PENNSYLVANIA STATE POLICE
DEPARTMENT HEADQUARTERS
1800 ELMERTON AVENUE
HARRISBURG, PA. 17110



June 9, 1999

Virgil F. Puskarich, Executive Director
Local Government Commission
Senate Box 203078
Main Capitol Building
Harrisburg, PA 17120-3078

Dear Mr. Puskarich:

Enclosed is an addendum to the report of the House Resolution 167 Task Force's working group appointed to develop a uniform training proposal for law enforcement entities. The addendum consists of information provided by Colleen M. Fickel, Parole Manager, Office of Probation and Parole Services, Pennsylvania Board of Probation and Parole. Ms. Fickel's information constitutes a revision to the comparison spreadsheet found in the original Uniform Training Proposal submission. In addition, there is a correction to information pertaining to the Office of Attorney General agents' training. A copy of an updated spreadsheet and a diskette with the file in Microsoft Excel 97 format are included.

If I may be of further assistance, please do not hesitate to contact me at 717-787-8596.

Sincerely,

Major Wesley R. Waugh
Director
Bureau of Technology Services

| *Proposed Uniform Basic Training Program* | *Comparison with Existing Separate Basic Law Enforcement Training Programs* | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | *Included?* | *Included?* | *Included?* | *Included?* | *Included?* | *Included?* | *Included?* | *Included?* |
| | *Municipal* | *Deputy* | *PGC* | *PF&BC* | | *State* | *County* | *OAG* |
| *General Training Module* | *Police* | *Sheriffs* | *WCOs* | *WCOs* | *Constables* | *P O s* | *P O s* | *Agents* |
| Introduction to Academy / Training | Yes | Yes | Yes | Yes | Yes | *1 | *1 | Yes |
| Introduction to Law Enforcement in Pennsylvania | Yes | *1 & *2 | *2 | Yes | *1 & *2 | *1 | *1 | *1,*2 |
| Physical and Emotional Readiness | Yes | Yes | Yes | Yes | *1 | *1 | *1 | *1 |
| Laws and Procedures | Yes | *3 | *2 | Yes | *3 | *2 | *2 | Yes |
| Defensive Tactics | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Patrol Procedures and Operations | Yes | No | No | Yes | No | No | No | No |
| Principles of Criminal Investigation | Yes | No | *1 | Yes | No | *2 | *2 | Yes |
| Human Relations | Yes | Yes | Yes | Yes | *1 | Yes | Yes | Yes |
| Crisis Management | Yes | Yes | Yes | Yes | *1 | *1 | *1 | No |
| Families in Crisis | Yes | *1 | No | Yes | No | Yes | Yes | No |
| Basic Firearms Course | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Operation of Patrol Vehicle | Yes | No | Yes | Yes | No | No | No | No |
| Report Writing | Yes | No | Yes | Yes | *1 | Yes | Yes | Yes |
| Case Preparation | Yes | No | Yes | Yes | No | Yes | Yes | Yes |
| First Aid and CPR (First Responder level) | Yes | *4 | *4 | Yes | No | *1 | *1 | *2 |
| Handling Arrested Persons | Yes | Yes | No | Yes | *1 | Yes | Yes | Yes |
| | | | | | | | | |
| | | | | | | | | |
| 1 = A less comprehensive training component exists in comparison to Act 120 training | | | | | | | | |
| 2 = Agency/officer specific | | | | | | | | |
| 3 = Training program has an expanded civil law component in comparison to Act 120 training | | | | | | | | |
| 4 = Basic first aid instead of First Responder level certification | | | | | | | | |

# FAX COVER SHEET

Pennsylvania Board of Probation and Parole
1101 South Front Street, Suite 5400
Harrisburg, PA 17104-2520

date: 3-17-99_____

please deliver to:
name: Major Wesley R. Waugh
department: Director, Bureau of Technology, PSP
fax number: **717-705-4050**

received from:
name: _Colleen M. Fickel, Parole Manager
department: _Office of Probation & Parole Services_____
voice number: (717) 787-8133 or 783-9215__ fax number: (717) 772-166

total number of pages (including this cover page): 6

**RE: HR 167 Task Force, Uniform Training Proposal**

Major Waugh:

On behalf of the PA Board of Probation and Parole, I respectfully request the attached be included in the working group's Uniform Training Proposal report:

Attached are the following documents:

1. page 5, Proposed Uniform Basic Training Proposal spreadsheet
2. Outline of PBPP's Basic Skills Academy & Domestic Violence Protocol
3. Training Courses offered quarterly or annually by PBPP
4. page 15, State Probation and Parole Officers' Firearms Training
5. page 16, County Probation and Parole Officers' Firearms Training

A copy of PBPP's Firearms Manual is being delivered to you by courier.

Please acknowledge receipt of this fax by phoning me at 787-8133 or by email: cfickel@pbpp.state.pa.us

Sincerely,

Colleen M. Fickel

| *Proposed Uniform Basic Training Program* | *Comparison with Existing Separate Basic Law Enforcement Training Programs* | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | *Included?* | *Included?* | *Included?* | *Included?* | *Included?* | *Included?* | *Included?* | *Included?* |
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| *General Training Module* | *Police* | *Sheriffs* | *WCOs* | *WCOs* | *Constables* | *POs* | *POs* | *Agents* |
| Introduction to Academy / Training | Yes | Yes | Yes | Yes | Yes | 1 | 1 | Yes |
| Introduction to Law Enforcement in Pennsylvania | Yes | *1 & *2 | *2 | Yes | *1 & *2 | 1 | 1 | 1,2 |
| Physical and Emotional Readiness | Yes | Yes | Yes | Yes | *1 | 1 | 1 | 1 |
| Laws and Procedures | Yes | *3 | *2 | Yes | *3 | 2 | 2 | Yes |
| Defensive Tactics | Yes | Yes | Yes | Yes | Yes | Yes | Yes | Yes |
| Patrol Procedures and Operations | Yes | No | No | Yes | No | No | No | No |
| Principles of Criminal Investigation | Yes | No | *1 | Yes | No | 2 | 2 | Yes |
| Human Relations | Yes | Yes | Yes | Yes | *1 | Yes | Yes | Yes |
| Crisis Management | Yes | Yes | Yes | Yes | *1 | 1 | 1 | No |
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| Case Preparation | Yes | No | Yes | Yes | No | Yes | Yes | Yes |
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Pennsylvania
Board of Probation and Parole

| **Probation and Parole Basic Skills Academy** | **97 Hours** |
|---|---|
| Addictions, Treatment Programs, Street Drugs | 6.5 hrs |
| AIDS Awareness & Confidentiality | 3.5 hrs |
| Boot Camp Releases | 1.5 hrs |
| Communication & Personality Styles | 1.0 hr |
| Criminal Thinking | 2.0 hrs |
| Cultural Sensitivity | 3.0 hrs |
| De-escalation Skills | 3.0 hrs |
| Defensive Tactics & Enforcement Skills | 14 hrs |
| Domestic Violence | 18 hrs |
| Ethics | 1.5 hrs |
| Gangs in Pennsylvania | 3.5 hrs |
| Interviewing Skills | 1.5 hrs |
| Introduction to Academy/Program Overview | 1.5 hrs |
| Investigation Skills | 3.0 hrs |
| Office of the Victim Advocate | 6.5 hrs |
| Pre-sentence Investigations | 2.5 hrs |
| Probation & Parole Law: Courtroom Performance | 6.5hrs |
| Report Writing | 3.5 hrs |
| Sentencing in Pennsylvania | 1.5 hrs |
| Sexual Offenders Overview | 3.0 hrs |
| Supervision Planning | 3.0 hrs |
| Time Management | 1.5 hrs |
| Testing and Evaluations | 4.0 hrs |

| **Domestic Violence Protocol** | **19.5 Hours** |
|---|---|

***Basic Probation & Parole Skills and
Domestic Violence Protocal Trainings
are mandatory for state parole agents.

***PBPP Basic Probation & Skills Training is
available to county probation/parole officers.

Pennsylvania
Board of Probation and Parole

| Courses Offered Quarterly or Annually | Training Hours |
|---|---|
| Advanced Arrest Training | 16 |
| AIDS Training | 12 |
| Business & Professional Writing | 6 |
| Cellular Fraud | 6 |
| Co-Dependency | 10 |
| Communication Skills | 6 |
| Crime Scene Security | 6 |
| Cultural Diversity | 10 |
| De-escalation Techniques | 10 |
| Defusing Hostility in the Workplace | 10 |
| Domestic Extremist Groups | 6 |
| Drug Subculture | 10 |
| Employment Group Training | 10 |
| Female Offenders in Recovery | 10 |
| First Aid/CPR | 6.5 |
| Forensic Mental Health Issues | 10 |
| Hearing Skills Training | 16 |
| Interstate Compact Services | 5 |
| Pharmacology | 6 |
| Physical Fitness | 10 |
| Pressure Point Control Tactics Instructor Certif | 36 |
| Profiling the Adult Arsonist | 10 |
| Psychiatric Disorders | 6 |
| Relapse Prevention | 10 |
| Report Writing | 10 |
| Risk Assessment & Supervision of Violent Offenders | 10 |
| Search and Seizure | 6 |
| Self-Defense for Women | 10 |
| Sex Offender Treatment & Supervision | 10 |
| Spontaneous Knife Defense | 10 |
| Street Drugs | 10 |
| Stress Management | 10 |
| Survival Tactics Against Resistance (STAR) | 16 |
| Understanding Personality Disorders | 10 |
| Verbal Judo | 10 |
| Violence & Male Socialization | 10 |

State parole agents are required to complete 40 hrs of annual training (American Probation & Parole Accreditation Standard).

Courses are open to County Probation and Parole Officers.

**State Probation and Parole Officers' Firearms Training**
Administered by the Pennsylvania Board of Probation and Parole (PBPP)

**Initial Firearms Training:** **40 hours**

Use-of-Force Continuum
PBPP Use-of-Force Policy and Procedures

PBPP Firearms Policy and Procedures

Legal Liability Issues

Firearms Safety

Shooting Fundamentals

Dim Light and Night Fire

Weapon Cleaning and Maintenance

Weapons Qualification Course

Weapon Retention

OC Spray

Flying Armed (FAA Rule 108)

**Annual Training:** **24 hours**

- Requalification Course
  Review PBPP Firearms Policy and Procedures

- Tactical Shoot
  Tactical Course
  Pressure Point Control Tactics (PPCT)
  Shooting Scenarios

- Dim Light/ Night Shoot

**County Probation and Parole Officers' Firearms Training**
Administered by the County Probation / Parole Officers Firearm Education and Training Commission (Authority under Act 158 of 1994)

| **Initial Firearms Training:** | **50 hours** |
|---|---|
| Authority, Jurisdiction, and Use of Force | 4 hours |
| Introduction of Firearms | 4 hours |
| Shooting Fundamentals | 4 hours |
| Firearm Safety and Care | 4 hours |
| Review and Test | 3 hours |
| Range Instruction | 20 hours |
| Dim Light / Night Shoot | 4 hours |
| Range Qualification | 7 hours |

| **Annual Training:** | **19 Hours** |
|---|---|
| • Classroom and Range Instruction | 8 hours |
| • Requalification Course | 3 hours |
| • Tactical Shoot | 8 hours |

**Commonwealth of Pennsylvania**
**Pennsylvania Board of Probation and Parole**

**DATE:** March 16, 1999

**SUBJECT:** Proposed Uniform Basic Training Program
HR 167 Task Force

**TO:** Major Wesley R. Waugh
Director
Bureau of Technology Services
Pennsylvania State Police

**FROM:** Colleen M. Fickel
Parole Manager
Special Projects Section

I respectfully request the attached firearms training overview be incorporated in the working group's report. This is a change to page 15 of the report dated 3/3/99.

Also, for your information, attached is a copy of our agency's recently updated firearms manual.

Please contact me at (717) 787-8133 if you have any questions or require clarification.

Thank you for your kind assistance.

**State Probation and Parole Officers' Firearms Training**
Administered by the Pennsylvania Board of Probation and Parole (PBPP)

**Initial Firearms Training:** **40 hours**

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PBPP Use-of-Force Policy and Procedures

PBPP Firearms Policy and Procedures

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  Shooting Scenerios

- Dim Light/ Night Shoot

Pennsylvania Board
of
Probation and Parole

# FIREARMS TRAINING MANUAL


October 1, 1998

# Table of Contents

***Photographs utilized in this manual are for the purpose of demonstrating the proper shooting position. Equipment used by the shooter may vary depending on the shooting circumstance. When firing the Board owned weapon on the range, insure eye and ear protection are worn properly.***

## LIABILITY ISSUES

A. Use of Lethal Force

Board policy states that lethal force may only be used when there is a reasonable belief that the agent or another is at risk for serious bodily injury or death.

