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San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 12/13/16
To: Lt. Dan Fink, SWAT Commander
From: Cpl. Scott Ingels
RE: December 2016 Monthly Training

On Monday, December 13, 2016, the SRPD SWAT Team completed its December monthly training. The training day was held at the Richmond Rod and Gun in Richmond, CA. The training day was as follows:

Attended:

[REDACTED]

TOTAL ATTENDED: 9

Missed:

[REDACTED]

Training Objectives:

- **Firearm qualification (daytime and low-light)**
- **Firearm drills – moving targets**
- **Shoot / no shoot targets**
- **Smoke deployment / shooting and target acquisition**
- **Flashbang / distraction device deployment**
- **Building clearing**
- **Awkward shooting positions**

Training Day

100-1100 – Change out and load u

1100-1200 – drive to Richmond Range and set up

1200-1400 – rifle and pistol drills, rifle qualification, pistol qualification, moving targets

1400-1500 – lunch

1500-1700 – smoke deployment, flashbang deployment, reduced visibility work, building entry/clearing, awkward shooting positions

1700-1830 – low light rifle/pistol qualification, low light building entry, low light moving targets

1830-2000 – weapons cleaning, clean up, back to PD and unload



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 11/17/16

To: Lt. Dan Fink, SWAT Commander

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

RE: November Monthly Training

On Monday, November 14th, 2016, the SRPD SWAT Team completed its November Training. The training day was held at Barbier Security Simunition house in Novato. The training day was as follows:

Attended:

[REDACTED]

Leon- Safety Officer

[REDACTED]

TOTAL ATTENDED: 9

Missed:

[REDACTED]

Training Objectives:

- Individual room entries and scenario "snap shots"
- Clear rooms with K-9
- Team movements
- Target acquisition

- Split Team house clearing techniques

Training Day

0600-0700 Load up and travel to Petaluma

0700-0800 Crossfit PT

0800-0900 Travel and set up at Barbier Site

0900-1130 The Barbier site was split up into two different areas.

Both halves of the team worked in pairs on different scenarios:

- 2-3 man room entries, focusing on shoot or no shoot scenarios.
 - Communication skills
 - Movement skills
 - Target acquisition skills

1130-1215 Lunch.

1215-1330 K-9 Search

- Team member assignments
- Communication skills
- Dog alerts
- Communication with suspect(s)
- Team movements with K-9

1330-1500 Team split up during scenarios to clear house.

- Two teams were designated, each with team leaders (Team A and Team B)
- Teams had to communicate within their teams and with other teams
- Blue on blue situations were discussed
- The efficiency of splitting up was discussed
- Movement skills were practiced
- Suspect commands and threat assessments were practiced.

1500-1600 Clean-up and travel back to SRPD

No Injuries reported



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 10/18/16
To: Lt. Dan Fink, SWAT Commander
From: Cpl. Scott Ingels
RE: October 2016 Monthly Training

On Monday, October 17, 2016, the SRPD SWAT Team completed its October Training. The training day was held at San Rafael High School in San Rafael, Richmond Rod and Gun in Richmond, CA and at Station 2 of the San Rafael Fire Department in San Rafael. The training day was as follows:

Attended:

[REDACTED]

TOTAL ATTENDED: 9

Missed:

[REDACTED]

Training Objectives:

- SRFD – ladders, breaching, hose work, medical update, misc. tools, throw phone
- Firearm qualification
- Firearm drills -- moving targets
- PT qualification

Training Day

0600-0700 – PT Test

0700-0800 - Back to PD - change out and load up

0800-0830 – drive to Richmond Range and set up

0830-1100 – sight in new optics, rifle qualification, pistol qualification, moving targets, officer down drills, equipment assessment and organization

1100-1200 – lunch

1200-1230 – load and go to Station 2

1230-1530 – ladder work, breaching, chain saw, metal saw, hose work, officer down drills, medical update, throw phone

1530-clean up, back to PD and unload

[REDACTED] reported an injury to his left knee sustained during the PT qualification.



