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San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 01/07/13
To: Lt. Glen McElderry, SWAT Commander
From: Sgt. Scott Eberle SWAT Team Leader
RE: December 2012 Monthly Training

On Thursday, December 20th, the SRPD SWAT Team completed its December Training at Richmond Rod and Gun Club. The training day was as follows:

Attended:

[REDACTED]
[REDACTED]

TOTAL ATTENDED: 12

Missed:

[REDACTED]

Training Day:

0600 to 0800hrs — PT . (Pickleweed)

0800-0815hrs Break/Change of Uniform

0815-0845hrs Clean up/Load equipment

0845-0930hrs Travel to Richmond R&G

930-1130

Team competitions-Hand gun course (6 courses each team)

- Teams ran approximately 75 yards
- Shot at steel targets from 25 to 15 yards out
- Raced against one other 2 or 3 man team for added stress

SKILLS-

- Target acquisition
- Round management
- Shot placement
- Breath control

1130-1230hrs

Lunch

1230-1330hrs

Drive to Mare Island

1330-1530

Slow/Deliberate Searches with the use of pole camera

- Incorporated the wi-fi feature onto an iphone

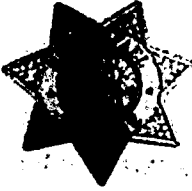
SKILLS

- Slow searching
- Use of pole camera
- Hand signals
- Radio communication
- Two man entries
- Clearing large office area

1530-1600hrs

Clean up/Drive back to SRPD

Injuries: NONE



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 12/07/12
To: Lt. Glen McElderry, SWAT Commander
From: Sergeant Roy Leon
RE: November 2012 Monthly Training

On Thursday, November 15th, the SRPD SWAT Team completed its November Training at Richmond Rod and Gun Club. The training day was as follows:

Attended:

[REDACTED]
[REDACTED]

TOTAL ATTENDED: 11

Missed:

[REDACTED]

Training Day:

1000-1100hrs	PT (Met at Pickleweed and ran 4 miles).
1100-1130hrs	Break/Change of Uniform.
1130-1200hrs	Clean up/Load equipment.

1200-1230hrs	Travel to Richmond R&G.
1230-1330hrs	Qualified with Rifle and Handgun (everyone passed).
1330-1430hrs	Qualified with Rifle and Handgun while wearing gas masks.
1430-1530hrs	Lunch.
1530-1700hrs	Move and Shoot shooting drills with handgun and rifles.
1700-1800hrs	Low light Rifle and Handgun qualification course.
1800-1900hrs	Low light and no light shooting drills.
1900-2000hrs	Clean up/Drive back to SRPD.

Injuries: NONE

[REDACTED]

[REDACTED]

[REDACTED]



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 11/05/12
To: Lt. Glen McElderry, SWAT Commander
From: Cpl. Scott Eberle SWAT Team Leader
RE: October 2012 Monthly Training

On Thursday, October 25th, the SRPD SWAT Team completed its October Training at Richmond Rod and Gun Club. The training day was as follows:

Attended:

[REDACTED]
[REDACTED]

TOTAL ATTENDED: 7

Missed:

[REDACTED]
[REDACTED]
[REDACTED]
[REDACTED]

Training Day:

0600 to 0800hrs—— PT . (Pickleweed)

0800-0815hrs Break/Change of Uniform

0815-0845hrs Clean up/Load equipment

0845-0930hrs

Travel to Richmond R&G

930-1130

Ingles and Diaz gave a lecture and hands on practice on:

- Importance of treating a gun shot wound within the first two minutes
- How to apply a tourniquet
- How to apply a pressure bandage
- Different ways to carry a wounded person

1130-1230hrs

Lunch

1230-1330hrs

Scenarios involving moving a team into a house which included:

- Team movement
- Hallway movement & room entries
- Target acquisition
- Man Down drills
- Make scene safe
- Immediate medical treatment
 - Tourniquet placement
 - Pressure Bandage
- Carry wounded man to area of safety

