El Cerrito Police Department

New Officer Firearms Training and Qualification

One 8-hour training day during orientation week will be devoted to firearms training. A suitable range allowing movement and shooting out to 25 yards is required. Officers will not be leaving the range and are encouraged to pack food and water for the day.

The training day will begin with policy review, case law, and an overview of LEOKA. This can be done at the police department before traveling to the range or at the range. No more than one hour should be allotted to this but the following should be covered:

**Policy Review:**

Policy 300 – Use of Force  
Policy 306 – Firearms

Discretionary Time and Non Discretionary Time – De- Escalation

**Case Law Review:**

Tennessee vs. Garner  
  - Deadly Force  
  - Fleeing Felon  
Graham vs. Conner  
  - Reasonable Force

**LEOKA:**

Review the most recent report (reports are published in November)

The training session will transition from a classroom environment to the range. Officers will be trained on the duty handgun, patrol shotgun, and less lethal weapons.

**Safety Briefing and Range Orientation:**

Range Orientation and Safety Briefing

4 Basic Firearms Safety Rules  
  - Treat every gun as if it was loaded  
  - Never point a gun at something you are not willing to destroy  
  - Keep your finger off the trigger until you are ready to shoot  
  - Always be sure of your target and beyond your target

Location of nearest Hospital
Introduction to the Sig Sauer P226 or Glock 17 (if needed):

Identification of internal safeties
- Safety Intercept notch (Sig)
- Firing Pin Block (Sig)
- Trigger Interrupter (Sig)
- Trigger Safety (Glock)
- Firing Pin Safety (Glock)
- Drop Safety (Glock)

Identification of weapon controls
- Trigger
- Hammer (Sig)
- Decocking lever (Sig)
- Slide release
- Take-down lever
- Magazine release

Maintenance
- Disassembly
- Cleaning
- Lubrication
- Assembly

Handgun Shooting Fundamentals:

5-Step Draw
- Acquire a grip / Break retention
- Clear holster straight up
- Rotate onto target / Cant slightly away
- Support hand to gun
- Push gun to target

Aiming Process
- Sight Alignment
- Sight Picture

Trigger Control
- Pad of finger centered on trigger
- Squeeze / Press to surprise break
- Sear reset

Follow-through and scan

Shooting Positions
- Standing
- Kneeling (one and two knees down)
- Prone

Reloading Techniques
- Tactical reload
- Emergency reload


**Dry Fire Practice**

Drawing the weapon step by step

Drawing the weapon and out to the point, press the trigger
- ½ Speed
- ¾ Speed
- Full Speed

Reload drills with a dry weapon and empty magazines
- Tactical reload
- Emergency reload

Immediate Action Drills (Tap/rack/roll)

**Handgun Shooting Drills:**

**Accuracy / Shooting Fundamentals Drill:**
- Officers will shoot from the 7-yard line.
- Officers will be required to hit a piece of steno notebook paper (6”x9”) with 3 of 3 rounds.
- The paper will be folded in half (4.5”x6”) and officers will be required to hit the paper with 3 of 3 rounds.
- The paper will be folded in half again (3”x4.5”) and officers will be required to hit the paper with 2 of 3 rounds.

**Double Tap Drill**
- Officer will begin with firearm holstered, round chambered, full magazine
- Officer will recognize a threat, draw, and fire a double tap
- Officer will follow-through and holster when safe

**Failure Drill**
- Officer will begin with firearm holstered, round chambered, full magazine
- Officer will recognize a threat, draw, and fire a failure drill
- Officer will follow-through and holster when safe

**Tactical Reload Drill**
- Officer will draw, fire a standard response, and follow-through
- Officer will perform a tactical reload
- Officer will retain used magazine
- Repeat with remaining magazines

**Emergency Reload Drill**
- Officer will begin with firearm holstered, one round chambered, empty magazine
- Officer will recognize a threat, draw, and fire
- Slide will lock to the rear with the empty magazine
- Officer will perform an emergency reload
- Officer will assess the target and engage target with a standard response
Immediate Action Drill
Officer will begin with firearm holstered, empty chamber, full magazine
Officer will recognize a threat, draw, and attempt to fire (weapon will not fire)
Officer will perform an immediate action drill (tap, rack, roll)
Officer will assess the target and engage target with a standard response

Malfunction Drill / Clearing Drill
Two fully loaded magazines with two to three dummy rounds per magazine
Officer will fire a double tap or failure drill as designated by the instructor
Officer will clear malfunctions as they were encountered

Handgun qualification course:
Officers will be required to pass the El Cerrito Police Department 30-round qualification course. See attached for course of fire

Additional / Advanced Drills (as time permits):
Additional and more advanced drills will be run at the end of the day if time permits. Suggested drills include the following:
  2x2x2 Drill
  1-5 Drill
  Box Drill

Any drills incorporating a patrol vehicle which requires the officer to exit the patrol vehicle and engage targets from various positions.
Introduction to the Remington 870 Shotgun:

Identification of Weapon Controls
   Safety switch
   Carrier function
   Trigger
   Action lever / release

Weapon Functions
   Loading and Unloading the weapon
   Cycling the action
   Firing the weapon

Ammunition Used
   ECPD uses Federal Tactical
   It has a tighter pattern and an increased range
   Traditionally buckshot spreads at approximately 1" per yard

Fundamentals:

Shooting Positions
   Standing
   Kneeling
   Seated
   Prone
   Squatting

Transition to Handgun

Shotgun Shooting Drills:

Shoot one, load one
   The officer will shoot one round, cycle the weapon, and then load one round

Shoot two, load two
   The officer will shoot two rounds, cycle the weapon, and then load two rounds

Shooting from different positions (kneeling, seated, squatting, prone)

Shotgun Qualification Course:

Officers will be required to pass the El Cerrito Police Department shotgun qualification course. See attached for course of fire
**Introduction to Less Lethal Weapons:**

Policy Review

Less Lethal weapons fielded by ECPD
  12 gauge shotgun
  40mm

Ammunition for each

Targeting Zones

Lethal Cover

Qualification

**Approximate Timeline:**

The following is a basic time line based on a 10 hour shift with an estimated start time of 0700 hours. Times may be adjusted as needed:

- **0700 – 0800:** Load equipment, travel to range and set up
- **0800 – 0900:** Policy review, case law, LEOKA
- **0900 – 1200:** Handgun Training
- **1200 – 1300:** Lunch
- **1300 – 1430:** Shotgun
- **1430 – 1530:** Less Lethal
- **1530 – 1600:** Additional Drills
- **1600 – 1700:** Clean Range and travel back to ECPD