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.
## Training Outline & Description

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>0700-0730</td>
<td>Team members arrive at PD; dress and brief for the day</td>
</tr>
<tr>
<td></td>
<td>Load out van/trailer</td>
</tr>
<tr>
<td>0730-0800</td>
<td>Travel to PT – Crossfit</td>
</tr>
<tr>
<td>0800-0930</td>
<td>Pull-up work, cardio/strength workout</td>
</tr>
<tr>
<td>0930-0945</td>
<td>Travel to Lunch</td>
</tr>
<tr>
<td>0945-1000</td>
<td>Lunch (pick up to go)</td>
</tr>
<tr>
<td>1000-1015</td>
<td>Travel to training site (20 Commercial Blvd., Novato)</td>
</tr>
<tr>
<td>1015-1030</td>
<td>Safety check/walk-through</td>
</tr>
<tr>
<td>1030-1230</td>
<td>K9 integration</td>
</tr>
<tr>
<td>1230-1430</td>
<td>Team Movements (lead by the 5 team members that recently attended SWAT school)</td>
</tr>
<tr>
<td>1430-1630</td>
<td>Scenarios</td>
</tr>
<tr>
<td>1630-1700</td>
<td>Clean-up, debrief, travel back to PD's to unload</td>
</tr>
</tbody>
</table>

## Training Schedule

### Logistics

#### Other SRPD/NPD Support of Training

**N/A**

#### Outside Agency Support of Training

**N/A**

#### Additional Supplies & Equipment Needs

- Bite Suit

---

**Training:**

The K9 handlers who are both SKIDS trained, spoke to the team regarding the utilization of a K9 during SWAT operations. This included: tactics, covering, movement, searching, stacking and what to do should something happen to the handler making them incapacitated.

The team then conducted several scenarios with the use of the K9. This included using the K9 to clear ahead to allow the team to move forward. Lifting the K9 to high angles and deployment through windows, as well as the associated hazards/considerations.

**NPD Form:** 20-61-27

12/4/2018
Grand drills with the team to get team members comfortable around the K9 and the K9 comfortable around the team.

Recently five team members attended a course with trainers from the Sacramento Police Department and FBI, while another attended a course with trainers from the Sacramento County Sheriff's Office.

Each team member explained the different techniques they were instructed on to the remaining team members. The techniques included slow/deliberate, dynamic and HRT (hostage rescue) for both known and unknown location of the hostage.

The team then conducted numerous scenarios using those techniques in both room light and low/no light.

The team discussed maintaining 360 degree coverage and looking up, down and side to side before entering a room as a device was installed to mimic an IED.

INVOLED CORE COMPETENCIES

- ✗ Active Shooter Response
- ☐ Armored Vehicle Operations
- ☐ Containment Techniques
- ✗ Cover and Movement
- ✗ Covert Clearing
- ✗ Decision-Making
- ✗ Dynamic Clearing
- ✗ Emergency Deployment Techniques
- ✗ Emergency Deployment Techniques - Entries
- ✗ Entries

- ✗ Individual Operator's Uniform Maintenance and Wear
- ✗ Individual/Team Movements- Cover and movement, cover clearing.
- ✗ K9 utilization/incorporation
- ☐ Ladder and Other High Angle Access
- ☐ Long Rifle/Observer Team
- ✗ Mission and Tactical Contingency Planning
- ✗ Reactionary Responses
- ✗ Searches- slow and deliberate, dynamic
- ✗ Searching Techniques
- ✗ Small Unit Tactics

NPD Form: 20-61-27
12/4/2018
Page 3 of 3
☐ Entry/Apprehension/Rescue Element
☐ Equipment Familiarization and Maintenance
☐ Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning
☐ Familiarization with equipment- Pole-cam, ball-cam, mirror’s
☐ Firearm Skills
☐ Immediate Action Drills
☐ Individual and Team Movement/Tactics
☐ Specialized SWAT Functions- Rescue Operations, Mobile Assaults
☐ Suicide intervention
☐ SWAT Canine Integration
☐ Training Simulations (scenario-based training)
☐ Use of Ballistic Shields
☐ Weapons Maintenance
☐ Rural Operations
SWAT TRAINING RECORD

NPD Form: 20-61-27

October, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT
TRAINING OUTLINE & DESCRIPTION

TRAINING SCHEDULE
0630- Team members arrived at Sonoma County Sheriff’s Office
0700- Team Leader Briefing
0730- REX Briefing
0800-1830- 11 scenarios/evolutions completed

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING

OUTSIDE AGENCY SUPPORT OF TRAINING
Multiple agencies, including Federal, assisted with the scenarios/evolutions. There were dedicated role players, safety officers and equipment for each site.

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS
SIMUNITIONS and PPE.

