



Emeryville Police Department
I-Firearms Training (5 Hours)
CCN: 1690-32001-20

Course Goal: The course will provide the trainee with the minimum topics of firearm training required in the POST Perishable Skills Training Program (PSP). This course provides updated legislative content regarding PC 835a.

Minimum Topics/Exercises:

- a. Safety Policy/Orientation
- b. Moral obligations
- c. Use of Force considerations
- d. Policy and/or Legal Standards
- e. Sight Alignment, Trigger Control, Accuracy
- f. Target Recognition and Analysis
- g. Weapons Clearing/Manipulations
- h. Live Fire Tactical/Marking Cartridges
- i. Basic Tactical Firearms Situations, Judgment and Decision-Making Exercise(s)
- j. Class Exercises/Student Evaluation/Testing

Course Objectives:

The trainee will-

1. Demonstrate knowledge of the Emeryville Police Department Use of Force, Officer Involved Shooting, and Firearms Policies.
2. Demonstrate Articulate the Totally of the Circumstance
3. Demonstrate the ability to properly load, unload, and fire the weapon and to clear malfunctions that might occur with the weapon.
4. Demonstrate the ability to field strip the weapon and to properly clean and maintain it.
5. Demonstrate the ability to apply the fundamentals for rifle marksmanship to fire accurately from the prone, kneeling, sitting, and standing positions.
6. Demonstrate an understanding of the legal standard for use of force, to include:



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- A. Use of Force, Officer Involved Shooting and Firearms policy review and case laws
- B. 835 (a) PC
- C. Duty of Intercede
- D. Force Options and Force Continuum
- E. Imminent Threats
- F. Stress and Performance
- G. Totality of the Circumstances
- H. Environmental Considerations
- I. Time and Distance
- J. Subjects with mental illness and disabilities
- K. Suicide by Cop and Subjects Danger Only to Themselves
- L. Tactical Re-Positioning
- M. Drawing weapons
- N. Officer Handgun Retention
- O. De-Escalation Tactics
- P. Rendering Medical Aid
- Q. Report Writing and Articulation

4. Testing: Minimum standards of performance shall be tested by a Firearms Instructor observing the trainee during their performance to include the final qualification test. If the trainee does not meet minimum standards, as established by the presenter, remediation will be provided until the standard is met.

Expanded Course Outline

- I) Course Administration
 - A) Class Roster
 - B) Course Goals and Objectives

- II) Use of Lethal Force Policy and Legal Topics I (b,c)
 - A) Review and discuss current department policies
 - 1) Use of Force
 - 2) Firearms
 - 3) Officer Involved Shooting



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B) Use of Deadly Force Guidelines

1) Deadly force - Any use of force that creates a substantial risk of causing death or serious bodily injury, including but not limited to the discharge of a firearm (Penal Code 835a).

- a) An officer may use deadly force to protect him/herself or others from what he/she reasonably believes is an imminent threat of death or serious bodily injury to the officer or another person.
- b) An officer may use deadly force to apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily injury, if the officer reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended.
- c) Where feasible, the officer shall, prior to the use of force, make reasonable efforts to identify themselves as a peace officer and to warn that deadly force may be used.

2) Shooting at moving vehicles

- a) An officer should only discharge a firearm at a moving vehicle or its occupants when the officer reasonably believes there are no other reasonable means available to avert the threat of the vehicle, or if deadly force other than the vehicle is directed at the officer or others.

3) De-escalation

- a) Time and Distance: Do I need to act immediately?
- b) Additional resources: Are there additional resources that could help resolve this situation?
- c) Less lethal options: What options/tools are available?
- d) Desired Outcome: What am I trying to achieve?
- e) Have we exhausted available options?

C) Duty to Intercede

I (b)

1) Any Officer present and observing another Officer using force that is clearly beyond that which is objectively reasonable under the circumstances shall, when in a position to do so, intercede to prevent the use of unreasonable force.