1330-1415hrs

Rifle and Handgun qualification course (Everyone passed)

1415-1430hrs

Double Tap drills (firing two quick rounds within close distance) The officer should not be taking the time to acquire sights before shooting. *Advanced skill

1430-1530hrs

Clean weapons

1530-1600hrs

Clean up/Drive back to SRPD

Injuries: NONE



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 09/21/12
To: Lt. Glen McElderry, SWAT Commander
From: Cpl. Berringer, Cpl. Scott Eberle SWAT Team Leaders
RE: September 2012 Monthly Training

On Thursday, September 20th, the SRPD SWAT Team completed its September Training. The training day was planned to start at 0600hrs and end at 1600hrs. The training day was as follows:

Attended: [REDACTED]

[REDACTED]

TOTAL ATTENDED: 14

Missed: [REDACTED]

September 2012 Training Objectives:

- Taped Off "Rooms" for Dynamic Room Entries
- Live Fire Shooting During Dynamic Room Entries
- Flashbang Deployment/Simulated Gas Deployment
- Live Fire Shooting with Gas Masks During Dynamic Room Entries
- Hostage Rescue During Dynamic Entries
- Transition Drills – Lethal to Less Lethal

Training Day:

0600-0615hrs Meet and travel to Pickleweed for physical training
0615-0800hrs Physical Training
0800-0815hrs Break/Change of Uniform
0815-0900hrs Clean up/Load equipment
0900-1100hrs Tape drills, Team Movement, Clearing rooms
Live Fire Drills

- Taped Off Rooms – Started off with slow speed Dynamic room entries. Room simulated a small two bedroom apartment. Progressive repetitions increasing speed and complexity.
- Practiced repetitions with inserting inert flashbang, both with "Knock and Notice" and Hostage Rescue scenarios.
- Practiced alternate breach entries

1100-1200 Live Fire Shooting with Gas Masks

- Practiced inserting chemical munitions using "Break and Rake" pike pole. We used smoke to simulate real gas.

1200-1245hrs Lunch

[REDACTED] teams

- Practiced moving past windows that opened up into larger rooms.
- Practiced shooting into the room when a threat presents itself.

1330-1415hrs Transitioning from Lethal to Less Lethal Options

- Practiced transition drills between lethal to less lethal options (ex. Rifle to baton, rifle to taser, handgun to pepper spray, rifle to pepper spray, etc.)

1415-1515hrs Sight in Patrol Rifles with New EOTECH Sights

1515-1600hrs Clean-up/Return to PD

Injuries: E. Cogbill re-aggravated his back injury resulting in time lost from work.

Other: The Pepper Spray for all operators was expired. A request was sent to Sergeant Correa to have all the pepper spray canisters replaced.



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 11/05/12
To: Lt. Glen McElderry, SWAT Commander
From: Cpl. Scott Eberle SWAT Team Leader
RE: August 2012 Monthly Training

On Thursday, August 23rd, the SRPD SWAT Team completed its August Training at the Mare Island abandoned Marin Corps barracks. The training day was as follows:

Attended: [REDACTED]
[REDACTED]

*The Novato SWAT team arrived at Mare Island to train with us around 1300hrs.

TOTAL ATTENDED: 12

Missed: [REDACTED]

Training Day:

0600 to 0800hrs — PT . (Pickleweed)

0800-0815hrs Break/Change of Uniform

0815-0845hrs Clean up/Load equipment

0' .0930hrs Travel to Mare Island

0930-1030 Two man entries with SIMS gear

The room was set up with shoot and don't shoot scenarios and a team of two operators entered the room and handled the problem accordingly.