B. Pertinent Legal Issues

1. Tennessee v. Garner, and Memphis Police Department v. Garner (1985)
   The Court held that deadly force may not be used to stop a fleeing felon unless it is to stop the escape *and* the officer has probable cause to believe that the subject poses a significant threat of death or serious physical injury to the officer or others... or he has committed a crime involving the infliction or threatened infliction of serious physical harm and has the ability to carry out that action or threat.

2. Popow v. City of Margate (1979)
   The Court held that firearms training received was inadequate for the circumstances officers had to operate under. More specifically, the court said that training needs to include the following: shooting at moving targets, night shooting, and shooting in residential areas. The training must also include instruction on state law, city regulations or policies on shooting and how they are applied in practice. They also held that firearms training must be given on a continual basis.

3. Young v. City of Killeen (1985) and Anderson v. City of Pocatello (1986)
   Both cases involve cities having to defend their training as adequate when officer stepped outside the guidelines under which they were trained.

4. Belew by Belew v. Ruppert (1988)
   The Court held that a deputy sheriff was justified in shooting a man who had taken away his night stick and advanced on him threatening to use it. The deputy warned the man several times that he would be shot if he didn't stop. The Court held that under the circumstances, the officer was reasonable in his fear that his life was in danger.

5. Graham v. Conner (1989)
   The Court held that "The reasonableness of the particular use of force; therefore, is to be judged from the perspective of the Reasonable Officer on the scene. Under this theory, the Court says that the, "Officer's malicious state of mind or intentions will not make a fourth amendment violation out of an objectively reasonable use of force", "Nor will an officer's good intentions make an objectively unreasonable use of force constitutional".

6. Newby v. Serviss (1984)

The Court held that a prisoner already in custody and convicted had no reasonable expectation to believe that deadly force wouldn't be used against him in an escape. This case deviates from Tennessee v. Garner in that use of force by the defendant is not an issue.

7. Oklahoma City v. Tuttle (1985)
The Court held that a single incident of police misconduct does not prove or constitute inadequate training. In the decision though the Court strongly suggests the need for realistic training.

8. Davis v. Mason County (1991)
The Court held that training was adequate concerning the technical components of force usage, but that training was not adequate regarding the constitutional limitations in the application of force when effecting arrests. The Sheriff and County were held liable.

9. Farrar v. Hobby (December 15, 1992)
An important issue in many federal civil rights actions under 42 U.S.C.A. ss 1983 has been whether plaintiffs who are awarded only $1 in nominal damages, but obtain no other relief on their claims, are "prevailing parties" for purposes of 42 U.S.C.A. ss 1983 and entitled to awards of attorneys' fees. In many cases, courts had awarded such plaintiffs hundreds of thousands of dollars in attorneys' fees despite their merely "technical victory." In this case, although the Supreme Court reversed a lower appeals court decision that a $1 award is insufficient for "prevailing party" status, it also upheld that court's overturning of the trial court's award of $280,000 in attorneys' fees to the plaintiff. The Court noted that a plaintiff seeking solely monetary relief "recovers only nominal damages because of his failure to prove an essential element of his claim for monetary relief, of the Farrar case is likely to be that of discouraging frivolous suits against law enforcement officers by minimizing the possibility that attorneys will take questionable cases.

10. Gilmore v. City of Atlanta (1986)
Established guidelines for consideration in excessive force claims.

11. City of Canton, Ohio v. Harris (1989)
The Court held that failure to train can be a basis for municipal liability and for the first time established a standard for determining such liability. That standard is, "The inadequacy of Police Training may serve as the basis for 42 U.S.C.A. ss 1983 liability only where the failure to train amounts to deliberate indifference to the rights of persons with whom the police come into contact."

12. Lundren v. McDaniel (1987)
The Court held that the deputies who shot and killed a store owner while responding to what they believed was a burglary in progress were responsible for their actions. The sheriff of the county was equally at fault since training and supervision of the deputies falls within his realm of responsibility. This case points up the need for decision type shooting training.

**13.** Guider v. Smith (1987)
This case involved the shooting of a non-dangerous fleeing felon (alleged burglar) by an officer of the Detroit Police Department. Even though it was within state law and city guidelines, the jury awarded judgment to the plaintiff because they felt the use of force was excessive.

This case serves as a re-emphasis of the landmark Tennessee v. Garner decision.

**14.** Kibbe v. City of Springfield (1985)
The First Circuit Court held that the actions of several officers involved in a hostage situation and pursuit led to the premature use of deadly force. The Court distinguished between this case and Tuttle because it involved over ten officers, three separate shootings, and three officers who fired their weapons.

**15.** Martini v. Russell (1984)
The Court held that a single act of negligence is normally not enough to make a city liable under 42 U.S.C.A. ss 1983 for inadequate training or supervision. There can be liability for gross negligence.

**16.** Monell v. New York Dept. of Social Services (1978)
The Court held that municipalities are "Persons" and are therefore subject to damage liability under 42 U.S.C.A. ss 1983 for injuries inflicted pursuant to a governmental policy or custom.

**17.** Brandon v. Holt (1985)
The Court held that a judgment against a "Public Servant" who was acting in his official capacity imposes liability on the entity that he represents.

**18.** Wilson v. Beebe (1984) and Luce v. Hayden (1984)
These cases are the test basis for actions by police officers acting in their official capacity that would "Shock the Conscience" of a rational person.

**19.** United States v. Leon (1984)
This case established the "Good Faith" exception to the exclusionary rule.

**20.** McKinnon v. City of Berwyn (1984)
The Court held that a Police Chief was liable for failure to properly supervise his officers.

**21.** White v. Talboys (1983)
The Court held that a Police Chief and the City were not liable because there was no showing of a policy regarding a negligent shooting and there was no showing that training of officers was grossly negligent or reckless.

**22.** Rymer v. Davis (1985)
The Court held that a City's failure to adequately train officers regarding arrest procedures was a proper basis for liability if there is a showing of causal connection between the failure to train and the conduct of the officer.

**23.** Whitley v. Albers (1986)
The Court held that the use of force in quelling a prison riot did not constitute cruel and unusual punishment even if the injured prisoner was not taking part in the riot.

**24.** Thompson v. City of Portland (1985)
The Court held that it is the duty of the police officer to listen to a suspect's explanation of his actions.

This case re-emphasizes Wilson v. Beebe and Luce v. Hayden regarding shocking the conscience of a reasonable man.

**25.** Dodd v. City of Norwich (1987)
The Court held that the City's policy of having an officer draw his weapon and hold it on a suspect while handcuffing him was negligent. According to the Court, this action invited the suspect to lunge at the weapon and be shot.

**26.** Del Fargo v. City of San Juan Bautista (1988)
An officer accidentally shot a suspect while trying to handcuff him as well as keep his weapon pointed at this back. The arrestee was unarmed and lying face down at the time. The City was able to prove that officers were taught the proper method for applying handcuffs to an arrestee.

**27.** Jansen v. City of Newport (November 24, 1988)
The widow of a police officer killed in the line of duty by another officer sued the city on the basis that they let untrained and inexperienced officers on the street. A settlement in this case was reached out of court. The city however was not required to change its training procedures because they already exceeded state standards.

**28.** Gibson v. City of Chicago (1988)
The Courts held that whether an officer is on or off-duty is not the key for municipal liability, but whether the officer is performing a law enforcement function.

**C.** Municipal Liability for Custom Policy or Practice
Individuals will be held liable under 42 U.S.C.A. ss 1983 if they:
I. Act under color of law and
II. Violate federally guaranteed rights.

For a municipality; however, there is yet a third requirement for liability. Liability cannot be based simply on the fact that the department has employed officers that acted wrongfully. Instead, there must be some showing that there was in existence an official policy or custom, the execution of which resulted in the injury. Written ordinances, general orders, departmental regulations, rules and operating procedures all clearly qualify as policy.

The biggest problem for police departments; however, is the possible liability for "custom". In Webster v. City of Houston (1982), the Court found that the use a "Drop Gun" was a pervasive custom in the department there. The test that the court used for "custom" was that "The frequency and pattern of the practice alleged to be a custom or usage must be sufficient to give rise to a reasonable inference that the public employer and its employees are aware that public employees are engaged in the practice and do so with impunity".

# FIREARMS SAFETY

These primary rules apply to all firearms and situations whether on or off the range, at home or making an arrest.

1. **Always consider all firearms to be loaded.** This is a state of mind. Never become complacent with any weapon. Most accidents occur with an "unloaded weapon".
2. **Never permit your muzzle to cover anything which you are unwilling to shoot.** Imagine your weapon emits a laser beam that can never be turned off and anything it crosses is destroyed.
3. **Keep your trigger finger outside the trigger guard and on the receiver until you are going to shoot.** Unless you are authorized to discharge a weapon **now,** keep your finger away from the trigger.
4. **Be certain of your target and the background.** Do not fire at anything you have not positively identified as an appropriate target. You must consider your own skill level and the possibility of unintended injuries.

The primary rules of safety involve subconscious programming. Subconscious programming is accomplished through constant training and handling of the weapon, using the proper weapon manipulation techniques. If all of the physical movements required to strike an attacker are not subconscious, rule #4 becomes difficult to accomplish. An individual cannot think about two things at once. If you must think about the weapon manipulation then you cannot asses the threat or the possible outcomes of firing the weapon.

Safety can also be enhanced by the following considerations:

1. **A holstered weapon is safe.** If you do not reasonably anticipate firing the weapon, holster it.
2. **Secure your weapon when not in use.** Do not leave your weapon in any area where it may be picked up by small children or irresponsible persons. Board policy dictates the weapon must be stored with the trigger-lock in place and the ammunition removed.
3. **Avoid having your weapon turn into a conversation piece.** This turns into a gun handling session, usually in an unsafe area. The participants are more concerned with the conversation than with weapon safety.
4. **Designate an area as the firearms handling area.** A safe handling area minimizes distractions and provides a level of safety in the event of a discharge.
5. **Do not go to bed with a live weapon within an arms reach.** Make sure that the mind would be clear before a weapon could be grasped.

### Range Safety

1. Never unholster your weapon until instructed to do so by a Firearms Instructor.
2. Never load your weapon until instructed to do so by a Firearms Instructor.
3. If you experience a problem while on the shooting line, raise your non-shooting hand while keeping the weapon pointed down range and wait for a Firearms Instructor. **Do Not Turn Around.**

4. Do not bend over to pick up anything you may have dropped until you are instructed to do so by a Firearms Instructor.
5. Smoking will be allowed only in designated smoking areas.

A violation of the above rules may result in the violator being asked to turn in the weapon and their removal from the range.

**Office Safety**

1. The weapon must remain holstered and the holster will remain snapped, if applicable, unless the weapon is needed.
2. If the weapon must be unloaded while in the office, it must be done at the clearing barrel.
3. All weapons must be secure at all times. Weapons not being worn must be secured in a weapon locker. Weapons will not be left in a desk drawer for any reason. Weapons will not be left in the office or weapon locker over night. Weapons may be secured in the District safe over night.
4. Weapons will be concealed at all times.

**Home Safety**

1. Weapons must be secured with the trigger lock in place and the ammunition removed and stored in a separate area. The use of a locked security box that is secured to an immovable object (e.g., a wall) is preferable.
2. When administratively unloading the weapon at home, a safe area must be considered. Take into account where a projectile may go if accidentally discharged from the weapon.
3. Do not rely on hiding places for weapon security. Children are inquisitive and will more than likely locate the weapon.
4. If you have children, talk with them about weapon safety as soon as they are old enough to understand. This will satisfy their curiosity and enhance weapon safety. Inform your child that only persons trained in the proper usage of the weapon should handle them.
5. Do not advertise the fact that you have a weapon in your home. This is an invitation for theft.

## FUNDAMENTALS

1. **Grip (Strong Hand) -** Ideally the weapon should be placed in the hand so that a straight line is formed starting with the slide of the weapon and running through the shooter's wrist and forearm.

   This straight line should be evident when the shooter is viewed from above.

   A side view of the shooter will yield an image of two parallel lines, one formed by the slide and the other formed by the shooter's forearm and locked wrist.

