

**AGREEMENT BETWEEN THE
CALIFORNIA CORRECTIONAL PEACE OFFICERS ASSOCIATION (CCPOA)
AND
THE STATE OF CALIFORNIA,
DEPARTMENT OF CORRECTIONS AND REHABILITATION (CDCR)
REGARDING THE RE-OPENER OF THE PHASE III GLOCK SEMI-AUTOMATIC HANDGUN (SAH)
IMPLEMENTATION**

This Agreement only adds to, but does not detract from, the previous Glock Phase agreements and represents the full and complete understanding reached by and between the parties at the conclusion of Meet and Confer negotiations on August 16, 2016. This Agreement becomes an addendum to the current State Bargaining Unit 6 (BU6) Memorandum of Understanding (MOU), Article XXVII, Section 27.01, which expires on July 2, 2018.

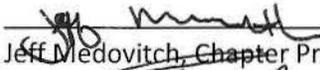
1. Both parties agree that corrective training can be provided by Instructors at any time during the Firearms scheduled training sessions.
2. Both parties agree the "Course of Fire" as described in the first bullet of the Phase III Transition to the Glock Semi-Automatic Handgun agreement will remain in effect for a minimum of thirty-six (36) months from December 31, 2016.
3. Both parties agree that institutions (Rangemasters) will ensure distance between shooters, number of shooters, and target holder material will be adequate to ensure shooter safety and allow for training that incorporates lateral movement.
4. Both parties agree that best practices approved by the Department when exchanging Firearms between officers will be taught during Firearms scheduled training sessions.
5. Both parties agree that the memorandum titled, "Semi-Automatic Handgun Transition Information" dated April 4, 2016, will be made available to all RO6 Staff as an attachment to this agreement. With the understanding that this does not limit management's right or ability to revise, replace, and/or issue subsequent memorandums regarding the Semi-Automatic Handguns.
6. Both parties agree that RO6 employees who qualify and receive certification on the Glock Semi-Automatic Handgun will be required to utilize the Glock SAH for duty use.
7. The parties agree that during the training of malfunction drills and chamber check drills, Snap Caps (dummy rounds) or spent shell casings will be used to perform these drills. These drills will not be performed with live rounds, and the weapon will not be loaded during these drills. The only exception will be if this drill must be performed during live fire exercises.

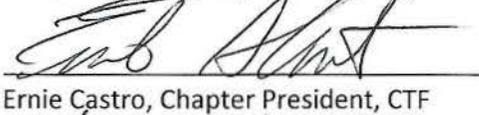
8. Both parties agree that institutions may use other ranges (i.e., shotgun and rifle) to increase the number of shooters at the Rangemasters discretion. This may be done only if those ranges have safety berms running the length of the range, and doing so would not jeopardize staff safety.
9. Both parties agree that this table may once again be re-opened at any time by either party to address any unforeseen safety and workload issues that have not been captured herein. This re-opener will expire on October 16, 2016.
10. Both parties agree that RO6 employees will be released from post in accordance with 16.05 of the BU6 MOU during quarterly Glock SAH qualifications.

CCPOA

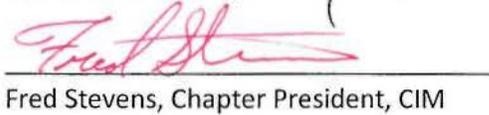
STATE

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8-16-16
Phillip Auzins, CCPOA


Jeff Medovitch, Chapter President, CCI


Ernie Castro, Chapter President, CTF

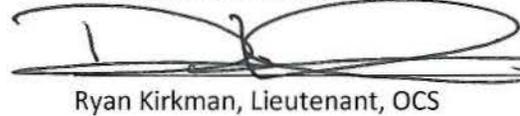

Herschel Keel, Chapter President, CMC

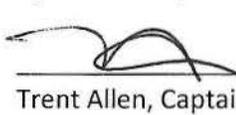

Fred Stevens, Chapter President, CIM

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Richard Calderon, Captain, OCS

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T/A
cc: P/A
RR

Memorandum

Date : April 4, 2016

To : Associate Directors, Division of Adult Institutions
Wardens

Subject : **SEMI-AUTOMATIC HANDGUN TRANSITION INFORMATION**

In January 2016, California Department of Corrections and Rehabilitation began the statewide Semi-automatic Handgun (SAH) transition. During the implementation numerous questions or clarifications have been requested. Outlined below are expectations and information related to the SAH transition.

During qualification/re-qualification all Peace Officers subject to firearms qualification, excluding specialized units, shall be required to qualify on the 45 round course of fire at 70 percent. The minimum qualification score for the 45 round course is 31 out of 45 rounds. Staff who fail to qualify, shall shoot the 36 round course of fire for qualification at 80 percent. The minimum qualification score on the basic course is 29 out of 36 rounds. In the event that staff fail to meet minimum proficiency requirements on the basic 36 round course, the Range Remediation Policy as defined in the Department Operations Manual (DOM), Section 32010.19.5, Compliance Requalification Requirements, shall be enacted and the employee shall be remediated to the techniques incorporated in the 45 round course of fire. All requalification attempts start with the 45 round course.

