



Facility Procedures and Operations Manual

Fresno Police Department Regional Training Center
6375 W. Central Avenue, Fresno CA 93706

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Fresno Police Department Regional Training Center

Facility Procedures and Operations Manual Introduction

The Fresno Police Department Regional Training Center (RTC) is a one-of-a-kind public safety training facility located in central California. The RTC covers 80 acres, and features “smart” classrooms, seven firearms ranges (including a 200 yard rifle range), a 3-story tactical training house, 3-story sniper tower, EVOC course, padded “mat room,” driving and force options simulators, and more.

The facility is primarily intended to be available for public safety agencies to receive their required training mandates, as well as training that will enhance their knowledge and skills in a variety of assignments and disciplines. This training may be provided by the RTC training staff through regularly scheduled classes, properly certified private training vendors, or certain portions of the facility may be utilized by agencies who wish to provide their own instructors and host their own training classes after payment of applicable fees.

The goals of the RTC staff are:

- To provide the highest quality public safety training in California;
- Utilize an outstanding training location that is equipped with the latest training aids, maintained in a safe and clean condition; and
- Provide the very best service we can to our customers, the public safety community.

The purpose of this manual is to establish specific policies for the safe and efficient use of the RTC by Fresno Police Department personnel, as well as others who wish to utilize the facility for their own training.

Section 1

General Procedures

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1.1. Administrative Offices

The "Range House" serves as the main administrative offices for the RTC. The RTC Commander, training supervisors, coordinators, and support staff are located in this building.

Other portions of this building contain training classrooms, break room, firearms armory, weapons repair, and a warehouse.

1.2 Hours of Operation

Normal operating hours are Monday through Friday, 0630-1700 hours. Any contact outside of normal operating hours should be made through the Fresno Police Department Duty Office at 621-2375.

1.3 Regional Training Center Staff

The Fresno Police Department Regional Training Center on-site staff consists of:

- Training Commander
- Training Supervisors
- Training Coordinator
- Training Officers
- Range masters / Armorers
- Administrative Support

1.3.1 Staff Modification of RTC Procedures

In order to facilitate the efficient operation of the RTC, sworn RTC staff members are authorized to temporarily modify procedures when safe and reasonable to do so.

1.4 Phones

RTC telephones are available for local, work-related calls only.

1.5 Requests for Assistance

In the event of a situation that requires immediate assistance from law enforcement, fire, or medical personnel, RTC employees, instructors or students shall notify the Fresno Police Department Communications Center by police radio or by dialing 911 on any RTC telephone or personal cell phone. Once necessary emergency assistance has been requested, the RTC commander and all other supervisors present shall be notified of the circumstances.

1.6 Training Rules

Students attending training shall arrive on time and be prepared for the nature of the training being presented. Personal electronic devices or printed materials (e.g., newspaper or magazines) shall not be allowed to disrupt the learning process or the classroom environment.

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Students attending training are required to follow instructions of training staff, facility rules, and facility signage no matter what agency is presenting the training. Active and constructive participation in training is expected as appropriate to the course being presented.

1.7 Attire

The environment at the RTC is professional and businesslike. Anyone visiting the RTC (attending training or otherwise) should be mindful of this and dress accordingly.

Fresno Police Department members attending training shall follow *Procedure 208, Training*, regarding training attire, and *Policy 1044* regarding visible tattoos. Non-uniformed Department members visiting the RTC not attending training or range qualification shall follow *Procedure 1046 C, Non-Uniformed Member Duty Attire*.

It is suggested that outside agency personnel attending training or visiting the RTC (not participating in firearms or physical training) wear suitable casual business attire: slacks, button front shirts or polo-type dress shirts, etc.

Department members or outside agency personnel who are attending firearms or physical training may wear jeans, tennis shoes, or suitable utility-type clothing.

No matter the type of training conducted or nature of the visit to the RTC, all attire shall be in good condition (e.g., no holes in jeans) and in good taste (e.g., shirts may not contain offensive language, logos or otherwise be unprofessional in nature). Shorts (unless specifically designated for the class, e.g., Bicycle Patrol), sandals, or open-toe footwear are not allowed.

1.8 Smoking

Smoking is only allowed in designated smoking areas within the RTC grounds.

Use of tobacco products are not permitted within any Fresno Police Department owned or occupied facility. Tobacco products shall not be used while in any Fresno Police Department owned vehicle, or any vehicle loaned or donated for use by the RTC.

