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# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

**Date:** 02/01/10  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** January 2010 Monthly Training

On Thursday, January 28th, the SRPD SWAT Team completed its January Training. The training was sponsored by TCPD SWAT. MCSO and NPD SWAT also attended the training. The day incorporated Bus Assault training, Vehicle Assaults, Officer/Citizen down training and HNT/Hostage rescue training. Each of the SWAT teams were assigned a particular station which included a brief lecture then two hours of live practice. SIMS gear, flash-bangs, and smoke was deployed at some of the stations. The training day was as follows:

**Attended:**

[REDACTED]

TOTAL ATTENDED: 9

**Missed:**

[REDACTED]

*Training Day:*

0600 to 0700hrs----- Meet at SRPD, load up all the gear and go to TCPD.



# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

**Date:** 04/15/10  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** March 2010 Monthly Training

On Thursday, March 25th, the SRPD SWAT Team completed its March Training. The training day was as follows:

**Attended:** [REDACTED]

\*Dave Cron-Range Master

TOTAL ATTENDED: 13

**Missed:** [REDACTED]

### *Training Day:*

0600 to 0800hrs-----PT at Pickleweed Park.

0900hrs to 160000hrs--- After driving to the Richmond Rod and Gun Club, The San Rafael SWAT team was called out to the area of 590 Whitewood Drive in San Rafael. Patrol located three burglary suspects in the area and SWAT was called to search the block for any outstanding suspects.



# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

**Date:** 05/11/10  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** April 2010 Monthly Training

On Thursday, April 22nd, the SRPD SWAT Team completed its April Training. The training day was as follows:

**Attended:** [REDACTED]

\*Dave Cron and Mike Byers-Range Master

TOTAL ATTENDED: 13

**Missed:** [REDACTED]

### *Training Day:*

0600 to 0800hrs-----PT at Pickleweed Park.

0900hrs to 1200hrs--- Officers Club at Hamilton for SIMS Scenarios.

[REDACTED] and [REDACTED] walked through the officers club and designated certain areas for scenarios.

The first scenario incorporated two SWAT members that acted as "bad guys".



# San Rafael Police Department

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San Rafael, CA 94901

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## Memorandum

**Date:** 06/28/10

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

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

**RE:** May 2010 Monthly Training

On Thursday, May 20th, the SRPD SWAT Team completed its May Training. The training day was as follows:

**Attended:** [REDACTED]

TOTAL ATTENDED: 9

**Missed:** [REDACTED]

*Training Day: Training day with Novato PD SWAT in Sacramento*

0600 to 0800hrs----- Meet at SRPD and travel to Sacramento Tactical Village (NCRPSTA).

0830hrs—1030hrs- Met with Novato PD and split up into two groups.

Novato used SIMS to practice entries into the house. Sgt. Cron was the range safety/SIMS officer.



# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

**Date:** 06/28/10  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** June 2010 Monthly Training

On Thursday, June 24th, the SRPD SWAT Team completed its June Training. The training day was as follows:

**Attended:** [REDACTED]

\*Mike Augustus-Range Master

TOTAL ATTENDED: 12

**Missed:** [REDACTED]

*Training Day: Richmond Rod and Gun*

0600 to 0800hrs- [REDACTED]

0830hrs--0930hrs-

Organized the new SWAT trailer.

0930hrs---1000hrs-

Pack up and go to Richmond Rod and Gun Club. Cpl. Augustus was our range/safety officer.

1000hrs--1100hrs-

Handgun and Rifle qualification. (All SWAT operators passed both tests)

1      1rs---1200hrs      Lunch

1200hrs—1530hrs      Range Drills to include the following:

- Target acquisition
- Moving and shooting
  1. Walking Forward shooting
  2. Walking Backward shooting
  3. Moving sideways and shooting
- Off hand shooting
- Shooting behind barricades
- Competition (stress) Shooting drills

1530hrs – 1600hrs      Drive back to SRPD and unload equipment.

**njuries:** No injuries reported



# San Rafael Police Department

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San Rafael, CA 94901

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## Memorandum

**Date:** 07/20/10

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

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

**RE:** July 2010 Monthly Training-Less Lethal Training

On Thursday, July 15th, the SRPD SWAT Team completed its July Training.  
The training day was as follows:

**Attended:** [REDACTED]

\*Dave Cron -Range Master

TOTAL ATTENDED: 13

**Missed:** [REDACTED]

*Training Day: Richmond Rod and Gun*

0600 to 0800hrs----- PT at Pickleweed Gym

0800hrs—0900hrs- Team Meeting/ Load up trailer for range day

0900hrs—0930hrs- Drive time to Richmond

1000hrs--1100hrs- [REDACTED]



1100hrs---1200hrs      Lunch

1200hrs---1400hrs      Less Lethal Range Drills to include the following:

- Less Lethal Shotgun course
  - Team of two went through a lethal/lethal target course.
    - Team shot from kneeling and standing positions from various distances, average was 15 yards.
    - Had to announce "Less Lethal" when using shotgun.
    - When threat became lethal, transition to lethal weapon.
    - Deployed 37mm rubber rounds at target from 20 yards.

