

## **SECTION NUMBER 21**

## **BEN TISA INSTRUCTOR RESUME – SPECIAL MUNITIONS**

<b><u>Law Enforcement Training</u></b>	<b>Hours</b>	<b>Date</b>	<b>Presenter</b>
1. Explosive Breaching Course	16 Hours	06/75	SFPD Police Training
2. Explosives and Booby Traps	8 Hours	10/76	US ARMY-EOD
3. Explosive Breaching Instructor Course	80 Hours	01/93	USMC-SOTG
4. Explosive Breaching Course	80 Hours	10/94	USMC-SOTG
5. Explosive Handler Safety Course	40 Hours	05/95	LSU Police Training
6. Explosive Breaching Course	80 Hours	07/98	Cal-POST/ ITR/ACSO
7. Explosive Breaching Course	80 Hours	01/99	Cal-POST/ ITR/LASO
8. Explosive Breaching Course	80 Hours	10/00	ITR/LASO
9. Explosive Breaching Course	80 Hours	04/03	Cal-POST/ ITR/SCSO
10. Diversionary Device Instructor Course	16 Hours	05/07	Cal-POST/ ITR/STG
11. Diversionary Device Instructor Course	16 Hours	09/07	Cal-POST/ ITR/STG
12. Diversionary Device Instructor Course	16 Hours	03/08	Cal-POST/ ITR/STG
13. Diversionary Device Instructor Course	16 Hours	12/08	Cal-POST/ ITR/STG
14. Diversionary Device Instructor Course	16 Hours	11/09	Cal-POST/ ITR/STG
15. Diversionary Device Instructor Course	16 Hours	06/10	Cal-POST/ ITR/STG
16. Diversionary Device Instructor Course	16 Hours	12/10	Cal-POST/ ITR/STG
17. Diversionary Device Instructor Course	16 Hours	05/11	Cal-POST/ ITR/STG
18. Distraction Device Breaching Course	16 Hours	11/09	Safariland Training
19. Distraction Device Breaching Course	16 Hours	02/11	Cal-POST/ ITR/STG
20. Distraction Device Breaching Course	16 Hours	07/11	Cal-POST/ ITR/STG
21. Less Lethal Instructor Course	24 Hours	09/07	Cal-POST/ITR/STG
22. Less lethal Instructor Course	24 Hours	04/10	Cal-POST/ITR/STG
23. Less Lethal Instructor Course	24 Hours	06/11	Cal-POST/ITR/STG
24. Chemical Agent Instructor Course	40 Hours	1978	FBI Academy
25. Chemical agent instructor Course	40 Hours	1992	FBI Academy

**POST Course Control number-Explosive Breaching issued to ITR 1025-33576**

**POST Course Control number-Diversionary Device Instructor issued to ITR 1025-21920**

**POST Course Control number-Distraction Device Breaching Instructor issued ITR 1025-33566**

**Copies of Certificates are available upon request for courses which a certificate was issued.  
(California POST – International Training Resources – Safariland Training Group – USMC – LSU)**

### **Cal/OSHA Certifications and Explosive Breaching Course Development**

1. Cal/OSHA Blaster License-Limited: Tactical Breaching for Law Enforcement Only # 8177 Issued 4/19/99 expired 4/19/04 – Electric and Non-Electric Shock Tube and Cap/Fuse Initiation.
2. The very first California POST Certified 80 Explosive Breaching course was researched, developed and presented by Ben Tisa during 1998 at Alameda County Sheriff's Office Training facility in Dublin, California.
3. This initial course was originally certified through the ACSO based upon documentation, lesson plans, student manual, training protocols, training aids and safety procedures developed and prepared by Ben Tisa.
4. Additionally, through extensive coordination with CAL-OSHA's Mining and Tunneling Division, obtained the first ever Law Enforcement Blaster License category for Explosive Breaching by law enforcement officers.
5. In-conjunction with Cal-OSHA staff, developed approximately 75% of the test questions and testing procedures used for course participants to obtain their special category Blaster License.

### **Military Training and Experience**

1. U.S. Marine Corps Infantry Officer, 1966-1970 with extensive training in the use of plastic explosives, detonation cord, electric ignition systems, time fuse and rendering safe booby traps.
2. As an infantry platoon Leader, obtained extensive field demolition experience during combat operations, 1968 and 1969 in the Republic of Vietnam – Northern I Corps area.

## **SECTION NUMBER 22**

## **DAVE BLISS INSTRUCTOR RESUME – SPECIAL MUNITIONS**

<b><u>Law Enforcement Training</u></b>	<b>Hours</b>	<b>Date</b>	<b>Presenter</b>
1. Diversionary Device Instructor Course	16	05/07	Cal-POST/ITR
2. Diversionary Device Instructor Course	16	09/07	Cal-POST/ITR
3. Diversionary Device Instructor Course	16	03/08	Cal-POST/ITR
4. Diversionary Device Instructor Course	16	12/08	Cal-POST/ITR
5. Diversionary Device Instructor Course	16	11/09	Cal-POST/ITR
6. Diversionary Device Instructor Course	16	06/10	Cal-POST/ITR
7. Diversionary Device Instructor Course	16	12/10	Cal-POST/ITR
8. Diversionary Device Instructor Course	16	05/11	Cal-POST/ITR
9. Distraction Device Breaching Course	16	11/09	S/T Group
10. Distraction Device Breaching Course	16	07/11	Cal-POST/ITR

### **Law Enforcement experience**

1. Continuous and ongoing use/deployment from 1977 to November 1999 involving training events.
2. Continuous and ongoing use/deployment from 1977 to November 1999 involving operational events.



## **SECTION NUMBER 23**

# BEN TISA

## CURRICULUM VITAE

### OFFICE – EXPERT WITNESS CONSULTATION

2269 Chestnut Street #161  
San Francisco, CA. 94123  
Tel: (415) 567- 0323 (925) 963-3984  
e-mail: [expertwitness@bentisa.com](mailto:expertwitness@bentisa.com)

### OFFICE –LAW ENFORCEMENT TRAINING

2269 Chestnut Street #161  
San Francisco, CA. 94123  
Tel: (415) 567- 0323 (925) 963-3984  
e-mail: [btisa.itr@comcast.net](mailto:btisa.itr@comcast.net)

### CURRENT OCCUPATION

1988 – 2012	Expert witness consultation, depositions and court testimony in litigation cases involving Law Enforcement policy, procedures and practices for field operations and training procedures.
1995 - 2012	Partner – International Training Resources, LLC. This company is structured to provide law enforcement and public safety training through the California State POST certification program and on contract directly with various agencies. Currently engaged in presenting courses of instruction through various Criminal Justice Training Centers located in the Western United States. <a href="http://www.itr-swat@comcast.net">www.itr-swat@comcast.net</a>
1972-2012	Senior Instructor/Subject matter expert in basic, advanced and instructor level training programs involving an extensive range of law enforcement tactical skills, firearms and field operation procedures.

