Certain documents or portions of documents related to this training may be exempt from disclosure under the California Public Records Act on one or more of the following grounds:

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.

Where exempt material can be reasonably segregated from nonexempt material in these records, the exempt material has been redacted and the nonexempt material is shown. Where it is not reasonably possible to segregate out the exempt material, the Department is withholding the entire document from disclosure.
Memorandum

Date: 12/09/14
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Todd Berringer, SWAT Co-Team Leader
RE: December 2014 Monthly Training

On Monday, December 8, 2014 the SRPD SWAT Team completed its December Training. The training day was as follows:

The SWAT training was conducted at 108 Cortez Court, Novato, CA.

Attended: [redacted]

TOTAL ATTENDED: 11

Instructors: Berringer
December 2014 Training Objectives:
- Snapshots in time decision making
- Threat assessment decision making using role players and airsoft guns
- Scenario based decision making using role players and airsoft guns
- Slow and deliberate searching using the K-9 for interior and exterior locations
- Team Leader development

Training Day:

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity Details</th>
</tr>
</thead>
<tbody>
<tr>
<td>0600 to 0730hrs</td>
<td>Physical Training at Pickleweed Community Center</td>
</tr>
<tr>
<td>0730 to 0830hrs</td>
<td>Load up, travel, and gear up for training at an abandoned condominium complex at Hamilton Coast Guard Base, 108 Cortez Court, Novato, CA</td>
</tr>
<tr>
<td>0830-0930hrs</td>
<td>Slow and deliberate searching using the K-9 to locate suspects hidden behind closed doors. Call out procedures for safely taking a cooperative suspect into custody after a dog has alerted on the door. Verbal commands, less lethal/lethal options, arrest team positioning, and K-9 handler and dog positioning were discussed. Building layout, terrain, equipment availability, noise, and external factors will influence how/where the suspect is taken into custody.</td>
</tr>
<tr>
<td>0930-1130hrs</td>
<td>Snap shots in time scenarios involving 2, 3, or 4 SWAT Operators. SWAT Operators were given instruction on the type of dynamic situation they were asked to resolve. Officers ran 50 yards and up a flight of stairs in full tactical vest in order to elevate heart rate and induce stress. Officers were staged outside of a bedroom and instructed to make entry. Scenarios included:</td>
</tr>
<tr>
<td></td>
<td>1. Surrendering suspect immediately visible with arms up and a gun behind his back. Around a corner was a Mother with her infant child. SWAT Operators enter and give commands for suspect to surrender. Mother suddenly and unexpectedly appears telling the Officers to take the child. SWAT Operators were not supposed to over penetrate the room, recognize the possible threats and not shoot any innocents.</td>
</tr>
<tr>
<td></td>
<td>2. SWAT Operators enter bedroom and immediately see infant child on the ground. Suspect is hiding in a bedroom closet and appears with his arms up or with an assault rifle. SWAT Operators were supposed to</td>
</tr>
</tbody>
</table>
recognize the threat and engage or safely take the suspect into custody.

3. SWAT Operators enter the room and see the suspect running to strangle the infant child. They were forced to make a decision on use of less lethal force, lethal force or compliance on behalf of the suspect.

4. Hostage rescue scenario – Covert until contact. Suspect is negotiating with HNT. SWAT Officers make a silent tactical approach to the open front door and contact the unsuspecting hostage taker. The suspect either surrenders or engages the Officers in gunfire. Officers were to make a decision to use lethal force or take the suspect into custody.

| 1130-1215hrs | Lunch |
| 1215-1515hrs | Slow and deliberate searching using K-9. SWAT Operators confronted multiple suspects who were both compliant and non-compliant. SWAT Operators were reminded to clear vehicles fronting the target location in order to apprehend suspects who may have been hiding in or around the vehicles. The Team Leader position was rotated between Corporal Cogbill, Corporal Bellamy, and Sergeant Leon. Scenarios included both bite and no bite scenarios for the dog. Dynamic entries involving active shooter type scenarios, hostage rescue and mentally disturbed persons who were posing a threat to the community by random gunfire. |
| 1515-1600 | Debrief and Clean up |

Injuries: None
Date: 11/13/14

To: Lt. Dan Fink, SWAT Commander

From: Sgt. Scott Eberle, SWAT Co-Team Leader

RE: November 2014 Monthly Training

On Monday, November 10th, 2014 the SRPD SWAT Team completed its November Training. The training day was as follows:

The SWAT training was conducted at Richmond Rod and Gun and Lucas Big Rock Site.

