

CHAPTER: 500

Personnel/Human Resources

DEPARTMENT ORDER:

**510 – Firearms Qualification/Firearms
Instructor Certification**

**OFFICE OF PRIMARY
RESPONSIBILITY:**

OPS

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**Arizona
Department
of
Corrections
Rehabilitation
and Reentry**



Department Order Manual

A handwritten signature in black ink, appearing to read "Ryan Thornell", is written over a horizontal line.

Ryan Thornell, Director

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PURPOSE

This Department Order (DO) provides procedures for training in the use of firearms and requires employees in the uniformed Correctional Officer Series, and other employees designated by the Warden or Department management to meet firearms qualification standards established by the Arizona Peace Officer Standards and Training (AZPOST) Board. All firearms training, qualification, and re-qualification shall be conducted in a safe and effective manner by certified Firearms Instructors. This DO further establishes procedures for the safe introduction and storage of weapons (e.g., Department issued and personal carry) by Department staff, other Law Enforcement officers, and authorized private prison staff onto Department property.

APPLICABILITY

This DO applies to all employees who may be required to receive firearms training and to the staff responsible for providing the training. The determination of an employee's conformity with other AZPOST requirements shall be based upon job performance review.

PROCEDURES

1.0 ARIZONA PEACE OFFICER STANDARDS AND TRAINING (AZPOST) FIREARMS REQUIREMENTS FOR THE CORRECTIONAL OFFICER SERIES – Correctional Officer Series employees are required to meet AZPOST firearms requirements for appointment and training.

1.1 Correctional Officer Series employees, as outlined above, shall be required to qualify annually (requalify within a 12-month period) with at least the service handgun and 12-gauge shotgun, and shall be required to annually train with the 37mm/40mm launcher. (For more information, see the firearms training lesson plans.)

1.1.1 Firearms training should provide for the safe operation of unloading and reloading of firearms.

1.1.2 Prior to handling weapons for the purpose of qualification, the Firearms Instructor shall require employees to submit a Domestic Violence Affidavit, Form 510-11, regarding any previously unreported and adjudicated Order of Protection or Order Against Harassment.

1.1.2.1 In the event the Domestic Violence Affidavit form documents a previously unreported incident, the Firearms Instructor shall forward the form, through the Senior Firearms Instructor, to the Warden or designee.

1.1.2.2 The Warden or designee shall:

1.1.2.2.1 Confer with the Criminal Investigations Unit to determine if the employee is eligible to participate in firearms training.

1.1.2.2.2 Notify the complex Training Officer and the Senior Firearms Instructor of the employee's eligibility status to participate in firearms training.

1.1.2.2.3 Forward the completed Domestic Violence Affidavit form to the employee's personnel file.

- 1.1.2.3 A Domestic Violence arrest and/or Order of Protection that has been reported and adjudicated without any weapons prohibitions does not need to be reported again. Only a new charge, Order of Protection, or Order Against Harassment must be reported.
- 1.2 Correctional Officer Series employees assigned to towers, Tactical Support Unit (TSU) members, Firearms Instructors, and other duty posts selected by the Warden shall be required to qualify annually with the AR-15 Service Rifle 5.56 caliber.
- 1.3 Transportation Officers and TSU members shall be required to weapons qualify annually and attain certification annually in the usage of Conducted Electrical Weapons (CEW), such as the TASER and Pepper Ball devices.
- 1.4 The Deputy Director, Chief of Staff, Inspector General, Assistant Directors, Deputy Assistant Director for Prison Operations, Wardens or other authorized Administrators shall determine which employees, other than employees in the Correctional Officer Series, shall be required to be firearms qualified and whether those employees shall be trained in the use of a handgun, shotgun and/or rifle and be required to qualify with one or more of these firearms annually.
- 1.5 Employees who are required to obtain or maintain firearms qualification who are pregnant, or have a temporary medical condition may request for a Temporary Work Assignment (TWA) or Modified Duty in accordance with DO #519, Employee Health – State/Federal Programs and Assignments.
 - 1.5.1 Employees working in a TWA or Modified Duty capacity, as outlined above, shall continue to receive their uniform allowance for the 90 calendar days in this assignment, in accordance with DO #309, Allocations and Reimbursements.
 - 1.5.2 Private prison staff shall follow their applicable company policy regarding employee health assessments, accommodations, or alternate assignments.
- 1.6 Employees who are required to carry a Department issued weapon or participate in weapons training shall disclose any conditions or medication that can affect their performance. This is to include any illegal drugs or alcohol.
- 1.7 Remedial training courses shall be required of those employees who fail to qualify. The employee shall attend additional instruction practical application and have two additional attempts to qualify.
 - 1.7.1 Remedial courses shall consist of no more than five employees at a time, with specialized individual instruction.
 - 1.7.2 Firearms Instructors shall go over basic shooting techniques with the employees prior to their attempt to qualify.
 - 1.7.3 Firearms instructors shall notate in the employee training record each attempt at remedial training.
 - 1.7.4 Unqualified employees are restricted from using any state weapons, except during remedial and practice training conducted by a Firearms Instructor.