### AREAS OF EXPERTISE - FIELD OPERATIONS AND TRAINING PROCEDURES

Use of Force • Officer Involved Shootings • Force Management Review • Threat Assessment Procedures • Firearms • Weapon Tactics • Defensive Tactics • Less-Lethal and Impact Weapons • Arrest and Control Procedures • Patrol Officer Tactics • Plain Clothes Officer Tactics • Chemical Agents • SWAT Team • SWAT Team Leader • SWAT Commander • Tactical Commander • Command Post Operations • Patrol Officer/Supervisor First Responder Procedures • Sniper Team • Incident Command and Control Procedures • Critical Incident Management • Threat Perception and Reaction Time Behavior in Critical Incidents • Warrant Service • Hostage Rescue Procedures • Aircraft, Ship and Oil Platform Recovery • Rappel Master • Movement to Contact Procedures • Helicopter Operations • Breaching Tactics and Equipment • Low-light/Night Operations • VIP Protection • Distraction Devices • Critical Threat-Active Shooter Response • Rural Tactical Operation • Patrol Vehicle Stop Procedures • Armored Vehicle Deployment Tactics • Robot Deployment Tactics • SWAT/K9 Search Tactics • Law Enforcement Training Procedures • Field Investigations • Undercover Investigations

## LAW ENFORCEMENT EXPERIENCE

1972	Sworn in as Special Agent for the Federal Bureau of Investigation, Los Angeles California. Transferred to FBI Academy at Quantico, Virginia to attend New Agent Training. Completed agent training.
1972	Transferred to the FBI Oklahoma City. Assigned investigative responsibilities involving bank robbery, kidnapping, extortion, fugitives and terrorist groups. Participated in high risk arrest operations and provided tactical and weapons training to other agents assigned to major case squads.
1973	Transferred to FBI San Francisco, assigned investigative responsibilities involving bank robbery, kidnapping, extortion, fugitives, terrorist groups, public corruption, organized crime, police excessive force/civil rights violations, undercover operations and narcotics investigations.
1973 – 1995	Assigned to Special Operations Unit–Tactical Command/SWAT/Sniper and Negotiation Team
1973 – 1995	Assigned to Firearms and Tactical Training Unit on continuous part time/full time basis.
1984 – 1995	Member of FBI “Shooting Evaluation Team”, which reviewed and evaluated agent involved shooting incidents with specific attention to performance standards, rules of engagement, tactics, weapon functioning, training procedures and compliance.
1984 – 1992	Assigned to Department of Defense as consultant/instructor to the United States Marine Corps’ Special Operations Training Group providing hostage rescue, sniper, breaching, aircraft assault, ship and oil platform recovery training.
1995	Retired from Federal Bureau of Investigation with 24 years of services.



## LAW ENFORCEMENT TRAINING

1972	Special Agent Training - Federal Criminal Code Violations, Investigative Procedures, Crime Scene Procedures, Report Writing, Firearms, Tactics, Arrest Procedures and Ethics.	FBI Academy
1973	Surveillance Procedures Undercover Operations In-Service Arrest and Firearms Training Firearms Instructor SWAT Basic Training	FBI Oklahoma FBI Oklahoma FBI Oklahoma FBI Academy FBI Academy
1974	Sniper Operations General Police Instructor Aircraft Hijacking Procedures Advanced Tactics and Weapon Training In-Service Arrest and Firearms Training	FBI Academy FBI Academy FBI Academy FBI San Francisco FBI San Francisco
1975	Helicopter Operations Instructor Defensive Tactics Instructor Rappelling and Fast-Rope Instructor Kidnapping and Extortion Procedures Explosive and Mechanical Breaching Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI Academy FBI Academy FBI Academy FBI Academy SF Police Dept. FBI San Francisco FBI San Francisco
1976	Explosives and Booby Traps Advanced SWAT Training VIP Protection Tactical Dive Operations Advanced Weapons and Tactics Training In-Service Arrest Firearms Training	US Marine Corps FBI Academy US Secret Service US Navy FBI San Francisco FBI San Francisco
1977	Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI San Francisco FBI San Francisco
1978	Chemical Agent Instructor High Risk Warrant Service Operations Critical Incident Management Drug Laboratory Raid Procedures Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI San Francisco FBI Academy FBI Academy DEA San Francisco FBI San Francisco FBI San Francisco
1979	Firearms Instructor Course Tactical Dive Operations Advanced Weapons and Tactics Training In-Service Arrest and Firearm Training	NRA San Francisco FBI San Francisco FBI San Francisco FBI San Francisco

1980	Advanced Defensive Tactics Instructor Undercover Operations Advanced Helicopter Operations Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI Academy FBI Academy FBI San Francisco FBI San Francisco FBI San Francisco
1981	Special Weapons Instructor Course Cold Weather Tactical Operations Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI Academy Las Vegas P.D. FBI San Francisco FBI San Francisco
1982	SWAT Team Leader Training Arrest and Control Techniques Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI Academy POST San Francisco FBI San Francisco FBI San Francisco
1983	VIP Protection Tactical Negotiation Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	US Secret Service FBI San Francisco FBI San Francisco FBI San Francisco
1984	SWAT Commander Course Advanced Team Leader Training Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI Academy FBI Academy FBI San Francisco FBI San Francisco
1985	Stress Psychology and Performance Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI San Francisco FBI San Francisco FBI San Francisco
1986	Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI San Francisco FBI San Francisco
1987	Supervisor Course Close Quarter Battle Tactics Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI Academy US Marine Corps FBI San Francisco FBI San Francisco
1988	Pistol Transition Instructor Course Helicopter Flight Operations Tactical Climbing/Rappelling Course Explosive Breacher Course Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training Authorization Granted to Testify as Expert Witness	FBI San Francisco US Marine Corps US Marine Corps US Marine Corps FBI San Francisco FBI San Francisco FBI HQ – WDC
1989	Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training Nuclear Power Plant Operations/Tactical Recovery Procedures	FBI San Francisco FBI San Francisco US Dept. of Energy

