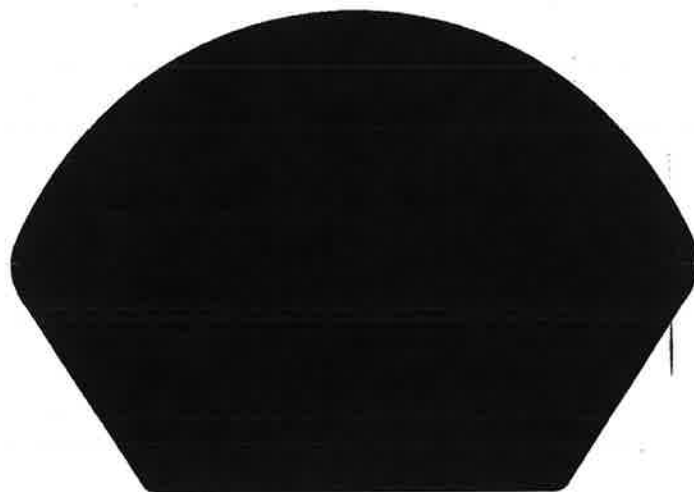


Certain documents or portions of documents related to this training may be exempt from disclosure under the California Public Records Act on one or more of the following grounds:

- 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.



SWAT TRAINING RECORD

NPD Form: 20-61-27

November, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT

Confidential

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 – Crossfit
0800-0930	Pull-up work, cardio/strenght workout
0930-0945	Travel to Lunch
0945-1000	Lunch (pick up to go)
1000-1015	Travel to training site (20 Commercial Blvd., Novato)
1015-1030	Safety check/walk-through
1030-1230	K9 integration
1230-1430	Team Movements (lead by the 5 team members that recently attended SWAT school)
1430-1630	Scenarios
1630-1700	Clean-up, debrief, travel back to PD's to unload

TRAINING SCHEDULE

LOGISTICS

OTHER SRPD/NPD SUPPORT OF TRAINING

[REDACTED]

Commented [SK1]:

OUTSIDE AGENCY SUPPORT OF TRAINING

N/A

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS

Bite Suit

TRAINING:

[REDACTED], who are both SKIDDS 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

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[REDACTED] ran drills with the team to get team members conformable around the K9 and the K9 comfortable around the team.

Recently five team members [REDACTED] completed a 80 hour Basic SWAT course. [REDACTED] attended a course with trainers from the Sacramento Police Department and FBI, while [REDACTED] 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.

INVOLVED CORE COMPETENCIES

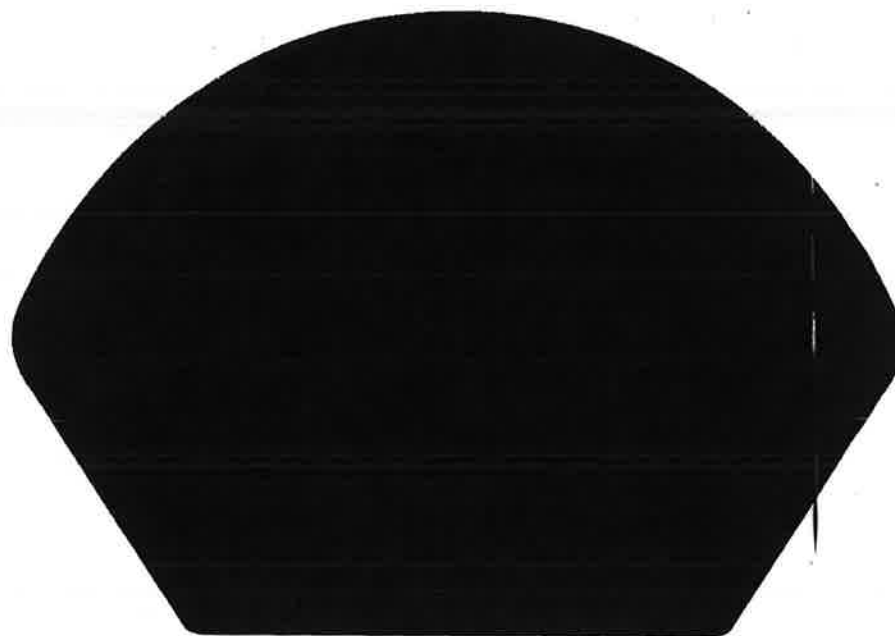
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| <input checked="" type="checkbox"/> Active Shooter Response | <input checked="" type="checkbox"/> Individual Operator's Uniform Maintenance and Wear |
| <input type="checkbox"/> Armored Vehicle Operations | <input checked="" type="checkbox"/> Individual/Team Movements- Cover and movement, cover clearing, |
| <input type="checkbox"/> Containment Techniques | <input checked="" type="checkbox"/> K9 utilization/incorporation |
| <input checked="" type="checkbox"/> Cover and Movement | <input type="checkbox"/> Ladder and Other High Angle Access |
| <input checked="" type="checkbox"/> Covert Clearing | <input type="checkbox"/> Long Rifle/Observer Team |
| <input checked="" type="checkbox"/> Decision-Making | <input checked="" type="checkbox"/> Mission and Tactical Contingency Planning |
| <input checked="" type="checkbox"/> Dynamic Clearing | <input checked="" type="checkbox"/> Reactionary Responses |
| <input checked="" type="checkbox"/> Emergency Deployment Techniques | <input checked="" type="checkbox"/> Searches- slow and deliberate, dynamic |
| <input checked="" type="checkbox"/> Emergency Deployment Techniques - Entries | <input checked="" type="checkbox"/> Searching Techniques |
| <input checked="" type="checkbox"/> Entries | <input checked="" type="checkbox"/> Small Unit Tactics |