D) Use of Force Documentation



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- 1) Any use of force by a member of this department shall be documented promptly, completely, and accurately in an appropriate report, depending on the nature of the incident.
- 2) The Officer should articulate the factors perceived and why he/she believed the use of force was reasonable under the circumstances.
- 3) BWC activation, "Early and Often"
- 4) Supervisor notification

E) Reasonable Force Standard

I(b,c)

- 1)Graham v. Connor
 - a. 835(a) P.C.
- 2) Circumstances where Peace Officers may use force
 - a. Any peace officer who has reasonable cause to believe that the person to be arrested has committed a public offense may use objectively reasonable force to effect an arrest, to prevent escape, or to overcome resistance.
- 3) Reasonable Officer/Totality of the Circumstances
 - a. The decision by a Peace Officer to use force shall be evaluated from the perspective of a reasonable officer in the same situation. Based on the totality of the circumstances known to or perceived by the officer at the time rather than with the benefit of hindsight. Totality of the circumstances shall account for occasions when officers may be forced to make quick judgments about using force.
- 4) Respect of human life
 - a. The authority to use physical force is a serious responsibility that shall be exercised judiciously and with respect for human rights and dignity and for the sanctity of every human life. Every person has a right to be free from excessive use of force by officers acting under color of law.
- 5) Persons with disabilities
 - a. Individuals with physical, mental health, developmental, or intellectual disabilities are significantly more likely to experience



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greater levels of physical force during police interactions, as their disability may affect their ability to understand or comply with commands from peace officers. It is estimated that individuals with disabilities are involved in between one-third and one-half of all fatal encounters with law enforcement.

F) Duty to Intercede

I (b)

1) Observing- A requirement that an Officer intercede when present and observing another Officer using force that is clearly beyond that which is necessary, as determined by an objectively reasonable Officer under the circumstances, considering the possibility that other Officers may have additional information regarding the threat posed by a subject.

2) Supervisor notification - A requirement that Officers report potential excessive force to a supervising Officer when present and observing another Officer using force that the Officer believes to be beyond that which is necessary, as determined by an objectively reasonable officer under the circumstances based upon the totality of information known to the Officer.

G) Supervisors Responsibilities

1) Reporting

- a. Ensuring the Use of Force evaluation steps are completed per Use of Force General Order after force is applied.
- b. Citizen complaints
- c. IA reporting and tracking IA PRO and Blue team
- d. State Required Reporting /Department of Justice Reporting
- e. Use of Force committee

H) Medical Assistance - A requirement that Officers promptly provide, if properly trained, or otherwise promptly procure medical assistance for persons injured in a use of force incident, when reasonable and safe to do so.

1. Medical Staging Injury
2. Evaluation
3. C.A.B and emergency wound care
4. Evidence Documentation

III. Force Options and De-Escalation

I (i)



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1. Officers utilize de-escalation techniques, crisis intervention tactics, and other alternatives to force when feasible.

A. Force Options

1. Visual Presence
2. Use of available resources
3. Command Presence
4. Verbal Command
5. Personal Body Weapons
6. Impact Weapons, OC, Taser (Transitioning)
7. Restraint Devices
8. Lethal Force
9. Imminent Threat
10. Environmental Factors
11. Totality of Circumstances

B. De-escalation

I (i)

1. Self-Control and Situation awareness
2. Effective Communication skills that offer solutions with no force
3. Proper scene assessment (Using cover, time, and distance to assist with scene management)
4. Gaining voluntary compliance
5. Use of available resources, Crisis Intervention Officers, Mobile Crisis Team, medical professionals, translation services,
6. Un-bias policing, cultural competency, and stigmas

C. Dispatcher Contribution

1. Information Gathering
2. History
3. Recourses
4. Dispatch De-escalation

D. Force Continuum

I (c, i)

1. Cooperative
2. Passive or Low-Level Resistance
3. Active Resistance or Assaultive Behavior
4. Life Threatening Assault or likely to cause great bodily harm



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5. Deadly Force Guidelines
5. Articulation of Totality of the Circumstance
6. BWCs
7. Evidence Gathering

E. Stress and Performance

1. Sympathetic vs. Parasympathetic
 - a. Fight or Flight
 1. Fear and Emotional Strength
 - b. Breathing Control – Box Breathing
 - c. Heart Rate
 - d. Tunnel Vision
 - e. Controlling Arousal and Attention
2. Optimal Performance
 - a. Performance Curve

IV) Range Safety

I (a)

A) Cardinal Rules of Firearms Safety

- 1) All firearms are loaded until you have personally verified, they are not.
- 2) Keep your finger outside the trigger guard until you are on target and have made the decision to fire.
 - a) “On Target, On Trigger – Off Target, Off Trigger”
- 3) Keep your muzzle pointed in safest possible direction at all times.
- 4) Be sure of your target and its background.