1990	Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training Nuclear Power Plant Operations/Tactical Recovery Procedures	FBI San Francisco FBI San Francisco US Dept. of Energy
1991	Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI San Francisco FBI San Francisco
1992	Chemical Agent Instructor Seminar Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	FBI San Francisco FBI San Francisco FBI San Francisco
1993	Breaching Instructor-Explosives Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	US Marine Corps FBI San Francisco FBI San Francisco
1994	Advanced Breaching Course Advanced Weapons and Tactics Training In-Service Arrest and Firearms Training	US Marine Corps FBI San Francisco FBI San Francisco
1995	Defensive Tactics Instructor Seminar Advanced Hostage Negotiations Advanced Explosives Handling Firearms Instructor Seminar	California POST California POST Louisiana POST Nevada POST
1996	Tactical Operations Dispatcher Tactical Rappel Master Defensive Tactics Instructor Update	California POST California POST California POST
1997	Submachine Gun Instructor Update	California POST
1998	Explosive Breaching Course	California POST
1999	SWAT Team Arrest Procedure Seminar Less Lethal Instructor Seminar Weapon and Equipment Seminar	California POST Trexpo West Trexpo West
2000	Automobile and Bus Clearing Seminar Contemporary Weapon and Equipment Seminar	Trexpo West Trexpo West
2001	Less Lethal Devices Seminar High Risk Operations Seminar Distraction Device Deployment Seminar Undercover Operations Tactical Support Procedures	Trexpo West Trexpo West Trexpo West Trexpo West
2002	Sniper Team Operations Defensive Tactics and Use of Force Seminar Tactical Use of Chemical Agents Seminar Tactical Rappelling Ascending/Descending Seminar	Trexpo West Trexpo West CATO CATO

2003	Distraction Device Seminar Less Lethal Devices Seminar Patrol /Plain Clothes Officer Arrest Procedures Seminar Contemporary Weapons and Equipment Seminar	CATO TREXPO West TREXPO West TREXPO West
2004	SWAT Team Leader Duties and Core Skills Seminar SWAT Team Member Duties and Core Skills Seminar Sniper Team Member Duties and Core Skills Seminar SWAT K-9 Course SWAT Team Entry Tactics Seminar Case Studies Seminar	TREXPO West TREXPO West TREXPO West California POST CATO CATO
2005	Peak Performance Training for Extreme Encounters Tactical Use of Chemical Agents Seminar Tactical Bus Interdiction Seminar Arrest and Control Techniques Seminar Investigating Use of Force Incidents Sniper Tactics, Technique and Technology Seminar SWAT K-9 Course Sniper Team Operations Seminar Aircraft and Linear Target Intervention Seminar	TREXPO West TREXPO West TREXPO West TREXPO West TREXPO West TREXPO West California POST CATO CATO
2006	Armorer Course – Sniper Rifles	California POST
2007	Distraction Device Instructor Course SWAT K-9 Course Armorer Course – Sniper Rifles Tactical Breaching Course Less Lethal Extended Range Impact Munitions Course	California POST California POST California POST California POST California POST
2009	Distraction Device Breaching Instructor Course Command and Control Procedures for Critical Incidents Case Studies Seminar Liability Issues and Use of Force Seminar Emergency Medical Intervention Procedures Contemporary Weapons/Equipment/Armored Vehicles	Def-Tec Corp. CATO CATO CATO CATO CATO
2010	Case Studies Seminars Liability Issues and Use of Force Seminar Sniper Team Operations Seminar SWAT/ K-9 Deployment Course Special Weapons/Equipment/Armored Vehicle Seminar Distraction Device Breaching Instructor	CATO CATO CATO California POST CATO California POST
2011	Distraction Device Breaching Instructor Course Less Lethal Extended Range Impact Munitions Course SWAT/K-9 Deployment Course	California POST California POST California POST

## INSTRUCTOR EXPERIENCE

1972 -2012	Directly involved as Senior Instructor/Subject Matter expert in basic, advanced and instructor level training programs involving extensive range of tactical skills, firearms and field operations procedures.
1978	Developed and instructed the first FBI and POST certified 80-hour Defensive Tactics Instructor course. This course has been continuously taught since 1975. The material presented in this course now serves as the curriculum model for all FBI agents and instructors at the FBI Academy.
1980	Developed and presented the FBI 40-hour Tactical Commander/SWAT Commander course of instruction certified by POST. This course is specifically designed to train field supervisors and commanders in the protocol necessary to resolve high-risk incidents.
1986	Designed and presented the first formal SWAT team training program for the Drug Enforcement Administration. This program became the agencies tactical team training protocol and was formally instituted by the director of the DEA. This program included Basic Training followed by one year of Advanced Training.
1988 - 1992	Participated directly in the design and development of two major tactical and weapons training facilities at Mare Island Naval Station and Camp Pendleton Marine Base. These facilities have since been utilized for Law Enforcement and Military Special Operations Training.
1987 - 1994	As Supervisor-Instructor, established the FBI Special Operations Training Group, which developed and presented training programs for military Special Operations forces. This force consisted of USMC special operation teams, helicopter units, intelligence section and command element. Training consisted of hostage rescue procedures, intelligence collection, helicopter flight operations, assault climbing/rappelling, breaching, aircraft, oil platform and ship recovery operations.
1994	Designed and presented the first formal Special Response Team Training program for the California Highway Patrol. This team has become the prototype unit for the Statewide Special Response Unit of the CHP.
1994	Developed and presented the first 48-hour POST certified SWAT Team Leader course. This course is currently presented in the State of California and is specifically designed to train team leaders.
1995	Developed and presented the official California State Parole Officer Defensive Tactics Instructor Course. The material presented in this 80-hour course now serves as the curriculum model for all California State Parole Defensive Tactic Instructors.

- 1995 Developed and presented the 40-hour POST certified Patrol Rifle Instructor course. This course is currently presented in the State of California and is specifically designed to train instructors in the operation, tactical employment and field deployment protocol for the AR-15/M-16 Rifle.
- 1996 Developed, selected and trained the first Haitian National Police SWAT team. This program was presented through the United States Department of State - Haiti Mission and the US Department of Justice - ICITAP. Involved recruiting, evaluation, equipping and training 200 officers for final selection to national team.
- 1996 Developed and presented the first 40-hour POST certified Tactical Dispatcher Course, which trains police dispatchers to support tactical units and SWAT commanders in field command posts. The material presented in this 40-hour course serves as the curriculum model for the State of California's Tactical Dispatcher Training.
- 1996 Developed and presented the first 48 hour POST certified Tactical Rappel Master Instructor course involving procedures for anchor point rigging, all types of rappel procedures, lowering systems, hook and pole caving ladder procedures, team lifts, fast rope insertions, fixed and webbing ladder procedures, rescue procedures, equipment selection/inspection, operational obstacle clearing, policy and procedure guidelines.
- 1998 Developed and presented the first 80-hour POST certified Explosive Breaching course involving the use of explosives in specially configured charges for Law Enforcement. The material presented in this course now serves as the curriculum model for the State of California's Explosive Breaching Course.
- 2001 Developed and presented the first 32-hour POST certified Active Shooter-First Responder Instructor course involving procedures for direct intervention tactics and operational protocol in critical threat situations.
- 2004 Developed and presented as the lead instructor, the first 80-hour POST Pilot Basic SWAT course for officers selected by their agency to be members of their SWAT team. The material presented in this course now serves as the curriculum model for the State of California's Basic SWAT Course.
- 2005 Developed and presented as the lead instructor, the first 40-hour POST Pilot Tactical Commander course for officers selected by their agency to be commanders of critical incidents. The material presented in this course now serves as the curriculum model for the State of California's Tactical Commander Course.
- 2006 Developed and presented the first 48-hour POST certified Tactical Breaching course involving manual, mechanical, cutting, thermal and shotgun techniques. The material presented in this course now serves as the curriculum model for California POST Tactical Breaching Course.