No person shall smoke tobacco products within 20 feet of a main entrance, exit, or operable window of any public building (including RTC facility) (Government Code § 7596 et seq.).

1.9 Harassment

The Fresno Police Department is committed to creating and maintaining a work environment that is free of all forms of discrimination and intimidation, including sexual harassment. It is required that all Fresno Police Department employees, as well as members of outside agencies or organizations (instructors and/or

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students) who utilize the RTC maintain conformance with Title VII of the Civil Rights Act of 1964, the guidelines issued by the Equal Employment Opportunity Commission, the California Fair Employment and Housing Act and the guidelines issued by the California Fair Employment and Housing Commission. The specific policies regarding harassment and discrimination can be found in Fresno Police Department Policy 328, Harassment, and City of Fresno Administrative Order 2-16, Discrimination and Harassment Policy and Complaint Procedure (located in the Appendix of this manual).

The Department will take preventative, corrective and disciplinary action for any behavior that violates this policy or the rights and privileges it is designed to protect.

1.10 Release, Waiver, and Indemnity Agreement

All non-Fresno Police Department personnel attending manipulative skills training (e.g., weapons training, EVOC, canine, arrest and control, etc.) at the RTC are required to complete a release, waiver, and indemnity agreement unless released pursuant to an existing agreement. A sample of the agreement is contained in Section 7, "Forms," of this Manual.

Instructors from outside agencies who are instructing manipulative skills classes shall ensure that they and all of the students in their classes have completed the applicable release, waiver, and indemnity agreement and that these forms have been placed on file in the RTC administrative office prior to the beginning of their class.

1.11 Media Requests and Other Audio/Video Documentation

Requests from any media source or outside organization to film, photograph, record or otherwise document any training exercise or activity taking place at the RTC shall be referred to an RTC supervisor and must receive prior approval. Outside agencies or persons utilizing the RTC shall not allow or invite news media personnel onto the RTC grounds without prior approval from the RTC Commander.

Any person visiting the RTC should be aware that their activities may be monitored and/or recorded by video cameras located in and around the entire RTC, both indoors and outdoors.

Closed circuit video cameras and monitoring devices (e.g., body cameras) may be used in the Tactical Training House and other locations for the purposes of recording training activities to be used in the debriefing / learning process. These devices are intended to be used to enhance the training process and should be used to record or monitor legitimate training activities. RTC training staff or authorized outside agency personnel who are utilizing such closed circuit cameras have tacit authorization to monitor, record, and / or download any legitimate training activities.

Any documentation of training or activities at the RTC (whether by video, audio, still photography, or other means), by instructors, students, or visitors of any kind, that is for personal use (or other unauthorized purpose) is strictly prohibited.

1.12 Animals on Regional Training Center Grounds

No animals shall be allowed on RTC grounds without prior approval from RTC staff, with the exception of a police service dog, or a service animal. If a police service dog or service animal is brought on to RTC grounds, the owner/handler is responsible for maintaining control of it, preventing it from interfering with operations, and cleaning up any waste.

Section 2

Facility Procedures

Firearms Range
Sniper Tower
Tactical Training House
Mat Room
EVOC Facility
Classrooms

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

2.2 RTC Parking

Parking is available in designated stalls near the Range House. RTC staff, students and visitors to the center shall utilize these stalls as available and not attempt to park or in any way operate a vehicle in any portion of the driving course or adjacent landscaped areas without specific RTC staff authorization. Vehicles shall not be driven onto any portion of the firearms range without prior approval of RTC staff.

[REDACTED]

2.4 Chemical Munitions Usage

The use of chemical munitions (e.g., tear gas) at the RTC shall only be conducted in a specifically designated building, or designated open area with required pre approval of an RTC supervisor. Wind and other atmospheric conditions shall be considered prior to use.

2.5 Utilization of Facility

Fresno Police Department members shall only utilize the training center facilities when authorized to do so by either RTC staff, or other competent authority. The RTC clerk shall be contacted when a member wants to request the use of any portion of the RTC facilities, except that range qualification / training may be conducted when the range schedule allows.

Persons attending training or other persons legitimately visiting the RTC shall not bring, nor allow, any non-authorized personnel onto the RTC grounds. Requests for non-authorized personnel to access the RTC shall be directed to RTC staff for consideration.