   The web of the hand should be high and fully under the tang of the backstrap. There is no need to grip the weapon low on the frame.

Grip the weapon with the thumb, middle, ring and little fingers of the shooting hand. The index finger is the **TRIGGER** finger not a **GRIPPING** finger. By using only the three fingers and the thumb, the shooter is locking the weapon solidly from side to side. The three fingers also pull and lock the weapon firmly back into the web of the hand.

The pad area of the finger tip is still the most desirable surface to allow in contact with the trigger. In theory, it has the sensitivity and its location allows the greatest mechanical advantage for a straight to the rear pull of the trigger in both the double and single action modes.

2. **Grip Strength -** The initial grip should be tight enough to cause shaking, then be relaxed gradually until the shaking stops. The support hand applies the same amount of pressure. If this method is practiced on a regular basis it will program the shooter's maximum strength level without conscious thought.

3. **Grip (Two Hand)** - The idea behind the two hand grip is to completely encircle the grip of the weapon in order to control its recoil. It also affords the shooter more control over the weapon when obtaining a sight picture and while pulling the trigger. How this is accomplished will depend on the hand size of the shooter. The support hand will be placed fairly high on the weapon not down below it. Additionally, the support hand thumb must be kept on the same side of the weapon as the strong thumb. The thumbs should not cross or overlap at the rear of the frame as they do in revolver techniques. The action of the slide can cause serious injury to the support hand.

4. **Breathing** - During combat shooting the shooter must control his or her breathing in order to avoid hyperventilation. When target shooting, the shooter can control his or her breathing by taking a breath then exhale about half of the breath, hold when ready to fire then exhale the remainder of the breath.

5. **Sight Alignment/Sight Picture** - Sight alignment is the relationship of the front sight to the rear sight. Perfect sight alignment places the two sights level across the top and puts the front sight exactly in the center of the rear sight so that when viewed from the rear we observe an equal amount of light on each side of the front sight.

   Sight picture is the relationship of the target, the sight system and the eye.

   In basic or beginning shooting programs, the need for perfect sight alignment and perfect sight picture is essential. Even in combat shooting we need to strive for maximum performance levels.

   As the shooter progresses and realizes his/her own potential and that of the system he/she employs, we can begin to introduce the concepts of providing only the required amount of sight alignment and sight picture needed to make a given shot so as to minimize the time involved. Remember this is training for real life combat shooting, not bullseye shooting. A 25 yard shot requires more time then a 3 yard shot.

   Within a defined "handgun combat distance" of 12 yards or less, if the weapon is brought up to eye level and the front sight is held on the target when merely viewed through, not necessarily aligned with, the rear sight, the target will be hit when the weapon is fired. Moving beyond this 12 yard handgun combat distance, or when situations require precision marksmanship at any distance, proper alignment of both sights must be obtained in order to fire accurately.

6. **Trigger Control** - In either the double action or the single action mode, it is defined as:

> *"A steady pressure exerted on the trigger, straight to the rear, so as to release the sear and fire the weapon; followed immediately by a controlled forward returning movement which continues to and stops at the point where the trigger position allows the weapon to reset so that it may be fired again."*

The trigger finger does not allow the trigger to over travel the reset point on the forward movement. It also does not break contact with the trigger and "fly" forward, off of the trigger after re-setting, only to be yanked back on to it if a follow up shot is needed. **THE TRIGGER FINGER MAINTAINS CONTACT WITH THE TRIGGER THROUGHOUT THE FRONT-TO-REAR/REAR-TO-RESET CYCLE.**

7. **Stance** - Either of two stances is recommended. The **WEAVER** position which resembles the interview stance and the **ISOSCELES** position.

The **CHAPMAN MODIFIED WEAVER** position involves blading the position of the feet and body approximately 45 degrees away from the attacker with the strong side to the rear. This is the same stance and body position used in the interview position and empty hand and intermediate weapon skills.

When firing the weapon in the Weaver position, the support or weak arm is bent with the elbow pointing down. The shooting arm presses forward while the weak arm pulls back and down creating a balanced and stationary tension. The tension created aids in the control of the recoil.

The **MODERN ISOSCELES** position is accomplished by thrusting both arms towards the target until they can go no further. The shoulders and torso are squared to the target. The legs remain in the interview stance. To aid recoil control, the weak leg should be bent with the shoulders in the same vertical plane as the weak knee.

Properly done, either position will provide a stable shooting platform and balance capable of being sustained during the movement necessary to survive a confrontation.

8. **Kneeling** - Whenever tactically feasible, the agent should attempt to fire from the kneeling position. This will allow the Agent to better use any available cover and provide more stability in the event he/she needs to engage a target at greater distances. The three preferred kneeling positions are the **High Kneeling, Low Kneeling, and Double Kneeling.**

**High Kneeling** - The shooter draws the weapon as he/she would normally and takes a step forward with the weak side foot. The shooter then drops to their strong side knee. From the waist up this position is identical to the shooter's preferred standing position (Weaver or Isosceles). The weak side elbow should not be resting on the weak knee. After engaging targets, the shooter should scan from the kneeling position, then rise to a standing position and scan again. Scanning again from the standing position will provide a better view of the area. When the shooter is satisfied there are no further threats he/she may secure the weapon and reholster.

**Low Kneeling** - The shooter draws the weapon as he/she would normally and takes a step forward with the weak side foot. The shooter then drops to their strong side knee and sits back onto their strong side foot. The shooter then assumes a Weaver stance from the waist up and rests their weak arm against the front of the knee. The arm should touch the knee just above the elbow on the back of the arm. After engaging targets, the shooter should scan, then rise to a standing position and scan again. When the shooter is satisfied there are no further threats he/she may secure the weapon and reholster.

**Double Kneeling** - The shooter draws the weapon as he/she would normally. The shooter then drops to both knees. From the waist up this position is identical to the shooter's preferred standing position. The shooter can adjust his/her viewing area by making the body erect from the knees up or by lowering their buttocks toward the feet. After engaging targets, the shooter should scan, then rise to a standing position and scan again. When the shooter is satisfied there are no further threats he/she may secure the weapon and reholster.

9. **Prone** - The prone position offers the same advantages as firing from the kneeling position. The decision to use the prone position as opposed to the kneeling will be determined by the available cover. The preferred prone position is the **Rollover Prone**.

**Rollover Prone** - The shooter begins at a 45 degree angle to the target and draws the weapon with the strong hand, keeping it close to the pectoral muscle. The shooter then drops to both knees and extends the weak hand out in front of himself. As the shooter falls forward, the strong arm extends out towards the target, and the weak hand is used to catch the shooter. The weak hand slides forward and meets the strong hand once the shooter is on the ground in the prone position. The shooter then rolls onto the strong side of their rib cage. The weak side knee is bent and weak foot is locked behind the strong knee. The toes of the strong foot dig into the ground for stability. After engaging targets, the shooter should scan from the prone position then rise to the Double Kneeling position, using the weak hand to push themselves up while the weapon remains pointing down range. The shooter will scan from the kneeling position, then proceed to the standing position and scan again. When the shooter is satisfied there are no further threats he/she may secure the weapon and reholster.

*When a shooter changes from a prone to a kneeling position and then to a standing position, their view of the area changes. Therefore, it is very important to scan when rising.*

10. **Facing Drills** - Facing drills allow the shooter to turn and engage a target quickly. The descriptions below are for right handed shooters. Left handed shooters will do the opposite.

**Right Face** - The shooter turns his/her head to the right and identifies the target. At the same time the strong hand indexes the weapon. The shooter steps forward with the left foot and pivots to the right on the balls of his/her feet. Upon facing the target, the shooter draws the weapon and engages the target.

**Left Face** - The shooter turns his/her head to the left and identifies the target. At the same time the strong hand indexes the weapon. The shooter steps forward with the right foot and pivots to the left on the balls of his/her feet. Upon facing the target, the shooter draws the weapon and engages the target.

**About Face** - The shooter turns their head and looks over his/her left shoulder to identify the target. At the same time the strong hand indexes the weapon. The shooter steps forward and

slightly to the left with the right foot and pivots 180 degrees on the balls of his/her feet. Upon facing the target the shooter draws the weapon and engages the target.

# LOADING/UNLOADING PROCEDURES

## ADMINISTRATIVE

**LOADING/UNLOADING MUST OCCUR ONLY IN DESIGNATED AREAS.**

### I. LOADING

A. With the weapon properly holstered, insert a magazine into the magazine well and lock it into place. (Optional: Check seating by pulling lightly on magazine floorplate.)

B. Draw weapon from holster and bring to the inspection position (body center just higher than belt level, muzzle forward and slide parallel to the ground).

*C.* Grasp the slide and draw it to the rear. When the slide reaches the full rear position ( it will stop), let go.

D. Decock if necessary and holster.

E. Remove magazine, insert one round and reinsert the magazine as in (A).

### II. UNLOADING

A. With the weapon strapped in place in the holster, remove magazine by depressing magazine release button and put magazine aside

B. Draw to the inspection position (as above).

*C.* The slide should be racked, to eject the live round. Then lock the slide to the rear. Make no attempt to interfere with the extraction and ejection of the chambered round. Perform the procedure in a carpeted or grassy area to prevent damage to the bullet. **DO NOT** attempt to catch the round with your hand.

D. Verify the weapon is unloaded by sight and feel. Weapon may then be presented to the inspecting firearms officer.

E. Release the slide, decock and holster.

# RELOADING TECHNIQUES

**Locked Back Reload**

The weapon is empty and the Agent must reload now! Reloading at this point is not an option. The Agent has fired the weapon until it is empty and the slide has locked back. While the original threat may no longer exist, a new threat may appear at anytime. The Locked Back Reload should be performed as follows:

1. Upon determining that the weapon is empty, the weak hand goes for the spare magazine.
2. The weak hand indexes the spare magazine (index finger along the front of the magazine) and brings it underneath the weapon.
3. As the full magazine is brought to the weapon , the magazine release is depressed with the thumb, ejecting the empty magazine.
4. Let the empty magazine fall **(DO NOT CATCH THE EMPTY MAGAZINE).** Use the weak hand to strip the empty magazine from the magazine well if it should become lodged there.
5. Insert the full magazine into the magazine well. This should be done by feel, allowing the Agent to maintain eye contact with the threat. The weapon should remain on target should any threat appear.
6. Release the slide.

**Tactical Reload**

The Tactical Reload is completed before the weapon is fired empty. The Tactical Reload is accomplished when there is a lull in the action and the Agent chooses to reload his weapon. The Tactical Reload is completed as follows:

1. When the decision to reload is made, the weak hand reaches for the spare magazine.
2. The weak hand indexes the spare magazine (index finger along the front of the magazine) and brings it underneath the weapon.
3. As the full magazine is brought to the weapon , the magazine release is depressed with the thumb, ejecting the empty magazine.
4. The partial magazine is caught between the thumb and index finger of the weak hand and removed from the magazine well.
5. The full magazine is inserted into the magazine well and seated.
6. The partial magazine is then placed into a pocket.

**All reloading should be completed behind cover if available.**

## DRAW AND RECOVERY

The drawing and recovery of the weapon is extremely critical to the safe handling of the weapon. The draw is most important in combat shooting, time lost by improper techniques is crucial when confronting an attacker.

**Fundamentals of the Draw.**

The body should remain erect and relaxed with the eyes directed towards the assailant throughout the draw.

1. Assume the proper shooting stance.
2. The strong hand grips the weapon, and breaks it from the holster as the weak hand moves to the center of the abdomen.
3. The strong hand rotates the weapon toward the target and moves up to the shooting plain. The weak hand comes from underneath the weapon to meet the strong hand and assume the proper grip.
4. The weapon is then moved on target. The finger is then placed on the trigger and the target is engaged as necessary.

## HOLSTERING

Holstering does not need to be completed as fast as the draw. Unfortunately, most shooters have conditioned themselves to holster as fast as they draw. The Agent who has adopted this procedure leaves him/herself vulnerable to a second attacker or the original attacker who did not go down. The agent must visually scan the area after he/she believes the threat has been neutralized. The scanning will break any tunnel vision and allow the agent to look for further attackers. Scanning is accomplished prior to returning to the ready position. Only by completing the scan and slowing the holstering process during training, will the agent be conditioned to do these steps when in a combat situation,

After the agent has determined to his/her satisfaction that no threat remains and the weapon has been decocked, the draw process is reversed. **DO NOT ALLOW THE SHOOTING POSITION TO FALL APART!** If the threat should re-appear valuable time will be lost trying to re-establish a good shooting position.