- 1.8 When an employee fails to meet AZPOST firearms requirements, the employee's Warden, Deputy Warden or Administrator shall:
 - 1.8.1 Conduct an assessment to determine if the employee has a short-term disability that would require the employee to be placed on Modified Duty status.
 - 1.8.2 Determine if the employee has the possibility of a long-term disability and should be referred for a medical/psychological assessment, in accordance with DO #519, Employee Health – State/Federal Programs and Assignments.
 - 1.8.3 If neither determination in section 1.8.1 and 1.8.2 is made, schedule the employee for remedial training/re-qualification.
- 1.9 Employees who do not qualify with the required firearms (handgun and shotgun) after four qualification attempts shall be administratively assigned to a non-security post and shall work out of uniform for up to 90 calendar days. Any exceptions must be approved by the Director.
 - 1.9.1 The employee's Warden or designee shall complete a Letter of Instruction (Attachment G) when an employee is administratively reassigned.
 - 1.9.2 During the administrative assignment, an employee may attend additional firearms training outside the Department at the employee's own expense.
 - 1.9.3 The employee must schedule qualification through the complex Senior Firearms Instructor.
 - 1.9.3.1 The employee will be allowed two attempts to qualify with the Senior Firearms Instructor.
 - 1.9.3.2 Employees failing to qualify after a total of six attempts (two initial, two remedial, and two with the Senior Firearms Instructor) shall be referred to administrative review.
 - 1.9.4 Employees shall continue to earn their base pay, minus uniform allowance and hazardous duty pay, if applicable, as outlined in Attachment G.

2.0 FIREARMS INSTRUCTOR APPLICATION/CERTIFICATION

- 2.1 Firearms Instructor Training Application Requirements
 - 2.1.1 Permanent status employees seeking to be candidates for Firearms Instructor Training Certification shall have:
 - 2.1.1.1 Meet all requirements for the Correctional Officer Series.
 - 2.1.1.2 Completed the 37mm/40mm course prior to application.
 - 2.1.1.3 Completed original probation.
 - 2.1.1.4 Performance dimension scores of no less than two on the last evaluation, or the equivalent when the applicant is a private prison staff member.
 - 2.1.1.5 Current certification in Basic Life Support/First Aid/automated external defibrillator (AED) and the Instructional Skills Course.