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- | | |
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| <input checked="" type="checkbox"/> Entry/Apprehension/Rescue Element | <input type="checkbox"/> Specialized SWAT Functions- Rescue Operations, Mobile Assaults |
| <input type="checkbox"/> Equipment Familiarization and Maintenance | <input type="checkbox"/> Suicide intervention |
| <input checked="" type="checkbox"/> Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning | <input checked="" type="checkbox"/> SWAT Canine Integration |
| <input type="checkbox"/> Familiarization with equipment- Pole-cam, ball-cam, mirror's | <input checked="" type="checkbox"/> Training Simulations (scenario-based training) |
| <input type="checkbox"/> Firearm Skills | <input type="checkbox"/> Use of Ballistic Shields |
| <input type="checkbox"/> Immediate Action Drills | <input type="checkbox"/> Weapons Maintenance |
| <input checked="" type="checkbox"/> Individual and Team Movement/Tactics | <input type="checkbox"/> Rural Operations |



SWAT TRAINING RECORD

NPD Form: 20-61-27

October, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT



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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

[REDACTED]

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. [REDACTED]

2. Search W [REDACTED]

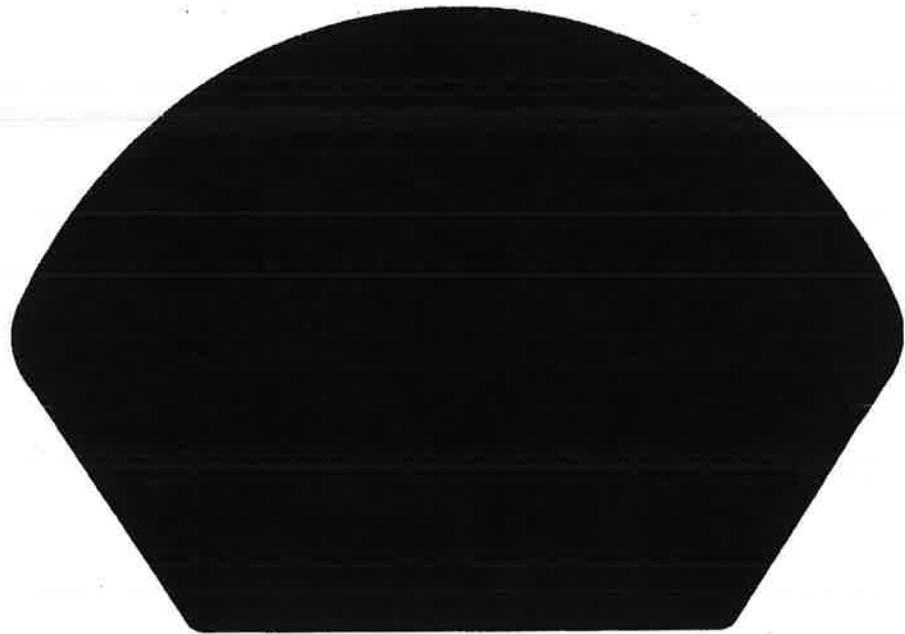
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- NPD Form: 20-61-27
10/29/2018