TRAINING:

SCENARIOS:

1. Search

2. Search

NPD Form: 20-61-27
10/29/2018
Active Shooter Response
Armored Vehicle Operations
Containment Techniques
Cover and Movement
Covert Clearing
Decision-Making
Dynamic Clearing
Emergency Deployment Techniques
Emergency Deployment Techniques - Entries
Entries
Entry/Apprehension/Rescue Element
Equipment Familiarization and Maintenance
Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning
Familiarization with equipment- Pole-cam, ball-cam, mirror's

Individual Operator's Uniform Maintenance and Wear
Individual/Team Movements- Cover and movement, cover clearing,
K9 utilization/incorporation
Ladder and Other High Angle Access
Long Rifle/Observer Team
Mission and Tactical Contingency Planning
Reactionary Responses
Searches- slow and deliberate, dynamic
Searching Techniques
Small Unit Tactics
Specialized SWAT Functions- Rescue Operations, Mobile Assaults
Suicide intervention
SWAT Canine Integration
Training Simulations (scenario-based training)
☐ Firearm Skills
☐ Immediate Action Drills
☐ Individual and Team Movement/Tactics
☐ Use of Ballistic Shields
☐ Weapons Maintenance
☐ Rural Operations
SWAT TRAINING RECORD

NPD Form: 20-61-27

September, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT
TRAINING OUTLINE & DESCRIPTION

TRAINING SCHEDULE
0700-0745  Team members arrive at PD; dress and brief for the day, Load out van/trailer
0745-0800  Travel to 816 State Access
0800-0830  Safety Brief
0845-0900  Travel to training site
0900-1530  Scenarios
1530-1600  Clean-up
1600-1630  Debrief
1630-1700  Travel to PD/Put away gear

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING
Role Players: Dispatcher Elizabeth Greiner, Interns M. Schneider & Leon, CSO Lopez

OUTSIDE AGENCY SUPPORT OF TRAINING
MCSO- Bearcat, operator and support (TLO)

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS
SIMUNITIONS and PPE.

TRAINING:

This was a combined training that incorporated CNT. Lt. Howard and Lt. Leon (SRPD) were the tactical commanders for the scenarios. CNT was established in their command vehicle, and communications were established on two dedicated radio channels (one for SWAT one for CNT). Radio communications were utilized throughout the scenarios.

The Marin County Sherriff's Office Bearcat was utilized as was the San Rafael Novato ARV. These armored vehicles were used in the scenarios. The Marin County Sherriff's Office (Deputy Rudolph) provided a training on vehicle assaults when using armor.

The following POST core competencies were incorporated:
Armored Vehicle Operations- use of armor
Containment Techniques- sniper elements, armor, QRF (quick reaction force)
Cover and movement- small unit deployments, use of cover

NPD Form: 20-61-27
10/1/2018
Covert clearing- clearing of structures, open space
Decision making- Commanders intent, objectives, missions
Dynamic clearing- clearing structures
Emergency Deployment- time based
Entries- both slow/deliberate and dynamic
Entry/Apprehension/Rescue- Hostage & suspect surrender
Equipment- use of robot
Operational planning, intelligence gathering, pre-event, and contingency planning
Familiarization- pole cam deployment and use
Individual Movement/Uniform and equipment
Cover and movement- use of cover and concealment when moving
Ladder/High Angles- Use of elevated areas for over watch/snipers
Long Rifle/ Observer- use of team for intel, over watch
Mission and Tac. Planning- objectives, commanders intent
Reactionary Response & Small Unit Tactics- QRF (quick reaction force) in place
Search- Slow/deliberate & dynamic
Searching techniques- communication, cover, movement
Suicide Prevention- in conjunction with CNT
Use of SIMUNITIONS
Use of Shield
Active Shooter Response
Armored Vehicle Operations
Containment Techniques
Cover and Movement
Covert Clearing
Decision-Making
Dynamic Clearing
Emergency Deployment Techniques
Emergency Deployment Techniques - Entries
Entries
Entry/Apprehension/Rescue Element
Equipment Familiarization and Maintenance
Equipment - Operational Planning, Intelligence Gathering, Pre-Event Planning
Familiarization with equipment - Pole-cam, ball-cam, mirror’s
Firearm Skills
Immediate Action Drills
Individual and Team Movement/Tactics
Individual Operator’s Uniform Maintenance and Wear
Individual/Team Movements - Cover and movement, cover clearing,
K9 utilization/incorporation
Ladder and Other High Angle Access
Long Rifle/Observer Team
Mission and Tactical Contingency Planning
Reactionary Responses
Searches - slow and deliberate, dynamic
Searching Techniques
Small Unit Tactics
Specialized SWAT Functions - Rescue Operations, Mobile Assaults
Suicide intervention
SWAT Canine Integration
Training Simulations (scenario-based training)
Use of Ballistic Shields
Weapons Maintenance
Rural Operations
SWAT TRAINING RECORD

