

**Salinas Police Department Lesson Plan**  
**POST Perishable Skills Program PSP**  
**Tactical Firearms Course**  
AOT Fall 2023  
**4 Hours**

**GOAL:**

The course will provide the student with the minimum topics of tactical firearms and lethal force required in the POST Perishable Skills Training Program (PSP). The student will develop the necessary firearms tactical knowledge and skills to service and win a realistic lethal force encounter.

The course consists of hands-on/practical skills firearms training for in-service-officers.

**Topics and Exercises:**

- a) Safety Policy and Range Orientation
- b) Moral Obligations
- c) Use of Force Considerations
- d) Policy and Legal Standards
- e) Grip, Stance, Sight Alignment, Sight Picture, and Trigger Control.
- f) Target Recognition and Evaluation
- g) Weapon Clearing/manipulations
- h) Live Fire Tactical
- i) Basic Tactical Firearms Situations, Judgement and Decision-Making Exercises
- j) Class Exercises/Student Evaluation/Testing

**COURSE OBJECTIVES:**

Student officers will:

- 1. Demonstrate knowledge of Salinas Police Department Use of Force/Firearms Policy
- 2. Identify the tactical analysis key points related to tactical firearms as reported in POST Law Enforcement Officers Killed and Assaulted (LEOKA) Studies
- 3. Demonstrate a minimum standard of tactical handgun proficiency with every technique, exercise and course-of-fire, to include:
  - A. Judgement and Decision Making
  - B. Firearms Safety
  - C. Fundamentals of Marksmanship
  - D. Safe Drawing and Presenting of Firearms
  - E. Shoot/No Shoot
  - F. Speed, Accuracy and Effectiveness under stress and movement conditions
  - G. Shot Placement: Combat Effectiveness
  - H. Malfunctions Clearance
  - I. Loading/Reloading

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**Class Exercise/Evaluation/Testing (Instructor Will Explain Testing Process)**

**Each student will demonstrate minimum standard of performance with every technique, exercise, or course of fire.**

- 1. Minimum standards of performance will be evaluated by an instructor observing the student during performance of the technique, exercise or course of fire.**
- 2. If the student does not meet minimum standards, individual remediation will be given until the standard is met.**
- 3. Firearms testing will include safety, accuracy, and competency and effectiveness with weapons.**

**Materials Needed:**

Ear and Eye Protection/Body Armor  
Duty Handgun and Belt with Magazines  
Handgun Ammo 9mm/.45 Cal  
Handheld and/or Weapon mounted flashlight  
Paper Targets and Backers  
Tape  
Range First Aid Kit  
Basic Firearm Cleaning Products (oil, brushes, etc.)  
POST Roster

**EXPANDED COURSE OUTLINE**

**I. INTRODUCTION AND ORIENTATION**

- A. Introduction, Registration, and Orientation**
  1. Instructor/student introductions
  2. Registration/rosters
- B. Course Objectives/Overview, Exercises, Evaluation/Testing**
  1. Overview of course objectives
    - a) Judgement and Decision Making
    - b) Firearms Safety
    - c) Fundamentals of Marksmanship
    - d) Safe Drawing and Presenting Firearms
    - e) Threat Assessment and Identification
    - f) Speed, Accuracy and Effectiveness under stress and movement conditions
    - g) Shot Placement: Combat Effectiveness
    - h) Malfunction Clearing
    - i) Loading and Reloading – No administrative reloads (in the holster)

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2. Overview of Exercises and Drills
  3. Evaluation, Testing, and Remediation Procedures
- C. Weapons Safety Orientation, Review of Range and Shooting Safety Rules, Unloading and Loading Rules Before and After Training and for Extended Breaks.
- 1. All weapons are to be considered loaded.**
  - 2. Never point the muzzle at anything you are not willing to shoot.**
  - 3. Keep your finger off the trigger until you are ready to fire.**
  - 4. Be sure of your target, backstop, and beyond.**
  5. All demonstrations and student practice will be performed with empty weapons and only after a weapons check.
  6. Range and Tactical Safety
    - a) Follow range rules
    - b) Follow instructor commands.
    - c) Strict weapons discipline and muzzle control
    - d) No “lasering” of personal body parts.
    - e) Firearms should be placed on safety or de-cock (for applicable firearms) prior to holstering.
    - f) Cover primary elements as a checklist with students.
    - g) Local emergency and first aid procedures to include radio and telephone procedures, and closest medical facility.