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| <input checked="" type="checkbox"/> Firearm Skills | <input checked="" type="checkbox"/> Use of Ballistic Shields |
| <input checked="" type="checkbox"/> Immediate Action Drills | <input checked="" type="checkbox"/> Weapons Maintenance |
| <input checked="" type="checkbox"/> Individual and Team Movement/Tactics | <input type="checkbox"/> 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

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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 SIMUNTIONS

Use of Shield

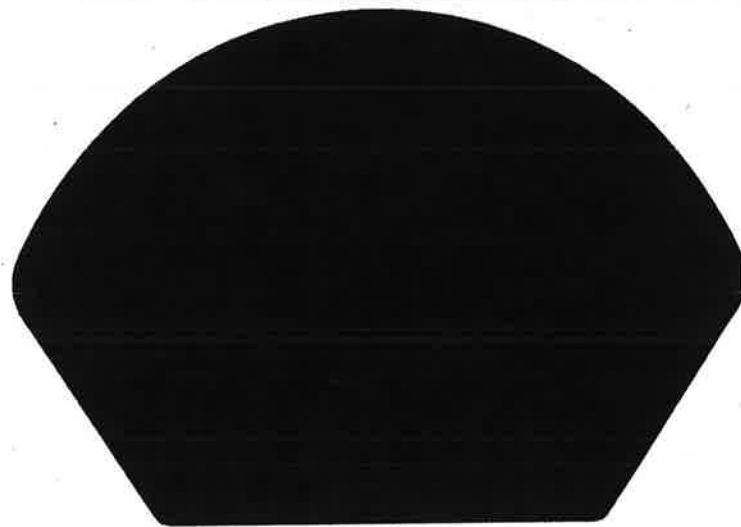
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[REDACTED]



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| <input type="checkbox"/> Active Shooter Response | <input checked="" type="checkbox"/> Individual Operator's Uniform Maintenance and Wear |
| <input checked="" type="checkbox"/> Armored Vehicle Operations | <input checked="" type="checkbox"/> Individual/Team Movements- Cover and movement, cover clearing, |
| <input checked="" type="checkbox"/> Containment Techniques | <input type="checkbox"/> K9 utilization/incorporation |
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| <input checked="" type="checkbox"/> Decision-Making | <input checked="" type="checkbox"/> Mission and Tactical Contingency Planning |
| <input checked="" type="checkbox"/> Dynamic Clearing | <input checked="" type="checkbox"/> Reactionary Responses |
| <input checked="" type="checkbox"/> Emergency Deployment Techniques | <input checked="" type="checkbox"/> Searches- slow and deliberate, dynamic |
| <input type="checkbox"/> Emergency Deployment Techniques - Entries | <input checked="" type="checkbox"/> Searching Techniques |
| <input checked="" type="checkbox"/> Entries | <input checked="" type="checkbox"/> Small Unit Tactics |
| <input checked="" type="checkbox"/> Entry/Apprehension/Rescue Element | <input checked="" type="checkbox"/> Specialized SWAT Functions- Rescue Operations, Mobile Assaults |
| <input checked="" type="checkbox"/> Equipment Familiarization and Maintenance | <input checked="" type="checkbox"/> Suicide intervention |
| <input checked="" type="checkbox"/> Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning | <input type="checkbox"/> SWAT Canine Integration |
| <input checked="" type="checkbox"/> Familiarization with equipment- Pole-cam, ball-cam, mirror's | <input checked="" type="checkbox"/> Training Simulations (scenario-based training) |
| <input type="checkbox"/> Firearm Skills | <input checked="" type="checkbox"/> Use of Ballistic Shields |
| <input type="checkbox"/> Immediate Action Drills | <input type="checkbox"/> Weapons Maintenance |
| <input checked="" type="checkbox"/> Individual and Team Movement/Tactics | <input type="checkbox"/> Rural Operations |



SWAT TRAINING RECORD

NPD Form: 20-61-27

August, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT



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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 RRG (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

Comment [SK1]:

OUTSIDE AGENCY SUPPORT OF TRAINING

N/A

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS

Less Lethal, Diversionary 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 sites to ensure that each team member can accurately shoot without the use of an optic.