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 10/18/16
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Scott Eberle, SWAT Co-Team Leader
RE: September Monthly Training

On Monday, September 19th, 2016, the SRPD SWAT Team completed its September Training. The training day was held at Barbier Security Simm house in Novato. The training day was as follows:

Attended:

[REDACTED]
[REDACTED]

TOTAL ATTENDED: 9

Missed:

[REDACTED]

Training Objectives:

- Clear rooms with robot
- Clear rooms with K-9
- Team movements
- Target acquisition
- Split Team house clearing techniques

Training Day

0600-0700 Load up and travel to Novato

0700-0730 Set up and Safety brief.

0730-1130 Half the team did the following:

- 2 man room entries, focusing on shoot or no shoot scenarios.
 - Communication skills
 - Movement skills
 - Target acquisition skills

The other half of the team utilized the robot to clear the house

- Designated Controller
 - Communication with team
 - Movement skills

The teams switched so they were able to practice both robot and clearing techniques

1130-1215 Lunch.

1215-1330 K-9 Search

- Team member assignments
- Communication skills
- Dog alerts
- Communication with suspect(s)
- Team movements with K-9

1330-1500 Team split up during scenarios to clear house.

- Two teams were designated, each with team leaders (Team A and Team B)
- Teams had to communicate within their teams and with other teams
- Blue on blue situations were discussed
- The efficiency of splitting up was discussed
- Movement skills were practiced
- Suspect commands and threat assessments were practiced.

1500-1600 Clean-up and travel back to SRPD

No Injuries reported



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 08/31/16
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Scott Eberle, SWAT Co-Team Leader
RE: August 2016 Monthly Training

On Monday, August 15th, 2016, the SRPD SWAT Team completed its August Training. The training day was held at Richmond Rod and Gun in Richmond, CA. The training day was as follows:

Attended:

[REDACTED]

TOTAL ATTENDED: 9

Missed:

[REDACTED]

Training Objectives:

- Ambush reactions
- Firearm qualification
- Firearm drills

Training Day

0600-0630 Debrief Dallas Ambush.

0630-0730 Load up and travel to Richmond Rod and Gun.

0730-1030 Set up Range for sniper scenarios' with blanks in weapons
Scenario- Officers on patrol called in to set up an unsecured rear perimeter while SWAT has already engaged. During approach patrol officers ambushed

- Cover and Concealment (use vehicles around of if the armored vehicle uses that for cover.)
- Return Fire
- Communication with Dispatch

1030-1130 Same Scenario as above but now a full SWAT team and make use of Humvee

- Officer Down Drills
- Evacuation Drills
- Cover/suppression fire

1130-1215 Lunch.

1215-1330 Qualification – Everyone passed

1330-1430 Off Hand rifle and handgun drills

1430-1500 Handgun drills at close distance.

1500-1600 Clean-up and travel back to SRPD

No Injuries reported



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 07/19/16
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Todd Berringer, SWAT Co-Team Leader
RE: July 2016 Monthly Training

On Monday, July 11th, the SRPD SWAT Team completed its July Training. The training day was held at Richmond Rod and Gun in Richmond, CA. The training day was as follows:

Attended:

[REDACTED]

TOTAL ATTENDED: 9

Missed:

[REDACTED]

Training Objectives:

- PT Test
- Shooting targets at distances greater than 50 yards
- Transitioning to less lethal shotgun/37mm launcher
- Shooting under stress/ladder work/awkward shooting positions

Training Day

0600-0730 PT Test – Everyone passed except Scalercio who was unable to complete the run due to a pre-existing injury.

0730-0900 Load up and travel to Richmond Rod and Gun.

0900-1130 Sniper/Cpl. Ingels provided instruction on shooting at distances. Each Officer shot at 100 yard and 200 yard distances from the prone, sitting and sitting supported.

1130-1215 Lunch.