Other agencies may contract with the City for use of various portions of the RTC. Arrangements will be made for personnel from contracting agencies to access the RTC consistent with their agreement.

[REDACTED]

[REDACTED]

2.7 Facility Requests

Fresno Police Department members, other City departments, or public agencies requesting use of any portion of the RTC shall email a detailed request to have the facility use considered. Once received, RTC staff will process the facility use request. The requesting party will be contacted with approval or denial of the request. When required, users shall also submit a completed user agreement.

Normal operating hours are Monday through Friday, 0630-1700 hours. Requests to conduct training or hold events outside of normal operating hours should be made at least 30 days in advance and will be handled on a case-by-case basis. Agencies with RTC usage agreements may utilize the RTC facilities during times consistent with their agreements.

At no time will any party be allowed to use the RTC without an approved RTC staff member on site, except for those agencies with long-term usage agreements and the use is consistent with the conditions of their particular agreement.

Entities with existing RTC user agreements that allow for reservation of facility amenities may reserve those available amenities no more than 30 days in advance. However, the foregoing does not apply to those specific amenities for which the entity has been provided priority usage under their RTC user agreement.

2.8 Facility Usage – Half Day / Full Day

For purposes of facility use, a half day is a four hour day and a full day is an eight hour day that is nine hours in length with a one hour lunch. The regular hours of a half day may be either 0700-1200 or 1200-1700. The regular hours of a full day are 0700-1700. Scheduling of facility use outside of regular hours is allowable only with the permission of a RTC supervisor.

2.9 Payment for Facility Use

Outside agencies or training presenters who use any portion of the RTC are normally required to pay in full 30 days prior to the start of the course or event.

Payment of applicable fees may be made by agency check, cash, money order, or credit card.

2.10 Specialized Equipment/Area – Training Orientation

Any instructor (Fresno Police Department or otherwise) who intends to conduct training on portions of the RTC which utilize specialized equipment will be required to attend an orientation provided by RTC staff regarding the specific pieces of equipment or area they intend to use.



The person(s) attending the orientation shall be responsible for monitoring the proper use of the equipment or area during the training to ensure that it is not unnecessarily damaged or used improperly.

2.11 Equipment and Sensitive Areas

Certain areas and/or equipment within the RTC are considered sensitive and access is restricted. Any request to access these areas by a visitor or observer will be considered on a case by case basis, and must be approved by an RTC supervisor. Any visitor or observer who is allowed access to any of these restricted areas shall be accompanied by an RTC staff member.

[REDACTED]

- 1. [REDACTED]
- 2. [REDACTED]
- 3. [REDACTED]
- 4. [REDACTED]
- 5. [REDACTED]
- 6. [REDACTED]

[REDACTED]

2.13 Damaged Equipment, Property or Vehicles

Any damaged equipment or property shall be reported to RTC staff as soon as practical. Fresno Police Department Procedure 700, Care and Replacement of Department Owned and Personal Property, shall be followed when City property has been damaged. The RTC staff member shall ensure the damage is properly documented as required in Procedure 700 (Appendix).

Any damage to RTC vehicles during training shall be reported to an RTC staff member who will ensure the damage is properly documented. RTC vehicles are utilized in a training environment, therefore, damage sustained during the course of training shall not be documented as a collision. "Horseplay," or the utilization of RTC vehicles in a manner that is outside of approved training procedures is prohibited.

2.14 Equipment Retention and Replacement

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Equipment at the RTC shall be replaced as required. During the annual Fresno Police Department budget process, the RTC Commander shall conduct a review of all equipment utilized at the RTC and make a determination as the need for repair and/or replacement. The cost of equipment identified for repair or replacement will be included in the following fiscal year's budget request for the RTC.

The departmental budget process includes the provision of a replacement schedule for certain items (i.e., computers, vehicles, etc.).

Any RTC staff member may report lost, damaged, or defective equipment to the RTC Commander for replacement consideration during the annual budget process. However, exigent circumstances may dictate immediate replacement of equipment used at the RTC and such replacement will be facilitated by the RTC Commander.

[Redacted text block]

- | [Redacted list item]
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- | [Redacted list item]

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[Redacted text block]

[REDACTED]

2.18 Emergency Vehicle Operations Course (EVOC)

The Emergency Vehicle Operations Course (EVOC) area consists of the following:

- Driver's awareness area;
- Skid pad;
- Pursuit Immobilization Technique (PIT) area;
- Pursuit driving area;
- Urban driving area.