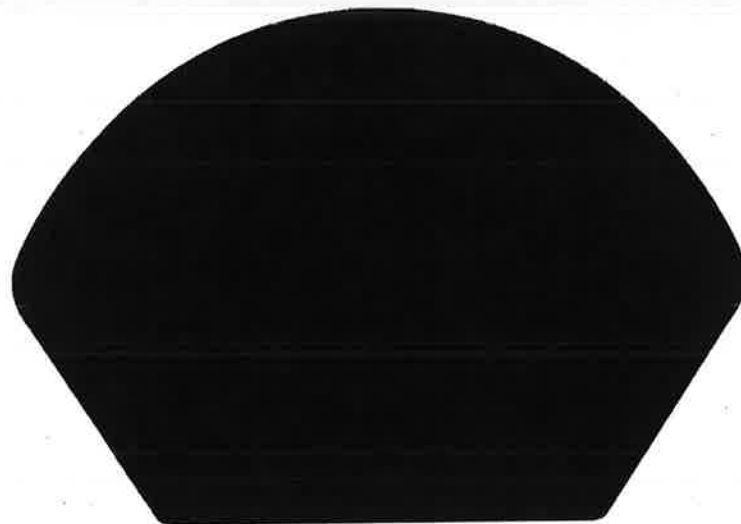
Officer Ringo talked to the team about our Less Lethal, Diversionary Devices and our Gas inventory and options to deploy them. We talked about safety considerations, law requirements, policy, areas to aim and scenarios when these would be used. Each team member deployed Less Lethal and Gas (many inert)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



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- ☐ Immediate Action Drills
- ☒ Individual and Team Movement/Tactics

- ☒ Weapons Maintenance
- ☐ Rural Operations



SWAT TRAINING RECORD

NPD Form: 20-61-27

July, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT

TRAINING OUTLINE & DESCRIPTION

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

0800-1100 – Boat Operations (boat 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

Comment [SK1]:

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 were 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.

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7/19/2018



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INVOLVED CORE COMPETENCIES

Comment [SK2]:

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



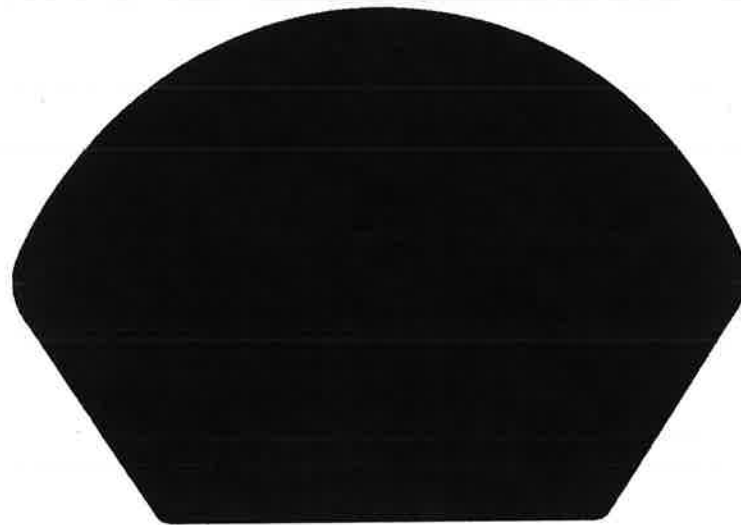
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Individual and Team Movement/Tactics



Rural Operations



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 (Barbler 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

Comment [SK1]:

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.