1400hrs---1500hrs      Less Lethal team drills

- Team of four would deploy smoke
- Make safe approach to entry-way
- Make entry and appropriately navigate T-intersection and room entries
- Determine if target was a lethal or less than lethal threat
- Clear room appropriately

1500hrs – 1600hrs      Range clean up/ Drive back to SRPD and unload equipment.

**injuries:** No injuries reported



# San Rafael Police Department

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## Memorandum

**Date:** 10/12/10  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** August 2010 Monthly Training @ San Quentin Prison

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

**Attended:**

[REDACTED]

\*Dave Cron -Range Master

[REDACTED]

TOTAL SWAT ENTRY MEMBERS ATTENDED: 11

**Missed:**

[REDACTED]

*Training Day: San Quentin*

0600hrs to 0700hrs Load up gear and head to San Quentin

0700hrs to 0800hrs Arrive at San Quentin/Safety Briefing/Put on SIMS gear



# San Rafael Police Department

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## Memorandum

**Date:** 10/12/10

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

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

**RE:** September 2010 Monthly Training @ Santa Clara Range

On Thursday and Friday, September 23<sup>rd</sup> and 24<sup>th</sup>, the SRPD SWAT Team completed its September Training. The training days was as follows:

**Attended:** DAY 1

[REDACTED]

\*Dave Cron -Range Master  
\*Mike Byers- Range Master  
Lt. Glen McElderry-SWAT Commander  
Capt. Dave Starnes- CRT Commander

TOTAL SWAT MEMBERS ATTENDED: 11

**Missed**

[REDACTED]

Training Day 1: Santa Clara Range 2 and Shoot House Range

0600hrs

Meet at PD

0630hrs-0830hrs

Travel to Santa Clara

0830hrs-0930hrs

Check in/Range Set up

	Gear up
0930hrs-1000hrs	Move and shoot drills Forward and backwards <ul style="list-style-type: none"><li>• Shooting skills</li><li>• Target Acquisition while moving</li></ul>
1000hrs-1015hrs	Break Range Set-up
1015hrs-1100hrs	Horizontal Movement Shooting
1100hrs-1200hrs	LUNCH
1200hrs-1300hrs	Two man assault drills Focusing on handgun/Rifle skills
1300hrs-1330hrs	ROBOT Demo
1330hrs-1400hrs	Move To Shoot house and practice movements with Robot
1400hrs-1530hrs	Team Movements in Shoot house
1530hrs-1600hrs	Range Clean up

**Attended: DAY 2**

[REDACTED]

\*Dave Cron -Range Master/SNIPER  
\*Mike Byers- Range Master  
Lt. Glen McElderry-SWAT Commander  
Capt. Dave Starnes- CRT Commander

TOTAL SWAT MEMBERS ATTENDED: 12 with Cron

**Missed:**

[REDACTED]

**HNT Members**

[REDACTED]

**TAC Dispatch**

[REDACTED]



Training Day 2: Santa Clara Range Sniper Range and Shoot House Range

SNIPERS

0800hrs-1100

Sniper Range (Dave C and Schreader)

Tac-Dispatch/SWAT

0800hrs-1100hrs

House Entries LIVE Fire HOUSE (See attached outline)

HNT Training (See attached HNT outline)

1100hrs-1200hrs

LUNCH

ALL

1200hrs-1500hrs

Complex Incident Scenerios

Notes: No injuries reported (Attached are outlines of Fridays training)

# **SWAT/Tac-Dispatch Training**

08/24/10

0800hrs-1100hrs

**Mission:** Combine SWAT and Tac-Dispatch training to enhance communication and understanding of others job duties.

## **Goals:**

- 1) To enhance communication skills between Tac-Dispatch and SWAT.
- 2) To enhance Tac-Dispatch basic skills.
- 3) To enhance scouting skills before making entry.
- 4) To enhance SWAT entry skills.

## **Procedure:**

- 1) Tac Dispatch Center will be set up.
- 2) SWAT will be given a scenario.
- 3) SWAT will scout the target location.
  - a. Get details of house
  - b. Determine primary and secondary breach point.
  - c. Diagram house on notepad
  - d. Communicate with Tac-Dispatch
- 4) SWAT will assault house using all gear.
  - a. If available, an extra Tac-Dispatcher will follow SWAT Team through house.

\*If a non-SWAT member is following an entry team there will be no live ammo.

# Critical Incident Scenario

08/24/10

1145hrs-1500hrs

**Mission:** San Rafael CRT successfully complete a critical incident scenario using all tools and specialized units available.

**Goals:**

- 1) Communication between teams
- 2) Set up and establish separate command centers for Incident/SWAT/HNT
- 3) Basic SWAT entry skills
- 4) Basic HNT communication skills
- 5) Throw Phone deployment
- 6) Shield work
- 7) Surrender/Transition Phase practice
- 8) Flash-bang Use
- 9) Sniper Use
- 10) Debriefing

**Procedure:**

- 1) Incident Command set up.
  - a. Establish a Incident Command Staging area
  - b. Establish a Tactical Staging area (SWAT)
  - c. Establish a HNT Staging area.
  - d. Establish a Tactical Dispatch area.
- 2) Debrief Scenario at Incident Command
  - a. Team Leaders and Commanders only.
  - b. Discuss Rules of Engagement.
  - c. Discuss overall goals and mission.
- 3) Team leaders then report back to their teams for debriefing.
  - a. Discuss tactical options.
  - b. Draw up layout of house if available.