- |      |  |
|------|--|
| 2007 | Developed and presented the first 16 hour POST certified Distraction Device Instructor Course involving munitions configuration, explosive properties, safe handling procedures, reloading procedures, maintenance procedures, hand, pole and command initiated deployment, tactical insertion procedures, storage requirements, transportation requirements, policy and procedures documentation. |
| 2010 | Developed and presented the first 16 hour POST certified Distraction Device Breaching Course involving the use of the detonation properties of distraction device flash powder reloads as the force to breach doors, wall, window and other obstacles.   |

# INSTRUCTOR CERTIFICATIONS

1973-1995	Federal Bureau of Investigation
1973-2012	California POST
1988 -1990	Nevada POST
1978-1990	California State Limited Teaching Credential for Law Enforcement courses
1988 -1994	United States Marine Corps – Special Operations Training Group
2002-2008	California Association of Tactical Officers
2007-2012	Safariland Training Group

## TACTICAL COMMAND AND SWAT OPERATION EXPERIENCE

1972 – 1995	Directly involved in an extensive number of high-risk tactical operations with responsibility ranging from SWAT Team member, Team Leader, SWAT Commander and Tactical Commander.
1972 – 1978	Assigned as SWAT Team Member - duties include aircraft hijacking, hostage rescue, barricaded suspects, high risk warrant service, protective details, major event security and public safety protocol. Maintained requirement for tactical skills, firearms qualifications and physical fitness standards.
1979 – 1983	Assigned as SWAT Team Leader - duties involved the selection and training of new team members. Command and control of team to include planning and execution of various missions. Maintained performance standards, enforced training and operational protocol.
1984 – 1988	Assigned as SWAT Team Commander - duties involved command and control of three SWAT teams to included planning and execution of missions, selection and training of new members, equipment evaluation and procurement, liaison with other support units, discipline of team personnel, operational report writing and evaluations.
1989 – 1995	Assigned as Tactical Commander - Duties involved command and control of three SWAT teams, four sniper teams, containment team, communication section, hostage negotiation team and command post element. Responsible for the planning, coordination, and execution of all tactical actions as required by specific operations.
12/14/94	Last operational responsibility as Tactical Commander involved the service of two separate high-risk narcotic trafficking warrants for suspected gang members.

### MILITARY TRAINING AND EXPERIENCE

1966 – 1967	Received commission as United States Marine Corps officer. Attended Infantry Officer School - six months, Quantico, VA – Honor Roll graduate
1968	Assigned duties as Infantry Platoon leader
1968 – 1969	Participated in extensive infantry combat operations with the 3 <sup>rd</sup> Marine Division in Vietnam
1969	Returned to Camp Pendleton, CA.
1970	Completed active duty with rank of Captain. Received Honorable Discharge

### MILITARY TRAINING RECEIVED RELATING TO LAW ENFORCEMENT DUTIES AND RESPONSIBILITIES

1966 – 1970	Squad, platoon and company tactics for urban and jungle operations Information collection and processing of intelligence Weapon selection and tactical employment Rules of engagement Planning, supporting and briefing procedures for execution of tactical operations Casualty processing and evacuation Helicopter operations Assault Climbing and Rappelling Rigging and disarming of mines and improvised explosive devices Tactical use of explosives Stress psychology and performance in combat operations Chain of Command operations Close combat self-defense
-------------	--

#### FORMAL EDUCATION

1966	Bachelors of Science Degree California State University at Long Beach Business Administration
------	---

#### OTHER SPECIALIZED TRAINING AND CERTIFICATIONS

1972 – 1984	Martial Arts training and competition in Tae Kwon Do and Hap Ki Do
1960	Los Angeles County and PADI Scuba Diver Certification. Experience in tactical dive operations involving evidence and victim searches.
1998	California State Explosive Blaster License. Certified to use explosives in tactical breaching applications for law enforcement.

#### PROFESSIONAL ASSOCIATION MEMBERSHIP

1980 – 2012	National Tactical Officers Association International Society of Explosive Engineers California Association of Hostage Negotiators Society of Former Special Agents of the FBI FBI Agents Association FBI - US Marine Corps Association Marine Corps Law Enforcement Foundation National Rifle Association International Association of Chief of Police California Association of Tactical Officers International Wound Ballistics Association International Association of Law Enforcement Firearms Instructors California Association of Firearms Instructors American Sniper Association American Society for Industrial Security - ASIS
-------------	--

#### AWARDS AND COMMENDATIONS

1972 – 2012	Recipient of more than 200 formal and written commendations from law enforcement, military and Governmental agencies as well as various civic and business groups for both operational and training events.
-------------	---

#### FORMAL EDUCATION

1966	Bachelors of Science Degree California State University at Long Beach Business Administration
------	---

#### OTHER SPECIALIZED TRAINING AND CERTIFICATIONS

1972 – 1984	Martial Arts training and competition in Tae Kwon Do and Hap Ki Do
1960	Los Angeles County and PADI Scuba Diver Certification. Experience in tactical dive operations involving evidence and victim searches.
1998	California State Explosive Blaster License. Certified to use explosives in tactical breaching applications for law enforcement.

#### PROFESSIONAL ASSOCIATION MEMBERSHIP

1980 – 2012	National Tactical Officers Association International Society of Explosive Engineers California Association of Hostage Negotiators Society of Former Special Agents of the FBI FBI Agents Association FBI - US Marine Corps Association Marine Corps Law Enforcement Foundation National Rifle Association International Association of Chief of Police California Association of Tactical Officers International Wound Ballistics Association International Association of Law Enforcement Firearms Instructors California Association of Firearms Instructors American Sniper Association American Society for Industrial Security - ASIS
-------------	--

#### AWARDS AND COMMENDATIONS

1972 – 2012	Recipient of more than 200 formal and written commendations from law enforcement, military and Governmental agencies as well as various civic and business groups for both operational and training events.
-------------	---



## **SECTION NUMBER 24**

**DAVID W. BLISS**  
212 Sherland Ave. • Mountain View, California 94043  
Phone (650) 967-7057 • Cell (650) 303-1111 FAX (650) 967-7053  
email: dwbliss @comcast.net

## **PROFESSIONAL EXPERIENCE**

### **International Training Resources, LLC. – (January 1995 – Present)**

Founding member of this law enforcement training and consulting company that specializes in law enforcement management, supervisory, tactical, firearms and defensive tactics programs. Core courses include Tactical Commander/Critical Incident Management, SWAT Team Leader, Basic SWAT, Defensive Tactics/ Arrest and Control Instructor, Basic and Advanced Sniper, Firearms Instructor, Patrol Rifle Instructor, numerous officer safety and custom/advanced SWAT courses.