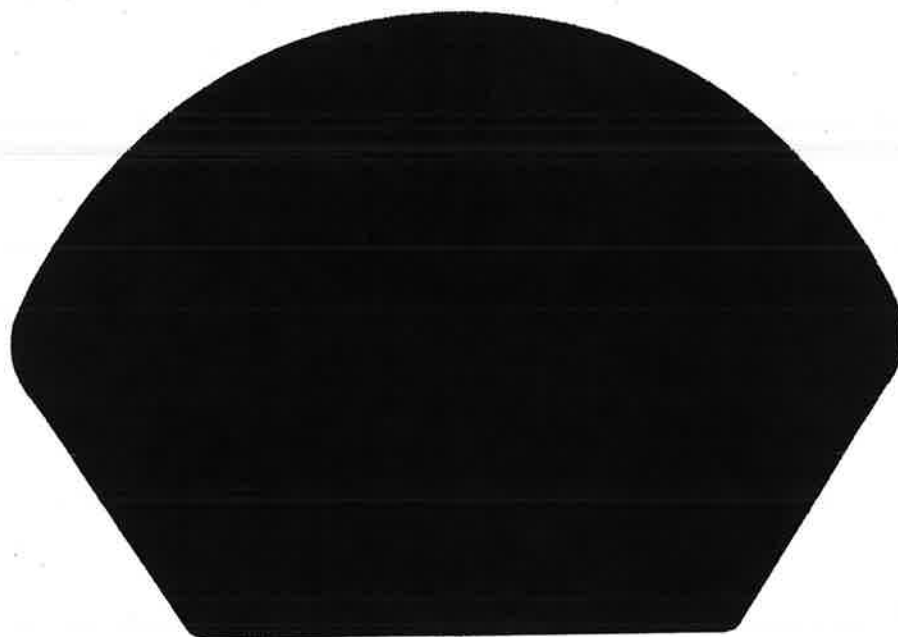
We talked about the use of Body Worn Cameras during operations.

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



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| <input checked="" type="checkbox"/> Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning | <input type="checkbox"/> SWAT Canine Integration |
| <input checked="" type="checkbox"/> Familiarization with equipment- Pole-cam, ball-cam, mirror's | <input checked="" type="checkbox"/> Training Simulations (scenario-based training) |
| <input checked="" type="checkbox"/> Firearm Skills | <input checked="" type="checkbox"/> Use of Ballistic Shields |
| <input type="checkbox"/> Immediate Action Drills | <input type="checkbox"/> Weapons Maintenance |
| <input checked="" type="checkbox"/> Individual and Team Movement/Tactics | <input type="checkbox"/> Rural Operations |



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:

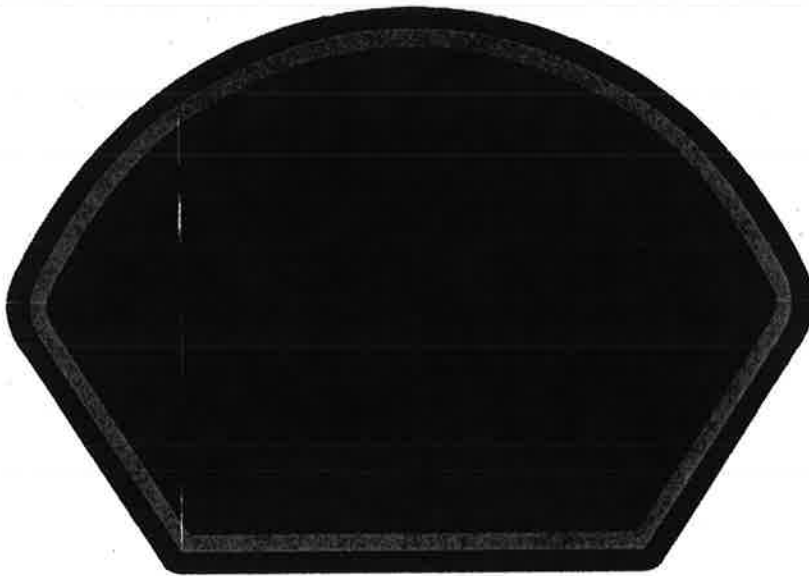
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~~MarNovemberApril~~
20178

PREPARED BY: A. BATESN. FREYA. BATES
NOVATO POLICE DEPARTMENT



Confidential

SRT TRAINING RECORDSWAT TRAINING RECORD

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 #5) Olompali State Park/Golden Gate Transit

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

Training Start Time: 09300900

Training End Time: 19001900

Special Equipment: Simulation shoot house Cones, Timers, Sniper Equip, MCSO Armor, CHP Helicopter, GGT Bus, Decoy 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.