Just as we draw with one hand and our eyes on the threat, we must do the same when holstering. When the shooter looks at the holster, he/she takes their eyes off of the threat and gives up any advantage he/she may have had.

Do not locate the holster with the weak hand. When the shooter uses the weak hand to locate the holster, the muzzle of the loaded weapon must cross the weak hand. Remember the laser theory. Do not point the weapon at anything you cannot accept being destroyed.

A one-hand grip must be maintained until the weapon is completely holstered. This will minimize the reaction time needed to engage a new threat and it will ensure the shooter does not release the weapon prematurely causing it to fall. The final step to holstering is the snapping of the restraining strap.

## TRIGGER FINGER CONTROL & DECOCKER/SAFETY MANIPULATION

When in the ready position and at any time other than actually engaged in the firing process, the trigger finger must be outside the trigger guard and resting firmly on the frame. This is primarily for safety reasons but also enhances consistency and precise shot placement when executed correctly.

Studies have shown that involuntary muscle contraction can occur when a person is startled, loses his balance or exerts himself. All of these are quite possible, even likely, in a situation that required an Agent to draw his or her weapon in the first place. If the finger is on the trigger when any of those factors occurred, a discharge of the firearm is to be expected.

Simply removing the finger from the trigger is not enough to ensure safety. If the finger is poised in midair when an involuntary muscle contraction occurs, the contraction would likely bring the finger in contact with and then pull the trigger in the same motion. By placing the finger firmly on the frame an obstacle is placed between the finger and the trigger that would block an involuntary convulsive motion but not a conditioned voluntary response to a decision to fire.

Once an Agent has made the decision to shoot, the muzzle is brought upwards toward the attacker and preferably to the high chest area. Once the sights are on the attacker's torso/center mass, the Agent's finger should contact the trigger and, if a double action weapon is used, movement of the trigger to the rear should begin.

If an Agent waits until the sights are on the exact area intended to be hit before any pressure is applied to the trigger, the tendency is to contact the trigger and pull it through with the same motion in an effort to fire right now. The resultant trigger control is poor and a miss is likely to result, slowing down the incapacitation of the attacker and endangering the Agent.

After the final shot is fired, the sights should remain on the sternum area for a two count to assess the need of additional fire. The muzzle should then begin to arc downwards, returning to the **Universal Cover Position**, and the trigger finger should return to the frame. At this time the Agent will SCAN the area for any additional threats. In short: **muzzle up, finger on; muzzle down, finger off.** After the Agent has scanned the area and is confident there are no further threats the muzzle continues its downward arc, and the weapon is decocked. The goal is to be in

a decocked, finger-off the-trigger condition whenever the Agent is in a ready position. Any lack of consistency will be likely to result in either an unintentional discharge or a miss.
The de-cocker/safety should be manipulated as if springloaded. That is, in a down-up motion so that the device is not left in the down position even momentarily.

## READY POSITIONS, COVERING A SUSPECT

A ready position is a position in which an Agent may immediately engage an adversary in an efficient manner. A ready position is identical to a shooting position except that the muzzle is lowered. The elbow, hand and wrist positions are unchanged from that of a shooting position so that a minimum of time and energy are needed to re-establish a shooting position. **It is simply a shooting position that has been allowed to pivot downwards from the shoulder.**

The exact height of the muzzle is variable according to the situation. If an Agent is expected to remain in a ready position for an extended period, the muzzle would probably be low enough that the Agent's support arm would rest on his abdomen if using a weaver position. This low variation of the ready position is not very tiring but somewhat slower than a universal cover position. On the other hand, if the Agent was challenging a potentially armed suspect, the muzzle should be lowered only slightly from a shooting position so that an accurate shot could be fired very rapidly. This slightly lowered position is the **Universal Cover Position.** Fatigue would be a more remote concern in that situation. In the ready position, the weapon must always be pointed so that if it discharged the round would strike at least 4-6 feet from the Agent's toes. A possible exception to this rule would involve specialized entry techniques for Agent's trained in those specific techniques. Even then, the muzzle must not cover any part of the shooter's own body.

Although prevention of fatigue is a factor, the most important reason for utilizing a ready position rather than a shooting position is to not obstruct the Agent's view of his or her surroundings with the gun. For example, if an Agent is pointing a firearm, at a suspect's sternum area, that Agent is unable to see a suspect's hands if they are at his side. By lowering the muzzle towards the suspect's knees, the hands can be seen.

Although on the surface the ready position would appear to slow an Agent's response to an attack since the gun must be raised before it can be fired effectively, the improved view of the suspect

and lessened fatigue of the Agent more than make up for the time expended in moving the muzzle.

Experience with a PACT timer has shown that Agents can reliably hit an 8 inch circle at about 10 feet in .5 to .7 second from a ready position. This speed and precision coupled with the reactionary advantage of being able to see the first movement of an attacker's hands are preferable to having the sights on the attacker's upper chest but not being able to react until the attacker is well into the process of firming his own shot.

**ONE HANDED SHOOTING (Stance may be determined by situation.)**

Agents may find it necessary to engage a target using a one handed unsupported grip. This may be accomplished with either the strong hand or weak hand. Whether firing strong or weak hand, the weapon can be employed quickly and accurately. When firing the weapon one handed, the de-cocker must be manipulated without using the "non-shooting hand".

While maintaining a firm grip on the weapon and the weapon is pointed down range, in the ready position, the support hand is securely placed **against the chest.** By placing the support hand in this position safety is ensured.

To engage the target, the weapon is brought up to the sighting plane, locking the wrist, elbow and shoulder of the shooting arm. Locking the joints of the shooting arm will enable the shooter to control the recoil of the weapon. Controlling the recoil is essential for quick follow up shots and proper functioning of the weapon.

If the support hand is blocking or grappling with an aggressor, the strong hand can fire the weapon accurately without the support of the weak hand by locking the strong elbow into the shooters side and indexing off the body to achieve hits on the target. This technique would be deployed at contact distance only.

If the distance of the target is greater than 2 yards, the best option is to take one step forward with the strong foot. By doing this, the shooting position will be reversed. However, since the support hand cannot be used at this time, this stance will afford better accuracy, recoil control, and mobility than using the standard stance.

If the need to fire weak hand unsupported arises, the body should already be in the interview position. The stance will not change. The weapon is grasped firmly in the weak hand with the wrist, elbow, and shoulder locked. The strong hand should be against the chest.

## STOPPAGES & IMMEDIATE ACTION

A **Stoppage** is any unintentional interruption of fire. **Immediate Action** is the process of restoring the weapon to a working condition but it is also taking whatever actions might be necessary to survive in the meantime. As far as the actual manipulation of the weapon, it is important to eliminate as much diagnosis and decision making as possible from the procedures involved, since under stress the human ability to make these interpretations and decisions is severely degraded. What is needed is a simple process that can be implemented as a conditioned response to a stoppage without concentrating on the type of stoppage.

**Phase I** of immediate action is described **TAP RACK SWEEP ASSESS.** It involves striking (TAP) the floorplate of the magazine to ensure that it is seated, then cycling the slide (RACK) to eject whatever is in the chamber and chamber a round from the magazine. The third step (SWEEP) is simply sweeping the thumb of the strong hand up ensuring the decocker is in the up position after the slide has been manipulated. The final step (ASSESS) is to determine whether or not the threat still exists. This simple, very fast procedure will correct the vast majority of stoppages including: no round chambered, round chambered did not fire, most feed-way stoppages and most failures to eject (stove pipes). The magazine tap is a crucial part of the procedure, since cycling the slide all day will not feed a round to the chamber if the magazine is not locked into place. This occurs often due to improper loading or reloading technique or improper holster design that does not protect the magazine release button adequately.

**Phase II** is used after Phase I has been attempted and failed to clear the stoppage. Normally, Phase II is needed only when a "Double Feed" has occurred. A Double Feed is a condition where one round or casing is in the chamber while another round is being fed into the chamber. Naturally, two rounds cannot fit into the chamber. The second round becomes jammed between the slide face and the round lodged in the chamber. The magazine will also be locked in the weapon because the second round has not been completely stripped from the magazine. A Double Feed may be caused by a fired case that did not extract when the slide moved rearward. The failure to extract could be caused by a chipped or dirty extractor or a damaged casing. Defective magazines and worn recoil springs may also result in a Phase II stoppage. The Phase II clearance is completed in the following manner:

1. Perform a Phase I Clearance. (TAP, RACK SWEEP,ASSESS)

2. Attempt to fire. If the weapon fires, there is no need to continue. If the weapon does not fire, go to Step 3.

3. Index spare magazine. Do not drop the magazine from the weapon until you are sure you have a spare.

4. While bringing the spare magazine to the weapon, depress the magazine release button. The magazine in the weapon will most likely not eject.

5. Using the fingers of the support hand, strip the magazine from the weapon, allowing it to fall free. This will cause the slide to go forward.

6. Insert the spare magazine.

7. Perform a Phase I Clearance.

Once the stoppage is cleared the weapon is ready to fire. If both clearance drills (Phase I and Phase II) are executed properly and the weapon fails to fire, it will require the services of an armorer to repair the weapon.

## DIM LIGHT & NIGHT FIRE

Statistics indicate over 70% of Law Enforcement shootings occur under poor lighting conditions. This presents a number of problems for Agents including moving through darkened areas; locating, identifying and engaging threats; and keeping track of other personnel involved. Therefore, Agents must train so they are competent and confident they can successfully control an encounter in a low light environment.

In dim light conditions Agents will be able to utilize their night vision for the most part. However, research shows it takes 20-30 minutes for your eyes to become accustomed to lower levels of light. If circumstances allow, Agents should take the time to allow their eyes to adjust to the light conditions prior to entering any situation. Once the Agent's eyes have adjusted to the available light, caution should be taken to avoid bright light sources which will cause the loss of night vision.

Dim light encounters present a number of problems for Agents. The first problem is the ability to identify a threat is greatly reduced during a dim light encounter. It cannot be stressed enough; **an Agent must identify the threat before it can be properly engaged.** Identifying the threat/target is the stage at which an Agent is most at risk for making a tragic mistake. Agents cannot rely on seeing a silhouette of someone and assume he/she is a threat, nor can they return fire at a muzzle flash without being able to see who is pulling the trigger. The second problem associated with dim light conditions is the effects of increased stress during a deadly encounter. Tunnel vision, tachypsychia, and distortions in sight and sounds all increase during dim light conditions. Third, Agents will have to deal with muzzle flash. While the muzzle flash of an adversary's weapon will reveal their position to the Agent, the reverse is also true. The Agent's position will become known once he/she fires the weapon. The Agents will also compromise their night vision once they fire their weapon due to muzzle flash. For these reasons it is recommended, Agents should employ some type of light source in order to better control the low light situation.

During dim light shooting (without flashlights or other light sources), the Agent will use the same shooting techniques and tactics as in daylight conditions. The only difference being, they may or may not be able to see more than a silhouette of the weapon sights. As long as the shooter employs a good, stable shooting stance the weapon should come up on target as it would normally. The Agent should at least be able to see the outline of his/her sights on the target. **If the shooter cannot see their sights at all, there is not enough light to identify the target and no shots should be fired.**

As stated previously, Agents should employ a light source whenever possible. The easiest method of employing a light source is to simply turn on the lights in a room as you are searching. Before turning the lights on the Agent should communicate his/her intentions with others assisting in the search so they may take cover and protect their eyes. Turning the lights on in a room will assist the Agent and possibly ruin the night vision of any adversary hiding in the room.

Should the lights be inoperable or there is a risk involved in turning them on (i.e., booby traps), the Agent must use his/her flashlight. There are several factors that must be considered before deciding on which flashlight technique to employ. The factors to be considered are:

1. Which stance does the Agent prefer, Weaver or Isosceles?
2. How big or small are the Agents hands? Can they exert the force necessary to control a large flashlight or should a smaller model be used.
3. What type of flashlight is being utilized? Does it have a side or end cap (rear) button?

The best chances of hitting a target occurs when the flashlight and weapon are coordinated. The techniques explained below afford the best methods for increasing hit probability.