Points of interest:

- Check Hard Corners
- Give clear commands
- Triangulate threat
- Identify threat
- Appropriate Arrests commands
- Shoot or no shoot distinctions

1130-1230hrs Lunch

1230-1400 Scenarios with Novato PD

- Communication between teams
- Tactical Approaches
- Stairwell clearing
- Active Shooters
- Large building clearing techniques

Split building into quadrants

Split up to

1400-1415hrs Break

1415-1530hrs Scenarios with Novato PD
High-Risk Entries

- a. Pre-planning/assignments
- b. Brief-backs
- c. Entries
- d. Hall-boss
- e. Room-entries
 - i. R-side, L-side, T-intersections
- f. Searching/Clearing rooms
- g. Suspect commands
- h. Threat assessment
- i. Round management
- j. Communication

1530hrs-1600hrs Clean up/Drive back to SRPD

Injuries: NONE



San Rafael Police Department
1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: July 27, 2012
To: Lt. Glen McElderry, SWAT Commander
From: Sgt. Scott Eberle & Cpl. Berringer- SWAT Team Leaders
RE: July 2012 Monthly Training

On Thursday, July 19th the SRPD SWAT Team completed its July Training.

Attended: [REDACTED]

TOTAL ATTENDED: 13

Missed: [REDACTED]

Training Day:

This is one of the SWAT team's quarterly physical testing days. The physical test consisted of real life moving and shooting under stressful conditions.

0600hrs to 0800hrs ————— Meet at PD and go to Pickleweed for Basketball

0800hrs to 0900hrs ————— Range set up

0900hrs to 1130hrs ————— Physical/Shooting stress test #1 (See below for details)

1130hrs to 1230hrs ————— Lunch

1230hrs to 1400hrs ————— Physical/Shooting stress test #2 (See below for details)

1400hrs to 1530hrs ————— Standing and Moving Failure Drills/Reloading drills

1530hrs to 1600hrs ————— Range clean up and travel back to SRPD.

Physical/Shooting Stress Test#1

The following is a shooting course set up to test the individual operator's communication, physical, shooting and team organization skills. Each team consisted of two team members. Both members had a loaded rifle and handgun. All movements downrange were done tactfully.

START: -75 yard dash to the 50 yard line, climb up and over a long bench 4 feet off ground, ten push-ups.

1st LANE: Tactfully move to 15 yard line. Move laterally shooting 5 targets twice each.

2nd LANE: Move up to CQB and shoot target 4 times each. Sprint back to 50

3rd LANE: Tactfully move to mock "house". Prepare flash bang, peek and throw. Then two man team enters the room and shoot target twice. Sprint back to 50 yard line.

*This above course was done from left-to-right and from right-to-left. With this alternate **START:** -One pull-up with complete gear, climb up and over a long bench 4 feet off ground, twenty push-ups.

Physical/Shooting Stress Test#2

The following is a shooting course set up to test the individual operator's communication, physical, shooting and team organization skills. Each team consisted of five team members. All members had a loaded rifle and handgun. All movements downrange were done tactfully.

1st LANE: Tactfully move to 30 yard line and low crawl under table. Move tactfully to 20 yard line and with handgun, shoot down pie plates. Sprint back to 50 yard line.

2nd LANE: Move up to "jagged" obstacle and with two men kneeling, two men prone and one standing shoot the targets down range. Sprint back to 50 yard line.

3rd LANE: Tactfully move to mock "house". The five man team manipulates the hallway and enters the room. Inside the room, two targets are shot. One officer goes down and that initiates the officer down drill. The team must drag the officer to safety outside the "house" then load the man on the tactical litter and carry him back to the 50 yard line.

Injuries: None reported.

Injuries: NONE

[REDACTED]



San Rafael Police Department

1400 Fifth Ave.

San Rafael, CA 94901

Memorandum

Date: July 27, 2012
To: Lt. Glen McElderry, SWAT Commander
From: Sgt. Scott Eberle & Cpl. Berringer- SWAT Team Leaders
RE: June 2012 Monthly Training

On Monday, June 18th the SRPD SWAT Team completed its June Training. The training was conducted at the "Northern California Regional Public Safety Training Center" in Sacramento for SIMS training.