NPD Form: 20-61-27

August, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT
TRAINING OUTLINE & DESCRIPTION

0900-0945  Team members arrive at PD; dress and brief for the day, Load out van/trailer
0945-1000  Travel to CrossFit
1000-1100  PT (CrossFit)
1100-1130  Travel to/and pick-up Lunch
1130-1145  Travel to RRGC (Action Range #3)
1145-1545  Flashbang and smoke (diversionary) training. Iron Sight shooting.
1545-1600  Clean-up/depart
1600-1630  Travel to NFD Station #2 (Atherton Ave., Novato)
1630-1830  Gas (CS) training
1830-1845  Clean-up/depart and travel back to PD’s
1845-1900  Debrief

TRAINING SCHEDULE

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING
N/A

OUTSIDE AGENCY SUPPORT OF TRAINING
N/A

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS
Less Lethal, Divisionary Devices and Gas equipment

TRAINING:

The team qualified on the required ranges course with the rifle and handgun. The team qualified on the rifle course with iron sights to ensure that each team member can accurately shoot without the use of an optic.

Officer Ringo talked to the team about our Less Lethal, Divisionary Devices and our Gas inventory and options to deploy them. We talked about safety considerations, law requirements, policy, areas to aim and scenarios when these would be used. Each team member deployed Less Lethal and Gas (many inert) via the 37mm and/or 12 ga shotgun.

NPD Form: 20-61-27
8/22/2018
TRAINING OUTLINE & DESCRIPTION

0700 – Meet at PD, Load Up, Drive time to Marin Yacht Club

0800-1100 – Boat Operations (how to boat, boat to dock, waterborne operations)

1100-1200 – Lunch

1200-1230 – Travel to Richmond Range

1230-1530 – Qualifications, moving and shooting, obstacle course, shoot/no-shoot targets, less lethal

1530-1600 – Clean up

1600-1630 – Travel to PD

1630-1700 – Weapon / equipment cleanup

TRAINING SCHEDULE

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING
San Rafael Police Department Boat Operators

OUTSIDE AGENCY SUPPORT OF TRAINING
N/A

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS

2- Boats

TRAINING:

The team was shown hazards associated with Marine operations and safety equipment that can be worn/used when conducting a Marine operation. Team members were shown the proper way to embark and disembark a boat (two points of contact at all times).

Team members where then shown how to disembark onto a dock (securing the rope, cover, movement of the stack). We discussed how cover can be provided from the boat. The team then traveled to open water and conducted boat to boat transfers, while the boats were in motion.

We discussed the equipment and uniforms to use/wear while conducting Marine operations.

The team members shot the handgun and rifle qualification courses.

The team conducted trigger control drills in fully automatic.

Each team member participated in a course of fire that required both physical and mental stimulation. The course consisted of pistol, rifle and LL.

Team members engaged a moving target with innocents in the backdrop. This required team members to recognize their fields of fire and back drop as well as focusing on accuracy.

NPD Form: 20-61-27
7/19/2018
INVOLVED CORE COMPETENCIES

☐ Active Shooter Response
☐ Armored Vehicle Operations
☐ Containment Techniques
☒ Cover and Movement
☐ Covert Clearing
☐ Decision-Making
☐ Dynamic Clearing
☒ Emergency Deployment Techniques
☐ Emergency Deployment Techniques - Entries
☐ Entries
☒ Entry/Apprehension/Rescue Element
☒ Equipment Familiarization and Maintenance
☒ Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning
☒ Familiarization with equipment- Pole-cam, ball-cam, mirror’s
☒ Firearm Skills
☐ Immediate Action Drills

☒ Individual Operator's Uniform Maintenance and Wear
☒ Individual/Team Movements- Cover and movement, cover clearing,
☐ K9 utilization/Incorporation
☐ Ladder and Other High Angle Access
☐ Long Rifle/Observer Team
☒ Mission and Tactical Contingency Planning
☐ Reactionary Responses
☐ Searches- slow and deliberate, dynamic
☐ Searching Techniques
☐ Small Unit Tactics
☒ Specialized SWAT Functions- Rescue Operations, Mobile Assaults
☐ Suicide Intervention
☐ SWAT Canine Integration
☐ Training Simulations (scenario-based training)
☐ Use of Ballistic Shields
☒ Weapons Maintenance
SWAT TRAINING RECORD

NPD Form: 20-61-27

June, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT
TRAINING OUTLINE & DESCRIPTION

0900-0945  Team members arrive at PD; dress and brief for the day, Load out van/trailer
0945-1000  Travel to CrossFit
1000-1100  PT (CrossFit)
1100-1110  Travel to Lunch
1110-1145  Lunch
1145-1200  Travel to training Site (Barbier Facility, Novato)
1230-1245  Safety Briefing, Inspection of training site
1245-1400  Medical Update (provided by NFD)
1400-1830  Scenario Training (Low Light, Pole Cameras, Officer Down/Rescue)
1830-1845  Clean-up/depart and travel back to PD's
1845-1900  Debrief

TRAINING SCHEDULE

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING
N/A

OUTSIDE AGENCY SUPPORT OF TRAINING
N/A

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS
N/A

TRAINING:

The team discussed the concept of CLEAR- Containment, Long Rifle/Observer, React Team. We discussed how the concept will be incorporated to operations moving forward.