1215-1330 Reviewed Lexipol Policy on Kinetic Weapons (Policy #308.9) and Electro-Muscular Disruption Device – Taser (Policy #309)

- Discussed various weapon platforms to include SWAT tactical less lethal shotgun, patrol shotgun, and 37mm
- Discussed limitations, ammo management/storage, deployment considerations, identifying “hands free” SWAT Operator to have less lethal capabilities.
- Discussed use of 35 foot Taser cartridges (pros vs. cons), holsters and storage of the Taser on the tactical vest.

1330-1430 Qualification with SWAT tactical less lethal shotgun and 37mm launcher using foam baton rounds and lethal cover Officer.

1430-1515 Practical application stress course utilizing physical training, time requirements, and team competition. See diagram below.

1500-1600 Clean-up and travel back to SRPD

[REDACTED] advised that he sprained his ankle while running the day before. He refused medical assistance and participated in a majority of the training day. He was unable to complete the PT test and will take the make-up test in August.



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

Memorandum

Date: 06/24/16
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Scott Eberle, SWAT Co-Team Leader
RE: June 2016 Monthly Training

On Monday, June 20th, the SRPD SWAT Team completed its June Training. The training day was held at the Barbier Security building in Novato. The training day was as follows:

Attended:

[REDACTED]
[REDACTED]

TOTAL ATTENDED: 10

Missed:

[REDACTED]

Training Objectives:

- Call-out debrief
- Team movements
- Room entries
- Target acquisition in high-risk scenario
- K9/Team movements
- Robot familiarization
- Brief-backs/assignments

Training Day

0600-0700 Load up and travel to Petaluma for Crossfit

0700-0800 Crossfit PT

0800-0900 Load up and travel to Barbier site

1000-1030 Call-Out Debrief

1030-1145- Small 2 team scenarios

- Low light entries
- Target acquisition
- Suspect direction
- Threat assessment

1145-1230 Lunch

1230-1330- Clear whole house with K9

- Team movements with K9
- K9 Clearing techniques
- Communication

1330-1500 Full Team movements

- Briefing
- Brief back/assignments
- Team movements
- Threat assessment
- Active Shooter incidents while searching/transitioning
- Communication

1500-1600 Clean up and travel back to SRPD

Huber injured his knee and it was documented.



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 05/29/16
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Scott Eberle, SWAT Co-Team Leader
RE: May 2016 Monthly Training

On Monday, May 9th, the SRPD SWAT Team completed its May Training. The training day was held at Richmond Rod and Gun Club. The training day was as follows:

Attended:

[REDACTED]
[REDACTED]

TOTAL ATTENDED: 10

Missed:

[REDACTED]

Training Objectives:

- Handgun and Rifle skills
- Target acquisition and speed and accuracy.

Training Day

0700-0800 Yoga

0800-830 Break

0830-0930hrs Load up and travel to Richmond

1000-1130hrs Bus Assault training

1130-1230hrs- Lunch

1230-1330- firearms qualification, sight adjustments

1330-1430- Firearm drills

- Run to and from firing line drill
- Knock down competition
- Threat assessment drills (have a couple targets with colored dots. Safety officer will call out color and officer must fire and hit within 3 seconds)

1430-1530 cleaning of weapons at the range

No Injuries reported.



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 04/29/16
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Todd Berringer, SWAT Co-Team Leader
RE: April 2016 Monthly Training

On Monday, April 18th, the SRPD SWAT Team completed its April Training. The training day was held at Richmond Rod and Gun Club. The training day was as follows:

Attended:

[REDACTED]

Bellamy-Safety Officer

TOTAL ATTENDED: 10

Missed:

[REDACTED]

Training Objectives:

- Quarterly physical training test
- 2-operator, 3-operator, and Team entries into taped off house
- Addressing open door room entries, closed door room entries, "reading" the door/room layout based on hinge placement and likely layout of a structure
- "Breacher" location within the stack/communication regarding calling up a breacher
- Clearing a house
- Shoot/No shoot targets
- Live fire room entries, both left and right side

Training Day

0600-0730hrs- PT Test (Everyone passed)

0730-0900hrs- Load and travel time to Richmond Rod and Gun

0900-1100hrs- 2-operator, 3-operator, and Team entries into taped off house
Addressing open door room entries, closed door room entries, "reading" the door/room layout based on hinge placement and likely layout of a structure.