**The Harries Technique**

This technique was developed by Mike Harries of the Gunsight Training Center and will work with the Weaver shooting stance. To employ the Harries Technique the Agent should hold the flashlight in the weak hand like a club, the light end pointing down. The middle finger or ring finger should be positioned over the button. The flashlight is brought under the weapon to a position opposite the strong hand. This position will allow the shooter to place the backs of his/her hands together. To illustrate, imagine wearing a watch on both wrists. The shooter passes the weak hand under the strong hand and places the wrists against each other as if the faces of the two watches were in contact with each other. Ensure the weak side elbow is pointing down and pressure is exerted against the wrists. If this technique is performed correctly, the pressure against the wrists will provide support while firing. It should be noted, this position will cause fatigue in the shoulders if held for extended periods of time.

**The Ayoob Technique**

This technique was developed by Massad Ayoob of the Lethal Force Institute and is designed to be used with the Isosceles stance. The flashlight is held as it would be if the Agent were using it to search an area. The button will be activated by the thumb. When firing, both the flashlight and the weapon are thrust forward. The weak side thumb will fit against the grip of the weapon below the strong thumb. This will place the flashlight in a position where it is angled up, into the adversaries eyes and possibly blinding him/her momentarily. This technique is essentially a one handed shooting technique. The weak hand provides no support while shooting. This technique is best employed at short distances.

**The Rogers/Chapman Technique**

This technique was developed by Bill Rogers and Ray Chapman and will work with the Weaver, or Isosceles shooting stance. The flashlight is held in the conventional manner, using only the thumb and index finger, as if one was making the "OK" gesture. The other three fingers of the weak hand wrap around the weapon grip as they would normally. With this technique support is provided to the strong hand for firing. Agents with smaller and weaker hands will find this technique difficult to master.

Agents should be instructed on all three flashlight techniques and then be allowed to choose the technique they are most comfortable with.

When employing the flashlight, it is best to use the illumination like a camera flash. The Agent should quickly scan the area while the flashlight is illuminated and then move to cover. Using the flashlight continuously will telegraph the Agent's position and movements to the adversary. If the Agent needs to fire at an adversary, the light and weapon are brought up to a high ready position, the light is turned on and shots are fired if necessary. The light is then turned off and the Agent moves to cover. The sequence would be **UP, ON, BANG, OFF, MOVE.** Light from the flashlight and the Agent's muzzle flash will compromise his/her position. By using this method, the adversary will likely fire at the position where the Agent fired from, not where he/she currently is.

# TACTICAL

## The Use of Cover and Concealment

The use of cover and concealment can be critical to an agent's survival of a confrontation. Cover is an obstacle that an attacker cannot shoot through. Concealment is an obstacle that an attacker could shoot through but hides the agents exact location. Cover is usually concealment but not always. The windows at a bank teller position can be an example. They often are designed to resist gunfire but permit normal vision. The sheet rock walls in most residences prevent vision but have little effect on gunfire. In spite of the differences in capabilities, cover and concealment are generally used in the same way.

Unless trained to do otherwise, a person using cover will usually touch or nearly touch the wall or other object with the shoulder and bring the muzzle to an upright position near the face. Crowding the cover puts the shooter at several disadvantages:

- It prevents the shooter from being in a position to quickly fire at a threat when seen past the cover, since the gun is neither in a ready or shooting position.

- It limits the ability of the shooter to turn towards a sudden threat to his/her rear.

- It increases the chance of being struck by a bullet fired from behind the agent that has skipped or bounced off the cover.

- It lends itself to extending the gun past the cover into an area not yet completely observed. A person in that area could easily disarm the agent.

- Holding the muzzle near the face puts the agent into a position in which the muzzle can be driven back into the face with potentially deadly results. View is also obstructed by holding the gun in front of the face and with the up and down sweeping motion usually used to bring the muzzle to bear on the attacker.

- There is a tendency, due to past training, to lean on the cover to steady the gun. This has two disadvantages:

    - First, when removed from a controlled range environment, it may be difficult to determine whether an object is cover or merely concealment. For example, is the refrigerator that the agent is behind full or empty? If empty and the agent leans on it, it is likely to fall over, exposing the agent and perhaps causing the agent to fall.

    - Secondly, even if the object is firm enough to lean on, doing so limits the agent's mobility and ability to pivot towards multiple attackers.

Under almost all circumstances, a better use of cover involves keeping a little more than an arm and a gun's length away from the cover in a ready position. This position solves all of the problems previously listed.

- The attacker can now be quickly fired upon since the muzzle is now only slightly below the line of sight in the ready position that he or she should be very experienced with.

- Since the agent is not crowded against the cover, standard pivoting techniques can be used.

- This is ample room for a skipping and bouncing bullet to pass between the cover and the agent since bouncing rounds tend to stay close to the surface that they are bounced from.

- It keeps the gun from being extended into an area in which it could be snatched.

- Because the technique is consistent with the ready position, it keeps the muzzle in a safe position that does not obstruct the view of the danger area.

- The agent cannot lean on the cover at this distance.

To actually use cover on the strong side (right side for a right-handed agent), the agent would start in the position just described and completely behind cover. The agent would, maintaining the distance from cover, gradually move towards their strong side or out from behind cover. This procedure normally should be executed slowly while completely examining the area revealed to the agent by the movement. If this is done in a controlled manner, the agent probably will be able to see toes, shoulder, or another extremity of the attacker before that attacker can see any part of the agent.

To assure that the agent does see some portion of the attacker first, it is critical that the eye lead the rest of the agent's body past the edge of the cover, with the gun immediately ready to engage whatever is seen, if necessary. A balanced stance is essential, if that is to be done.

The combination of build and flexibility will dictate exactly which stance will be used, but it is very important that no part of the agent be visible before the agent can see the attacker. This general approach to looking around cover has been called "slicing the pie", due to the pie piece shaped sections exposed as an agent inches to the side.

Should the strong side of cover not be available, the agent must be able to fire effectively around the weak side (the left side of cover for a right handed shooter). Under high stress, people will revert to whatever physical process is most familiar to them. The chances of switching the gun to the weak hand during a confrontation are quite small. Since the object of shooting is hitting and since most people see a dramatic decrease in their shooting ability when using the weak hand, switching to an inferior shooting technique may not be the best approach. The weapon can be fired with the strong hand around the weak side of cover using the crossover technique.

The same techniques involving position behind cover and "slicing the pie" are used with the crossover technique. Instead of simply inching to the side to look around cover, the gun is canted toward the weak side of the shooter's body so that the bore clears the cover before the bulk of the gun.

Once the gun has been canted, the edge of the cover can be passed in two ways:

- The first method involves arching the back to clear the canted gun and eye past the cover to look for your attacker and engage him or her if necessary. In other words the agent is "bending over backwards" to engage the target. This is not quite as awkward as it sounds, but it is used most effectively by persons in good physical condition and is somewhat fatiguing.

- The second technique involves bending the weak knee which has the effect of extending the upper body past the edge of the cover. The agent is positioned just within the edge of the cover, the knee is bent to enable the agent to see farther around the cover and the process is repeated until contact is made or the area has been determined to be safe.

Neither strong or weak side techniques should be done too quickly. Either cover or concealment protects the agent from fire and it makes little sense to give up that advantage too readily. Take your time and carefully pick your shots when behind cover.

## Traverse Fire

For law enforcement purposes, traverse fire is a situation where multiple adversaries are present. Statistics now indicate that 40% of the time agents are involved in violent encounters, there is the *potential* that another adversary is present. The biggest problem facing the agent is locating and identifying those subjects who present an immediate or potential threat. As identification is made, tunnel vision becomes apparent because of the inability of the conscious mind to deal with more than one thing at a time.

The adversary that presents the "most immediate threat" must be neutralized first. This does not necessarily mean the subject with the most devastating weapon. Once the selection is made, treat each of the targets as if the others did not exist. This will insure hits on the target now being engaged. The mistake that is commonly made is to spray the target area hoping that one or more of the rounds will impact.

After identification, the proper procedure for engaging multiple targets or adversaries is as follows:

1. Identify and engage the target, making sure it is neutralized before moving to the next target. SHOOT.

2. Locate the next target. LOOK (**assess**).

3. Move the gun to that target and engage. SHOOT.

4. Repeat process as necessary for number of targets involved.

** The use of cover should be a major concern as an adversary will often move just as you do.

Training Tip: The use of more than two targets from a tactical perspective can give the shooter a false sense of security concerning his/her ability to handle a situation. Don't overload the student.

Reminder: When shooting a traverse, stay behind the gun. This enhances movement as a unit and results in accuracy.

## Subconscious Reflex

The conscious thought process is sure to be of much value during a gunfight. Additionally, the reaction of the body to stress or "Body Alarm Reaction" alters our perceptions and degrades our ability to make decisions, further limiting any conscious thought process.

Even if that was not true, we can only think about one thing at a time. If we are thinking about the operation of our weapons, we cannot be thinking about tactics or evaluating the threat. An agent who must think about the weapon is therefore less likely to find an alternative to shooting.

The alternative to these problems is to train to make weapon operation a subconscious reflex programmed response. The decision to shoot is a conscious decision but once that is made, the draw, grip, sight alignment, and trigger manipulation are performed at a subconscious level that is faster than conscious thought. The conscious mind is then free for the more important tactical considerations of a confrontation.

All weapon manipulations should be committed to this subconscious memory. Stoppage clearance, reloading, decocking, and re-holstering should all be practiced until they are as natural as hitting the brakes on your car when a traffic signal turns red.

Subconscious programming is accomplished through repetition. Many repetitions of a task are required to have it successfully implanted in the subconscious. Dry drills are probably the best way to obtain that number of repetitions.

The subconscious reflex can be tested by putting the shooter under the stress of competition or distraction. If the technique is done correctly, it has probably been trained sufficiently. If not, repeat dry drills.

## Body Alarm Reactions and Its Implications

**Tunnel Vision:**
Under stress, attention is focused on the source of the danger to the complete exclusion of everything else. The vision cones down and incidents occurring on the periphery are not observed as they would be under normal circumstances. Physical twisting of the head from side

to side is the only effective way to break up tunnel vision. Simply shifting the eyes will not suffice -- the whole head must be moved.

**Auditory Exclusion:**
Peripheral sounds, as well as, sights tend to be blocked out when a person is under severe stress. The concentration on the source of danger can be so intense that an agent may be unaware that another agent has shouted instructions or has fired their weapon. Shots fired by the involved agent tend to sound very muffled if in fact the noise is audible to him or her at all.

**General Muscle Tightening:**
Epinephrine (adrenaline) and other hormones released into the bloodstream during periods of extreme stress can cause the muscles to tighten up enormously. The shooting stance, for example, can become distorted and cause misses if not performed properly. Similarly, the trigger finger must be kept off the trigger until the weapon is on target to negate the possibility of the tightened muscles causing an unintentional discharge.

**Time-Space Distortion (Memory Disturbance):**
Stress will distort perception of time and space. Generally, events will appear to happen more slowly and objects will appear closer than they actually are. This is one reason why information from eye witnesses is so often inaccurate. This loss of perception affects the involved agent and may prevent a completely accurate assessment of the situation afterwards. In the short term, and occasionally, the long term aftermath of the shooting, the agent may remember the order of events out of sequence. He or she may also have sections of the incident which are either not processed into memory at all and are experienced as "blanks". Or, only parts of the memory are processed and cause exaggerated recollections – "the gun looked like a cannon".

**Unrealistic Expectations:**
When the degree of training is such that responses during times of threat are able to be executed at an unconscious level, training becomes instinct. To attain such a level of learned response requires between 2500 and 5000 repetitions of a technique.

There is a conflict between the thrust of an agent's training for which in the area of a shooting situation implies "disarm and arrest the offender", "dominate the situation", "return fire", "win", and the agent's basic survival instincts which are "you are in danger", "run", "protect yourself".

Agents are often not prepared for the feelings of fear and overwhelming vulnerability they may undergo during a real shooting incident. This leaves the agent with a sense of guilt and failure to measure up after the event, even when they prevail. These feelings of guilt are the reaction of a normal person coping in a totally abnormal situation -- fighting not only the offender but their own bodily reactions.

A study conducted under the auspices of the Salt Lake City Police Department by Dr. Eric Nielsen revealed the frequency with which these events occur to involved officers. A study of 63 police involved in shooting incidents revealed the following breakdown expressed in percentages:

**Perceptual Distortions During Shooting Incidents**

| Distortion | Number | Relative Frequency |
|---|---|---|
| Slow Motion | 40 | 63.5% |
| Tunnel Vision | 27 | 42.9% |
| Auditory Blocking | 17 | 27.0% |
| No Reported Observation | 15 | 23.8% |

** Some officers reported more than one distortion

** It should be remembered that these occurrences are not events that the officer has control over. Distortions are involuntary and occur because of the severe stress an officer is placed under in the course of a shooting situation.