Access to the EVOC area is restricted to RTC staff and students participating in a specific course of instruction only. No one other than a participating student or staff member shall be permitted on the course without proper authorization. Observers or visitors may only be allowed entry when escorted by authorized RTC staff while classes are in session.

Driver training at the RTC will usually take place within the EVOC area. Only vehicles approved by RTC staff may be used for EVOC training. RTC vehicles and the EVOC shall be visually inspected by an EVOC instructor prior to use to ensure the vehicle is properly equipped and no debris or hazards are present on the course.

Students who are standing by awaiting their turn shall stage at a designated EVOC safe zone.

2.18.1 Skid Pad

The skid pad is a 240ft X 320ft concrete pad used for training students in vehicle dynamics related to over-steering, under-steering, and four-wheel drift. There is a system that pumps water across this concrete pad to assist in allowing the vehicle to skid, so the students can experience the effects of the vehicle in a skid at different speeds.

Only authorized instructors shall conduct training on the skid pad. Authorized instructors are those who have completed a POST certified Driver Training Instructor class and have attended an orientation from RTC staff regarding proper operation of the skid pad and water pump system.

Only RTC vehicles specifically designated for skid pad use shall be used on the skid pad. The designated vehicles and the skid pad area shall be visually inspected by and EVOC instructor prior to use. [REDACTED]

Students who are standing by awaiting their turn on the skid pad shall stage at a designated safe zone.

2.18.2 Pursuit Immobilization Technique (PIT) Area

The Pursuit Immobilization Technique (PIT) area is a 80ft X 300ft concrete area designed to train students in the proper utilization of the PIT.

Unless otherwise authorized by the RTC Commander, only designated vehicles equipped with proper PIT-specific equipment may be used. PIT vehicles and the PIT Area shall be visually inspected by the EVOC instructor prior to use to ensure equipment is in proper condition and there is no debris or other hazards present on the course.

There are typically two vehicles involved in a PIT maneuver, the officer car (the "giver"), and the suspect car (the "receiver"). Vehicles initiating the PIT maneuver (giver) may be driven by instructors and / or students, when an authorized instructor is present in the vehicle. The receiver vehicle may only be driven by authorized PIT instructors. One student at a time may ride as a passenger in the receiver vehicle as directed by the instructor.

Only authorized instructors shall conduct PIT training. An authorized instructor is one who has attended a POST certified PIT Instructor class and has provided proof of certification to RTC staff prior to the class beginning.

2.19 Padded Mat Room

The “mat room” measures 95ft X 25ft and is divided into two sections, including the padded mat area and a classroom area. There is padding on the floor and walls of an area measuring 65ft X 25ft.

Training in the mat room shall be conducted by authorized instructors only. An authorized instructor is one who has completed a POST certified Arrest & Control Instructor or Defensive Tactics Instructor class. Any exceptions shall be authorized by an RTC supervisor.

No loaded firearms, ammunition, or knives are allowed in the mat room while a class is in session.

No food or drink is allowed in the mat room, with the exception of water in a spill-proof container.

When utilizing the mat room, training attire may be relaxed.

Duty belts may be worn and utilized while on the mats for specific exercises when directed by an authorized instructor.

There shall be no unauthorized training or exercises conducted in the mat room (e.g., mixed martial arts, personal fitness or exercise classes). Only training that is pre-authorized by RTC staff shall be conducted.

2.20 Classrooms

Three classrooms are available at the RTC. Two of the rooms are separated by an “accordion” divider and can be utilized as one large room. These rooms are equipped with necessary audio / visual presentation equipment, including computers, sound systems, and DVD players. This equipment shall be used only by RTC staff or other authorized instructors and only after an orientation explaining the proper use of the equipment.

Chairs and tables should remain in the rooms in which they are initially placed and shall not be removed without permission from RTC staff.

Training rooms may only be used when properly reserved through RTC staff.

Instructors utilizing any classroom are responsible for the condition of the training room. All trash and any unused handouts or other training materials shall be cleaned up at the conclusion of the training.

Any broken, damaged, or malfunctioning equipment shall be reported to RTC staff as soon as possible.

2.21 Range Office Rental

The RTC has four exterior-access range offices. These offices may be licensed for use on an as-available basis. Usage will be consistent with the terms of the specific user agreement and the terms of this manual.

