

POST PERISHABLE SKILLS PROGRAM (PSP)
I - TACTICAL FIREARMS COURSE
Santa Cruz County Sheriff's Office-3180
CCN: 29501 | POST Certification II | 4 hours

Course Title:	POST Perishable Skills Program (PSP)
Course Goal:	This course will provide the deputy/trainee with the minimum topics of tactical firearms and lethal force required in the POST Perishable Skills Training Program (PSP). The deputy/trainee will develop the necessary firearms tactical knowledge and skills to survive and win a realistic lethal force encounter.
Audience:	In-service SCSO Deputies
Core Competencies:	a. Safety Policy/Orientation b. Moral obligations c. Use of Force considerations d. Policy and/or Legal Standards e. Sight Alignment, Trigger Control, Accuracy f. Target Recognition and Analysis g. Weapons Clearing/Manipulations h. Live Fire Tactical/Marking Cartridges
Dates:	01/19/2026
Total Hours of Instruction:	4
Location:	San Benio County Sheriff's Office Range, 1456 Bolsa Road, Hollister, CA 95023
Instructors:	Deputy E. Engelhardt / Deputy S. Ramirez
Mandated Training	Yes

Method of Presentation: Lecture and hands-on/practical implementation at the shooting range.

The training may be presented in a 4, 6, or 8-hour format allowing for flexibility based upon specific agency or trainee group needs, as long as the minimum topics are contained within each format independently.

COURSE OBJECTIVES:

The trainee will:

1. Demonstrate knowledge of their individual Department's Use of Force/Firearms Policy.

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2. Identify the tactical analysis key points related to law enforcement officers killed in the line of duty as a result of the use of firearms.
3. Demonstrate a minimum standard of tactical handgun proficiency with every technique, exercise, and course-of-fire, to include:
 - A. Judgment and Decision Making
 - B. Firearms Safety
 - C. Fundamentals of Marksmanship
 - D. Safe Drawing and Presenting Firearms
 - E. Threat Assessment/Identification
 - F. Speed, Accuracy and Effectiveness under stress and movement conditions
 - G. Shot Placement: Combat Effectiveness
 - H. Malfunctions Clearing
 - I. Loading/Reloading

Minimum standards of performance shall be tested by an instructor observing the trainee during their performance of each technique, exercise, and course-of-fire. If the trainee does not meet minimum standards, as established by the presenter, remediation will be provided until the standard is met.

EXPANDED COURSE OUTLINE

I. INTRODUCTION/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. Judgment and Decision Making
 - b. Firearms Safety
 - c. Fundamentals of Marksmanship
 - d. Safe Drawing and Presenting Firearms
 - e. Threat Assessment/Identification
 - f. Speed, Accuracy and Effectiveness under stress and movement conditions
 - g. Shot Placement: Combat Effectiveness
 - h. Malfunctions Clearing
 - i. Loading/Reloading
 2. Overview of exercises/drills
 3. Evaluation/testing/remediation procedures
- C. Weapons Safety Orientation, Review of Range and Shooting Safety Rules (Pre-range weapons unloading procedures and lunch/extended break)

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reload/unload rules)

I (a)

1. All weapons are to be considered loaded
2. Never point the muzzle at anything you are not willing to shoot at
3. Keep your finger off the trigger until you are ready to fire
4. Be sure of your target and background
5. Range and Tactical Safety
 - a. Follow range rules
 - b. Follow instructor commands
 - c. Strict weapon discipline and muzzle control
 - d. No "Lasering" of personal body parts
 - e. Firearms should be placed on safety or decock prior to holstering
 - f. Cover primary elements as a checklist with students
 - g. Local emergency/first aid procedures to include radio/telephone procedures, closest medical facility:

Regional Medical Center Hospital

225 N Jackson Ave

San Jose, CA 95116

- Assign 2 people to call 911
- Assign 2 people to guide ambulance to injured person
- Assign 2 people with the most medical training to administer first aid
- Assign 2 people to drive a marked patrol car to the hospital if needed.