**SWAT Operations:**

- 1) Talk about Rules of Engagement
- 2) Set up Quick-Reaction/Arrest Team

- 3) Debrief Scenario Details/Tactics
- 4) Scout House
- 5) Assign Team Member Duties
- 6) Assign Appropriate Mission-Specific Equipment
- 7) Inspection, to include radio-checks and equipment checks
- 8) Set up inner-Perimeter if applicable
- 9) Debriefing

### **HNT Operations**

- 1) Set up NOC
- 2) Assign Team member responsibilities
- 3) Work on Surrender/Phase or Transition Phase
- 4) Debriefing





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San Rafael, CA 94901

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## Memorandum

**Date:** 10/28/10  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** October 2010 Monthly Training

On Thursday, October 21<sup>st</sup>, the SRPD SWAT Team completed its October Training. The training day was as follows:

**Attended:** [REDACTED]

\*Dave Cron -Range Master

TOTAL ATTENDED: 12

**Missed:** [REDACTED]

*Training Day: Richmond Rod and Gun*

0600 to 0800hrs----- PT.@ Pickleweed

0830hrs—0930hrs- Pack up and go to Richmond Rod and Gun Club.

0930hrs—1045hrs- Handgun and Rifle Qualification

Everybody passed except for [REDACTED]  
remediation with the rifle only, he passed the handgun course.



1045hrs--1145hrs- Rifle and hand gun fundamentals. Focused on getting a good target group from 50, 25 and 20 yards away.

1200hrs---1300hrs Lunch

1300hrs---1630hrs Crowd Control class put on by the MCSO

- Forming skirmish lines, V-formation, Diamond formation, single column
- Using batons and shields
- The use of appropriate baton strikes
- Controlling a suspect with a baton
- Flex-Cuff handcuffing

1630hrs – 1700hrs Drive back to SRPD and unload equipment.

**Notes:** No injuries reported



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San Rafael, CA 94901

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## Memorandum

**Date:** 10/28/10

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

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

**RE:** October 2010 Monthly Training

On Thursday, October 21<sup>st</sup>, the SRPD SWAT Team completed its October Training. The training day was as follows:

**Attended:** [REDACTED]

\*Dave Cron -Range Master

TOTAL ATTENDED: 12

**Missed:** [REDACTED]

*Training Day: Richmond Rod and Gun*

0600 to 0800hrs----- PT.@ Pickleweed

0830hrs—0930hrs- Pack up and go to Richmond Rod and Gun Club.

0930hrs---1045hrs- Handgun and Rifle Qualification

Everybody passed except for [REDACTED]  
remediation with the rifle only, he passed the handgun course.

[REDACTED] of rifle remediation  
[REDACTED] qualified with his rifle with no  
issues. He was reinstated to full entry team status.

1045hrs--1145hrs-	Rifle and hand gun fundamentals. Focused on getting a good target group from 50, 25 and 20 yards away.
1200hrs---13000hrs	Lunch
1300hrs---1630hrs	Crowd Control class put on by the MCSO <ul style="list-style-type: none"><li>• Forming skirmish lines, V-formation, Diamond formation, single column</li><li>• Using batons and shields</li><li>• The use of appropriate baton strikes</li><li>• Controlling a suspect with a baton</li><li>• Flex-Cuff handcuffing</li></ul>
1630hrs – 1700hrs	Drive back to SRPD and unload equipment.

n, s: No injuries reported



# San Rafael Police Department

1400 Fifth Ave.  
San Rafael, CA 94901

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## Memorandum

**Date:** 01/10/10  
**To:** Lt. Glen McElderry, SWAT Commander  
**From:** Cpl. Scott Eberle, SWAT Team Leader  
**RE:** December 2010 Monthly Training

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

**Attended:** [REDACTED]

\*Dave Cron -Range Master

TOTAL ATTENDED: 10

**Missed:** [REDACTED]

*Training Day: Richmond Rod and Gun*

300hrs to 0800hrs-----PT.@ Pickleweed

800hrs to 0900hrs-----Pack up and go to Richmond Rod and Gun Club.

900hrs to 0930hrs-----Range set up.

930hrs to 1000hrs-----Cold shots with "stress" added. (running before).

000hrs to 1100hrs-----Rifle fundamentals. Shot from 50yards to 3 yards. Accuracy and speed was the focus.

100hrs to 1200hrs-----Lunch

200hrs to 1400hrs-----Two man team shooting course.

- Two man teams would start from 100yards away and run to range.
- Team would engage target from 50 yards away, 25 yards away and 15 yards away. Rifle or handguns were used. Teams must hit target before moving on to next obstacle.
- The event was timed to add stress

400hrs to 1430hrs----- Range clean up and drive back to SRPD

430hrs to 1600hrs-----Equipment and gun clean up.

injuries:

[REDACTED]