

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.

REMEDIAL TRAINING:

None.

PHASE TRAINING MAKE-UP:

The following sworn personnel did not attend training due to excused absences: Cpt. Glenn McElderry, Lt. Ralph Pata, Lt. Alan Piombo, Officer Bob Henkle, and Officer Leslie O'Toole. Corporal Mike Byers, Corporal Kyle Hornstein, Officer Chris Sweeney, Officer Allan Castaneda are on long term disability. Sergeant Mike Vergara submitted his intent to retire and did not attend training.

P.O.S.T. CERTIFICATION:

Each attending sworn personnel received a total of 8 hours POST Perishable Skills Program credit in firearms training.

CONCLUSION:

A total of 60 San Rafael P.D., 9 Fairfax, and 8 College of Marin sworn personnel completed firearms training. I submitted the attendance information for this training phase to P.O.S.T. via Electronic Data Interchange for Perishable Skills Program (PSP) credit. We have 16 hours of P.O.S.T. PSP training left to do in this two year training cycle ending December 31st, 2018.



SAN RAFAEL POLICE DEPARTMENT

PROFESSIONAL STANDARDS UNIT

MEMORANDUM

DATE: 06/01/17

TO: Alan Piombo, Lieutenant
Support Services Bureau

FROM: Todd Berringer, Sergeant
Professional Standards Unit

RE: Phase Training April/May 2017 - Final Phase Report
Firearms Training

During one instructor day in April and six training days in May, SRPD Firearms Staff trained sworn personnel on policies and procedures governing use of force and our firearms policy. Additionally, they were trained on weapons safety, fundamentals of shooting, five count pistol presentation, combat/tactical reloads, clearing malfunctions, shooting with a flashlight, drug/armor drills, spread fire, shoot/no shoot scenarios, and shooting on the move. Refer to the phase training lesson plan in the training records cabinet for details. These classes were presented on April 25, May 4th, 8th, 10th, 12th, 16th and 26th.

Lieutenant Roy Leon and Corporal Christian Diaz were the presenters for this phase and had each student sign the class roster and the Weapon Qualification Form. In addition to sworn personnel from the San Rafael Police Department, we also trained Officers from Fairfax Police Department and College of Marin Police Department.

60 sworn personnel were trained from SRPD
9 sworn personnel were trained from Fairfax PD
8 sworn personnel were trained from College of Marin PD

A total of 77 sworn personnel were trained over the course of seven days.

SAFETY ISSUES:

None.

PHASE TRAINING LESSON PLAN AND **DRILLS**

0700-0800 Introduction-Registration-Orientation

USE OF FORCE/LETHAL FORCE AND FIREARMS POLICY

- A. Use of Force Options
 - 1. Lethal Force within the spectrum of force options
 - 2. Verbal, Hands, Less than Lethal, Lethal Force
 - 3. Escalation and De-escalation Process
- B. Department Policy
 - 1. Reasonable Cause to believe
 - 2. Imminent Threat
 - 3. Death or Great Bodily Injury
 - 4. Fleeing Violent Felon Specifications
 - 5. Other policy areas and issues
- C. Supporting Case Law
 - 1. Tennessee vs. Garner
 - a. Deadly Force
 - b. Fleeing Felon
 - 2. Graham vs. Conner
 - a. Reasonable Force

WEAPONS SAFETY RULES

- A. Weapons Safety Orientation, Review of Range and Shooting Safety Rules (Pre-range weapons unloading procedures and lunch/extended break reload/unload rules)
 - 1. All Weapons are to be considered loaded
 - 2. Never point the muzzle at anything you are not willing to shoot at
 - 3. Keep finger off trigger until you are ready to fire
 - 4. Be sure of your target and background
 - 5. Range and Tactical Safety
 - a. Follow Range Rules
 - b. Follow Instructor commands
 - c. Strict Weapon Discipline and Muzzle Control
 - d. No Lasering of personal body parts
 - e. Movement and Reloading

6. Review of Range Safety Rules
 1. Cover primary elements as a checklist with students
 2. Local emergency/first aid procedures to include radio/telephone procedures, closest medical facility