II. LETHAL FORCE OVERVIEW

I (b, c, d)

A. Legal Standards/Case Law

1. AB 392
 - a. What has changed
 - b. How are the changes reflected in agency's Use of Force policy?
2. Supporting Case Law
 - a. Tennessee vs. Garner
 - (1) Deadly Force
 - (2) Fleeing Felon
 - b. Graham vs. Connor

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- (1) Objectively Reasonable Force
- (2) PC 835a

- B. Moral/Ethical Issues involving Use of Force/Lethal Force
 - 1. Moral obligations
 - 2. Ethical concerns
- C. Civil Implications of using Force/Lethal Force
 - 1. Department liability
 - 2. Personal liability
- D. Report Writing and Preliminary Investigation Overview
 - 1. Report writing and articulation
 - 2. What happens during preliminary investigation

III. USE OF FORCE/LETHAL FORCE AND FIREARMS POLICY

I (c, d)

- 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
- B. Department Policy/SB 230
 - 1. Reasonable Cause to believe
 - 2. Imminent Threat
 - 3. Death or Serious Bodily Injury
 - 4. Fleeing Violent Felon Specifications
 - 5. Other policy areas and issues
 - 6. Shooting at vehicles after violent fleeing specifications
 - 7. Lexipol policy 300.4 – Deadly force applications

- a. A deputy may use deadly force to protect him/herself or others from what he/she reasonably believes is an imminent threat of death or serious bodily injury to the deputy or another person.
- b. A deputy may use deadly force to apprehend a fleeing person for any felony that threatened or resulted in death or serious bodily injury, if the deputy reasonably believes that the person will cause death or serious bodily injury to another unless immediately apprehended.

IV. FUNDAMENTALS OF SHOOTING

I (e, f)

- A. Sight Alignment
 - 1. Equal height front sight to the rear sight

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2. Equal light front sight centered in the rear sight notch
- B. Sight Picture
 1. Sights align relative to target
 2. Eye Focus - Front sight tip
- C. Trigger Control
 1. Smooth, continuous pressure straight to the rear
 2. Without disturbing sight picture
- D. Follow through
 1. Manage recoil
 2. Reset the trigger to the ready position and get another sight picture
- E. Stance
 1. Athletic stance, Balanced Ready Position
 2. Weight shifted slightly forward
 3. Torso squared toward target
- F. Grip
 1. High firm grip
 2. Two hands on firearm

V. FIVE COUNT PISTOL DRAW

- A. Threat Assessment
 1. Assess the Threat
 2. De-Cock to Double Action
 3. Tactical Reloading
 4. Reassess
- B. Holstering
 1. ONLY when the tactical situation warrants
 2. Gently place firearm back into holster
 3. Secure all holster retentions
- C. Count One
 1. High firm grip
 2. Defeat retentions
 3. Support hand/arm into center line
- D. Count Two
 1. Draw
 2. Pistol is rocked up and forward
 3. Wrist is positioned above holster
 4. Forearm parallel to ground
 5. Trigger finger placement
- E. Count Three
 1. Meet both hands for two handed grip
 2. Low ready positioning

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- F. Count Four
 - 1. Present pistol for a two-handed grip
 - 2. Pistol raised to eye level raise front sight to eye level
 - 3. Eye focus to front sight
 - 4. Estimate proper sight picture
 - 5. Begin trigger press
- G. Count Five
 - 1. Weapon at full presentation (We do not shoot every time we draw)
 - 2. Sight alignment/sight picture is verified
- H. Threat Assessment
 - 1. Assess the Threat
 - 2. De-Cock to Double Action
 - 3. Tactical Reloading
 - 4. Reassess
- I. Holstering
 - 1. ONLY when the tactical situation warrants
 - 2. Reverse of the draw count
 - 3. Gently place firearm back into holster
 - 4. Secure all holster retentions

VI. DRILLS AND COURSES-OF-FIRE

I (g, h, i, j)

- 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 draw
- C. Marksmanship Warm Up Drill
 - 1. Review grip, stance, and draw