**Multiple Shots**

The proper method for firing multiple shots involves several of the primary fundamentals we have already discussed. The first two are sight picture and trigger control. When viewed through the rear sight (remember the weapon must be brought up to eye level), the front sight must be kept on the target in order to realize hits on the target. This relationship (eye, front sight-through-the-rear-sight, target) must exist not only on the first (previously singular) shot but on all subsequent follow-up shots as well.

Holding this "sight picture" is impossible without employing proper trigger control techniques. Even inside our established combat distance for the handgun, a trigger jerk can cause misses. The student must be able to manipulate the trigger quickly and uniformly from shot to shot so as not to move the front sight off of the target no matter how many shots are required or how quickly they must be delivered.

While not a "fundamental" of shooting, the process of controlling recoil dwell is extremely important here. The amount of recoil dwell (the distance through which the front sight travels outside of its desired alignment with the target after firing) and the length of time for which it is displayed (even though this is often measurable only in fractional seconds) must be minimized in order to fire accurate (always the first concern) and fast (a secondary and somewhat relative term ) multiple shots. The employment of a good shooting stance to control recoil dwell is the third "true" fundamental.

Agents should be exposed to a variety of double action to double action, double action to single action, and single action to single action drills. These drills will allow the shooter to become familiar with just how much forward (return) stroke trigger movement is necessary to reset and refire the weapon. The overly long and often uncontrolled forward movement seems to be the biggest hindrance in mastering multiple shot techniques.

The agent should be allowed to perform at a speed which permits a full understanding of the technique: sight picture, first shot (the sight picture is broken), control recoil dwell, regain sight picture, reset fire control mechanism, fire subsequent shot(s) in the same manner. As the shooter becomes more adept at the technique, the speed and the number of rounds fired can be increased. It is best to start this skill-building block with a double tap program before progressing on to a 3,

4, or 5 shot vertical tracking type exercise. It is this type of progression (1 to 2, 2 to 3, 3 to 4, etc.) that must be addressed within today's law enforcement shooting program.

Increased concerns about agent survival led to the development of double tap and the two or three round so-called "body armor" drills. It is important this type of training is supported by adequate lecture and demonstration so that the agent understands such techniques alone are not always the means to an end.

In general, multiple shots techniques best lend themselves to "close" confrontational situations where the immediate stoppage of any adversary is the primary concern (Posed with an immediate danger from an adversary who is well within combat distance.) It should be noted that while some techniques will work effectively out to a limit of a 12 yard combat distance, the outermost boundary for many of these drills should be limited to 10 or 12 feet. The closer the adversary, the more important the "immediate stoppage" is.
** Don't be rushed to only teach the "standard" double tap.

Two shots, while often better than one, might not create the "immediate stoppage" we require. If the shooter has become programmed to fire two rounds and to then move on to another target or reassess the hits on the first, he/she might well die as a result. Similarly, if the agent has only a limited number of rounds available, and he/she has been routinely encouraged to perform a 5 round vertical tracking drill on close-in targets, the agent may needlessly expend ammo which may immediately be needed (no opportunity to reload) upon a second target.

The shooter must be taught to judge the severity of each threat faced based upon a number of factors -- with distance being the key -- and firing as many rounds as is necessary to negate the threat. The agent must be provided with a number of logically progressing techniques. Do not confuse the agent with a myriad of drills which are to be employed at different distances and for varying reasons. Instead, agents should be provided with a simple, solid foundation that will enable him/her to quickly recognize the threat level and to immediately engage it until the threat ceases.

**Vertical Tracking**

**I.** Use

**A.** Designed to be used against any of following adversary types:

- That individual who poses an immediate life threatening situation inside 12 feet.
- When an immediate stoppage of the adversary is paramount to save the life of another.

**B.** Shot Types:

- Multiple shots to center mass (cardiovascular).
- Vertical tracking of rounds from high center mass to eye level with specific attention to the center-line of the throat. Nerve as well as vascular damage will be evident here (combat hits).

**C.** Shot Placement:

- Multiple shots must go to center mass or heart area to accelerate bleeding, trauma, and depressurization.
- Secondary shots are directed toward the throat to inhibit breathing, cause a distraction, and possibly paralysis.

II. Justification For Use

A. Imminent Peril
- Use of lethal force must be justified by agency policy and/or state/federal law.
- Immediate stoppage necessary to prevent adversary from gravely injuring or killing another.

B. Trained Response
- Replicated in the field based on understanding of use.
- Limited use based on design.

C. Agent's Attitude
- Legal Justification
- Moral Implications
-

III. Technique

Once the decision has been made to employ Vertical Tracking, the procedure is extremely fast. The first shots are hits to upper center mass. As the firing sequence continues, the weapon tracks vertically up the body -- an actual distance of about 18 inches. The area of disruption is just below the eyebrows to the bottom of the sternum. Combat hits are in evidence in the torso and neck.

The number of rounds fired depends on the immediate circumstances, but 4 to 5 rounds are usually sufficient.

Keep in mind that cardiovascular hits require a certain amount of fluid loss in order to incapacitate. The throat is an area extremely viable to impact. Once the windpipe is destroyed, desire to continue the attack is nullified.

## FAILURE DRILLS

There are times when Agents may have to engage individuals who appear to be impervious to gunfire to their center of mass. This may be for several reasons. The individual may have himself in such a mental state that he does not feel any pain. The individual may be under the effects of drugs and/or alcohol and unable to sense that he has been shot. Finally, the individual may be wearing concealed body armor which is preventing your rounds from incapacitating him.

Regardless of the reason, if shots to the center mass fail to stop the individual's aggressive acts, then you must proceed to "plan B" and perform a failure drill.

**Failure Drill Up** - Two rounds are fired to center mass followed immediately by two round to the head. Specifically, the two rounds fired to the head need to be precision shots. In order to produce an immediate stoppage, the rounds must penetrate to the primitive brain. Therefore, shots must be placed through the interocular cavity in order to achieve this penetration. If you imagine a "lone ranger" mask around the eyes, this would be where you have to hit.

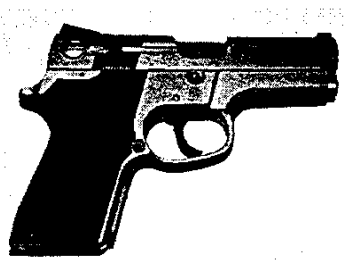
This drill would be used when the aggressor has a remote weapon, such as a firearm, and must be stopped immediately.

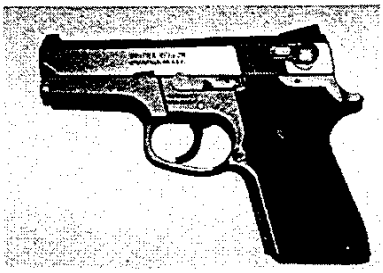
The "pro" to this drill is that if it is performed correctly, the individual should be stopped immediately. The "con" is that the head is a small, bobbing target which is very difficult to hit with the precision needed to achieve a stop. Therefore, this drill would only be used under extreme circumstances when no other option is available.

**Failure Drill Down** - Two rounds are fired to center mass followed immediately by two rounds to the pelvis. The pelvis shots will take away the body support of the target, causing them to fall. At this point, the target may still be a threat even though they are not mobile. If necessary, the target may now be neutralized with a head shot relatively easy.

This drill would be used when the aggressor has a contact weapon, such as a knife or club. By taking away the aggressor's mobility, they will be unable to close the distance needed to deploy their weapon.

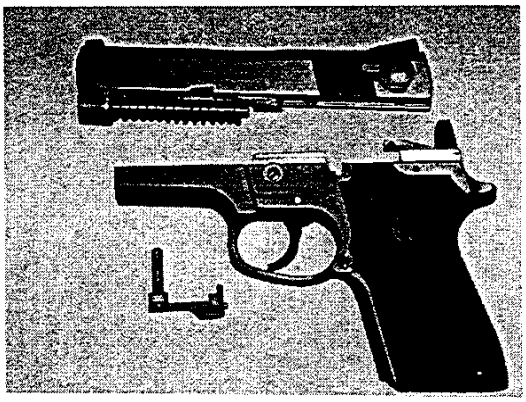
# WEAPON CLEANING AND MAINTENANCE





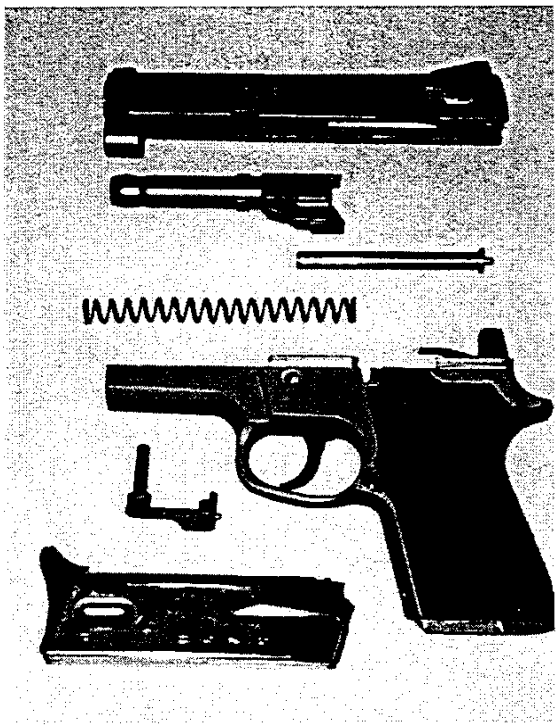
1. **Disassembly**

   A. Remove the magazine from the weapon.
   B. Lock the slide to the rear and inspect weapon to make sure it is empty.
   C. Allow the slide to go forward.
   D. Pull the slide to the rear until the slide stop notch is aligned with the forward end of the slide stop. Holding the weapon in this position, depress the right side of the slide stop with your finger and withdraw the slide stop from the receiver on the left side.
   E. Pull the slide forward off the receiver, gripping the recoil spring to prevent loss or injury.