The team discussed the priorities of life: community (victims), LE, suspects
The team went over diversionary devices and the importance to adhering to the laws, policies, etc. that cover them. Additionally, the importance of having some type of fire suppression when using them and considerations when using them.

We talked about the use of Body Worn Cameras during operations.

The team discussed PACA- Primary Breach Point, Alternate Breach Point, Compromise Instructions and Abort Instructions. This concept was later incorporated into the scenarios.

NPD Form: 20-61-27
7/2/2018
Equipment: Operational Planning, Intelligence Gathering, Pre-Event Planning
Familiarization with equipment: Pole-cam, ball-cam, mirror's
Firearm Skills
Immediate Action Drills
Individual and Team Movement/Tactics

☐ SWAT Canine Integration
☒ Training Simulations (scenario-based training)
☒ Use of Ballistic Shields
☐ Weapons Maintenance
☐ Rural Operations

NPD Form: 20-61-27
7/2/2018
SWAT TRAINING RECORD

NPD Form: 20-61-27

May, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT
TRAINING OUTLINE & DESCRIPTION
0630-0715 Team members arrive at PD; dress and brief for the day, load-out van/trailer
0715-0730 Travel to PT
0730-0830 PT (CrossFit)
0830-0930 Travel to Lunch
0930-1030 Lunch
1030-1045 Travel to Training Site (RRGC Range #3)
1045-1100 Safety Briefing, Inspection of training site
1100-1200 Qualification on ranges (pistol, rifle, combat course)
1200-1530 Moving and shooting (pairs, groups, use of shield)
1530-1600 Clean guns
1600-1630 Clean up, travel, debrief

TRAINING SCHEDULE

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING
N/A

OUTSIDE AGENCY SUPPORT OF TRAINING
N/A

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS
N/A

TRAINING:

NPD Form: 20-61-27
5/23/2018
TRAINING OVERVIEW

Training Objective: Bi-annual PT Qual. New communication headsets disseminated. Rural operations, Sniper cooperative, vehicle/tubular assault, armored vehicle familiarization Entry/Hostage/Barricaded/Active Shooter SWAT Entry Level Testing. Range, T&E of Rifles.

Coordinators: Sgt Frey & Sgt Bates

Primary Location: 816 State Access San Marin High School, Novato
Richmond Rod & Gun Club/Action Range #6 O'loppail State Park/Golden Gate Transit

Training Date: March 16, November 9th, 2017, April 19, 2018

Training Start Time 09000900
Training End Time 19001900

Special Equipment: Simulation shoot house Genes, timers, Sniper Equip, MCSO Armor, CHP Helicopter, GTO Bus, Denny vehicle

Safety Precautions: Site security Range Safety Air asset, weapons checks, rural considerations, large vehicle concerns. Firearms safety checks conducted prior to all scenarios. No live ammo in the training area.

TRAINING OBJECTIVE

SWAT participated in bi-annual PT qualification test at San Marin HS.

The team will conduct team movements based on the objective given for the scenario while incorporating POST core competencies. Seven applicants will participate in the FBI SWAT physical standards testing. The applicants will then participate in three courses of fire.
**Special note: Sergeant Andres no longer on team as of 11/02/17.**

**TRAINING OUTLINE & DESCRIPTION**

(This section will contain the detailed definition of how the training will be conducted.)