Attended:

TOTAL ATTENDED: 12 (Excluding MCSO Deputies)
Training Day:

1300-1400hrs  Load up travel to Richmond
1400-1430hrs  Rifle/ Handgun Qual (Everyone passed)
1430-1500hrs  Qual with Gas masks (Everyone passed)
1500-1630hrs  Rifle Marksman drills (7 rounds) (Wind sprints in-between shots)
               Hand gun drills (5 Rounds) (Wind sprints in-between shots)
               Team competition drills
               Move and shooting drills with target acquisition (identify odd or
               even numbers)

1630-1700hrs  Load up
1700-1800hrs  Travel to Lucas and get chipotle on the way
1800-1830hrs  Lunch
1830-2000hrs  Team movements with Radio communication
               • Stair work
               • Large hallway work
               • Hall boss
               • Some area’s in low light

2000-2200hrs  Robot work/ Shield work
               Large theater work
2200-2300hrs  Load up and travel back to SRPD

Injuries: NONE
Memorandum

Date: 11/11/14

To: Lt. Dan Fink, SWAT Commander

From: Sgt. Todd Berringer, SWAT Co-Team Leader

RE: October 2014 Monthly Training

On Monday, October 27, 2014 the SRPD SWAT Team completed its October Training. The training day was as follows:

The SWAT training was conducted at San Rafael Fire Station #2.

Attended: [Redacted]

TOTAL ATTENDED: 13 (Excluding MCSO Deputies)

Instructors: Cpt. Ryan Goodwin (SRFD), Berringer
February 2013 Training Objectives:

- Fire hose deployment and use to extinguish small fires during SWAT operations or knock out windows.
- Ladder safety, roof safety, ladder deployment aerial ladder climbing (14', 16', and 20' roof/straight ladders. 1 and 2 person raises and roof deployments. Deployment of an “attic ladder” to climb down a parapet wall from the ladder truck. Shooting platforms for Snipers.
- Breaching tools and techniques, chain and rotary saw uses, and Halligan tool.

Training Day:

0600 to 0830hrs  Physical Training Test (Everyone Passed), Physical Training at Pickleweed Community Center

0830 to 0900hrs  Load up, travel, and gear up for training at SRFD Station #2

0900-1130hrs  Ladder work – Proper techniques for deploying a ladder. How to carry, position and climb a ladder. Practical application – Team climbed ladders into second and third story windows. “Locking in” on a ladder in order to maintain a proper shooting position or utilize breaching tools. Sniper deployment using 2 ladders/shooting positions. Aerial ladder deployment onto the 5th story roof using ladder truck. Utilized a SWAT Operator at the top of the ladder as an over watch Deployed the “attic ladder” from the top of the ladder truck to simulate a parapet wall

1130-1215hrs  Lunch

1215-1345hrs  Breaching Tools and Techniques for defeating locked interior and exterior doors. Breaching bars on windows using a gas powered rotary cut-off saw Breaching interior/exterior walls with a chainsaw Breaching padlocks using bolt cutters, rotary cut-off saw, and Halligan tool

1330-1515hrs  Discussion about different types of fire hoses and their capabilities. Hand signals and verbal commands. Deploying 1 ¼” and 2 ¼” hoses to extinguish blazes and knock out windows in a tactical environment. Movement with hoses, both with the lines charged and not charges. Sprayed water from a position of cover (shields/building)
1515-1530 Scenario involving breaching and porting second story windows while the remaining team members breach/assault from the ground floor. Suspect taken into custody on the 5th floor.