B) Range Rules

- 1) If a “CEASE FIRE” is called, please cease firing and repeat the command so everyone can hear it.
- 2) Always know the condition of your weapon
- 3) Always know your surroundings when moving on the firing line, including shooting positions (i.e. standing, kneeling, seated and prone)
- 4) Use proper loading and unloading methods



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5) Everyone is a Range Safety Officer

V) Emeryville Police Department Pistol Qualification Course I (g, h)

A) Refer to 2020 Handgun Qualification Course Attachment

Instruct students to dump any live ammunition

No live ammunition on any student or instructor during this portion of training

Check all weapons prior to the beginning of the next set of drills

VI) Dry Fire Drills I (e)

A) Five-point pistol presentation – Demonstration by a Firearms Instructor

- 1) Step one - Break all restraints & weak hand goes to the chest
- 2) Step two - Retention
- 3) Step three - Punch out & index finger
- 4) Step four - Finger on the trigger & obtain a sight picture
- 5) Step five - Press the trigger without disturbing sight alignment.
- 6) Students will demonstrate the five-point pistol presentation on the command of threat, using the proper technique on each draw from the holster; students will dry fire once using proper trigger control.
 - a) Starting by the numbers as called by the instructor.
 - c) Increase to 50% speed
 - d) Increase to 75% speed
 - e) Full speed five-point pistol presentation

VII) Trigger control – Dry fire I (e)

A) Students will pair up with a partner and will practice trigger control using dry fire. One student will be the “shooter” and the second student will cycle the upper portion of the weapon to reset the trigger for the “shooter.”



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- 1) After approximately 10-15 trigger pulls the “shooter” and partner will rotate.
- 2) This will be done two additional times so that each student will be the “shooter” a total of three times.

VIII) Out of Battery/Tactical Reload –

I (i)

Each technique demonstrated by a Firearms Instructor

A) Out of Battery Reload by the numbers (Dry Fire) Instructors will pass out dummy (orange) rounds to students to ensure proper technique during drill and use of “slingshot” method.

- 1) Step one - Visual check, recognize out of battery
- 2) Step two - Bring weapon back to reference point
- 3) Step three - Retrieve fresh magazine from pouch
- 4) Step four - Out with old magazine, in with the new magazine
- 5) Step five - While bringing weapon back up to point, charge

weapon using the “slingshot” technique.

B) Tactical Reloads by the numbers

- 1) Step one - Find a position of cover/concealment
- 2) Step two - Bring weapon back to reference point
- 3) Step three - Retrieve fresh magazine from pouch
- 4) Step four - With fresh magazine between thumb and forefinger, catch old magazine from weapon with palm of hand
- 5) Step five - Strip old magazine and insert fresh magazine
- 6) Step six - Bring weapon out to point, stow old magazine somewhere accessible.

IX) Malfunction Clearing – Each technique will be demonstrated by a Firearms Instructor

I (g,h,i)

A) Failure to fire/Immediate action drill

- 1) Step one - Visually identify malfunction
- 2) Step two - Tap roll & rack – Immediate action
- 3) Step three - Back on target



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B) Double feed drill - performed with dummy (orange) rounds

- 1) Step one - Identify malfunction
- 2) Step two - Tap roll & rack
- 3) Step three - Step back & lock the slide to the rear
- 4) Step four - Remove the magazine
- 5) Step five - Slide goes forward
- 6) Step six - Re-insert the magazine.
- 7) Step seven - Rack the slide (Slingshot) while punching out

***During these drills, students will not be reminded to conduct an out of battery reload. All reloads during these drills should be recognized by the shooter and conducted accordingly. ***

X) Live Fire Drills

I (g,h)

A) Ball and dummy drill - Students will load 3 magazines to capacity. Each magazine should have 3 to 5 dummy (Orange tip) rounds. Students will line up at the 5-yard line.