Responsibilities include developing training contracts, liaison with Commission on Peace Officer Standards and Training (POST), writing course materials, coordinating training presentations throughout the State of California and team teaching the majority of the courses.

### **Mountain View Police Department, 1000 Villa Street, Mountain View, California (650) 903-6350 (October 1987 – October 1999)**

#### **Area Commander, Field Operations Division (July 1996 – October 1999)**

Coordinated Community Oriented Policing and Problem Solving programs for one half of the city. Included a leadership role in the transition to community policing. This included staffing and scheduling, problem solving protocols, differential police response, and facilitating the formation of neighborhood, business community, and outside government partnerships.

Served as a law enforcement liaison to the City Council Neighborhoods Committee, the Neighborhood Preservation Strategy Steering Committee, the Code Enforcement Committee and the Emergency Communications Center.

#### **Lieutenant, Field Services Division (January 1994 - July 1996)**

Watch Commander responsibilities similar to those listed below from October 1987 to January 1992. During much of this time period coordinated the beginning transition to community oriented policing. The Neighborhood Services Unit, Neighborhood Code Enforcement, the Gang Suppression Team and the Street Intelligence Units were grouped under one coordinator for the first time.

These units began to work with other divisions, government entities, and community groups to provide community oriented service. The budget was complete and the

**David W. Bliss**

**Page 2**

formation of a six person Community Oriented Policing Team began. This team worked in conjunction with the units and resources mentioned above.

Served as the law enforcement liaison to the City Council Neighborhoods Committee, Neighborhood Preservation Strategy Steering Committee, Parks Committee and Code Enforcement committee.

**Lieutenant, Investigative Services Division (January 1992 - January 1994)**

Responsibilities included command supervision of investigative teams and supervisors; completion of appropriate divisional reports and, as assigned, staff work, press relations; the management of the performance of members assigned to my command, including Community Services (DARE, SRO & Crime Prevention), Crime Suppression Team, Property Crimes Unit, Person Crimes Unit, SWAT and Hostage Negotiations Teams. Training coordinator responsibilities for the division.

**Lieutenant, Field Services Division (October 1987 - January 1992)**

Responsibilities included command supervision of patrol teams and supervisors assigned thereto; functional supervision and command of records personnel and records section; completion of appropriate divisional reports and, as assigned, staff work, press relations; the management of the performance of members assigned to my command; management of the Field Services Division's manpower function and presentations to Council regarding alternate services levels and capital expenditure.

Responsibilities also included management of the Field Training Officer Program and the Special Emergency Response Teams.

**Palo Alto Police Department, 275 Forest Avenue, Palo Alto, California (415) 329-2406 (May 1977 - October 1987)**

**Sergeant (April 1985 - October 1987)**

Supervisor, Investigative Services (July 1985 - October 1987) Supervised eight sworn and non-sworn employees in criminal investigations, crime suppression, crime analysis and special operations. Directed a focus change of the Crime Suppression Team (CST) from reacting to crime incidents to apprehending Career Criminals and narcotics offenders, which contributed to a 6 percent reduction in the burglary rate. Established and supervised multi-division task forces to coordinate efforts on major crime trends.

Identified need for and facilitated better coordination between Field Services (FSD), Investigative Services (ISD), Crime Prevention and Crime Analysis, which increased continuity and success of investigations. Implemented and managed case enhancement

**David W. Bliss**

**Page 3**

activities with the Crime Analyst to provide quality research on significant investigations. Supervised agent in regional narcotics task force. Acted as division coordinator in the Captain's absence. Prepared Investigative Service Division budget.

Supervised the formation and operation of a highly successful eight agency task force, known as the Criminal Apprehension Team (CAT), which focused its attention on parolees, known offenders and street level narcotics dealers.

Supervised the Field Training Officer program.

Supervisor, Support Services (November 1983 - July 1985) Supervised 13 sworn and non-sworn employees in police records during the transition from manual to automated record keeping systems. Handled personnel actions, including employee selection, disciplinary actions and evaluations. Served as Custodian of Records, by responding to Subpoena requests, determining public access to records and controlling restricted information. Prepared Support Services Division budget and managed division training.

**Agent (March 1982 - April 1985)**

Designed, coordinated and supervised a holiday season crime suppression team with outstanding results. Trained new officers in plain clothes patrol techniques for apprehending criminals. Managed crime scene evidence collection for the watch.

Supervised in Sergeant's absence, and assisted Sergeant in supervisory activities, including training and case review. Interned in City Attorney's Office for three months to help prepare City's defense of a civil suit; defense was successful.

Reconstructed, and supervised the Special Weapons and Tactics (SWAT) Team. After a complete change in team members, designed training programs and exercises to build expertise. Team resolved numerous SWAT incidents over seven years without injury to citizens or team members, or damage to property. Team provided protection for visiting dignitaries, and security for special events, such as the 1984 Olympics and 1985 Super Bowl.

**Officer (May 1977 - September 1981)**

Responded to calls for service, investigated crimes and traffic incidents, and responded to citizen requests for assistance and service on all three FSD watches.

**David W. Bliss**

**Page 4**

### **Training and Instructor Experience**

Began law enforcement training at the Community College level in 1978 at Gavilan College and continued to train for various colleges throughout career to include present time. Assisted the FBI as an instructor in numerous courses and provided regional training through police agencies throughout career. Training has been presented for the American River College, Gavilan College, Las Positas College, Los Rios College, Monterey Peninsula College, the South Bay Public Safety Training Consortium, Santa Barbara City College, San Jose City College, and San Jose State College.

Past Senior Instructor Defensive Tactics/ Arrest and Control at POST Basic Police Academy Learning Domain 33 – Gavilan College, Evergreen College and Monterey Peninsula College.

Continuous/full time training presentations since November 1999 have been in the areas of Incident Command, defensive tactics/arrest and control, firearms, SWAT, Rappel Master, Sniper, Submachine gun, SWAT Team Leader, Patrol Rifle Instructor, officer survival, vehicle pull-over, etc.

DOD/ICITAP Contract. Select and train the Haitian National Hostage Rescue Team 1996.

Senior Instructor in the California Commission on Peace Officer Standards and Training (POST) Pilot Basic SWAT Course in December 2004 and the POST Pilot Tactical Commander Course in February 2005.

Speaking engagements at TREXPO West, the California Association of Tactical Officers (CATO) conference and at the World SWAT Symposium.

Managed training and Field Training Officer Programs in Palo Alto and Mountain View.

Developed and presented the official California State Parole Defensive Tactics Instructor Course. The material presented in this 80-hour course now serves as the curriculum model for all California State Parole Defensive Tactics Instructors.