Dry practice drill

- Shooter stands so the muzzle of the gun is very close to the target.
 - Bring muzzle back a few inches then punch back out and acquire the red dot.
 - Bring the gun back towards chest then punch back out and acquire the red dot.
 - Draw gun from holster, punch out to target and acquire the red dot.
- 2. Perform one shot drills from the holster
 - 3. 7-yard line
 - 4. As many times as needed to observe student proficiency

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7 yard line

- Bullseye target
 - Draw, find the dot, fire 1 round, holster
 - Repeat for 2 magazines or until proficiency is observed.
- D. Speed/Emergency Reload
1. Drop magazine as bringing weapon to workspace and grabbing new magazine
 2. Properly index the magazine
 3. Insert fresh magazine
 4. Send slide home either by slide stop or overhand grip

Students must have **1 empty magazine and 2 loaded magazines.**

5 yard line – load the empty magazine in the pistol with a round in the chamber

- 3 rounds center mass – scan, breath, holster. Pick up and load the empty magazine back in the pistol.
- 3 rounds center mass, 1 round to the head - scan, breath, holster. Pick up and load the empty magazine back in the pistol.
- 5 rounds center mass - scan, breath, holster. Pick up and load the empty magazine back in the pistol.

10 yard line –

- 2 rounds center mass, 1 round to the head - scan, breath, holster. Pick up and load the empty magazine back in the pistol.
- 4 rounds center mass - scan, breath, holster. Pick up and load the empty magazine back in the pistol.
- 2 rounds center mass, 2 rounds to the head - scan, breath, holster. Pick up and load the empty magazine back in the pistol.
- 3 rounds center mass - scan, breath, holster. Pick up and load the empty magazine back in the pistol.
- 1 round to the head - scan, breath, holster. Pick up and load the empty magazine back in the pistol.

15 yard line –

- 3 rounds center mass - scan, breath, holster. Pick up and load the empty magazine back in the pistol.
- 4 rounds center mass – scan, breath, holster.

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- E. Tactical Reload
1. Handgun to workspace
 2. Index a fresh magazine
 3. Replace partial magazine with fresh magazine from workspace
 4. Retain partial magazine
 5. Handgun back on target
 6. Utilize cover if possible

5 yard line

- 3 rounds center mass – scan, breath, **tactical reload**, holster.
- 3 rounds center mass, 1 round to the head - scan, breath, **tactical reload**, holster.

10 yard line

- 5 rounds center mass - scan, breath, **tactical reload**, holster.
- 2 rounds center mass, 2 rounds to the head - scan, breath, **tactical reload**, holster.
- 4 rounds center mass - scan, breath, **tactical reload**, holster.

15 yard line

- 2 rounds center mass, 1 round to the head - scan, breath, **tactical reload**, holster.
- 3 rounds center mass - scan, breath, **tactical reload**, holster.
- 4 rounds center mass - scan, breath, **tactical reload**, holster.
- 2 rounds center mass, 1 round to the head - scan, breath, **tactical reload**, holster.

F. Malfunction Drills

1. Step left or right
2. Failure to Fire
 - a. Failure to fire/eject
 - b. Bring handgun to workspace
 - c. Tap magazine to support hand to ensure fully seated
 - d. Roll to right (for left or right-handed to orient the ejections port to the ground) and rack slide
3. Double Feed Drill

Students will load each of their magazines with at least 2 regular dummy rounds, 2 double feed dummy rounds, and live rounds.

10 yard line

- 4 rounds center mass – scan, breath, holster.
- 3 rounds center mass, 1 round to the head - scan, breath, holster.
- 5 rounds center mass - scan, breath, holster.
- 2 rounds center mass, 2 rounds to the head - scan, breath, holster.
- 3 rounds center mass - scan, breath, holster.

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- 5 rounds center mass - scan, breath, holster.
- 2 rounds center mass, 1 round to the head - scan, breath, holster.
- 4 rounds center mass - scan, breath, holster.
- 3 rounds center mass, 1 round to the head - scan, breath, holster.
- 4 rounds center mass - scan, breath, holster.