**TRAINING SCHEDULE**

<table>
<thead>
<tr>
<th>Time</th>
<th>Activity</th>
</tr>
</thead>
<tbody>
<tr>
<td>0900-0920</td>
<td>Team members arrive at PD; dress and brief for the day</td>
</tr>
<tr>
<td></td>
<td>Load out van/trailer</td>
</tr>
<tr>
<td>0920-0930</td>
<td>Travel to PT - San Marin HS</td>
</tr>
<tr>
<td>0930-1130</td>
<td>PT qualification</td>
</tr>
<tr>
<td></td>
<td>San Marin HS (run) – Mike Casper</td>
</tr>
<tr>
<td></td>
<td>Pull-Ups (NPD)</td>
</tr>
<tr>
<td>1130-1140</td>
<td>Travel to Lunch</td>
</tr>
<tr>
<td>1140-1210</td>
<td>Lunch</td>
</tr>
<tr>
<td>1210-1230</td>
<td>Sniper team will respond to Gnoss Field for insertion</td>
</tr>
<tr>
<td>1230-1245</td>
<td>Travel to training Site (Olompali State Park)</td>
</tr>
<tr>
<td>1245-1300</td>
<td>Safety Briefing, Inspection of training site</td>
</tr>
<tr>
<td></td>
<td>Role players will be deployed to scenario location</td>
</tr>
<tr>
<td>1300-1500</td>
<td>Scenario Training (Rural operations/Sniper-related scenarios)</td>
</tr>
<tr>
<td>1500-1515</td>
<td>Clean-up and travel to Golden Gate Transit Yard</td>
</tr>
<tr>
<td>1630-1830</td>
<td>Tubular and vehicle assault training/scenarios</td>
</tr>
<tr>
<td>1830-1900</td>
<td>Debrief</td>
</tr>
<tr>
<td>0930-0945</td>
<td>Travel to San Marin High School (15 San Marin Dr.)</td>
</tr>
<tr>
<td>0945-1000</td>
<td>Set up for PT test</td>
</tr>
<tr>
<td>1000-1030</td>
<td>PT Test (6 applicants; 2 heats of three)</td>
</tr>
<tr>
<td>1030-1100</td>
<td>Travel to NPD to load out van/trailer depart NPD</td>
</tr>
<tr>
<td>1100-1120</td>
<td>Travel to Lunch</td>
</tr>
<tr>
<td>1120-1200</td>
<td>Lunch</td>
</tr>
<tr>
<td>1200-1215</td>
<td>Travel to Range (RRGC Action Range #5)</td>
</tr>
</tbody>
</table>
1300-1315 — Safety Briefing, Inspection of range, Range Safety
1315-1445 — Range Testing for applicants (3 ranges - 2 static, 1 combat)
1445-1745 — SRT members range (applicants back to NPD)
1745-1800 — Clean-up/depart and travel back to NPD
1800-1830 — Travel back to NPD
1830-1900 — Put-away gear/debrief
0930-Team members arrive @ PD
0930-1000 Travel to PT
— Sgt. Bates will discuss Best in the West events.
1000-1115 PT (CrossFit)
1115-1130 Travel to Lunch
1130-1230 Lunch
1230-1300 Travel to NPD to load out van/trailer depart NPD
1300-1310 Travel to training Site (816 State Access)
1310-1325 Safety Briefing, Inspection of training site, tape off shoot house simulator
1325-1800 Scenario training (shoot house familiarization)
— Victory Tactical to respond approximately 1400 to fit for new helmets
— Lt. Howard arrived to discuss ongoing SRT needs as new Tac-Commander
1800-1815 Clean-up/depart and travel back to NPD
1815-1830 Unload van/trailer
1830-1900 Debrief

LOGISTICS
[Use this section to document involvement from other agencies or other units within the NPD. Identify who outside SRT is doing what.]

OTHER NPD SUPPORT OF TRAINING

[Redacted]

None.

OUTSIDE AGENCY SUPPORT OF TRAINING

| Matt Willette | SIG-SAUR manager |

4/24/2018
Active Shooter Response
Armored Vehicle Operations
Containment Techniques
Cover and Movement
Covert Clearing
Decision-Making
Dynamic Clearing
Emergency Deployment Techniques
Emergency Deployment Techniques - Entries
Entries
Entry/Apprehension/Rescue Element
Equipment Familiarization and Maintenance
Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning
Familiarization with equipment- Pole-cam, ball-cam, mirrors
Firearm Skills
Immediate Action Drills
Individual Operator's Uniform Maintenance and Wear
Individual/Team Movements- Cover and movement, cover clearing,
K9 utilization/incorporation
Ladder and Other High Angle Access
Long Rifle/Observer Team
Mission and Tactical Contingency Planning
Reactionary Responses
Searches- slow and deliberate, dynamic
Searching Techniques
Small Unit Tactics
Specialized SWAT Functions- Rescue Operations, Mobile Assaults
Suicide intervention
SWAT Canine Integration
Training Simulations (scenario-based training)
Use of Ballistic Shields
Weapons Maintenance
SNIPER ESSENTIAL TRAINING

- Ballistics
- Full Team Scenario Training
- Intermediate Barriers
- Special Shooting Conditions
- Observation/Surveillance
-Hide Construction
-Stalking
- Counter-sniper
-Rollover Prone
-Off-shoulder Fire
-Partner Supported
-Improvised Positions
-Gas Mask
-Hostage Rescue

Cold Bore
Zero Confirmation
Fundamental Drills
Cover Safe Drill
Position Shooting (Seated/Kneeling/Standing)
Weapon Maintenance
Stress Shooting
Simultaneous Shooting
Sniper Initiated
Vehicle Hides
Moving Targets
Target ID/Discretionary Shooting
Extended Distance (200-650 yards)
Defensive Handgun
SWAT TRAINING RECORD