### **EDUCATION**

Senior Management Institute for Police, Boston, Massachusetts, 1998

M.S., Management, California State Polytechnic University, Pomona, California, 1995

California, Peace Officer Standards and Training, Command College Class 19, 1995

B.A., Administration of Justice, San Jose State University, San Jose, California, 1991

A.S., Life Sciences, Gavilan College, Gilroy, California, 1972

**David W. Bliss**

**Page 5**

Basic, Intermediate, Advanced, Supervisory, and Management POST Certificates

Limited Lifetime Teaching Credential

### **Law Enforcement Training and Certificates**

41<sup>st</sup> Central Coast Counties Basic Police Academy

"Outstanding Graduate Award"

March 18, 1977

University of California, Davis

Crime Scene Investigation and Physical Evidence

7/17/78 - 9/17/78

Northern California Criminal Justice Training and Education System

Santa Rosa Center

Advanced Officer SWAT 40 hours - March 30, 1979

Federal Bureau of Investigation

Self-Defense and Arrest Techniques Instructors School

July 9-20, 1979

Federal Bureau of Investigation

Self-Defense and Arrest Techniques Instructors Update

Completed 1/1/1980

Federal Bureau of Investigation

Special Weapons and Tactics

Completed 7/25/80

Federal Bureau of Investigation

Self-Defense and Arrest Techniques Instructors Update

Completed 10/10/80



Federal Bureau of Investigation  
Advanced Special Weapons and Tactics  
Completed 10/24/80

Federal Bureau of Investigation  
Chemical Agents Instructor  
Completed 8/27/82

**David W. Bliss**  
**Page 6**

Federal Bureau of Investigation  
Advanced Special Weapons and Tactics  
Completed 9/10/82

South Bay Regional Public Safety Training Center  
Law Enforcement Supervisory Course  
Completed 8/17/84

California Department of Justice  
Records Management Course  
Completed 3/29/85

Santa Rosa College Public Safety Training  
Unusual Incident Management and Tactics  
Completed 8/16/85

California Department of Justice  
Homicide/Violent Crimes Investigation  
Completed 5/9/86

CSU Long Beach  
Internal Affairs  
Completed 5/21/86

Federal Bureau of Investigations  
Defensive Tactics Seminar, Quantico Virginia  
July 21 - 26, 1985

Federal Bureau of Investigation  
Self-Defense and Arrest Techniques Instructors Update  
Completed 1/15/87

Humboldt State University Office Of Continuing Education  
The Management Course  
Completed 3/25/88

California State University, Long Beach  
Center for Criminal Justice Research and Training  
Management of the Field Training Officer Program  
November 13 - 15, 1989

**David W. Bliss**  
**Page 7**

Federal Bureau of Investigation  
Tactical Leadership Seminar  
April 28 - February 1, 1990

FBI - Tactical Operations Commander  
April 8 - 12, 1990

Federal Bureau of Investigation  
Tactical Leadership Seminar  
Completed 2/21/91

Federal Bureau of Investigation  
Critical Incident - Tactical Commander  
Completed 4/12/91

Federal Bureau of Investigation  
Tactical Leadership Seminar  
Completed 1/30/92

Federal Bureau of Investigation  
Tactical Leadership Seminar  
Completed 1/28/93

Federal Bureau of Investigation  
Special Weapons and Tactics Update  
Completed 8/8/94

Cristando House  
Management Update Seminar  
Completed 1/9/96

Marin Cons  
Assertive Management  
Completed 6/20/96

Firearms Instructor Course  
ITR/Los Positas Community College  
October 1999

Active Shooter Instructor  
ITR/South Bay Public Safety Training  
October 2001

**David W. Bliss**  
**Page 8**

California Tactical Officers Association  
Training Conference  
2002 – 2010

TREXPO West  
Training Conference  
2002 – 2010

Armorer/Gunsmith – AR-15/M-16  
December 17 – 21, 2007

Law Enforcement Use of Force Legal Update  
Eugene Ramirez  
January 7, 2008

Defensive Tactics Instructor Legal Update  
Michael Rains  
April 30, 2008

Distraction Devices Instructor  
Armor Holdings Training Academy  
May 27 – 30, 2009

Commission on Peace Officer Standards and Training  
Intermediate Certificate  
May 2, 1981

POST Advanced Certificate  
May 2, 1986

POST Supervisor Certificate  
April 15, 1987

POST Management Certificate  
June 19, 1990

Notices of Achievement  
March 2, 1982 – Outstanding Service to Community  
June 5, 1982 Narcotics  
July 2, 1982 Notice of Merit Citation – Armed Suspect Suicide  
January, 1983 Dougherty Trial  
February, 1983 – Leadership – Holiday Task Force

**David W. Bliss**  
**Page 9**

May 3, 1983 South Palo Alto Optimist Club – Officer of the Year  
March 24, 1987 – FBI Colorado  
October, 1987 – Leadership – Palo Alto Regional SWAT  
July 26, 1989 – Gas Line Rupture  
July 23, 1990 – Federal Fraud Investigation/Operation  
April 27, 1992 – “Number of significant SWAT/Hostage events”  
March 31, 1988 – Co-instruct FBI DT’s School May 9-13, 1988  
May 18, 1990 – Tapia Stalking/DV case  
October 1999 – Leadership to Regional SWAT Team – Palo Alto Police Dept.  
August 13, 2005 – San Mateo County Sheriff’s Regional SWAT – Outstanding Leadership  
January, 2006 – California Air National Guard – 129<sup>th</sup> Security Forces Squadron – Quality Tactical Training

## **SECTION NUMBER 25**

## **Safety Procedures and Equipment**

1. Briefing plan by range safety officer will include all items listed below and safety/medical issues related specifically to the particular range/location. All reporting requirements, safety procedures, emergency medical and transportation to trauma centers will be briefed specific to each training location.
2. Emergency medical service plan – ACTION AND NOTIFICATION.
  - A. In the event of an injury or illness, the injury/illness will be evaluated by instructor staff and treated by appropriate first aid and/or emergency medical procedures.
    1. Serious injury will be transported to the nearest trauma/emergency medical facility by the most expeditious means to include, but not limited to, on site emergency vehicles/ambulance/fire/helicopter.
    2. Serious injuries will be reported, as soon as practical, to the facility OIC and to the law enforcement agency/employer of the injured officer/deputy by the instructor staff.
  - B. Communication equipment.
    1. Radios
    2. Telephones
    3. Cell Phones
    4. Other
  - C. Evacuation vehicles.
  - D. Helicopter pad/evacuation/emergency medical plan.
  - E. Points of contact.
    1. Hosting law enforcement agency.
    2. Fire.
    3. Ambulance.
    4. Hospital/trauma emergency service facility.
  - F. Nearest trauma emergency service facility and routes.
    1. Monterey, Santa Barbara and Stockton respectively. Emergency number at all



three Locations is 911.

