMOR DRILL,**  
**\*KNEELING, DRUG/ARMOR DRILL,**

**3 ROUNDS    10 Sec.**  
**3 ROUNDS    10 Sec.**

**10 YARD LINE / (4 ROUNDS )**

**\*SIDE STEP RIGHT,**  
**\*SIDE STEP LEFT,**

**2 ROUNDS    5 Sec.**  
**2 ROUNDS    5 Sec.**

**7 YARD LINE / ( 4 ROUNDS )**

**\*SIDE STEP RIGHT,**  
**\*SIDE STEP LEFT,**

**2 ROUNDS    5 Sec.**  
**2 ROUNDS    5 Sec.**

**3 YARD LINE / ( 4 ROUNDS )**

**\*COB-TRACKING DRILL,**

**4 ROUNDS    5 Sec.**

**TOTAL ROUNDS FIRED: 40**

**PASSING SCORE - 36 HITS in A or B zone out of 40. No rounds  
unaccounted for**

**10/07/09**

## ***Tactical Breaching***

<b>Time</b>	<b>Subject</b>	<b>Location</b>
<b>0900-0930</b>	<b>Practical Application with Manual Tools</b> <ul style="list-style-type: none"><li>• Target Analysis</li><li>• Tool Selection</li><li>• Ram</li><li>• Hooligan and sledgehammer</li><li>• Bolt cutters</li><li>• Deployment</li></ul>	<b>Range</b>
<b>0930-1030</b>	<b>Tactical Training with Manual Tools</b> <ul style="list-style-type: none"><li>• Safety Brief</li><li>• Practice Door Defeating Techniques</li><li>• Practice Window Defeating Techniques</li></ul>	<b>Range</b>
<b>1030-1100</b>	<b>Shotgun Breaching</b> <ul style="list-style-type: none"><li>• Weapons and Ammunition</li><li>• Techniques</li><li>• Targets</li></ul>	<b>Range</b>
<b>1100-1200</b>	<b>Practical Application with Shotgun Breaching</b> <ul style="list-style-type: none"><li>• Safety Brief</li><li>• Practice Hinge Defeating Techniques</li><li>• Practice Lock/Dead Bolt Defeating Technique</li></ul>	<b>Range</b>



# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

Date: 11/24/09

To: Lt. McElderry, SWAT Commander

From: Cpl. Scott Eberle

RE: November Monthly Training

### Training Objectives:

The purpose of the November SWAT training was for the team members to familiarize themselves with shooting with gas masks, moving and shooting, shooting at moving targets and applying all skills during low light situations.

Team member's, pistol and rifle qualifications were reviewed and practiced.

### Safety Officer/Considerations:

Sgt. Cron was assigned as the firearms range safety officer.

No injuries were reported prior to training. No injuries were sustained during training.

### Training:

1200hrs-1300hrs- Team members loaded the SWAT trailer, discussed the training objectives for the day and drove to the Richmond Rod and Gun Club.

1300-1330 Team members practiced the pistol and rifle qualification course.

1330-1430 Team members then practiced donning and doffing their gas masks. The team members then practiced moving and shooting while still wearing their gas masks. There were rifle and pistol drills. Also practiced was rifle down drills, transition drills and target acquisition drills while wearing the gas mask.

1430-1530 Team members practiced moving and shooting without gas masks. There were lateral and vertical movement drills. They then practiced two man room entries and target acquisition drills moving laterally.

1530-1630 Team members practiced shooting handgun and rifle and moving targets. We put up pie plates behind regular targets to simulate Hostage Situations.

1630-1730 Lunch

\*\*\*\*\*Low Light Training\*\*\*\*\*

1730-1830 Low light pistol and rifle qualification

1830-2030 Low light room entries. The range was set up to simulate a hallway that led into two separate rooms. Once in the rooms, there were "shoot" and "no shoot" targets. Team members were to acquire the appropriate threat and shoot. The range was also set up for both right and left L-shape room entries. All members rotated to each position in the "stack".

[REDACTED]

[REDACTED]



# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

**Date:** 12/15/09  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** December 2009 Monthly Training

On Thursday, December 10th, the SRPD SWAT Team completed its December Training. The training day was as follows:

[REDACTED]

TOTAL ATTENDED: 11

[REDACTED]

### *Training Day:*

0600 to 0800hrs-----Discussion of SWAT tactics and upcoming events.

*Richmond Rod and Gun Club*

\*Weather was cold and raining

0900hrs to 1200hrs---Practiced bus assaults on a Golden Gate Transit Bus. Everyone rotated through all positions and threw a diversionary device. There was no live fire, but Sgt. Cron gave scenarios for team members to work out. We practiced turning off the bus from the rear and opening the air compressed doors.

1200hrs to 1300hrs--Lunch

1300hrs to 1400hrs--Rifle and Pistol Qualification

400hrs to 1430hrs --- Practiced shooting the ballistics of Bus windows. We shot 9mm, .40, .45, .223 and .308 Caliber weapons. We also shot the windows from different angles to see the bullet trajectory and fragmentation.

430hrs to 1500hrs-- Range clean up and drive back to SRPD.

[REDACTED]