   F. With the slide upside down, compress the recoil spring and lift out the spring and guide assembly.

   G. Remove the barrel by lifting the rear end up and out.



11. **Cleaning**

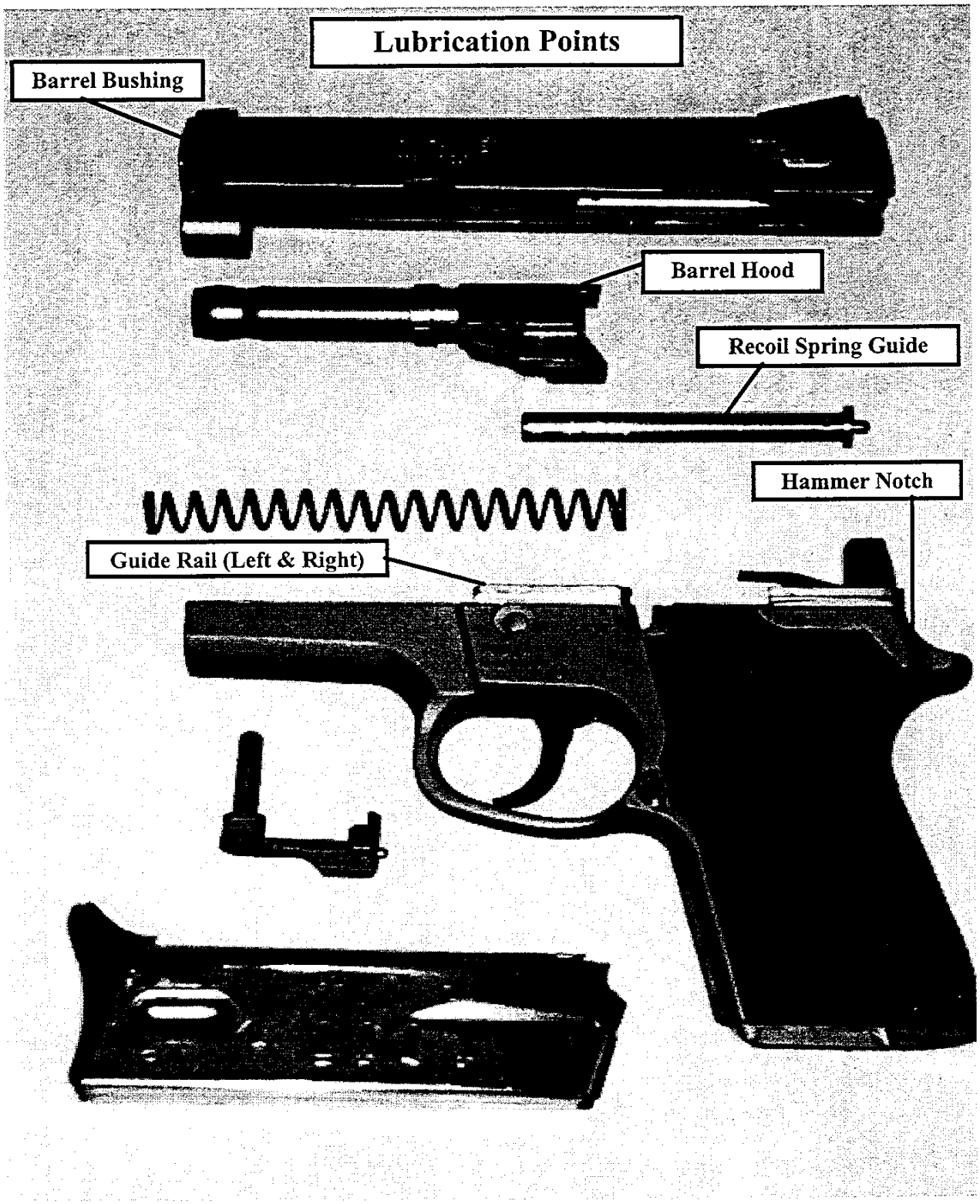
A. Brush the barrel bore with a nylon or bronze brush. Using a cloth patch, swab the bore with solvent then oil, lightly. Work from the chamber end.
B. Clean the bolt face with a fiber brush and solvent.
C. Brush the rails on slide with solvent and wipe clean.
D. Brush the rails on the receiver with solvent and wipe off the entire unit.
E. Wipe out the magazine well.
F. Disassemble magazines, taking care to orient the follower, magazine spring and internal base plate properly for reassembly. With a stiff brush, scrub all parts and wipe clean with a dry rag.

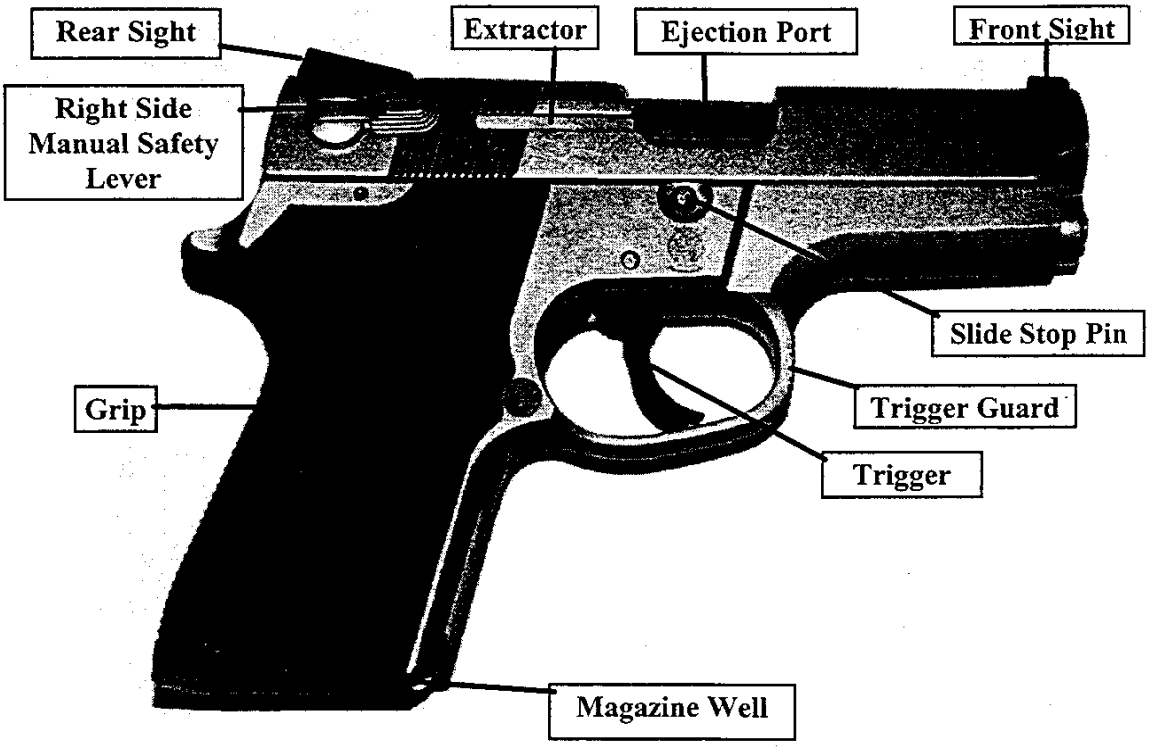
111. **Reassembly**

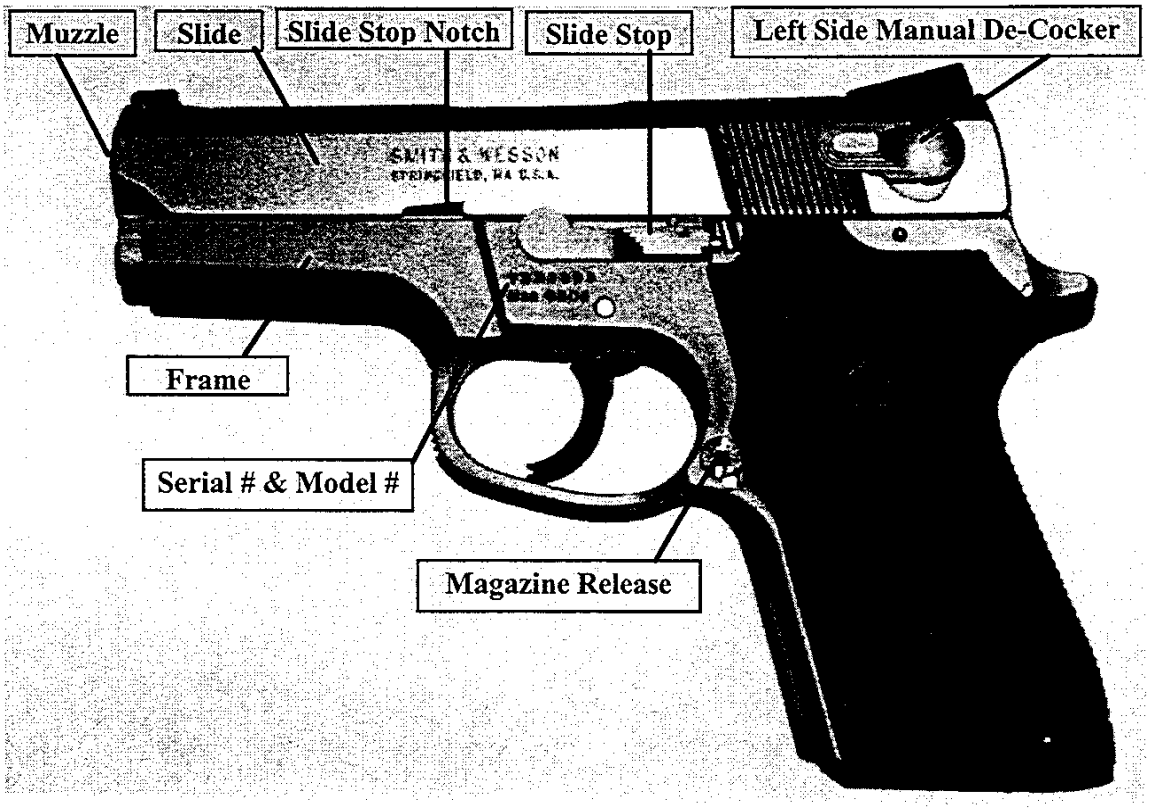
A. Install the barrel in the slide.
B. Install the recoil spring guide assembly, making certain that the guide bushing of the assembly is engaged in the small radius cut in the barrel lug and is properly centered.
C. With the hammer forward, replace slide on receiver, depressing the ejector, sear release lever and firing pin safety lever in turn so that the slide will travel over them to the rear. When slide stop notch on slide is aligned with slide stop hole in the receiver, insert the slide stop and allow the slide to move to its forward position.

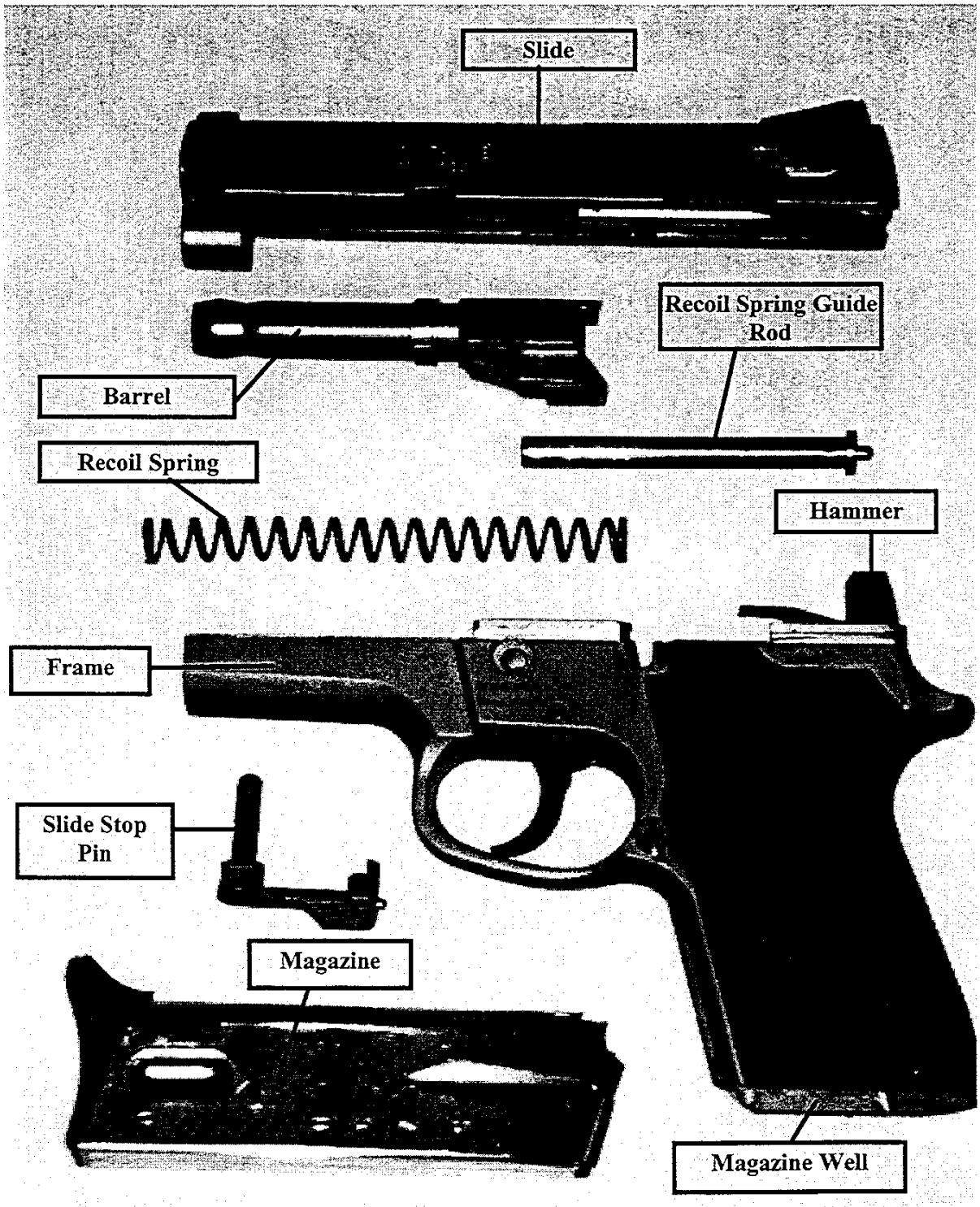
## IV. Lubrication

A. With the hammer to the rear, one drop of oil in front of the hammer.
B. With the hammer forward, one drop of oil behind the hammer.
C. One drop of oil on the barrel hood.
D. One drop of oil near the end of the barrel.
E. One drop of oil near the end of the recoil spring assembly.
F. One drop of oil each rail position of the slide.
G. Work the slide back and forth to spread the oil, then wipe off the excess oil.
H. De-cock the weapon.