NPD Form: 20-61-27

March, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT
TRAINING OUTLINE & DESCRIPTION

0630-0700: Meet at PD and load up
0700-0730: Load up and travel
0730-0830: Workout
0830-0930: Workout – Coffee – travel to PD to load up (SR only)
0930-1000: Load up and travel to range
1000-1030: Walk through course of fire
1030-1100: Qualification courses
1100-1130: Awkward Shooting positions
1130-1200: Moving targets
1200-1230: Lunch
1230-1300: Transition Drills
1300-1330: Less Lethal
1330-1400: Less Lethal moving targets
1400-1430: Shooting competition
1430-1530: Clean up range and weapon cleaning
1530-1600: Prep time- call out ready
1600-1630: Travel to PD and Off Duty

TRAINING SCHEDULE

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING
N/A

OUTSIDE AGENCY SUPPORT OF TRAINING
N/A

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS
N/A

NPD Form: 20-61-27
4/20/2018
TRAINING:
The team was shown the three courses of fire that each operator will be required to qualify on twice a year: Rifle, Handgun and Combat course.

Each operator then shot the three courses of fire. Two operators ran the combat course at the same time requiring them to communicate with one another before moving to the next position.

The team used the 12 ga. LL Shotgun and the 37mm Sage gun. Each dedicated LL operator was covered by an operator with lethal cover. We discussed the importance of having lethal coverage and communicating the use of LL to help prevent sympathetic fire. The course of fire involved a moving target. One of the training points was shot placement, and recognizing when to transition from LL to lethal based on the proximity of the target and the nature of the threat.

Each operator then shot the moving target. An emphasis was placed on shot placement as the moving target not only moved front to back, by side to side.

The team shot from three non-traditional positions:
Laying on back-between legs
On your side (both dominant and non-dominant)
Off-hand, un-supported

The team debriefed the call-out from the previous week. Several thoughts and ideas were suggested and we will continue to work on implementing them into future call-outs.

INVOLVED CORE COMPETENCIES

[Check the identified Core Competencies from the following list.]

- [ ] Active Shooter Response
- [ ] Armored Vehicle Operations
- [X] Individual Operator’s Uniform Maintenance and Wear
- [X] Individual/Team Movements- Cover and movement, cover clearing,
- [ ] K9 utilization/incorporation

NPD Form: 20-61-27
4/20/2018
| □ | Ladder and Other High Angle Access |
| □ | Long Rifle/Observer Team |
| □ | Mission and Tactical Contingency Planning |
| □ | Reactionary Responses |
| □ | Searches - slow and deliberate, dynamic |
| □ | Searching Techniques |
| □ | Small Unit Tactics |
| □ | Specialized SWAT Functions: Rescue Operations, Mobile Assaults |
| □ | Suicide Intervention |
| □ | SWAT Canine Integration |
| □ | Training Simulations (scenario-based training) |
| □ | Use of Ballistic Shields |
| □ | Weapons Maintenance |
| □ | Rural Operations |

| □ | Cover and Movement |
| □ | Covert Clearing |
| □ | Decision-Making |
| □ | Dynamic Clearing |
| □ | Emergency Deployment Techniques |
| □ | Emergency Deployment Techniques - Entries |
| □ | Entries |
| □ | Entry/Apprehension/Rescue Element |
| □ | Equipment Familiarization and Maintenance |
| □ | Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning |
| □ | Familiarization with equipment- Pole-cam, ball-cam, mirror's |
| □ | Firearm Skills |
| □ | Immediate Action Drills |
| □ | Individual and Team Movement/Tactics |
SWAT TRAINING RECORD

NPD Form: 20-61-27

February, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT
TRAINING OUTLINE & DESCRIPTION

0900-0930 Team members arrive at PD; dress and brief for the day
0930-1000 Travel to PT
1000-1100 PT (CrossFit)
1100-1110 Travel to Lunch
1110-1145 Lunch
1145-1200 Travel to PD; load out van/trailer depart PD
1230-1245 Travel to training Site (Barbier Facility, Novato)
1245-1300 Safety Briefing, Inspection of training site
1300-1800 Scenario Training (entries, HRT, Active Shooter, Down officer rescue)
1800-1830 Clean-up/depart and travel back to PD's
1830-1900 Debrief

TRAINING SCHEDULE

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING
Two role players from Novato and two from San Rafael.

OUTSIDE AGENCY SUPPORT OF TRAINING
N/A

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS
N/A
TRAINING:

The team was divided in half to allow for minimal “down time” and for maximum training. A diagram was drawn on the board to provide the teams with “intel” on the scenario and an opportunity to ask any questions. Following the briefing of the scenario, the teams gathered around to make an operations plan with contingencies should any arise.

Two scenarios were set up, on opposites sides of the facility, and the two teams rotated through them for the first few hours. The teams were tasked with slowly and deliberately clearing a portion of the facility with the use of the robot while using comm’s (radios) to communicate among each other.