1530-1600 Debrief and Clean up

**Injuries:** NONE
Memorandum

Date: 09/04/14

To: Lt. Dan Fink, SWAT Commander

From: Sgt. Eberle SWAT Co-Team Leader

RE: August 24th 2014 Monthly Training

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

The SWAT training was conducted at the Richmond Range

Attended: [Redacted]

TOTAL ATTENDED: 11

Missed: [Redacted]

August 2014 Training Objectives:

- Move and Shooting
- Team movements
- Rapid thinking/ target acquisition
Training Day:

0600-0800hrs  PT- Ingels, Diaz and Leon took and passed the PT test.

0800-0900hrs  Load up and travel to Richmond

0900-1100  Handgun and Rifle drills
- Forward and Backward Shooting
- Left and Right Shooting
- Team Bounding Drills

1100-1200hrs  Lunch

1200-1500hrs  Team Movements
- Hallway drills
- T-Intersection drills
- L and R room entries
- Target acquisition
- Team communication
- Search warrant scenarios
- Flash bang simulation

1430-1600hrs  Clean-up/Return to San Rafael

Injuries: NONE
Memorandum

Date: 09/19/14

To: Lt. Dan Fink, SWAT Commander

From: Sgt. Eberle SWAT Co-Team Leader

RE: September 2014 Monthly Training

On Monday and Tuesday, September 15th & 16th, the SRPD SWAT Team completed its September Training. The training day was as follows:

The SWAT training was conducted at the Alameda County Live Fire house on the 15th and the Alameda County Scenario Village on the 16th.

Attended: [Redacted]

Mathis and Hornstein were our Range Safety Officers

TOTAL ATTENDED: 14

Missed: [Redacted]
Monday, September 15th -

0600-0900 Load up, Travel, Safety Briefs, etc..

0900-0930 Quick Overview of SKIDDS/CATS

930-1030 K9 Tactical Obedience with SWAT guys in uniform/ Tactical Outs by SWAT/ TALK about shield assistance into attics

1030-1130 Vehicle Extractions We will be stacked up along van. Commands given then dog is set out. Team movements up and hard outs of dog

1130-1215 Lunch

1215-1315 Tactical Tracking (We can use the open field in front of live fire house hopefully) and go through one or two scenarios and talk about implementation out in the hills

1315-1500 Deliberate Clearing of Live Fire house which will include the following

- Front Yard Clearing
- Approaches On and Off Lead
  - Down dog at closed doors
- Deliberate clearing of entire house
  - Hallways
  - Hard corners (outside of house or target area and inside)
  - Room entries
  - Downing dogs in front of un-cleared areas

1500-1600 Continued training in Live Fire house but incorporate 3 quicker scenarios

  - Flash bang
  - Smoke
  - Use of Robot and dog if we have time
Tuesday, September 16th-

0800-1130  Continued K9 deliberate Entries with robot

- Use of two different houses (1.5 hrs in each house with break in between)
- Robot use with K9
- Longer Tracking Drill next to houses and open field search

1130-1215  Lunch

1215-1400  SWAT Dynamic scenarios with Simms

- Use of the SAME two houses (1.5 hrs in each house with break in between)

1515-1645  Full blown SWAT scenarios with all options open for Team Leader

- Last couple scenarios in the last and unused house.

1645-1800  Debrief, pack up and travel back to SRPD.
Memorandum

Date: 08/01/14
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Eberle SWAT Co-Team Leader
RE: July 28th 2014 Monthly Training

On Monday, July 28th, the SRPD SWAT Team completed its July Training. The training day was as follows:

The SWAT training was conducted at the DEA Simmunition house in South San Francisco

TOTAL ATTENDED: 9

July 2013 Training Objectives:
- Team communication
- Team movements
- Rapid thinking/ target acquisition
**Training Day:**

0600-0800hrs  Load/Travel to San Mateo

0800-1200hrs  Team Movements
  - Team entries Everyone had Com gear
  - Suspect situations (Cadets posed with guns)
  - Shoot/ no shoot situations.
  - Hard corner practice
  - Closet clearing
  - Hand signals
  - S/W scenarios
  - R and L room entries
  - T-Intersections
  - Leon, Bellamy, Huber and R. Cogbill took turns as team leaders