COMMUNITY HOSPITAL OF THE  
MONTEREY PENINSULA  
23625 holman highway  
Monterey, ca 93940

SANTA BARBARA COTTAGE HOSPITAL  
320 W. Pueblo Street (at Bath)  
Santa Barbara, CA 93102

SAN JOAQUIN GENERAL HOSPITAL  
222 E Weber Ave  
Stockton, CA 95202-2709

**G. Host range coordinator procedures.**

3. On scene emergency medical kit.
4. Student instructor ratios depending on training protocols in effect. (See Firearm Safety Rules # 3 below.)
5. Briefing and demonstration by instructors of specific range drill requirements.
6. Walk through dry run/no fire rehearsal by participants.
7. Questions and clarification prior to each exercise.
8. Use of public address system by range master/range instructor in charge of specific drills. (Anchor Audio 4 speaker system with wireless microphone or system installed at host range.)
9. Safety outlines part of manual.
  - A. Assigned as homework and read by students in class with follow-up questions/clarifications with instructors.
10. Marking cones and/or crime scene tape limit/control lines.
11. Off line personnel who are not participating in specific range drill(s).
  - A. Safety positions – do not go forward unless authorized by instructor.

**B. Weapon conditions.**

1. Unloaded.
2. Magazines out.
3. Bolts locked to the rear.
4. Safety on.
5. In holster or slung from officer.
6. If benched/ muzzle pointed in safe direction.

**C. No unnecessary conversation or activity that is disruptive to instructors and/or range drill participants.**

12. Area limit marking cones/barricades/caution tape to control access to range area per requirements of host range facility.
13. Range flags as necessary per requirement of host range facility.
14. Ammunition storage/access control area.
15. Collection box for all unspent ammunition.
16. Marking tape/muzzle safety blocks for dry fire/non live fire exercises.
17. "U" shaped range/berm line – approximately 12 – 14 ft. in height or higher.
18. Target/stand placement procedures.
19. Injury report form.
20. Metal target distance and ammunition type vs. paper/cardboard target.
21. Target frame construction.
  - A. Metal.
  - B. Wood.
  - C. Angle iron shape/direction of placement toward shooter.
22. Range clear of excess training aids/hindrances to safe movement/drill executions.

**23. Fire hazards/conditions/material and range munitions restrictions.**

**A. Fire extinguisher.**

**B. Fire department point of contact.**

**24. Verification of acceptable munitions/weapons that are allowed for use in specific live fire training facilities.**

**25. Other equipment as necessary for specific range drills.**

# **FIREARM SAFETY RULES**

---

## **1. CARDINAL RULES OF FIREARMS SAFETY:**

- A. Treat all firearms as though they were loaded.**
- B. Point the muzzle in a safe direction at all times.**
- C. Keep your finger of the trigger and outside the trigger guard until you are on target and have been instructed/authorized to fire.**
- D. Be sure of your target and what is beyond it prior to discharging the firearm.**
- E. Do not use weapons under any condition which would cause an officer to discharge a firearm in opposing direction-close proximity toward other officers.**

## **2. SPECIFIC RULES:**

- A. No cellular telephone use on the range by anyone except as necessary for emergency situations.**
- B. Ear and eye protection is required at all times when firing on the range, including observers.**
- C. Immediately upon picking up a firearm:**
  - 1. Check and remove any magazine from well.**
  - 2. Lock the action/moving parts to the rear out of battery.**
  - 3. Visually and physically check the chamber to see that it is unloaded.**
  - 4. Check the firearm a second time.**
- D. Show firearms to two other officers and an instructor to ensure safe condition of the weapon.**
- E. Never give a firearm to, or take a firearm from anyone, unless the action/moving parts are locked to the rear and weapon is unloaded.**
- F. Load only after your position is taken at the firing point and the command to load is given.**
- G. Unload and reload as instructed.**
- H. Keep the firearm pointed down-range at all times unless instructed to do so as part of a tactical movement drill.**
- I. Never draw a handgun from the holster or come off sling position on the range unless instructed.**
- J. Never draw/re-holster handgun with your finger in the trigger guard or on the trigger.**

- K. NEVER holster a cocked weapon unless the weapon model/carry mode and mechanical safety is designed for that configuration per department policy.**
- L. Never leave your firing point unless instructed to do so.**
- M. Never go forward of the firing line unless instructed to do so for administrative purposes or as part of a tactical course of fire.**
- N. Never bend over to retrieve dropped articles on the firing line unless instructed to do so.**
- O. No talking on the firing line except by, or with an instructor or as part of a tactical course of fire.**
- P. Pay strict attention to the instructor at all times.**
- Q. Do not turn/look off the target line to view range instructor unless ordered to do so.**
- R. Never anticipate a command.**
- S. Never permit the muzzle of a firearm to point at other officers during courses of fire.**
- T. Never permit the muzzle of a firearm to touch the ground during courses of fire or when in kneeling/low position firing positions.**
- U. Conduct a proper safety check of the weapon before and after each training session or whenever leaving/returning to range – see paragraph 2C for procedures.**
- V. Never dry fire on the range unless instructed to do so.**
- W. Firearms are to be holstered or controlled by sling/retention device when not in use unless otherwise instructed.**
- X. Do not leave firearms/ammunition unattended on the range unless instructed to do so and only if weapons are secured as to unauthorized use and/or access.**
- Y. All safety precautions must be adhered to by students and enforced by instructors.**
- Z. REMEMBER: Everyone has the responsibility for range safety.**

### **3. INSTRUCTOR/STUDENT RATIO**

- A. There will be one designated range master/safety officer per range.**
- B. The range master/safety officer and firearm instructor will wear visible shirt/vest and/or hat as identification while on range.**

**C. There will be one firearm instructor per 2 – 8 officers on the range firing line depending on “line course of fire.**

- |  |            |
|--|------------|
| <b>1. Weapon operational mechanics/zeroing drills</b>  | <b>1:8</b> |
| <b>2. On-line/stationary and basic movement drills</b> | <b>1:8</b> |
| <b>3. Lateral movement drills</b>                      | <b>1:5</b> |
| <b>4. In-line movement drills</b>                      | <b>1:3</b> |
| <b>5. Room entry and arrest drills</b>                 | <b>1:2</b> |
| <b>6. Full mission profile/mock-up drills</b>          | <b>1:8</b> |