Attended:

TOTAL ATTENDED: 13

Missed: 0

Training Day:

The SWAT team met at the San Rafael Police Department and commuted to Sacramento.

0600hrs to 0830hrs ————— Load up and commute to Sacramento

0830hrs to 1000hrs ————— Team Entries into the House with SIMS gear

- Mission pre-briefings
- Tactical approaches

- Knock notice
- Breaching techniques
- Room entries inside house
- Barricaded subjects
- Hostage situations
- Communication skills
- Noise discipline techniques
- Arrest procedures
- Target acquisition
- Shoot and No-Shoot situations
- Short De-Briefings in tactical area

1000hrs to 1130hrs————— Long hallways (with SIMS gear)

- With and without Hall boss
- R side room entries
- L side room entries
- T intersections
- Interconnecting rooms
- Communication
- Noise discipline
- Fill and flow movements

1130hrs to 1215hrs————— Lunch

1215hrs to 1400hrs————— Joint training with the MCSO in the "School" area

- Coordination with MCSO SWAT
- Mission pre-briefings
- Team movements with shields
- Communication with suspects
- Active Shooter situations
- Immediate React Team
- Clearing of large building areas
- Officer Down Drills in the School area

1400hrs to 1500hrs————— Joint training with the MCSO in the "House" area

- Coordination with MCSO SWAT
- Warrant Service Scenarios
- Mission pre-briefings
- Tactical approaches
- Knock notice
- Breaching techniques
- Room entries inside house
- Communication skills
- Noise discipline techniques

- Arrest procedures
- Target acquisition
- Shoot and No-Shoot situations
- Short De-Briefings in tactical area

1530hrs to 1630hrs — Drive back to SRPD/Clean up

Injuries: NONE



San Rafael Police Department
1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 06/05/12
To: Lt. Glen McElderry, SWAT Commander
From: Cpl. Berringer, Cpl. Scott Eberle SWAT Team Leaders
RE: May 2012 Monthly Training

On Thursday, May 24th, the SRPD SWAT Team completed its May Training. The training day started at 0600hrs and ended at 1600hrs. The training day was as follows:

Attended:

[REDACTED]
[REDACTED]
[REDACTED]

TOTAL ATTENDED: 10

Missed:

[REDACTED]

April 2012 Training Objectives:

- Physical Training
- Handgun Drills
- Handgun Shooting on the Move
- Sighting in Patrol Rifles
- Bus Assaults (Tubular Assault)

Training Day:

0600 to 0730hrs Physical Training (Pickleweed Community Center)

0745-0900hrs Break/Change of Uniform/Load Equipment/Travel to Richmond

0900-1215hrs Handgun Shooting Drills (dry fire, slow fire dot drills, incremental distance shooting, combat shooting at the 7 yard line, drug/armor drills, and shooting on the move).

1215-1300hrs Lunch

1300-1500hrs Bus Assaults

Golden Gate Transit Security Supervisor gave us a refresher on the mechanical operation of a Golden Gate Transit Bus. He came out and showed us how to access the engine compartment, how to turn off the engine, and how to open the doors from the exterior of the bus using the control lever from the driver's seat.

The Assault Team completed approximately twenty repetitions of the assault using different tactics. We practiced assaulting the front passenger side door and rear passenger side door. We also practiced assaulting the bus with the engine running and the engine off.

***Knowing the location of the control handle for the doors was essential to know which door would open. If the handle was pushed forward (toward windshield) one place setting ONLY, the front door would open. If the handle was pulled backward (toward rear of bus) one place setting ONLY, the rear door would open. If the handle was pushed or pulled the full range, BOTH doors would open.

Noise discipline was essential if the bus was turned off. Also, we noted that SWAT Officers needed to keep a low profile in order to not be seen on the bus. Snipers would have a difficult time looking into the windows due to the window tint.