Following each scenario, the teams debriefed. One of the key points was recognizing that the operator of the robot is dedicated to its operation and it was difficult for them to relay intel. to the team. A dedicated operator was assigned to the robot operator which provided security for the operator and dissemination of intel. to the team, thus allowing the robot operator to be focused on its operation.

The teams then participated in scenarios involving:

Search Warrant Service

- Knock notice
- Surround and call out
- Breach point/alternate
- Use of robot to obtain “eyes on” prior to making entry

Suspect Search following an armed robbery where shots were fired.

- Perimeter was established by patrol
- No known hostages
- Use of robot to gain voluntarily compliance
- Debrief of suspects located to gather intel. on outstanding suspect(s)

Hostage Rescue (HRT)

- Known Location
- Unknown Location
  The emphasis was covert until compromise keeping the mission in mind, hostage rescue.

Active Shooter Response

- Four to five man elements

NPD Form: 20-61-27
2/19/2018
## Involved Core Competencies

[Check the identified Core Competencies from the following list.]

- [x] Active Shooter Response
- [x] Containment Techniques
- [x] Cover and Movement
- [x] Covert Clearing
- [x] Decision-Making
- [x] Dynamic Clearing
- [x] Entry/Apprehension/Rescue Element
- [x] Equipment Familiarization and Maintenance
- [x] Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning
- [x] Familiarization with equipment- Pole-cam, ball-cam, mirror’s, robot
- [x] Firearm Skills
- [x] Immediate Action Drills
- [x] Individual and Team Movement/Tactics
- [ ] Individual Operator’s Uniform Maintenance and Wear
- [ ] Individual/Team Movements- Cover and movement, cover clearing,
- [ ] K9 utilization/incorporation
- [ ] Ladder and Other High Angle Access
- [ ] Long Rifle/Observer Team
- [ ] Mission and Tactical Contingency Planning
- [ ] Reactionary Responses
- [x] Searches- slow and deliberate, dynamic
- [x] Searching Techniques
- [x] Small Unit Tactics
- [ ] Specialized SWAT Functions- Rescue Operations, Mobile Assaults
- [ ] Suicide intervention
- [ ] SWAT Canine Integration
- [x] Training Simulations (scenario-based training)
- [ ] Use of Ballistic Shields
- [ ] Weapons Maintenance
- [ ] Rural Operations
SWAT TRAINING RECORD

NPD Form: 20-61-27

January, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT
TRAINING OUTLINE & DESCRIPTION

0800-0900 Load out trailer/travel time

Team members arrive @ 816 State Access

0900-1000 Speeches by Command Staff/ Meet and greet (light breakfast and coffee)

SWAT and CNT to breakout into groups.

1000-1200 Review MOU, SWAT manual.

1200-1300 Lunch (Michaels Sourdough)

1300-1400 Review of team equipment.

1400-1415 Travel to training site (NFD Station #2)

1415-1430 Inspection of training site

1430-1700 Basic Entry work. Stairs/breeching/low light/terminology/hand signals

1700-1730 Clean up/Debrief

1730-1800 Travel to PD's, put equipment away, Debrief, closing remarks

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING

N/A

OUTSIDE AGENCY SUPPORT OF TRAINING

Use of Novato Fire Protection District Station #2 training facility.

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS

N/A

TRAINING:

CNT provided an overview of their command vehicle and their technology. SWAT operators toured the command vehicle and were shown how its set-up, and were told of its capabilities.

Each team spent time going over their equipment such as: Robot (and attachments), Ball Cam, Pole Cam, shields and we discussed their capabilities.
We reviewed, and discussed the CRU Manual. Specific areas covered were:

PT and Firearms qualification
Sniper
Call outs
Uniforms
Structure of CRU

The Team responded to NFD Station #2 where we were divided into two teams. The teams spent time conducting entries in pairs, then multiples, on right door entries, left door entries, middle entries, T-intersections and stairwell clearing.
The team then made multiple entries into the training facility.

There was an emphasis on communication, specifically the use of the same terminology for when an additional operator(s) are needed and deployment of flash bang.