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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.



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*** 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

0900-0920 Team members arrive at PD; dress and brief for the day

Load out van/trailer

0920-0930 Travel to PT - San Marin HS

0930-1130 PT qualification

San Marin HS (run) - Mike Casper

Pull-Ups (NPD)

1130-1140 Travel to Lunch

1140-1210 Lunch

1210-1230 Sniper team will respond to Gness Field for insertion

1230-1245 Travel to training Site (Olompali State Park)

1245-1300 Safety Briefing, Inspection of training site

Role players will be deployed to scenario location

1300-1500 Scenario Training (Rural operations/Sniper-related scenarios)

1500-1515 Clean-up and travel to Golden Gate Transit yard

1630-1830 Tubular and vehicle assault training/scenarios

1830-1900 Debrief

0930 Team arrives @ NPD

0930-0945 Travel to San Marin High School (15 San Marin Dr.)

0945-1000 Set up for PT test

1000-1030 PT Test (6 applicants 2 heats of three)

1030-1100 Travel to NPD to load out van/trailer depart NPD

1100-1120 Travel to Lunch

1120-1200 Lunch

1200-1215 Travel to Range (RRGC Action Range #5)

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~~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]

[REDACTED]

None.

OUTSIDE AGENCY SUPPORT OF TRAINING

Matt Willette - SIG SAUR manager

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4/24/2018

Page 4 of 9



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



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Individual and Team Movement/Tactics



Rural Operations



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SNIPER ESSENTIAL TRAINING



Ballistics



Cold Bore



Full Team Scenario Training



Zero Confirmation



Intermediate Barriers



Fundamental Drills



Special Shooting Conditions



Cover Safe Drill



Observation/Surveillance



Position Shooting
(Seated/Kneeling/Standing)



Hide Construction



Weapon Maintenance



Stalking



Stress Shooting



Counter-sniper



Simultaneous Shooting



Rollover Prone



Sniper Initiated



Off-shoulder Fire



Vehicle Hides



Partner Supported



Moving Targets



Improvised Positions



Target ID/Discretionary Shooting



Gas Mask



Extended Distance (200-650 yards)



Hostage Rescue



Defensive Handgun

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Confidential

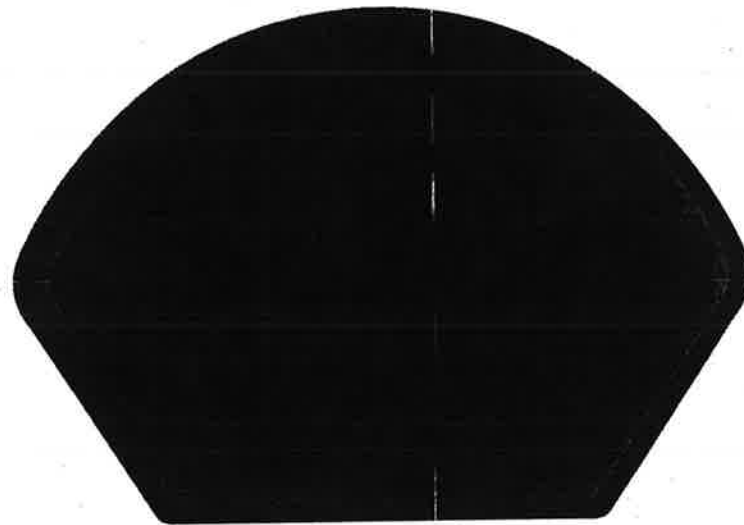


Secondary Rifle Drills



Sniper Fitness/All Weapon Qual

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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

Comment [SK1]:

OUTSIDE AGENCY SUPPORT OF TRAINING

N/A

ADDITIONAL SUPPLIES & EQUIPMENT NEEDS

N/A



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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.