"Breach" location within the stack/communication regarding calling up a breacher.

Clearing a house.

1100-1215hrs- Lunch

1215-1300hrs- Shoot/no shoot live fire drills while clearing taped off house

1300-1500hrs- 2-operator live fire room entries from left/right

Alternating point person, worked on communication, verbal warning, target acquisition, hostage rescue, clearing the room, exiting room into hallway

1500-1600hrs- Clean up, travel back to SRPD, unload

No Injuries reported.



San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 03/21/16
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Scott Eberle, SWAT Co-Team Leader
RE: March 2016 Monthly Training

On Monday, March 14th, the SRPD SWAT Team completed its March Training. The training day was held at Barbier Security's training site. The training day was as follows:

Attended:

[REDACTED]
[REDACTED]

TOTAL ATTENDED: 10

Missed:

[REDACTED]
[REDACTED]

Training Objectives:

- Decision making on threat/no threat situations
- Communications with team members – Identifying type of incident (shots fired, location within the building and situation report)
- Accuracy under stress

Training Day

0700-0800hrs - PT (CrossFit Petaluma)

0800-0900hrs- Travel to SRPD and start getting ready

0900-1000hrs- Continue to get ready, get lunch and go to Barbier's site in Novato

1000-1030hrs- Safety Brief at Barbiers site

1030-1130hrs- 2-3 Operator Scenarios/Snap Shots in Time (Simm training)

- Shoot/No Shoot Scenarios
- Non-Compliant
- Runner without Hostage
- Hostage Close Range/Hostage w/ Distance
- Fleeing violent dangerous felon (shooting policy) w/ previous hostage
- Searching/Covering

1130-1215hrs- Lunch

1215-1300hrs- K9 Scenarios with whole team

- Deliberate searching

1300-1400hrs- 3 to 5 man room entries (slightly bigger scenarios)

1500-1600hrs- Full Team scenarios (Simm training)

- HRT Team Scenarios w/ Known Location and Unknown Location, Covert till Contact, Dynamic Entries Communication by Team Leader and Individual Operators

Rotation w/ Team Leader [REDACTED]

1600-1615hrs- Clean up

1615-1700hrs- Travel back to SRPD, unload

No Injuries reported.



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

Memorandum

Date: 3/3/16
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Todd Berringer, SWAT Co-Team Leader
RE: February 2016 Monthly Training

On Monday, February 22nd, 2016, the SRPD SWAT Team completed its February Training. The training day was at Richmond Rod and Gun Club

Attended:

[REDACTED] er

TOTAL ATTENDED: 12

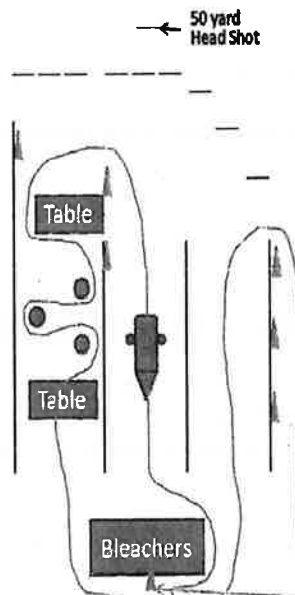
Missed:

[REDACTED]

1400 – 1515 hrs.

Combat Course: Shooting under stress, awkward shooting positions, shooting on the move

1. Four teams of 3 Operators each
2. Timed event
3. Time penalty for missed shots
4. Two shots per target per operator, except 50 yard head shots (one round each)
5. Weapons on safe while moving between shooting positions



Start – 50 yard dash with tactical ladder, set up ladder for 50 yard head shot each operator, one operator shooting from ladder over barricade

1st Lane - Crawl under table, around barrels, shoot from awkward shooting positions under table, shoot on the move forward at cone

2nd Lane - Shoot on the move backwards at cones to trailer, body drag (1 operator on trailer, 2 dragging), 50 yard head shot, different operator shooting from ladder over barricade

3rd Lane - Shoot on the move forward at each cone, 50 yard head shot, last operator shooting from ladder over barricade

1515 – 1600 hrs.