FUNDAMENTALS OF SHOOTING

- A. Stance
 1. Strong, Balanced Ready Position
 2. Isosceles or Weaver
- B. Grip
 1. Strong, Effective two-handed grip
 2. Isometric Pressure
- C. Sight Picture
 1. Sight Alignment
 2. Eye Focus - Front Sight Tip
- D. Trigger Control
 1. Press.....
 2. Straight back, steady pressure
- E. Breathing
 1. Controlled
 2. Fire on exhale
- F. Recovery / Follow through
 1. All elements work together
 2. Handle recoil
 3. Controlled movement back on target

FIVE COUNT PISTOL PRESENTATION

- A. Count One
 1. Good Grip
 2. Holster Unsnapped
 3. Support hand/arm into chest position
- B. Count Two
 1. Draw
 2. De-cocker / safety Off
 3. Pistol is rocked up and forward
 4. Wrist is positioned above holster
 5. Forearm parallel to ground
 6. Trigger finger is indexed
- C. Count Three
 1. Punch Pistol outward
 2. Into support hand

3. Isometric Tension
4. Low Ready Positioning
- D. Count Four
 1. Pistol raised to eye level
 2. Eye focus to front sight
 3. Sight alignment/sight picture is verified
- E. Count Five
 1. Finger on Trigger
 2. Press
 3. Maintain sight alignment
- F. Target Recognition and Analysis
 1. Did I hit?
 2. Did it Work?
 3. Low Ready Count Three
 4. Assess the Threat
 5. Scan
 6. Reassess
 7. De-cock to Double Action / Safety On
 8. Tactical Reloading
- G. Re-holstering
 1. ONLY when the tactical situation warrants
 2. Reverse of the draw count
 3. Count Two
 4. Support hand/arm into chest position
 5. Additional Scan and Assessment
 6. Quick and Effective Holstering
 7. Eyes remaining forward on threat

0815-0825 Five Count Presentation Practical on the Range

0825-0845 Warm-Up Course – Qualification Course

0845-0905 Combat Reload/Tactical Reload *All students on-line*

1. Officers will need 3 empty magazines. Officers will take out all ammo from their magazines and handguns. They **WILL** not have any live ammo.
2. Officers will put one dummy round each, in two of their magazines.
3. The third magazine will be empty. This magazine will be placed in the magazine well of their handguns.
4. When given the command of “Threat”, officers will engage the target until the command of “Tactical Reload” is given. Officers will conduct a tactical reload and will continue to fire until the command of “Tactical Reload” is given. Repeat drill.

0905-0915 Break

0915-0945 Weapon Malfunction/Clearing Drills

1. Will need 3 mags and 3 snap caps.
2. Place 5 live rounds in each of three mags with 1 snap cap in each of those mags. Total of 15 rounds and 1 snap cap in each of the mags.
3. Instructor will call "Tactical Reload" after first several shots from the first mag. After that the officers will react to empty mag which will be combat reloads and clearing the malfunctions.

0945-1015 Flashlight Drills (7 Yard Line)

1. Demo each of four separate positions.
2. 5 Rounds each position at plates. Total of 8 plates. Four on left side and four on right side of target.
3. Officers will pick their most comfortable position and will shoot one full mag for last course of fire.

1015-1025 Break

1025-1055 Drug and Armor Drills

1. 7 Different barricades including patrol car on far left of the range.
2. Officers will shoot behind each barricade and then move to the right and shoot from each barricade.

1055-1125 Double Tap Drills

1. Same 7 barricades, but without the police car. Do double tap drills at each barricade. Move to the right after three courses of fires.

1125-1145 Spread Fire Drills

1. Three groups of four officers.
2. 3 Staggered targets for each group.
3. Command of "Threat", officers will engage the targets from front to back and back to front.
4. Will shoot from standing first then switch officers that will be standing in single file.
5. Officers will then repeat drill after each have gone through, but will shoot from the Kneeling, shoot while moving to right, and then moving to left. (Standing, Kneeling, Move right, Move left).

1145-1245 Lunch

1245-1325 Shoot/No Shoot

1. Same Drill as above, but with shoot and no shoot targets. Officers will start at the 50 yard line and will run to the 7 yard line and perform shooting exercise.