Lubrication Points
Barrel Bushing
Barrel Hood
Recoil Spring Guide
Hammer Notch
Guide Rail (Left & Right)


Rear Sight
Extractor
Ejection Port
Front Sight
Right Side Manual Safety Lever
Slide Stop Pin
Grip
Trigger Guard
Trigger
Magazine Well


Muzzle
Slide
Slide Stop Notch
Slide Stop
Left Side Manual De-Cocker
Frame
Serial # & Model #
Magazine Release


Slide
Recoil Spring Guide Rod
Barrel
Recoil Spring
Hammer
Frame
Slide Stop Pin
Magazine
Magazine Well

_____
Name and Badge No.

# AUTHORIZATION FOR FIREARMS & AEROSOL CHEMICAL RESTRAINTS

## REQUEST FOR FIREARMS AUTHORIZATION

I hereby request authorization to carry a Board-issued firearm in connection with my duties. I have read, fully understand, and agree to abide by the firearms policies of the PA Board of Probation and Parole.

_____ _____
Signature Date

## WAIVER OF FIREARMS AUTHORIZATION

I do not wish to carry a firearm in connection with my duties. However, it is understood that I may initiate a request in the future and be authorized to carry a Board-issued firearm, but only if approved and provided firearms qualification has been achieved within one (1) calendar year of the date of request.

_____ _____
Signature Date

## REPORT OF FIREARMS TRAINING

_____ Initial Firearms Training completed on _____ with a percentile score of _____% at _____.

_____ _____
District Firearms Officer Date

_____ Transitional Firearms Qualification Course completed on _____, with a percentile score of _____%, at _____.

_____ _____
District Firearms Officer Date

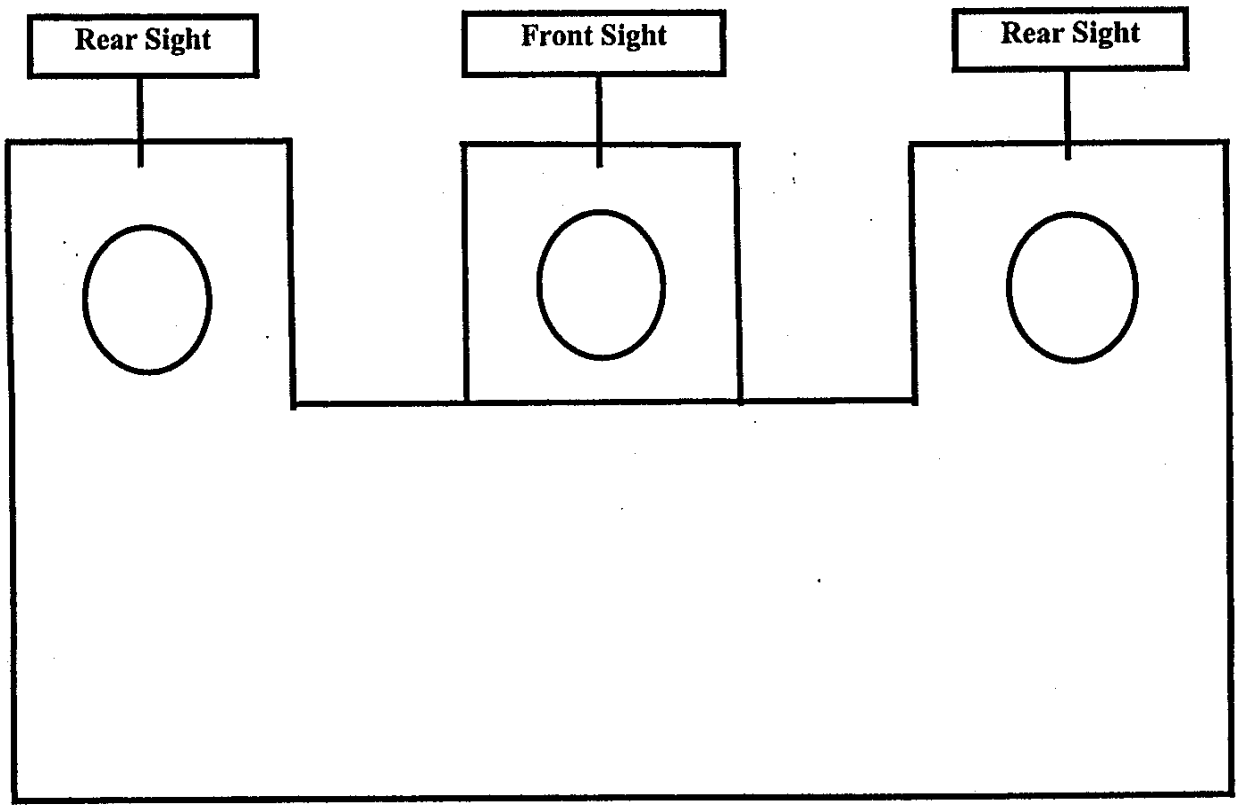
## APPROVAL/DISAPPROVAL TO CARRY A FIREARM

I ( ) recommend ( ) do not recommend that the above named be authorized to carry a Board firearm in connection with his/her duties, and that said firearm be issued.

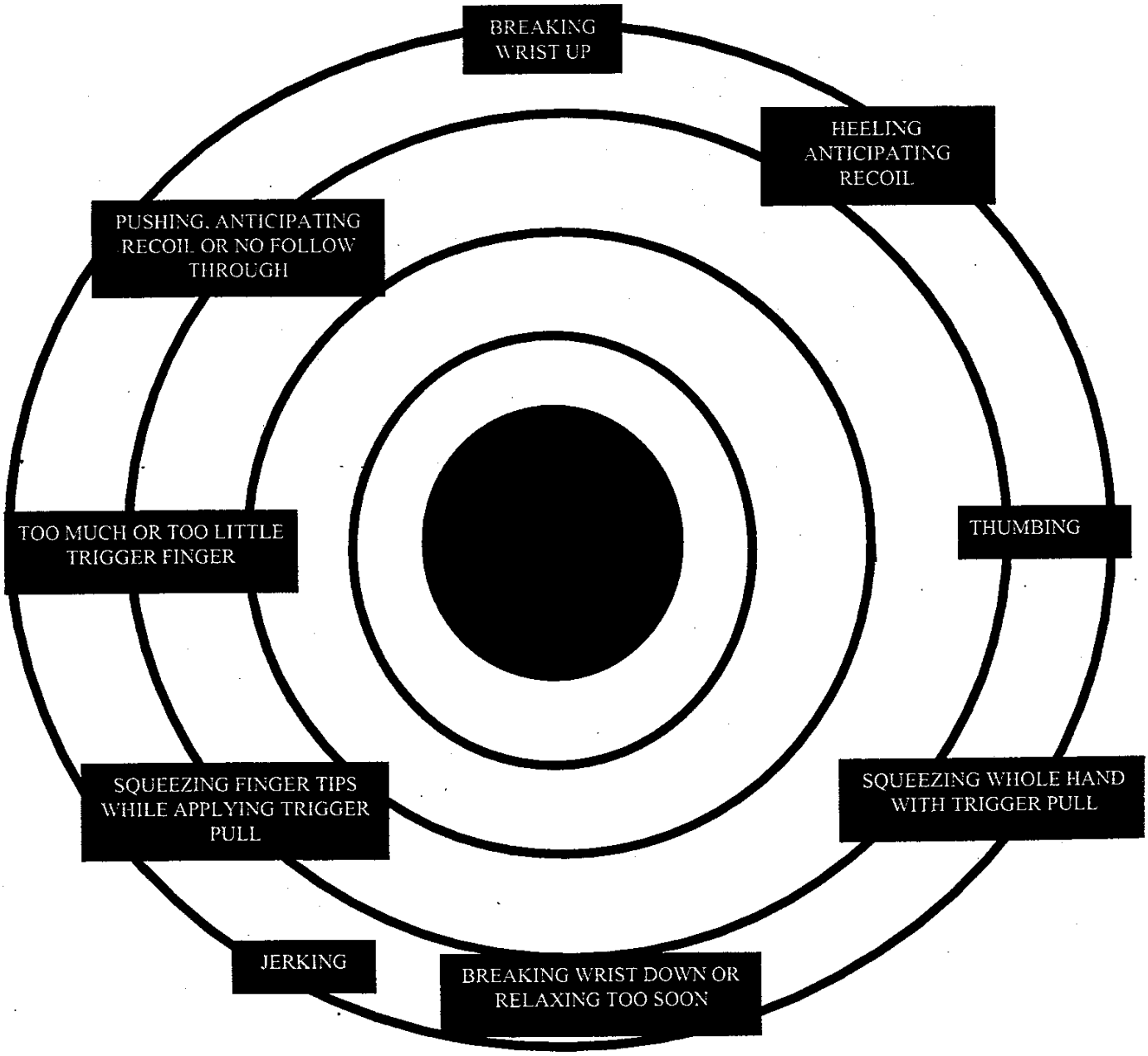
Reason(s) for not recommending:

_____ _____
Unit Supervisor Date

# Sight Alignment



# HANDGUN TARGET ANALYSIS
## RIGHT HANDED SHOOTER



# ANNUAL 9MM REQUALIFICATION COURSE

The Requalification Course of fire, as outlined, is the minimum standard required to maintain possession of the weapon. The course of fire must be completed three (3) times. Individuals must qualify a minimum of one time out of the three attempts. Individuals who fail to re-qualify must surrender a clean weapon to the DFO prior to departing the firing range.

A challenge drill will be inserted within the first three stages of fire. If a shot is fired during the challenge drill, that Agent forfeits that requalification attempt.

COURSE OF FIRE

| Yard Line | # of Rounds | Position | Sequence | Time |
|---|---|---|---|---|
| 3 | 12 | Holster | 3 4 Shot Strings | 5 seconds |
| 5 | 12 | Holster | 3 4 Shot Strings | 6 seconds |
| 5 | 4 | Ready | weak hand unsupported | 7 seconds |
| 7 | 8 | Ready | 2 4 Shot Phase 1 Clearance | 10 seconds |
| 10 | 8 | Ready | 2 4 Shot Strings | 7 seconds |
| 12 | 8 | Ready | 4 Shots Tactical Reload 4 Shots | 18 seconds |
| 15 | 8 | Ready | 4 Shots Lock Back Reload 4 Shots | 25 seconds |
| Total Rounds Fired | 60 | | | |

## DIM LIGHT and NIGHT FIRE

## DIM LIGHT
## COURSE OF FIRE

**Suggested course of fire.**

| Yard Line | # of Rounds | Position | Sequence | Time | Light |
|---|---|---|---|---|---|
| 3 | 4 | Holster | 2 2rds dbl-tap | None | Available |
| 3 | 4 | Holster | 2 2rds dbl-tap | 8 seconds | Available |
| 7 | 8 | Ready | 8rds dbl-tap to a Lock Back Reload | None | Flashlight |
| 10 | 8 | Ready | 8rds dbl-tap | None | Flashlight |
| Total Rounds Fired | 24 | | | | |

NIGHT FIRE

| Yard Line | # of Rounds | Position | Sequence | Time | Light |
|---|---|---|---|---|---|
| 3 | 4 | Holster | 4rds dbl-tap | 8 seconds | Vehicle |
| 3 | 4 | Holster | 4rds dbl-tap | 8 seconds | Flashers |
| 7 | 8 | Holster | 8rds to a Lock back Reload | None | Available |
| 10 | 8 | Ready | 8rds | None | Flashlight |
| 25 | 8 | Ready | 8rds Barricade | None | Flashlight |
| Total Rounds Fired | 32 | | | | |

**Material To Be Covered During**
**FIREARMS REQUALIFICATION COURSE**

A. Firearms Policy and Use of Force Policy Review
   1. Policies read and explained
   2. Everyone must sign Acknowledgment Forms

B. Safety Review
   1. Home
   2. Office
   3. Field
   4. Range

C. Liability
   1. Current Court Decisions
   2. Training

D. Proper weapon manipulation / fundamentals
   1. Grip
   2. Draw
   3. Grab
   4. On Target
   5. Ready Position
   6. Holster
   7. Loading/Unloading
   8. Tactical Reload
   9. Lock back / Out of battery reload

E. Stoppages
   1. Phase I
   2. Phase II