Clean up, transit back to SRPD, unload.

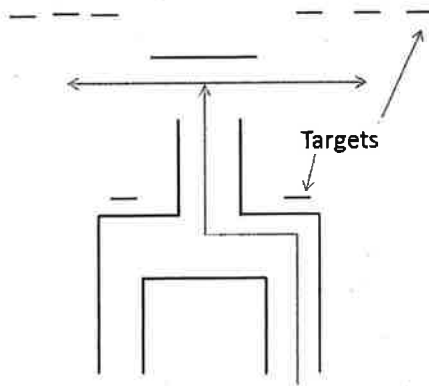
No injuries reported.

Training Objectives:

- Physical Training
- Weapons familiarization with new Colt LE6946CQB 5.56mm rifles
- Qualifications – Handgun and Rifle (with and without gas masks)
- Shooting on the move, moving to a shooting position, awkward shooting positions
- Shooting while under stress

Training Day

0600 – 0730 hrs.	Physical training – stretching and 1.5 mile run
0730 – 0900 hrs.	Load up and travel to Richmond Rod and Gun
0900 – 1000 hrs.	Slow fire dot drills with handgun (5, 7, 10 yard line) Slow fire dot drills with rifle (10, 15, 20 yard line*) *operators accounted for standoff
1000 – 1100 hrs.	Handgun and rifle qualification Handgun and rifle qualification w/ gas mask (Everyone passed)
1100 – 1145 hrs.	Lunch
1145 – 1215 hrs.	Officer Garrison provided instruction about shooting on the move with both a handgun and rifle <ol style="list-style-type: none">1. Stable platform, knees bent, rolling feet (Graucho walk), smooth movements2. Transitioning between shooting position and searching position (pros v. cons of low ready vs. low ready inboard muzzle depressed)3. Limitations with distance and accuracy while shooting on the move. Reasons why you would shoot on the move (seek cover/concealment, tactical advance/retreat, etc.)4. Trigger control, both eyes open (looking through your sights) vs. one eye closed, natural point of aim=
1215 – 1400 hrs.	Shooting on the move practical application with both handgun and rifle, two person teams, alternate





San Rafael Police Department

1400 Fifth Ave.
San Rafael, CA 94901

Memorandum

Date: 01/26/16
To: Lt. Dan Fink, SWAT Commander
From: Sgt. Scott Eberle, SWAT Co-Team Leader
RE: January 2016 Monthly Training

On Monday, January 25th, the SRPD SWAT Team completed its January Training. The training day was a combination of Patrol Boat and SIM scenarios at Marin Island.

Attended:

[REDACTED]
[REDACTED]

TOTAL ATTENDED: 14

Missed:

[REDACTED]

Mission

- 1) Set up a perimeter on the island
 - 2) Insert a react-arrest team
 - 3) Re-establish contact with suspect
 - 4) Take suspect into custody.
- PC exists for 245 on a peace officer

Rules of engagement

- 1) Deadly force is authorized if there is an eminent threat to life
- 2) Self Defense