1325-1345 Shoot and Move

1. Same three groups of four officers. Will move up and back for shoot and move drill.

1345-1400 Break

1400-1430 Qualification

1430-1500 Close Quarters/Off Duty Course

1500 Clean-up/Debrief

PHASE TRAINING LESSON PLAN AND **DRILLS**

0700-0800 Introduction-Registration-Orientation

USE OF FORCE/LETHAL FORCE AND FIREARMS POLICY

- A. Use of Force Options
 - 1. Lethal Force within the spectrum of force options
 - 2. Verbal, Hands, Less than Lethal, Lethal Force
 - 3. Escalation and De-escalation Process
- B. Department Policy
 - 1. Reasonable Cause to believe
 - 2. Imminent Threat
 - 3. Death or Great Bodily Injury
 - 4. Fleeing Violent Felon Specifications
 - 5. Other policy areas and issues
- C. Supporting Case Law
 - 1. Tennessee vs. Garner
 - a. Deadly Force
 - b. Fleeing Felon
 - 2. Graham vs. Conner
 - a. Reasonable Force

WEAPONS SAFETY RULES

- A. Weapons Safety Orientation, Review of Range and Shooting Safety Rules (Pre-range weapons unloading procedures and lunch/extended break reload/unload rules)
 - 1. All Weapons are to be considered loaded
 - 2. Never point the muzzle at anything you are not willing to shoot at
 - 3. Keep finger off trigger until you are ready to fire
 - 4. Be sure of your target and background
 - 5. Range and Tactical Safety
 - a. Follow Range Rules
 - b. Follow Instructor commands
 - c. Strict Weapon Discipline and Muzzle Control
 - d. No Lasering of personal body parts
 - e. Movement and Reloading

6. Review of Range Safety Rules
 1. Cover primary elements as a checklist with students
 2. Local emergency/first aid procedures to include radio/telephone procedures, closest medical facility

FUNDAMENTALS OF SHOOTING

- A. Stance
 1. Strong, Balanced Ready Position
 2. Isosceles or Weaver
- B. Grip
 1. Strong, Effective two-handed grip
 2. Isometric Pressure
- C. Sight Picture
 1. Sight Alignment
 2. Eye Focus - Front Sight Tip
- D. Trigger Control
 1. Press.....
 2. Straight back, steady pressure
- E. Breathing
 1. Controlled
 2. Fire on exhale
- F. Recovery / Follow through
 1. All elements work together
 2. Handle recoil
 3. Controlled movement back on target

FIVE COUNT PISTOL PRESENTATION

- A. Count One
 1. Good Grip
 2. Holster Unsnapped
 3. Support hand/arm into chest position
- B. Count Two
 1. Draw
 2. De-cocker / safety Off
 3. Pistol is rocked up and forward
 4. Wrist is positioned above holster
 5. Forearm parallel to ground
 6. Trigger finger is indexed
- C. Count Three
 1. Punch Pistol outward
 2. Into support hand

3. Isometric Tension
4. Low Ready Positioning
- D. Count Four
 1. Pistol raised to eye level
 2. Eye focus to front sight
 3. Sight alignment/sight picture is verified
- E. Count Five
 1. Finger on Trigger
 2. Press
 3. Maintain sight alignment
- F. Target Recognition and Analysis
 1. Did I hit?
 2. Did it Work?
 3. Low Ready Count Three
 4. Assess the Threat
 5. Scan
 6. Reassess
 7. De-cock to Double Action/ Safety On
 8. Tactical Reloading
- G. Re-holstering
 1. ONLY when the tactical situation warrants
 2. Reverse of the draw count
 3. Count Two
 4. Support hand/arm into chest position
 5. Additional Scan and Assessment
 6. Quick and Effective Holstering
 7. Eyes remaining forward on threat

0815-0825 Five Count Presentation Practical on the Range

0825-0845 Warm-Up Course – Qualification Course

0845-0905 Combat Reload/Tactical Reload *All students on-line*

1. Officers will need 3 empty magazines. Officers will take out all ammo from their magazines and handguns. They **WILL** not have any live ammo.
2. Officers will put one dummy round each, in two of their magazines.
3. The third magazine will be empty. This magazine will be placed in the magazine well of their handguns.
4. When given the command of "Threat", officers will engage the target until the command of "Tactical Reload" is given. Officers will conduct a tactical reload and will continue to fire until the command of "Tactical Reload" is given. Repeat drill.