We utilized a live flash bang device thrown from the exterior driver's side, front window, to act as a diversion and assist with the timing of boarding the bus.

1500-1600hrs Clean guns, return to SRPD

Injuries: NONE



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 05/01/12
To: Lt. Glen McElderry, SWAT Commander
From: Cpl. Berringer, Cpl. Scott Eberle SWAT Team Leaders
RE: April 2012 Monthly Training

[REDACTED]

On Thursday, April 19th, the SRPD SWAT Team completed its April Training. The training day was planned to start at 1000hrs and end at 2000hrs. The training day was as follows:

Attended: [REDACTED]

[REDACTED]

TOTAL ATTENDED: 11

Missed: [REDACTED]

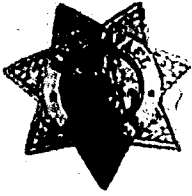
April 2012 Training Objectives:

- PT test
- Rifle/Handgun drills
- Breaching techniques
- Officer Down drills using Tactical Litter
- Tactical Blanket

Training Day:

- 1000 to 1130hrs PT test. (Everyone present passed.) College of Marin
- 1130-1200hrs Break/Change of Uniform
- 1200-1230hrs Clean up/Load equipment Travel to Richmond
- 1230-1330hrs Lunch
- 1330-1400hrs Handgun/Rifle Drills
- Handgun and Rifle qualification course (Everyone passed first time)
- 1430-1530hrs Breaching lesson
- [REDACTED]
tools and how to properly use them
- 1530-1645hrs Officer Down drills using SWAT van
- The Tactical blanket was taken out and demonstrated
 - The blanket was [REDACTED] minimum coverage
 - Officers practiced 5 man [REDACTED] the tactical litter.
- [REDACTED]
- [REDACTED]

Injuries: NONE



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 04/14/12
To: Lt. Glen McElderry, SWAT Commander
From: Cpl. Berringer, Cpl. Scott Eberle SWAT Team Leaders
RE: March 2012 Monthly Training

On Thursday, March 22nd, the SRPD SWAT Team completed its March Training. The training day was conducted at the Mare Island Navel base in an abandoned building. The training day was as follows:

Attended: [REDACTED]
[REDACTED]

TOTAL ATTENDED: 16

Missed: N/A

March 2012 Training Objectives:

- Team movements
- Target acquisition
- Communication
- Coordination with HNT
- Robot and tactical pole camera usage

Training Day:

0600 to 0800hrs—— PT . (Pickleweed)

0800-0815hrs Break/Change of Uniform

0815-0845hrs Clean up/Load equipment

0845-1000hrs Travel and set up at Mare Island

1000-1100hrs Room entries with Simmunition gear/gas masks

- Team movements
 - Hallway
 - L shape rooms
 - T-intersections
 - R-side room entries
 - L-side room entries
 - Closed/Open door entries
- Radio communications
- (Paper) target acquisition
- Room searching/Clearing

1100-1130hrs

Lunch

1130-1600hrs

Scenario with HNT and Tactical Command

- Practical Callout from Tactical Dispatch
- Communication with Tac Command
- Deployment of immediate react and relief teams
- Deployment of SWAT robot
- Debrief witnesses/victims
- Communication with HNT

*Scenario attached

1600hrs-1700hrs

Clean up/Drive back to SRPD

Injuries: NONE

[REDACTED]

[REDACTED]

[REDACTED]

AD 1961-1962

[REDACTED]

[REDACTED]

[REDACTED]

FROM : [REDACTED] TO : [REDACTED]

[REDACTED]

- Handgun Qualification
- Rifle Qualification
- Familiarization with deploying OC and CN
- Familiarization on what types of gas we have
- Deploying gas
- Effects of gas
- Benefits of gas masks
- Communication skills with gas masks
- Entry tactics with gas masks
- Search Warrants with Sims gear
- Active Shooters/Hostage Rescue with Sims gear

Training Day:

0600 to 0800hrs — PT . (Pickleweed)

0800-0815hrs Break/Change of Uniform

0815-0845hrs Clean up/Load equipment

0845-1030hrs Handgun and Rifle Qualification

Chiu-missed both handgun and rifle and had to re-qualify
Sweeny and Ingles missed rifle and had to re-qualify (due to EO Tech failure)

Everybody else passed first round.