- 2.1.1.6 Demonstrated experience and proficiency with firearms, which includes but is not limited to firearms safety, nomenclature, and clearing of malfunctions, to the Senior Firearms Instructor.
- 2.1.1.7 Served as a Range Safety Officer a minimum of two times within the past year.
 - 2.1.1.7.1 All of the above requirements must be documented and all documentation shall be submitted with the Firearms Instructor Application, Form 510-10, to the Correctional Officer Training Academy (COTA) Commander as outlined in 2.2 of this section.
- 2.1.1.8 40 working hours on the range under the guidance of the Senior Firearms Instructor within the past year.
- 2.1.1.9 Minimum weapons qualification scores must be met prior to attending the Academy. Qualification shall be done by an instructor from the Firearms Cadre and shall be conducted at the ASPC-Tucson range.
 - 2.1.1.9.1 90% on daytime pistol and shotgun courses. The score needs to be 225.
 - 2.1.1.9.2 A passing score on the nighttime pistol course.
 - 2.1.1.9.3 A 90% rifle score for those who will instruct rifle. There shall be three levels of certification:
 - 2.1.1.9.3.1 Basic – 9mm Handgun, 12 gauge shotgun, 37mm, Oleoresin Capsicum (OC) and 2-chlorobenzylidenemalononitrile (CS) gas.
 - 2.1.1.9.3.2 Specialized – Basic Qualifications plus AR-15/M-4 - This is on an as needed basis only qualification. Eligibility shall be determined by the Emergency Preparedness Administrator and COTA Commander.
 - 2.1.1.9.3.3 Advanced – Basic and Specialized qualifications plus specialty munitions and weapons. Advanced qualification is reserved for the Special Operations Group and TSU members only. This is on an as needed basis only qualification. Eligibility shall be determined by the Emergency Preparedness Administrator and COTA Commander. A score of 135 is required.
 - 2.1.1.9.3.3.1 The rifle is only required for specialized posts.

- 2.1.2 The COTA Commander shall review requests for exceptions to the time-in-service criteria and may approve the request.
- 2.2 Firearms Instructor Training Application
 - 2.2.1 Permanent status employees who are interested in becoming candidates shall complete the Firearms Instructor Application, Form 510-10, obtain approvals as required and forward the completed form to the assigned Training Officer.
 - 2.2.2 The Training Officer shall verify candidate approval and requirements, and upon verification must sign and forward the application to the Senior Firearms Instructor.
 - 2.2.3 Upon verification, the Training Officer shall forward the completed application to the COTA Commander.
- 2.3 Firearms Instructor Certification – The Department sponsors a 40-hour training academy for the purpose of certifying Firearms Instructors. AZPOST Firearms Instructor Certification in good standings shall be honored in lieu of Department Firearms School.
 - 2.3.1 The COTA Commander shall:
 - 2.3.1.1 Schedule the location and instructors for all Firearms Instructor Certification courses.
 - 2.3.1.2 Notify the Warden of the date, time, location, and required materials.
 - 2.3.2 Only Firearms Instructor Training/Certification lesson plans approved by the Chief Learning Officer, or designee, and the COTA Commander shall be used to train and certify Firearms Instructors.
 - 2.3.3 Senior Firearms Instructors shall recertify and document the completion of the certification requirements on the Firearms Instructor Evaluation, Form 510-8.
 - 2.3.3.1 The Firearms Instructor Evaluation form shall be completed within a 12-month period.
 - 2.3.4 To receive a Firearms Instructor Certificate of Completion, applicants shall:
 - 2.3.4.1 Successfully complete the Firearms Instructor Certification course which includes, but is not limited to, the following instruction:
 - 2.3.4.1.1 Firearms and range safety
 - 2.3.4.1.2 Marksmanship fundamentals and target analysis
 - 2.3.4.1.3 Firearms Instructor techniques
 - 2.3.4.1.4 Review of the use of force
 - 2.3.4.1.5 Review of vicarious liability
 - 2.3.4.1.6 The identification and demonstration of the use of chemical agents