0905-0915 Break

0915-0945 Weapon Malfunction/Clearing Drills

1. Will need 3 mags and 3 snap caps.
2. Place 5 live rounds in each of three mags with 1 snap cap in each of those mags. Total of 15 rounds and 1 snap cap in each of the mags.
3. Instructor will call "Tactical Reload" after first several shots from the first mag. After that the officers will react to empty mag which will be combat reloads and clearing the malfunctions.

0945-1015 Flashlight Drills (7 Yard Line)

1. Demo each of four separate positions.
2. 5 Rounds each position at plates. Total of 8 plates. Four on left side and four on right side of target.
3. Officers will pick their most comfortable position and will shoot one full mag for last course of fire.

1015-1025 Break

1025-1055 Drug and Armor Drills

1. 7 Different barricades including patrol car on far left of the range.
2. Officers will shoot behind each barricade and then move to the right and shoot from each barricade.

1055-1125 Double Tap Drills

1. Same 7 barricades, but without the police car. Do double tap drills at each barricade. Move to the right after three courses of fires.

1125-1145 Spread Fire Drills

1. Three groups of four officers.
2. 3 Staggered targets for each group.
3. Command of "Threat", officers will engage the targets from front to back and back to front.
4. Will shoot from standing first then switch officers that will be standing in single file.
5. Officers will then repeat drill after each have gone through, but will shoot from the Kneeling, shoot while moving to right, and then moving to left. (Standing, Kneeling, Move right, Move left).

1145-1245 Lunch

1245-1305 Shoot/No Shoot

1. Same Drill as above, but with shoot and no shoot targets.

1305-1325 Robot Drills

1. Same three groups of four officers. Robot will move from left to right and back, through targets that have been left from previous drill. The officers will only shoot at the Robot when they have a shot as it moves in their range of fire. **Remind officers to be careful of their lanes of fire***

1325-1345 Shoot and Move

1. Same three groups of four officers. Will move up and back for shoot and move drill.

1345-1400 Break

1400-1440 Qualification

1440-1500 Close Quarters/Off Duty Course

1500 Clean-up/Debrief

- e. Alternate with non-lethal options
 - (1) Dropping or securing non-lethal tools

M. Pneumatic Target Drills (or Building Entry)

- 1. Target Identification, Threat Assessment
- 2. 7 yard line, 3 ~~A~~blind targets of varying threat
- 3. At least one no-shoot
- 4. 2 magazines

N. Laterally Moving Target (with Track Runner)

- 1. Target Identification
- 2. Tracking Techniques and Accuracy
 - a. 1 magazine

I. POST PERISHABLE SKILLS PROGRAM (PSP) TACTICAL FIREARMS

II. COURSE GOAL:

The course will provide the trainee with the minimum topics of tactical firearms and lethal force required in the POST Perishable Skills Training Program (PSP). The trainee will develop the necessary firearms tactical knowledge and skills to survive and win a realistic lethal force encounter. The course consists of a hands-on, practical skills firearms training for in-service officers.

COURSE OBJECTIVES:

The trainee will:

1. Demonstrate knowledge of their individual Department Use Of Force/Firearms Policy.
2. Identify the tactical analysis key points related to tactical firearms as reported in the POST Law Enforcement Officers Killed and Assaulted (LEOKA) Studies (1994 to Present).
3. Demonstrate a minimum standard of tactical/Rifle/Shotgun/Handgun proficiency with every technique, exercise, and course-of-fire, to include:
 - A. Judgment and Decision Making
 - B. Weapons Safety
 - C. Basic Presentation Technique
 - D. Fundamentals of Shooting
 - E. Target/Non-Target Identification
 - F. Speed, Accuracy and Effectiveness under stress and movement conditions
 - G. Shot Placement: Stopping Power Multiple rounds

Minimum standards of performance shall be tested by an instructor observing the trainee during their performance of each technique, exercise and course-of-fire. If the trainee does not meet minimum standards, as established by the presenter, remediation will be provided until the standard is met.



1