## **II. LETHAL FORCE OVERVIEW**

- A. Legal Standards and Case Law
1. Case Law
    - a) Tennessee vs. Garner 1974
      - 1) Deadly Force
      - 2) Fleeing Felon
    - b) Graham vs. Connor 1989
      - 1) Objectively Reasonable Force
      - 2) PC 835a
  2. AB 392 (PC835a) 2019
- B. Moral and Ethical Issues involving Use of Force and Lethal Force
1. Moral Obligations
    - a) A duty, which one owes and ought to perform, but not legally bound to fulfill.
  2. Ethical Concerns
    - a) Moral principles that govern a person’s behavior or the conducting of an activity.

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**C. Civil Implications of Using Force/Lethal Force**

1. Department Liability
  - a) Policy
  - b) Training
  - c) Supervision
  - d) Corrective Actions
  - e) Trends and Patterns
  - f) Updates
2. Personal Liability
  - a) Criminal and Civil
  - b) Actions and inactions
  - c) Negligence – Intentional Indifference
  - d) Law and constitutional violations

**D. Report Writing and Preliminary Investigation Overview**

1. Report Writing and Articulation
  - a) Officer Involved Incident “proximate cause” of death or injury – Investigator responsibility
  - b) All others the officer should expect to write own report
  - c) Content and details must be included in report – Time sensitive, body camera does not speak for itself
2. What happens during preliminary investigation
  - a) Policy 310
  - b) MCCLEOA OIS guidelines
  - c) Officer Involved Incident – DA investigation, Administrative investigation
  - d) All others, supervisor investigation
  - e) Public safety statement
  - f) DOJ notification (unarmed suspects)

**III. USE OF FORCE/LETHAL FORCE AND FIREARMS POLICY**

**A. Use of Force Considerations**

1. Lethal force within the spectrum of force options
2. Verbal, hands, less lethal, lethal force
3. Escalation and de-escalation process (policy 300.3.1)

**B. Policy 300 and SB 230 2019**

1. Policy 300.4 Deadly Force Applications
  - a) Reasonable cause to believe
  - b) Imminent threat
  - c) Death or serious bodily injury
  - d) Fleeing violent felon specifications
  - e) Other policy areas and issues
  - f) Shooting at vehicles after violent fleeing specifications (300.4.1)

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**IV. POST LAW ENFORCEMENT OFFICERS KILLED/ASSAULTED (LEOKA) STUDIES**

- A. Current Reports and Vital Statistics from LEOKA Reports
  - <https://www.fbi.gov/services/cjis/ucr/publications#LEOKA>
  - 1. Line of Duty Deaths
  - 2. Statistics Over Time
- B. Conclusive Tactical Analysis
  - 1. Low light conditions
  - 2. 5-10 feet
  - 3. 2 rounds
  - 4. Officer accuracy: less than 20%
  - 5. Use of cover
  - 6. Summary – Overview

**V. FUNDAMENTALS OF SHOOTING**

- A. Stance
  - 1. Athletic stance, balanced ready position.
  - 2. Weight shifted slightly forward.
  - 3. Torso squared toward target
- B. Grip
  - 1. High firm grip
  - 2. Two hands on firearm
- C. Sight Alignment
  - 1. Equal height front sight to the rear sight
  - 2. Equal light front sight centered in the rear sight notch
- D. Sight Picture
  - 1. Sights align relative to target
  - 2. Eye focus – front sight
- E. Trigger Control
  - 1. Smooth continuous pressure straight to the rear
  - 2. Without disturbing the sight picture
- F. Follow Through
  - 1. Manage recoil
  - 2. Seer reset and another sight picture after every trigger squeeze

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**VI. FOUR COUNT PISTOL DRAW**

**A. Threat Assessment**

1. Assess the threat (imminent threat, reasonable belief, totality of circumstances)
  - a) What is the weapon, is it being used, and if so how
  - b) What is the distance
  - c) Suspect cover/barriers/body armor – Target zones are center mass, pelvis, and head
  - d) Officer cover