## **SECTION NUMBER 26**

## **DIVERSIONARY DEVICE – GENERAL SAFETY BRIEF**

---

- 1. Do not handle or manipulate a diversionary device unless instructed and supervised by an instructor.**
- 2. Inspect the diversionary device upon issuance from the instructor or removal from manufacturers packaging. Inspect for the following items:**
  - A. Ensure the pull ring tangs are spread apart and flat against fuze head.**
  - B. No obvious damage to threads or explosive material container.**
- 3. Upon loading of the body of the device in the proper manner, check the following:**
  - A. Ensure the fuze is securely tightened in the body with no threads exposed.**
  - B. Ensure the safety lever is flat against the body of the device.**
- 3. Eye, ear and hand protection are mandatory at all times during diversionary device deployment/training. Long sleeve duty shirts are also recommended..**
- 4. Do not soft pin the device by pinching/straightening both sides of the pull pin tangs until just prior to insertion of the device and only on order of the instructor.**
- 5. Secure the device in your carry pouch with safety lever inside pouch and pull pin tangs in full “spread” condition.**
- 6. Anytime you plan to deploy a diversionary device, place your shoulder weapon on “safe” and hanging by sling or holster your pistol in “safe” condition prior to retrieving the diversionary device from pouch.**
- 7. When staging for deployment ensure that the lever is in the web of your deployment hand between the thumb and index finger.**
- 8. Once you have pulled the pull ring out from the fuze, under no circumstances will you switch the device to your opposite hand.**
- 9. Deploy the diversionary device into location/depth which will maximize the sensory overload capacity of device. This is the optimum area of effect for the detonation.**
- 10. If at any time you inadvertently drop the device once you have pulled the pin, stand your ground, turn your head away, and squint/close your eyes.**
- 11. If at any time the device comes back into the hallway prior to detonation, stand your ground, turn your head away, and squint/close your eyes.**
- 12. For right handed deployment, the fuze will be in an upright position with the pull ring facing you.**



- 13. For left handed deployment, the fuze will be inverted with the pull ring facing you.**
- 14. During training, never deploy a diversionary device into an occupied room or hallway unless part of a specific conditioning/awareness training drill.**
- 15. If a device fails to detonate, advise instructor of the misfire. Do not approach, handle or touch the misfired device unless instructed to do so by instructor. The instructor will approach the misfired device and conduct render safe procedures.**
- 16. During night time deployment, if you are the cover officer and the number two officer behind you is inserting the diversionary device, consider squinting your eyes or turning your head in a slightly more pronounced direction into wall side of entry position to minimize loss of low light eye adaptation upon detonation of the device.**
- 17. If there is any doubt as to your safety or the safety of others, cease all actions and announce "cease fire."**
- 18. If unable to insert device into target area due to exigent circumstances, execute abort procedures per instructor or department policy.**
  - A. Deploy in another operational location/direction.**
  - B. Move off line/out of insertion point position and re-pin.**
  - C. Other procedure as appropriate under existing conditions.**

## **SECTION NUMBER 27**

## **DIVERSIONARY DEVICE - TRAINING SAFETY PROCEDURES**

---

1. General safety rules and procedures on the use of each type of diversionary device facility and how each device should be used within the unique features of the facility should be developed, reduced to writing and communicated to instructors and students prior to each training session.
2. The site selected for ignition of diversionary devices and related devices should be reasonably free of loose gravel, rocks or other debris which could become flying hazards.
3. Diversionary devices should never be ignited in areas where highly combustible materials or flammable vapors are present or suspected.
4. Ignition of diversionary devices, sting balls or other related devices inside rooms or other enclosed spaces should be restricted to areas of adequate size and appropriate construction so as to limit the hazard caused by over-pressurization.
5. Ignition of diversionary devices or related devices for training purposes should occur only in areas where proper ventilation is provided.
6. When igniting diversionary devices and related devices in training, students should be positioned so as to avoid flying debris.
7. Presenters should provide or require that every student wear full body protection if located within the effective range of diversionary devices or sting ball device.
8. All persons who are required to ignite or handle a live diversionary device or pyrotechnic device should be provided with fire retardant protective gloves.
9. Each instructor should be required to successfully complete a POST-certified Diversionary Device Instructor program or its equivalent.
10. Each presenter of diversionary device training shall establish and identify an appropriate instructional staff-to-student ratio.
11. The instructional staff-to-student ratio should be lowered when a student is actually igniting a diversionary device or is exposed to its effects.
12. The presenters general safety rules should be reviewed with students immediately prior to the application phase of diversionary device training.
13. Specific procedures for handling device malfunctions, "dud" devices, and other unusual occurrences should be reviewed immediately before any diversionary device is ignited.
14. All classroom instruction or orientation should be accomplished with inert devices.
15. The unique characteristics of different diversionary devices, sting ball and related devices inhibit exact rules for deployment. Instructors should be aware of the particular hazards associated with each device used in training and deploy each accordingly.

16. Diversionary devices, sting balls and related devices should never be thrown directly at or detonated over the heads of students.
17. Students who are exposed to the effects of diversionary devices, sting ball or related devices should be provided with adequate safety equipment to afford vision, hearing and body protection.
18. Students should be instructed not to handle a diversionary device which fails to ignite.
19. Students should be instructed not to remove the retaining pin from any diversionary devices, sting ball or other device until just prior to igniting the device.
20. Students should be instructed to hold diversionary devices, sting balls and other devices with the "spoon" positioned in the web of the deploying hand. The retaining pin should be accessible to the student's opposite hand.
21. Students should not throw, launch or otherwise deploy diversionary devices unless they have a clear view of the area where the device is intended to land.

## **SECTION NUMBER 28**

**SAFETY EQUIPMENT REQUIREMENTS LISTED IN THE DISTRACTION DEVICE BREACHING  
INSTRUCTOR COURSE ANNOUNCEMENT**

1. The specific protective apparel and safety equipment used for the Breaching Tool operator involved in ITR Distraction Device Breaching courses are consistent with contemporary guidelines, practices and requirements as set forth in the following documents and agency procedures:
  - a. California POST safety guidelines for the Distraction Device Breaching Course
  - b. ITR Training Procedure safety guidelines for the Distraction Device Breaching and Distraction Device Instructor courses.
  - c. Safariland Training Group safety guidelines for Special Munitions courses:
    - (1) Safariland Training Group Manual "The Wallbanger Instructor Course" with disclaimer and safety guidelines.
    - (2) Safariland Training Group Manual "Distraction Device Instructor Course" with disclaimer and safety guidelines.
  - d. Cal/OSHA safety guidelines per Title 8 section 3382(a) of the California Code of Regulations which reads in part "employees shall be safeguarded by means of face or eye protection.
2. Safety Equipment requirements listed in the Distraction Device Breaching Course Announcement sent to all agency participants.
  - a. Load bearing vest
  - b. Knee and elbow pads
  - c. Weapon bungee cord
  - d. Duty uniform
  - e. Nomex/fire retardant gloves
  - f. Eye protection to include goggles and/or wrap around shooting glasses
  - g. Personal ballistic vest
  - h. Helmet
  - i. Other department issued safety apparel/individual equipment
3. Safety equipment/uniform worn by officer Mike Short on 7/21/11
  - a. Ballistic helmet
  - b. Protective eye glasses
  - c. Protective gloves
  - d. Foam eye plug protection
  - e. Ballistic load bearing vest
  - f. Duty long sleeve uniform shirt
  - g. Duty uniform pants
  - h. Duty service boots