[REDACTED]

INVOLVED CORE COMPETENCIES

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

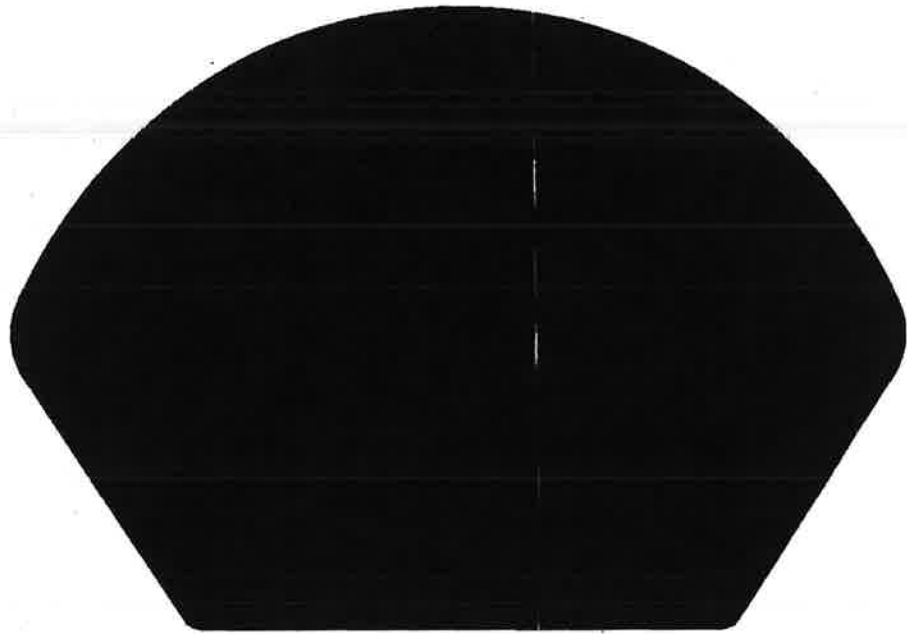
Comment [SK2]:

- | | |
|---|--|
| <input type="checkbox"/> Active Shooter Response | <input checked="" type="checkbox"/> Individual Operator's Uniform Maintenance and Wear |
| <input type="checkbox"/> Armored Vehicle Operations | <input checked="" type="checkbox"/> Individual/Team Movements- Cover and movement, cover clearing, |
| <input type="checkbox"/> Containment Techniques | <input type="checkbox"/> K9 utilization/incorporation |



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- | | |
|--|---|
| <input checked="" type="checkbox"/> Cover and Movement | <input type="checkbox"/> Ladder and Other High Angle Access |
| <input type="checkbox"/> Covert Clearing | <input type="checkbox"/> Long Rifle/Observer Team |
| <input checked="" type="checkbox"/> Decision-Making | <input type="checkbox"/> Mission and Tactical Contingency Planning |
| <input type="checkbox"/> Dynamic Clearing | <input type="checkbox"/> Reactionary Responses |
| <input type="checkbox"/> Emergency Deployment Techniques | <input type="checkbox"/> Searches- slow and deliberate, dynamic |
| <input type="checkbox"/> Emergency Deployment Techniques - Entries | <input type="checkbox"/> Searching Techniques |
| <input type="checkbox"/> Entries | <input type="checkbox"/> Small Unit Tactics |
| <input type="checkbox"/> Entry/Apprehension/Rescue Element | <input type="checkbox"/> Specialized SWAT Functions- Rescue Operations, Mobile Assaults |
| <input checked="" type="checkbox"/> Equipment Familiarization and Maintenance | <input type="checkbox"/> Suicide intervention |
| <input type="checkbox"/> Equipment- Operational Planning, Intelligence Gathering, Pre-Event Planning | <input type="checkbox"/> SWAT Canine Integration |
| <input type="checkbox"/> Familiarization with equipment- Pole-cam, ball-cam, mirror's | <input type="checkbox"/> Training Simulations (scenario-based training) |
| <input checked="" type="checkbox"/> Firearm Skills | <input type="checkbox"/> Use of Ballistic Shields |
| <input checked="" type="checkbox"/> Immediate Action Drills | <input checked="" type="checkbox"/> Weapons Maintenance |
| <input checked="" type="checkbox"/> Individual and Team Movement/Tactics | <input type="checkbox"/> Rural Operations |



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.