**B. Count One**

1. High firm grip
2. Defeat retentions
3. Support hand and arm into center of the body

**C. Count Two**

1. Draw
2. Handgun is rocked up and forward
3. Wrist is positioned above holster
4. Forearm parallel to the ground
5. Trigger finger placement

**D. Count Three**

1. Meet both hands for two-handed grip
2. Low ready positioning

**E. Count Four**

1. Present handgun with two-handed grip.
2. Handgun and front sight raised to eye level
3. Eye focus on front sight
4. Weapon at full presentation
5. Disengage safety if applicable

**F. Threat Assessment**

1. Assess the threat  
Did I hit?  
Did it work?  
Scan and Breathe
2. De-cock or engage safety if applicable
3. Reloading
4. Reassess

**G. Holstering**

1. Only when the tactical situation warrants
2. Reverse the draw count
3. Carefully place the firearm back into the holster.
4. Secure all holster retentions.

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**VII. DRILLS AND COURSES OF FIRE**

- A. Range Orientation and Safety Briefing
  - 1. Conduct second Range safety briefing
  - 2. Review command sequence
  
- B. All Courses Emphasize:
  - 1. Firearms safety
  - 2. Muzzle and fire discipline
  - 3. Fundamentals of marksmanship
  - 4. Five count pistol draw
  
- C. Marksmanship Warm Up Drill
  - 1. Review grip, stance and draw
  - 2. Slow fire practice (10-15 rounds)
  - 3. Perform drills from the holster (10-15 rounds)
  - 4. 7-yard line
  - 5. Repeat as needed to observe student proficiency
  
- D. Speed/ Emergency Reload (minimum 3 repetitions) (10-15 rounds)
  - 1. Index and retrieve fresh magazine
  - 2. Bring handgun into workspace if necessary
  - 3. Drop old magazine as you bring fresh one to the magazine well.
  - 4. Use overhand grip to send the slide forward.
  
- E. Tactical Reload (minimum 3 repetitions) (10-15 rounds)
  - 1. Use cover if possible
  - 2. Index and retrieve fresh magazine
  - 3. Bring handgun into workspace if necessary
  - 4. Remove partial magazine and retain while inserting fresh magazine
  - 5. Store partial magazine on person but not in magazine pouch
  - 6. Handgun back on target
  
- F. Malfunction Drills (10-15 rounds)
  - 1. Failure to fire (minimum 3 repetitions)
    - a) Bring handgun to workspace if necessary
    - b) Tap magazine with support hand to ensure fully seated
    - c) Cant to the side to orient ejection port to ground and place hand over the top rear of the slide
    - d) Rack the slide
    - e) Back on target

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2. Failure to eject (minimum 3 repetitions) (10-15 rounds)
    - a) Bring handgun into workspace if necessary
    - b) Tap magazine with support hand to ensure fully seated
    - c) Cant to the side to orient ejection port to ground and place hand over the top rear of the slide being careful to avoid any empty brass
    - d) Rack the slide
  3. Failure to extract (double feed) (minimum 3 repetitions) (10-15 rounds)
    - a) Bring gun into workspace if necessary
    - b) Tap/rack
    - c) If student tried to shoot again, trigger should feel spongy
    - d) Use cover if possible
    - e) Visually and physically inspect firearm, recognize the double feed
    - f) Place hand over the top rear of slide and lock slide to the rear
    - g) Remove old magazine
    - h) Rack slide several times to clear the chamber
    - i) Insert magazine (old or fresh but know bad magazine could be a factor)
    - j) Rack the slide
    - k) Back on target
- G. Flashlight Shooting Drills
1. Weapon mounted (minimum 3 repetitions) (6-10 rounds)
    - a) Use support side thumb or grip activated switch to activate the light.
    - b) Deactivate light when not necessary or tactically advantageous
  2. Handheld flashlight technique (minimum 3 repetitions) (10-15 rounds)
    - a) Discuss alternate techniques
    - b) Safety precautions
    - c) Dry fire practice
    - d) Reloading/flashlight retention
    - e) Handgun presentation with secondary light

## **VIII. TESTING/REMEDIATION**

**Testing: Any student scoring below standard on any exercise, as established by the presenter, will be remediated, and tested until competency is demonstrated to the satisfaction of the presenter.**

Standard Quarterly Handgun Qualification

## **IX. WEAPONS MAINTENANCE**

Provide instruction and allow appropriate time for cleaning