1200-1230hrs  Lunch

1230-1430hrs  Team Movements
  - Same as above

1430-1600hrs  Clean-up/Return to San Rafael

**Injuries:** NONE
Memorandum

Date: 08/01/14

To: Lt. Dan Fink, SWAT Commander

From: Sgt. Eberle SWAT Co-Team Leader

RE: July 28th 2014 Monthly Training

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  • Closet clearing
  • Hand signals
  • S/W scenarios
  • R and L room entries
  • T-Intersections
  • Leon, Bellamy, Huber and R. Cogbill took turns as team leaders

1200-1230hrs  Lunch

1230-1430hrs  Team Movements
  • Same as above

1430-1600hrs  Clean-up/Return to San Rafael

Injuries: NONE
Memorandum

Date: 6/22/14

To: Lt. Dan Fink, SWAT Commander

From: Sgt. Todd Berringer

RE: June 2014 Monthly Training

On Monday, June 9, 2014, the SRPD SWAT Team completed its June Training. The training day started at 1000hrs and ended at 2000hrs. The training day was as follows:

TOTAL ATTENDED: 14

January 2014 Training Objectives:
- Bus/Tubular Assaults
- Vehicle Assaults
- Sniper Initiated Vehicle Assaults
- Handgun Shooting on the Move and Accuracy Training
Training Day:
1000-1030hrs Meet and travel to Lavin MMA – Terra Linda
1030-1130hrs Cardio and Strength Training
1130-1230hrs Load Equipment/Travel to Golden Gate Transit Bus Depot
1230-1300hrs Lunch
1300-1500hrs Bus Assaults
   • Overview of Bus Operations
      1. Engine compartment
         a) Turning on and off
         b) Maintenance mode
         c) Differing bus models
      2. Doors
         a) Front and rear
         b) Turning on and off
         c) Manual operation
      3. Team formations
         a) Entry team
         b) Over-watch/Device Team
         c) Engine Team/Operator
         d) Entries from front and rear doors
1500-1530hrs Clean-up and travel to Richmond Rod and Gun
1530-1800hrs Vehicle Assaults
   1. Team Tactics and Scenarios Where Vehicle Assaults Apply
      a. Concepts
      b. Location of Vehicle/Mobility – Ways to Immobilize/Block
      c. Glass Break/Device
      d. Hostages vs. No Hostages
      e. Team Formations
   2. Sniper Initiated Assaults
      a. Concepts
      b. Live Fire Drills
1800-1915hrs Handgun and Rifle Drills
   1. Dot Drills
   2. Shooting on the Move
   3. Distance Shooting with Handgun
   4. Three Man Team Movement and Shooting on the Move
1915-2000hrs  Clean-up/Return to PD

**Injuries:** NONE
Memorandum

Date: May 12th, 2014
To: Lt. Glen McElderry, SWAT Commander
From: Sgt. Scott Eberle & Cpl. Berringer- SWAT Team Leaders
RE: May 2014 Monthly Training

On Monday May 12th, the SRPD SWAT Team completed its May Training.

Range Officer-Huber

TOTAL ATTENDED: 13

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
Memorandum

Date: 4/26/14
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Todd Berringer
RE: April 2014 Monthly Training

On Monday, April 21, 2014, the SRPD SWAT Team completed its April Training. The training day started at 0600hrs and ended at 1600hrs. The training day was as follows:

TOTAL ATTENDED: 10

January 2014 Training Objectives:
- Ladder/Wall Training
- Rescue Vehicle Training (Bearcat and Rescue 1 Humvee)
- Shooting from an elevated position (4' – 10' high)
Training Day:
0600-0615hrs
Meet and travel to San Rafael High School for PT Test

0615-0700hrs
PT Test
- All SWAT Operators passed the PT test.