The team agreed upon responsibilities of the “Stack” for example- Number 3 operator is knock and notice, number 4 is responsible for deployment of initial distraction device. The breacher will be brought up from rear and will be last operator to make entry. The breacher should have a cover operator.
INVOLED CORE COMPETENCIES

☐ Active Shooter Response  ☑ Individual Operator’s Uniform Maintenance and Wear
☐ Armored Vehicle Operations  ☑ Individual/Team Movements- Cover and movement, cover clearing,
☐ Containment Techniques  ☑ K9 utilization/Incorporation
☒ Cover and Movement  ☑ Ladder and Other High Angle Access
☒ Covert Clearing  ☑ Long Rifle/Observer Team
☒ Decision-Making  ☑ Mission and Tactical Contingency Planning
☒ Dynamic Clearing  ☑ Reactionary Responses
☐ Emergency Deployment Techniques  ☑ Searches- slow and deliberate, dynamic
☐ Emergency Deployment Techniques - Entries  ☑ Searching Techniques
☒ Entries  ☑ Small Unit Tactics
☒ Entry/Apprehension/Rescue Element  ☑ Specialized SWAT Functions- Rescue Operations, Mobile Assaults
☐ Equipment Familiarization and Maintenance  ☑ Suicide intervention
☐ Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning  ☑ SWAT Canine Integration
☒ Familiarization with equipment- Pole-cam, ball-cam, mirror’s  ☑ Training Simulations (scenario-based training)
☐ Firearm Skills  ☑ Use of Ballistic Shields
☐ Immediate Action Drills  ☑ Weapons Maintenance
☒ Individual and Team Movement/Tactics  ☑ Rural Operations

NPD Form: 20-61-27
2/2/2018
SWAT TRAINING RECORD
NPD Form: 20-61-27

December, 2018

PREPARED BY: NICK FREY
NOVATO POLICE DEPARTMENT
TRAINING OUTLINE & DESCRIPTION

0700-0730  Team members arrive at PD; dress and brief for the day
            Load out van/trailer
0730-0800  Travel to PT
0800-0930  PT qualification
0930-0945  Travel to Lunch
0945-1000  Lunch (pick up to go)
1000-1015  Travel to training site (SQ Range)
1015-1030  Safety check/walk-through
1030-1600  Range Qualifications, Low Light shooting, Combat Courses, ALS Divisionary Devices & 40 mm LL
1600-1700  Clean-up, debrief, travel back to PD's to unload

TRAINING SCHEDULE

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING
N/A

OUTSIDE AGENCY SUPPORT OF TRAINING
N/A

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS
Less Lethal (40 mm), Divisionary Devices (ALS)

TRAINING:

Team members participated in the bi-annual PT (physical fitness testing) as required per policy and the SWAT manual.

The team qualified on the rifle course, in daylight conditions as the indoor range does not allow for rifles to be used. Following the rifle qualification, the team qualified on the handgun course in low-light. A discussion took place regarding the use of light when in low light/no light conditions.

Comment: [Provided information on the use of the ALS 40 mm launcher and how to be used with the launcher. The team was provided a "cheat sheet" with the LCT 50 formula on one side, and the other side had the ALS munitions with a brief description. The team members then loaded the 40 mm and shot it at the range.]

NPD Form: 20-61-27
1/18/2019
Corporal Fuller and Officer Scalercio provided training on the ALS diversionary device. This included the devices specifications, how to load & unload the device, deployment (considerations/laws, etc.) and how to place the device on safe if the decision is made to not deploy. Each team member then practiced holstering/unholstering. Each also deployed the device twice, and had to make the device armed, safe, etc.

The team then shot in low light conditions focusing on accuracy, use of light, combat reloading drills and off-hand shooting. In pairs, room entries were made. The two team members had to communicate in low light conditions and practice on the use of their lights as to not “back light” their team members. Throughout the courses of fire, operators practiced standard and tactical reloads, off-hand shooting and communication.

**INVOLVED CORE COMPETENCIES**

- [x] Active Shooter Response
- [ ] Armored Vehicle Operations
- [ ] Containment Techniques
- [ ] Cover and Movement
- [x] Covert Clearing
- [x] Decision-Making
- [x] Dynamic Clearing
- [ ] Emergency Deployment Techniques
- [ ] Emergency Deployment Techniques - Entries
- [x] Entries
- [ ] Entry/Apprehension/Rescue Element
- [x] Equipment Familiarization and Maintenance
- [x] Equipment - Operational Planning, Intelligence Gathering, Pre-Event Planning
- [x] Individual Operator’s Uniform Maintenance and Wear
- [x] Individual/Team Movements - Cover and movement, cover clearing,
- [ ] K9 utilization/incorporation
- [ ] Ladder and Other High Angle Access
- [ ] Long Rifle/Observer Team
- [x] Mission and Tactical Contingency Planning
- [ ] Reactionary Responses
- [ ] Searches - slow and deliberate, dynamic
- [ ] Searching Techniques
- [x] Small Unit Tactics
- [ ] Specialized SWAT Functions - Rescue Operations, Mobile Assaults
- [ ] Suicide Intervention
- [ ] SWAT Canine Integration

NPD Form: 20-61-27
1/18/2019
☐ Familiarization with equipment- Pole-cam, ball-cam, mirror's
☒ Firearm Skills
☒ Immediate Action Drills
☒ Individual and Team Movement/Tactics

☐ Training Simulations (scenario-based training)
☐ Use of Ballistic Shields
☒ Weapons Maintenance
☐ Rural Operations