Specialized units are required to qualify quarterly with the SAH and maintain an 80 percent qualification score with the 45 round course of fire. Specialized units are defined as:

- Statewide Transportation Unit
- Institutional Transportation Unit
- Armory, Rangemasters
- K-9 Units
- Investigative Services Unit
- Institutional Gang Investigative Units
- Rangemasters at the Richard A. McGee Correctional Training Center
- Office of Peace Officer Selection

Employees assigned to the specialized units will have a "grace period" of 365 days from the last day of their transitional training to achieve a minimum score of 36 out of 45 on the 45 round course of fire. During the 365-day grace period, if an employee assigned to one of the specialized units, as identified above, fails to demonstrate the minimum proficiency, he/she will be allowed to qualify on the basic 36 round course at 80 percent to retain his/her position within that unit. Upon completion of this 365-day grace period, if an employee assigned to a specialized unit fails to demonstrate minimum proficiency on the departmental 45 round course of fire, the Range Remediation Policy, as defined in DOM, Section 32010.19.5 shall be enacted to determine eligibility to maintain his/her position in the specialized unit.

Beginning January 1, 2018, there will be no grace period for staff identified as working in a specialized unit. Upon failure to qualify with the departmental 45 round course at 80 percent, the Range Remediation Policy as defined in DOM, Section 32010.19.5 shall be enacted. Any exception to this directive shall require written approval of the Hiring Authority.

Additional Information

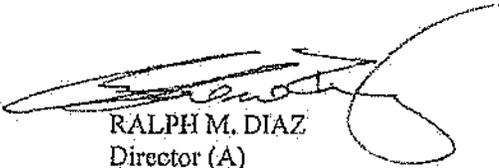
- The State will provide the Glock magazine loaders for participant use for the duration of transition classes. The State will not provide replacements.
- Upon implementation of the Glock transition both the Glock and the .38 revolver will be placed at each armed post. Upon completion of the transition, the .38 revolver will be removed from the aforementioned armed posts.
- Staff will be allowed to purchase, at their expense, holsters and magazine carriers related to the Glock 22, .40 caliber SAH to be used on the job. Staff electing to purchase their own holster, for on-duty use, shall be required to purchase the same model holster used at the institution they are currently assigned to.
- Correctional Counselors I, Correctional Counselors II (Specialist) and Medical Technical Assistants (MTA) shall not be required to complete the Glock transition course.
- A staff member who successfully completes the Glock transition, and qualifies, shall not be required to participate in subsequent Glock transition classes.
- Upon request, staff required to qualify with the SAH will be provided refresher training and a dry fire qualification prior to subsequent quarterly or annual qualification.
- An existing State vehicle that is safe and legal to operate on public roads in case of emergency will be available at the range while the range is in use.
- Staff will be given a copy of the Glock participant workbook.
- Glock handguns are shipped with the magazine loader assist device in the original factory case. This device assists shooters with loading rounds into the magazine, and should be made available to staff who want to use the device. Additionally, there are aftermarket magazine loaders available should an employee choose to purchase his/her own for use on the range. The function of loading magazines only occurs in an Armory, Sub-Armory or during Range training, so allowing the use of these loaders does not conflict with the SAH training.
- The refresher training and dry-fire qualification prior to subsequent quarterly or annual qualification referenced in the agreement is provided as a method by which the shooter can "re-familiarize" themselves with the specific techniques they were provided during the SAH transition training. This overview, provided by the SAH Instructor will be provided, upon request, to any shooter requesting assistance prior to a qualification attempt. Additionally, a dry-fire "walk through" of the course of fire can be provided to ensure comprehension of the process.

There have been a number of inquiries regarding firearms exchange between two officers when being relieved at shift change outside of the institution. The process outlined below serves as guidance for a safe, effective manner of conducting this exchange.

- If a safe direction is available (i.e., clearing tube or ballistic "safe direction" pad) a chamber check of the firearm, with the muzzle of the firearm appropriately placed in the "safe direction" will allow the officer to visually and physically inspect the handgun to determine its loaded condition. The firearm can then be holstered, and the magazine in the magazine well can be "administratively" unloaded from the firearm (removed from the magazine well while the handgun is in the holster). The magazine can then be inspected to account for the 14 additional rounds by utilizing the windows on the back of the magazine body which serve as a visual loaded cartridge indicator. If the Officer cannot determine the number of rounds contained in the magazine, unloading and reloading the magazine may be necessary. Once the rounds have been accounted for, the magazine can be reinserted into the magazine well and locked into the handgun by pushing forward on the magazine floorplate to ensure a positive seat. The magazine should be double-checked by pulling on the magazine floorplate to confirm it was properly seated.

- When a safe direction is not available, Glock handguns have a "Loaded Chamber Indicator" that can be visually and physically referenced to determine the loaded condition of the handgun. The Loaded Chamber Indicator is on the extractor, which is located on the right side of the slide, slightly rearward of the ejection port. When a round is loaded in the chamber, the extractor will protrude slightly from the slide. This protrusion can be seen and felt by the operator. In the event the handgun does not have a round in the chamber, the extractor will be recessed into the slide. This quick method can be used to identify the condition of the handgun; then the firearm can be holstered without extensive manipulation of the handgun. Once the handgun is holstered, the magazine can be administratively unloaded to account for the additional rounds contained in the magazine. Reinsertion of the magazine is the same as the process described above.

If you have any questions, please contact Richard Calderon, Captain, Office of Correctional Safety, at (916)324-8994, or Tammy Foss, Chief, Program Support Unit, at (916) 327-6387.



RALPH M. DIAZ
Director (A)
Division of Adult Institutions



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