Section 3

Instructor Information

3.1 General Instructor Requirements

Any person or group providing training at the RTC must first receive authorization from an RTC supervisor. All instructors of manipulative skills classes must provide documentation of proper instructor certification prior to the class beginning. Instructors shall notify RTC staff of any specific equipment needs prior to the beginning of the class, allowing for plenty of time to ensure those equipment needs can be met. It is the individual instructor's responsibility to understand and operate the presentation equipment related to their course.

Additions or changes in course content shall be carefully evaluated and appropriately reviewed by the presenter before a course begins. Significant changes in any POST approved course content which impacts the expanded course outline must be submitted to POST for approval before implementation.

Demonstrations of personally endorsed control techniques, introduction of untested shooting exercises, and / or departures from the approved lesson plan in an RTC course are rarely justified once a class is in session.

3.2 Instructor Certifications

Training classes at the RTC may be provided by Fresno Police Department Training, or by outside agencies or groups who may reserve various parts of the RTC and hold their own classes, providing their own instructors.

Appropriate instructor credentials for all manipulative skills classes shall be provided to RTC training staff prior to any classes taking place. Additionally, the number of properly certified instructors actually providing training must meet or exceed the instructor-to-student ratio listed in the Safety Guidelines for the specific course being presented.

Specialized instructor certificates are required for all classes listed in California Commission on Peace Officer Standards and Training (POST) Administrative Manual section 1070 (b). In addition, a specialized instructor certificate is required for conducting rappelling training in the tactical training house and / or sniper tower.

3.2.1 Emergency Vehicle Operations Course (EVOC) Instructors

All EVOC instructors must successfully pass a POST certified instructor class appropriate for the type of class being presented. Instructor certificates are necessary for EVOC, Driver's Awareness, PIT, and Police Motorcycle Operator.

3.2.2 Firearms Instructors

Instructors conducting any course of instruction on the firearms range, including firearm qualifications, must have completed an appropriate Range master course. In addition, instructors providing training or qualifications on firearms requiring specialized instructor certificates (i.e., patrol rifle, sub-machine gun, etc.) must provide RTC staff with proof of proper certification prior to the beginning of the training or qualification.

3.3 Training Staff Attire

The training environment at the RTC is professional and businesslike. Any instructor (whether from the Fresno Police Department, other law enforcement agency or outside training vendor) is representing the RTC and setting an example for others to follow. Instructors providing training at the RTC should be mindful of this and dress accordingly. At no time shall an instructor wear jeans, t-shirts, or open toe shoes, etc. (unless participating in a scenario role-play and prior approval is received).

Appropriate classroom instructor attire may include:

- Slacks, dress shirt, and tie;
- Slacks, dress polo shirt;
- Approved utility pants and department / agency polo shirt.



Trainers assigned to the RTC may wear alternate attire appropriate for their specific assignment (scenario role-play or tactical training assignment, etc.) as approved by a supervisor.

The approved uniform for trainers assigned to the RTC is the following:



[REDACTED]

Section 4

Safety Procedures

4.1 Safety Policy Purpose

The RTC has an established safety policy to ensure all training provided at the RTC is done in a manner that promotes an attitude of safety to all staff, instructors, and students alike.

The RTC Commander, Supervisors, and Training Officers are responsible for ensuring that all training is done in compliance with the appropriate safety policy.

4.2 Training Staff Responsibilities

The training staff shall ensure:

- That advance notice is provided to students and their agencies regarding physical demands and / or physical performance standards when applicable;
- That all instructors are provided with a written copy of the general safety policy and the specific policies that apply to their particular course of instruction, prior to the beginning of their class;
- That emergency communications (radio or telephone) are available at all training sites;
- That first aid kits are available and augmented with supplies for emergency treatment of injuries specific to that training event; and
- That they are aware of AED's being located at the front entrance counter and the range entrance counter.

4.3 Instructor Responsibilities

Any instructor conducting training at the RTC shall:

- Be responsible for informing safety officers of possible issues related to the safety of students and instructors attending courses at the RTC;
- Be aware of environmental factors, such as weather or air quality, and adjust the instruction as necessary;
- Advise students of applicable safety policies at the beginning of instruction, either orally or in writing;
- Follow the expanded course outline as approved by the Training Commander and, if applicable, submitted to the Commission on Peace Officer Standards and Training;
- Inquire of all students prior to the beginning and at the conclusion of any arrest and control training as to any student injuries;
- Inquire of all students at the conclusion of any driving and/or range training as to any student injuries;
- Advise all students of their responsibility to report and / or stop any unsafe conditions during training; and
- Display an attitude of safety and professional demeanor at all times, adhering to all policies, rules, procedures, and laws concerning their conduct.