OFF 

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

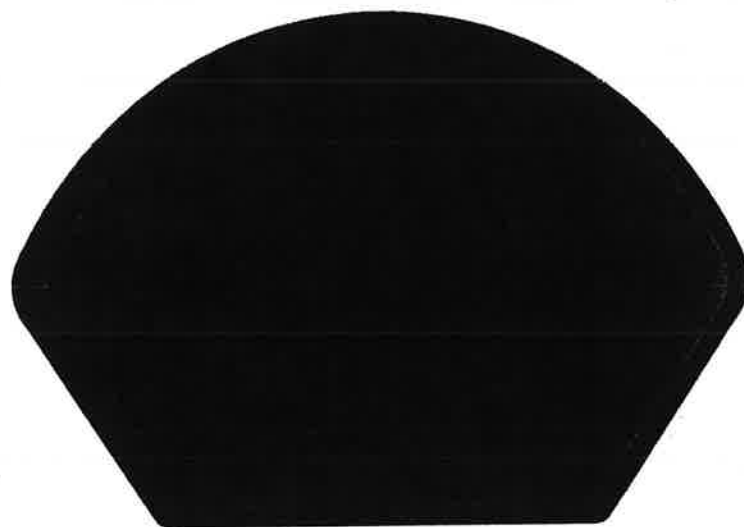
- Four to five man elements



INVOLVED CORE COMPETENCIES

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

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



SWAT TRAINING RECORD

NPD Form: 20-61-27

January, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT



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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

Comment [SK2]:

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.



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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.

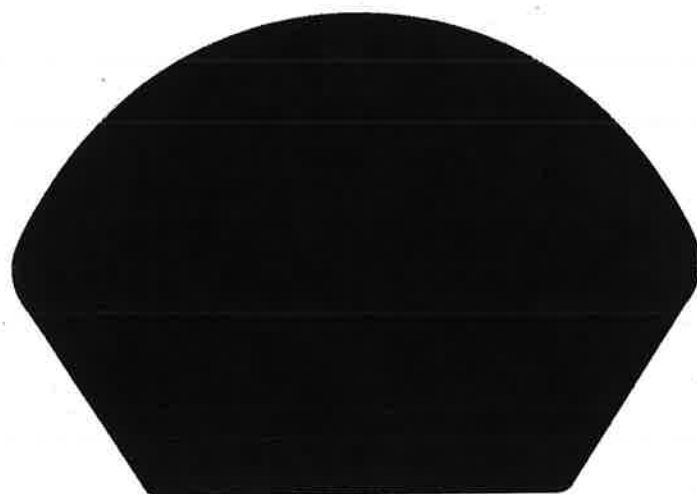
There was an emphasis on communication, specifically the use of the same terminology for when an additional operator(s) are needed and deployment of flash bang.

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.

INVOLVED CORE COMPETENCIES

Comment [SK3]:

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



SWAT TRAINING RECORD

NPD Form: 20-61-27

December, 2018

PREPARED BY: NICK FREY

NOVATO POLICE DEPARTMENT

Confidential

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 Diversionary 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), Diversionary Devices (ALS)

Commented [SK1]:

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.

Cornel [REDACTED] provided information on the use of the ALS 40 mm launcher and the munitions to be used with the launcher. The team was provide 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.



Confidential

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/un-holstering. 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

Commented (SK2):

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



Confidential

- | | |
|---|--|
| <input type="checkbox"/> Familiarization with equipment- Pole-
cam, ball-cam, mirror's | <input type="checkbox"/> Training Simulations (scenario-based
training) |
| <input checked="" type="checkbox"/> Firearm Skills | <input type="checkbox"/> Use of Ballistic Shields |
| <input checked="" type="checkbox"/> Immediate Action Drills | <input checked="" type="checkbox"/> Weapons Maintenance |
| <input checked="" type="checkbox"/> Individual and Team Movement/Tactics | <input type="checkbox"/> Rural Operations |