G. Flashlight Shooting Drills

1. Weapon Mounted

a. Use support side thumb to activate light or use grip activated switch

b. Deactivate when no longer necessary

2. Handheld Flashlight Tech

a. Alternate flashlight shooting techniques

b. Safety precautions

c. Dry fire practice

d. Reloading/flashlight retention

e. Handgun presentation with a secondary light

Students must have a handheld flashlight

5 yard line – Students must activate their **handheld flashlight**.

- 2 rounds center mass - scan, breath, holster.
- 4 rounds center mass, 1 round to the head - scan, breath, holster.
- 4 rounds center mass - scan, breath, holster.
- 3 rounds center mass - scan, breath, holster.
- 5 rounds center mass - scan, breath, holster.

7 yard line – Students must activate their **handheld flashlight**

- 4 rounds center mass - scan, breath, holster.
- 3 rounds center mass, 1 round to the head - scan, breath, holster.
- 2 rounds center mass, 1 round to the head - scan, breath, holster.

10 yard line – Students must activate their **weapon mounted light**

- 2 rounds center mass, 1 round to the head - scan, breath, holster.
- 4 rounds center mass - scan, breath, holster.
- 3 rounds center mass - scan, breath, holster.

15 yard line – Students must activate their **handheld flashlight**

- 3 rounds center mass - scan, breath, holster.
- 2 rounds center mass - scan, breath, holster.

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25 yard line – Students must activate their **weapon mounted light**

- 3 rounds center mass - scan, breath, holster.
- 2 rounds center mass - scan, breath, holster.

VII. TESTING/REMEDICATION

I (j)

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.

Course of Fire – Glock Qualification

- Qualification course of fire for Glock – 50 round qualification course – successful completion requires 80% hit ratio (40 of 50 rounds) – time for the course of fire begins at the command to fire.
- TQ-15 target will be used.
- Center of mass shots must be inside the “A zone” box.
- Headshots must hit the head (above the line) to count. (10 rounds)
- **IMPORTANT: Each shooter must start with one in the chamber of their duty weapon, and three full 17-rounds magazines. It shall also be made clear that tactical reloads are NOT allowed due to round count.**
- The shooter must only shoot the course as commanded. Shooting more rounds than instructed will be an **automatic fail**.

A. 2 Yards – 6 rounds

1. 2 rounds center mass, 1 round to the head – 5 seconds
2. 3 rounds center mass – 4 seconds

B. 5 Yards – 7 rounds

1. Step left within lane while drawing weapon, 2 rounds center mass, 2 rounds to the head – 7 seconds
2. From low ready – **support hand only** - 2 rounds center mass, 1 round to the head - 7 seconds

C. 7 yards - 13 rounds

1. Low Light – step to the right within lane while drawing, activate handheld light or weapon light, 4 rounds center mass – 8 seconds
2. 3 rounds center mass, 1 round to the head (will have to reload after 1st shot) - 12 seconds
3. Dominant hand only – 4 rounds center mass – 8 seconds
4. 1 round to the body – 3 seconds

D. 10 Yards – 14 rounds + 1 ejected round

1. Step left within the lane while drawing weapon, 4 rounds center mass – 7 seconds

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2. Failure to fire malfunction – Empty chamber, use same magazine that was already in the gun, do not reload ejected round. **Shooters must pull the trigger with an empty chamber at start**, clear malfunction, 2 rounds center mass, 1 round to the head – 9 seconds
3. Step right within the lane while drawing weapon, 4 rounds center mass (will have to reload after 1st shot) – 12 seconds
4. 2 rounds to the body, 1 round to the head – 8 seconds

E. 15 Yards - 6 rounds

1. 3 rounds center mass from the standing position, 3 rounds to the head from either standing or kneeling position– 15 seconds

F. 25 Yards – 4 rounds

1. 4 rounds center mass from either standing or kneeling position – 10 seconds

Note: Student to Instructor ratios:

Static Line- 12 student to 2 instructor

Movement- 12 students to 3 instructor

1 additional instructor will monitor students off-line at all times