4.4 Student's Responsibilities

Any student attending training at the RTC shall:

- Immediately notify the course instructor of any known, preexisting medical condition that is likely to be aggravated during training or will affect performance during training;
- Provide evidence of medical or physical fitness for training if the instructor questions their ability to perform safely;
- Immediately notify the course instructor of any injury sustained during training; and
- Adhere to all safety requirements while attending courses at the RTC.

4.5 Injury Reporting and Documentation

When an injury occurs on RTC grounds or as the result of RTC connected training, the first priority will be to ensure necessary immediate medical attention has been provided. Any injury shall be reported as soon as practical to an RTC staff member. The staff member who receives the report of injury shall ensure the injury is properly documented.

Fresno Police Department Procedure 1042, On-Duty Injuries, shall be followed when a Fresno Police Department member is injured.

Injuries that occur to members of outside agencies, other organizations (e.g., police academy cadet), or private persons (e.g., Citizens Police Academy, or volunteer organization) shall require the completion of a Supervisor's Report of Injury form. Members of agencies or organizations shall be referred to contact a supervisor of their respective agency as appropriate, to ensure the injury is properly reported to their agency or organization.

For any injury, RTC staff members shall evaluate the circumstances surrounding the cause of the injury and determine if there was a hazard or potentially unsafe condition that contributed to the injury. The RTC staff member shall take photos to document any equipment or portion of the RTC grounds that may have caused or contributed to the accident or injury.

4.6 Instructional Staff-to-Student Ratios

The RTC Commander shall ensure that staff-to-student ratios for each psychomotor area are established and maintained. Reassessment of the staff-to-student ratios (consistent with POST, STC, etc. mandates) shall be initiated when curriculum changes are proposed or the course structure is modified.

4.7 Adverse Environmental Conditions

Environmental conditions shall be considered when conducting physical and other types of training courses at the RTC.

Heat, humidity, extreme cold, wet surfaces, lightening, air quality, rain, etc. shall be taken into consideration when determining the appropriateness of physically demanding training and other activities at the RTC. The OSHA Quick Card, "Protecting Workers From Heat Stress" is included in Section 8 of this Manual for reference.

Shade trailers, fans, ice water, heaters, etc. should be utilized as necessary to mitigate adverse environmental factors.

When in doubt, the RTC Commander or supervisor shall be consulted to determine if such training should be discontinued, modified, or if other accommodations should be made to address the adverse conditions. All instructors are authorized to temporarily suspend training when unsafe adverse conditions are present until further determination is made by the RTC Commander or supervisor.

4.8 Course Specific Safety Policies

Each manipulative skills course presented at the RTC (POST certified or not) will have a corresponding safety policy. These policies shall be developed utilizing the California POST Guidelines for Student Safety in Certified Courses as a reference. These policies shall be included in course documentation and are submitted to POST for certification when appropriate.

4.9 Review and Revision of RTC Safety Policies and Procedures

The RTC Commander will ensure that policies and procedures related to safety at the RTC are reviewed and revised as necessary. Part of the review process will include soliciting input from RTC staff and instructors.

Section 5

Private Use Procedures

This section repealed, no private use allowed.

[REDACTED]

Section 6

Hazardous Materials & Unusual Occurrences

Section 7

Forms

**Loss Notice
Release, Waiver, and Indemnity Agreement
Supervisor's Report of Injury**

Section 8

Appendix

FPD Procedure 208, Training
FPD Procedure 312, Firearms Section K, Off Duty Range Use
FPD Policy 1044, Tattoos
FPD Procedure 1042, On Duty Injuries
FPD Policy 328, Harassment
City of Fresno A/O 2-16, Discrimination, Harassment, Complaints
FPD Procedure 700, Care & Replacement of Department Property
Fresno City Council Resolution No. 2010-12
OSHA Quick Card Protecting Workers From Heat Stress
Procedures for Opening, Closing, and Daily Operations
RTC Opening, Closing, and Daily Operations Procedures
Material Safety Data Sheets (MSDS)

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