0700-0730hrs
Transportation to Richmond Rod and Gun

0730-1100hrs
Armor Vehicle Orientation and SOP
- Armor Vehicle rescue and assault missions
- Team members rotated different positions shooting from the armored vehicles on assault missions.
- Team members rotated different positions using armor as cover during rescue missions.
- Marin County SO shooting qualification from Bearcat armored vehicle.
- Officer down/Citizen down rescues using Bearcat and Humvee and 150 pound mannequin with a flexible stretcher.
- All SWAT Operators in attendance drove a road course for the Humvee and demonstrated proficiency on how to start the vehicle and how to drive it on the roadway.

1100-1115hrs
Clean-up armor.

1115-1200hrs
Ladder work
- Demonstrate proficiency with operating a ladder in a 3 or 4 man team while maintaining rifle coverage over the threat area.

1200-1245hrs
Lunch

1245-1400hrs
Shooting from elevated positions (4' – 10' high)
- Use ladders to climb on top of obstacles and shoot from elevated positions.

1400-1515hrs
Active shooter scenarios utilizing Rescue 1 Humvee
- Deploying a 4-man team in Rescue 1 to address an active shooter scenario

1515-1600hrs
Clean-up/Return to PD

Injuries: NONE
Memorandum

Date: 3/10/14
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Todd Berringer
RE: March 2014 Monthly Training

On Monday, March 10, 2014, the SRPD SWAT Team did not have their monthly SWAT training due to a surge in violent crime in February and March. Officers were reassigned to various specialties to address the spike in violence.
Memorandum

Date: 2/24/14
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Todd Berringer
RE: February 2014 Monthly Training

On Monday, February 10, 2014, the SRPD SWAT Team completed its January Training. The training day started at 0600hrs and ended at 1600hrs. The training day was as follows:

TOTAL ATTENDED: 10

January 2014 Training Objectives:
- Taped Off Room Entries
- Diversionary Devices Deployment
- In line and shooting on the move
- Shoot/Don't shoot targets
- Officer Down/Citizen Down rescue
- Medical Aid Training
Training Day:
0600-0730hrs  Physical Training
0730-0830hrs  Load up and travel to Richmond Range
0830-1200hrs  Diversionary Device Training
  - Taped off room entries with Diversionary Device deployment
  - Each SWAT Operator threw two live diversionary devices
  - Shoot/No shoot targets
  - Shooting on the move
1200-1245hrs  Lunch
1245-1430hrs  Medical Aid Training/Tourniquet Training
1430-1515hrs  Officer Down/Citizen Down drills
1515-1600hrs  Clean up, drive back to San Rafael

Injuries: NONE
Memorandum

Date: 1/31/14
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Todd Berringer
RE: January 2014 Monthly Training

On Monday, January 13, 2014, the SRPD SWAT Team completed its January Training. The training day started at 0600hrs and ended at 1600hrs. The training day was as follows:

TOTAL ATTENDED: 10

January 2014 Training Objectives:
- Slow and deliberate searches through scenario based training
- Incorporating the robot into searching and clearing buildings/rooms
Training Day:
0600-0730hrs Physical Training Test – Everyone Passed
0730-0815hrs Load up and travel to Novato (Hamilton)
0815-0900hrs Review of SWAT Manual
0900-1200hrs Two-Man and Three Man Entry with role players and air-soft rifles, some of the skills covered were:
   1. Target acquisition.
   2. L-Shape room entries
   3. R & L room entries.
   4. Communication skills

1200-1300hrs Lunch
1300-1515hrs Scenario Based Training utilizing cadets as role players.
Scenario entailed an armed bank robbery that resulted in a pursuit.
The suspect was involved in a traffic collision and fled into an apartment complex.
During a search of the area, a door was located that had been kicked in. SWAT was called out to conduct an entry and apprehend the suspect(s). We conducted 5 separate missions involving variations of the above scenarios. We reviewed and executed the following missions:
   • Slow and deliberate searching
   • Covert until contact, utilizing “Pie techniques” and mirroring rooms
   • Hostage Rescue
   • Surround and Call-Out with robot insertion prior to entry
   • Dealing with fleeing suspects and debriefing suspects/victims
   • Officer Chiu and Officer Igels worked for several hours with how to operate the robot, climb stairs, and clearing rooms.

1515-1600hrs Clean up, drive back to San Rafael

Injuries: NONE