- 1) Magazine number one
 - a) Students will shoot and self-monitor their trigger reset and muzzle control (anticipation).
 - b) Shooter will begin from the holster and, using the proper five-point pistol presentation; will fire two "live" rounds after each call of threat from the instructor.
 - c) Shooter will re-holster after two "live" rounds have been fired.
 - d) Shooters will use the proper immediate action technique to properly clear malfunctions if their weapon does not fire due to a dummy round.
 - e) Drill will be repeated until magazine number one is empty
- 2) Magazine number two



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- a) On the command of shoot from the instructor, shooter will draw from the holster using the proper five-point pistol presentation.
 - b) Shooter will conduct a “failure drill” ensuring that four live rounds have been fired (Two to center mass and two to the head of the target).
 - c) Shooter will identify and clear any malfunctions induced by dummy rounds.
- 3) Magazine number three
- a) Drill will be completed in the same manner as magazine number two outline above.
- 4) Upon completion of the third magazine, instructor should collect all dummy rounds

XI) Shooting from Distance – **I (h, i)**

Students will load three magazines with 10 rounds then line up at 25-yard line.

A) Magazine number one

- 1) On the command of shoot from an instructor, shooters will fire 5 rounds from the 25-yard line at the designated target.
- 2) After the line is clear, shooters will move forward and check their targets.
- 3) Targets will be marked to show hits
- 4) Drill will be repeated

B) Magazine number two (15-yard line)

- 1) On the command of shoot from an instructor, shooters will fire 5 rounds at the designated target.
- 2) After the line is clear, shooters will go forward, check their targets and mark their hits.
- 3) Drill will be repeated until magazine is empty.



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4) Shooters will complete an out of battery reload once magazine is empty

C) Magazine number three

1) Shooters will complete the drill in the same manner as magazine number two.

Instruct students to dump any live ammunition

No live ammunition on any student or instructor at the beginning of the next portion of training

Check all weapons prior to the beginning of the next set of drills

XII) One hand shooting/reloading

I (i)

A) Prior to beginning these drills and prior to the loading of magazines, instruction regarding out of battery reloading using only the dominant or non-dominant hand will be given to the students.

B) Students will be given the opportunity to practice out of battery reloads using only the dominant and only the non-dominant hands only with unloaded weapons and magazines using dummy rounds only.

1) Once the firearms instructors are comfortable the students can properly and safely complete the out of battery reloads using both the dominant and non-dominant hands, students will load three magazines with 6 rounds and line up on 7-yard line.

D) Magazine number one (Dominant hand only)

1) Shooters will use only their dominant hand throughout this drill

2) On the command of threat from an instructor, shooters will draw and fire three rounds at designated target.

3) Shooter will re-holster after three rounds have been fired

4) Once magazine is empty an out of battery reload will be completed by the student using only the dominant hand.

E) Magazine number two (Dominant hand only)



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- 1) Shooter will use only their dominant hand throughout this drill.
- 2) On the command of threat from an instructor, shooter will draw and fire three rounds from magazine at designated target.
- 3) Once magazine is empty an out of battery reload will be complete by the shooter using only their dominant hand.

F) Magazine number three (Dominant hand only)

- 1) Shooter will complete drill in the same manner as magazine number two.

G) Have students reload three magazines with 6 rounds and line up on 7- yard line.

H) Magazine number one

- 1) On the command of shoot from an instructor, shooters will draw the weapon from their holster using their dominant hand
- 2) Shooter will transfer the weapon to their **non-dominant hand**.
- 3) Shooter will fire two rounds at the designated target using only their non-dominant hand.
- 4) Shooter will transfer the weapon back to the dominant hand and re-holster.
- 5) After completing this drill twice, the shooter will be instructed to fire two rounds on the command of threat from an instructor through the remainder of the magazine.

6) Once the magazine is empty an out of battery reload will be completed by the shooter using **only** their non-dominant hand.

- 7) After the reload is completed the weapon will be returned to the dominant hand and holstered.

I) Magazine number two (Non-dominant hand only)

- 1) On the command of shoot from an instructor, shooters will draw weapon from the holster using only their non-dominant hand.
- 2) Shooter will fire two rounds at the designated target using only their non-dominant hand.



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- 3) Shooter will re-holster using only their non-dominant hand.
- 4) Drill will be repeated through the entire second magazine.
- 5) Once the magazine is empty an out of battery reload will be completed by the shooter using only the non-dominant hand.
- 6) After the reload is completed the weapon will be re-holstered using only their non-dominant hand.