1 hour has gone by since he last fired at deputies

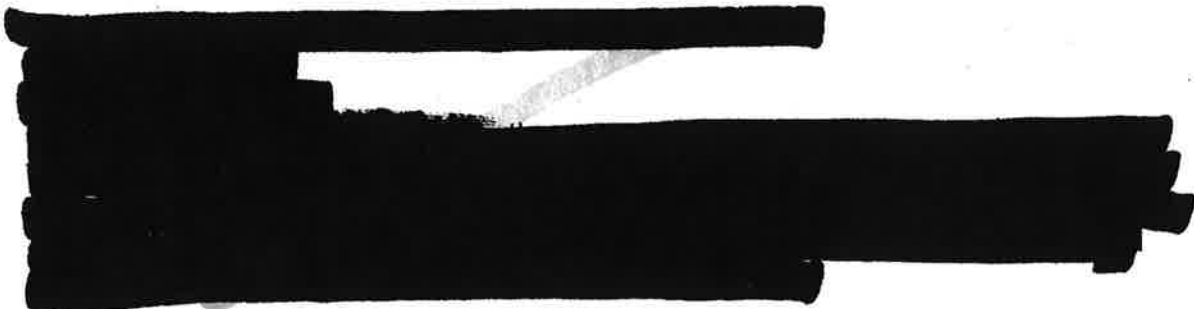
As the deputies were leaving he said he would end his families life before letting the "government take away his land"

1100-1130 hrs.	Lunch.
1130-1230 hrs.	Open field scenario and practicing moving team by bounding
1230-1430 hrs.	Scenarios, including Hostage Rescue and Active Shooter
1430-1600 hrs.	Clean up, transit back to the marina. Travel to SRPD and secure

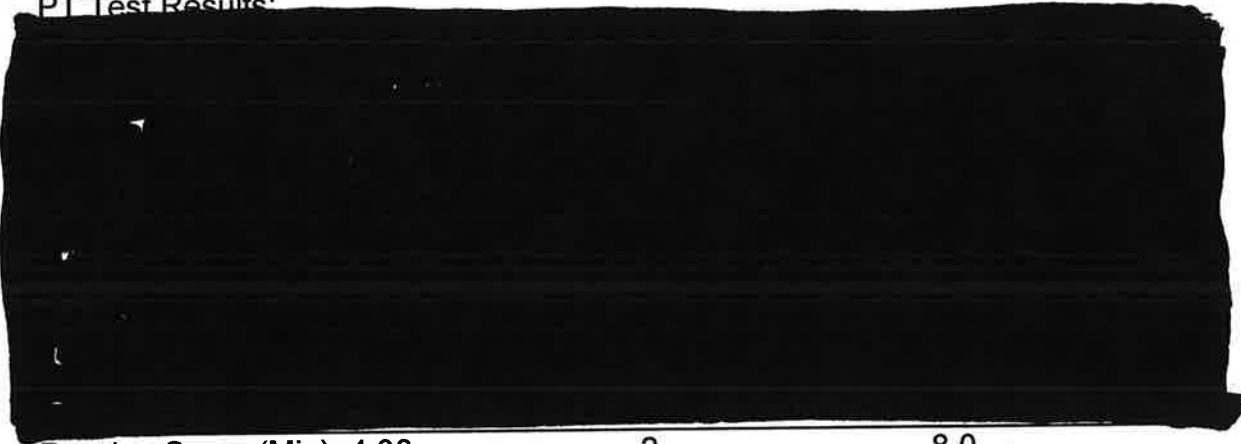
No injuries reported

1st Scenario

Barricaded Subject Bird Island



PT Test Results:



Passing Score (Min): 4:30

2

8.0

Training Objectives:

- Familiarization with getting on and off the big boat to small boat to dock.
- Open area perimeter placement
 - Scouting, reporting back
 - Staying covert
 - Moving...aka bounding as a team
- Open field assaults
 - Dealing with suspect in open areas
- Assaults on house/building
 - Entries, T, L, R and L shaped rooms
 - Communication
 - Target acquisition
 - Victim/Hostage rescue

Training Day

0600 – 0730 hrs.	PT Test (Everyone present passed, with [REDACTED])
0730 – 0830 hrs.	Briefing on first scenario Team will move to open water. Split up so that a perimeter/scouting team could be deployed then, once secure the assault team lands on island. Then assault the house as the scenario dictates. See attached for details.
0830-0930 hrs.	Load up and travel to Marina and get set up in the boats.
0930-1030 hrs.	Entire first scenario (Involved a sovereign citizen who was getting kicked off his island and shot at patrol officers)
1030-1100 hrs.	Active Shooter scenarios in the house.