1030-1100hrs Clean-up/Drive to Mare Island

1100-1130hrs Lunch

1130-1330hrs Scenarios with Gas

- Lecture on how and when we would deploy gas.
- Familiarization on types of gas we have.
- Familiarization on ways to deploy gas
- Actual scenarios
 - Inserted gas by 37mm that penetrated a door that was made of Two-1/2 inch pieces of plywood.
 - Inserted handheld gas canisters
 - Made entry into warehouse and 4 bedroom apartment with gas masks and using Sim gear (paper targets).
 - Practiced our Communication over radios and hand singles with gasmasks
 - Paper target accusation
 - Movement through large open area

1330-1345hrs Break

1345-1600hrs Scenarios without gas masks using Sims gear and cadets as role players

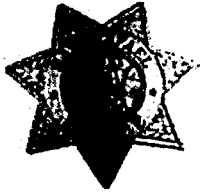
1. High Risk Search warrants
 - a. Pre-planning/assignments
 - b. Brief-backs
 - c. Knock notice
 - d. Entries
 - e. Hall-boss

- f. Room-entries
 - i. R-side, L-side, T-intersections
 - g. Searching/Clearing rooms
 - h. Suspect commands
 - i. Threat assessment
 - j. Round management
 - k. Communication
 - l. Wrap-up/Accountability and file out.
2. Hostage Rescue/Active Shooter entries
- a. Pre-planning/assignments
 - b. Brief-backs
 - c. Stealth entries
 - d. React teams
 - e. Secondary teams
 - f. Clearing teams
 - g. Room-entries
 - i. R-side, L-side, T-intersections
 - h. Searching/Clearing rooms
 - i. Suspect commands
 - j. Hostage commands
 - k. Hostage/Suspect de-briefs
 - l. Threat assessment
 - m. Round management
 - n. Communication
 - o. Wrap-up/Accountability and file out

1600hrs-1700hrs

Clean up/Drive back to SRPD

Injuries: NONE



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 01/26/12
To: Lt. Glen McElderry, SWAT Commander
From: Cpl. Berringer, Cpl. Scott Eberle SWAT Team Leaders
RE: January 2012 Monthly Training

On Thursday, January 19th, the SRPD SWAT Team completed its January Training. The training day was as follows:

Attended: [REDACTED]
[REDACTED]

TOTAL ATTENDED: 9

Missed: [REDACTED]

January 2012 Training Objectives:

- Swat General Orders,
- Firearms Training,
- Scouting,
- Diagramming,
- Warrant Planning,
- Call-out Responsibilities,
- Terminology

Training Day:

0600 to 0800hrs—— PT test. (Everyone present passed.)

0800-0815hrs Break/Change of Uniform

0815-0845hrs Clean up/Load equipment

0845-1230hrs Scouting Missions

3 - 4 man teams scout target location utilizing cover/concealment/bounding

Utilize rough sketch/Communications

Utilize GIS/Google maps for Mission Planning

Brief-back

Search Warrant Service - Use the set-up from the Scouting Exercise to execute the Search Warrant

Flashbangs

1230-1245hrs Clean-up/Return to PD

1245-1330hrs Lunch

1330-1400hrs Unload trailers

1400-1600hrs Investigations Briefing

Risk Assessment

Tactical Operations - Critical Incident (Call-out Responsibilities)

Tactical Operations - Planned Event (Call-out Responsibilities)

Search Warrant Instructions

1515-1600hrs Clean-up/Return to PD

Injuries: NONE