J) Magazine number three (Non-dominant hand only)

- 1) On the command of shoot from an instructor, shooters will draw weapon from the holster using only their non-dominant hand.
- 2) Shooter will fire four rounds at the designated target using only their non-dominant hand.
- 3) Shooter will re-holster using only their non-dominant hand.
- 4) Course of fire will be repeated until magazine is empty.

XIII) Dot Target Drills – **I (h, i)**

Students are to load three magazines to capacity then line up at the 5-yard line and aim at the dot target.

A) The drill uses various shape and size dots.

B) Magazine number one

- 1) On the command of shoot, shooters will fire one round at the designated target only shooting as fast as they can accurately hit the small target zone.
- 2) This drill will be repeated through the completion of the first magazine.

C) Magazine number two and three will be completed in the same manner as magazine number one.

XIV) Shooting on the move – **I (h, i)**

Load three magazines with 14 rounds and line up at 12-yard line.

A) Set up cones at the 5-yard line.

B) Instructor will demonstrate the proper technique to use while shooting on the move.



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C) First course of fire

- 1) Shooters lined up on the 12-yard line. Instruct shooters to not move forward past the 5-yard line.
- 2) On the command of move shooters will move forward as a group using the proper shooting platform.
- 3) On the command shoot, shooters will fire one round at the center mass of the designated target
- 4) Give the command of shoot twice before shooters reach 5-yard line.
 - 5) Shooters are to stop at the 5-yard line.
 - 6) Once at the 5-yard line, shooters will complete a tactical reload.
 - 7) One the command of move, shooters will move backward from the 5-yard line as a group.
 - 8) On the command of shoot shooters will fire one round at the center mass of the designated target.
 - 9) Give the command of shoot twice before shooters reach the 10-yard line.
- 10) Repeat drill as outlined above, including tactical reload at 5-yard line.

D) Second course of fire

- 1) Shooters lined up on the 12-yard line. Instruct shooters to not move forward past the 5-yard line.
- 2) On the command of move shooters will move forward as a group using the proper shooting platform.
- 3) On the command "shoot" from an instructor, shooter will fire five rounds at the center mass of the designated target **before** they reach the 5-yard line.
- 4) At approximately the 10-yard line instructor should give the command of threat.³
- 5) Shooters are to stop at the 5-yard line.
- 6) Once at the 5-yard line, shooters will complete a tactical reload.



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7) On the command of move, shooters will move backward from the 5-yard line as a group.

8) On the command of shoot, shooters will fire five rounds at the center mass of the designated target.

9) At approximately the 6- or 7-yard line give the command of shoot.

10) Repeat drill as outlined above, including tactical reload at 5-yard line through the completion of remaining magazines.

XV) 2 Yard Walk Back– **I (h,i)**

Students will load three magazines to capacity then meet at the 2-yard line.

A) Students will shoot 1 round at a compressed bullseye and take 2 steps back.

1) The student needs to hit the bullseye in the black area of the target.

2) If the student misses, they do not move back in the drill.

3) The course of fire continues until all students fail.

XVI) Patrol rifle familiarization **I (a)**

A) Students will receive detailed instruction regarding the patrol rifle, its function, safe handling, and basic mechanics.

B) Once students have gained a working knowledge of the patrol rifle, each student will have the opportunity to shoot numerous rounds with the patrol rifle in order to familiarize each student with the working mechanics of the rifle.

XVII) Emeryville Patrol Rifle Qualification Course.

A) Refer to 2020 Rifle Qualification Course Attachment

XVIII) Multiple Target / Moving Target course 25-yard line – **I (h, i)**

Students will load 3 magazines with 5 rounds each

A) Multiple Targets

1) Each student will line up on the 25-yard line with their weapon at the low ready position.



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2) On the command of move students will begin to move forward with their weapon out at point.

3) The student will engage each target with 2 rounds while continuing to move. Out of battery reloading will be done without stopping.

4) Once the student reaches the 5-yard line they will stop and conduct an out of battery reload and remain at the low ready position until the command to move to the rear is given.

5) When the student is given the command to move to the rear, each target will be engaged with 2 rounds while moving backwards until reaching the 25-yard line.

B) Multiple Target #2- Load 3 magazines with 6 rounds each.

1) Students will stand at the 15-yard line with their weapon holstered.

2) On the command of shoot the student will draw and fire two rounds at each target, perform an out of battery reload and repeat until all rounds are fired.

XIX) Weapons/Range cleaning

I (j)

a. Student question and answer