- 2.3.4.1.7 Qualification at 90% of the score for service pistol and shotgun daytime courses, and 90% rifle score for instructors certified to instruct rifle
 - 2.3.4.2 Demonstrate proficiency and accuracy in target analysis and scoring, and a score of at least 80% on a comprehensive written final examination. In the event an applicant fails the written examination, they shall be allowed to take the examination again. Re-testing shall be allowed between seven and 30 calendar days of the initial failure. The COTA Commander or designee shall proctor the re-test.
 - 2.3.4.2.1 The Firearms Instructor shall notify the candidate’s Warden, in writing, of the initial failure.
 - 2.3.4.2.2 The candidate shall not be certified as a Firearms Instructor until they pass the written examination. The applicant shall be given two attempts; the initial written test and one re-test. The re-test shall be administered at COTA by the COTA Commander or designee.
 - 2.3.4.2.3 Candidates who do not satisfactorily achieve the curriculum requirements may reapply in six months.
 - 2.3.4.2.4 Community Corrections and Contract Beds shall follow the same legal and post handgun only requirements and require additional training for munitions, tactical, and real world scenarios.
 - 2.3.5 Upon successful completion of Firearms Instructor Certification, the instructor shall conduct firearms training at least semi-annually to other staff.
- 2.4 Maintaining Firearms Instructor Certification
 - 2.4.1 To maintain certification, a Firearms Instructor shall:
 - 2.4.1.1 Re-qualify within a 12-month period with the following weapons and minimum scores:
 - 2.4.1.1.1 Service Handgun – 90% on the daytime course
 - 2.4.1.1.2 Service Rifle – 90% for those certified to instruct rifle
 - 2.4.1.1.3 Service Shotgun – 90%
 - 2.4.1.2 At least once within a 12-month period, conduct a Qualification/Re-qualification Firearms course, a Use of Force Training, Discretionary Target Shooting, and a Chemical Agents Familiarization class.
 - 2.4.1.3 Maintain Basic Life Support/First Aid/AED Certification.
 - 2.4.2 Any Firearms Instructor who fails to maintain certification beyond one year, but less than two years after their last certification, shall complete the following in order to obtain current certification:

- 2.4.2.1 Conduct a course on weapons qualification/re-qualification, chemical agent familiarization, and Use of Force under the direct supervision of a currently certified Senior Firearms Instructor.
 - 2.4.2.2 Have re-qualified at Firearms Instructor scores (90%) with the service handgun and shotgun.
 - 2.4.2.3 Have re-qualified at 90% with the service rifle for those certified to instruct rifle.
 - 2.4.2.4 Receive a satisfactory firing range evaluation from the Senior Firearms Instructor at their assigned institution.
- 2.4.3 Firearms Instructors who fail to maintain certification in excess of two years shall complete all requirements outlined in this DO and obtain written approval from the Senior Firearms Instructor, the Complex Chief of Security, the Training Manager assigned to their institution, and the COTA Commander in order to obtain current certification.

3.0 SENIOR FIREARMS INSTRUCTOR REQUIREMENTS

- 3.1 Senior Firearms Instructor Application Qualifications – To qualify for a Senior Firearm Instructor, the applicants should have the following experience:
 - 3.1.1 Completed Instructor Certification
 - 3.1.2 Completed Firearm Instructor School
 - 3.1.3 200 hours of instructing firearms courses
- 3.2 Maintaining Senior Firearms Instructor Certification – To maintain certification, the Senior Firearms Instructor shall:
 - 3.2.1 Re-qualify annually:
 - 3.2.1.1 At 90% scores with the service pistol and shotgun
 - 3.2.1.2 At 90% scores with the rifle if certified to instruct rifle
 - 3.2.2 At least once within a 12-month period, conduct a Qualification/Re-qualification Firearms course, a Use of Force Training, DART, and a Chemical Agents Familiarization class.
 - 3.2.3 Receive a satisfactory evaluation for instructional skills and techniques from a second Senior Firearms Instructor, who shall notify the COTA Commander. The COTA Commander shall verify and annually document the completion of the certification requirements for the Firearms Instructor Evaluation, Form 510-8, outlined in 3.2.1 through 3.2.1.2 of this section.
- 3.3 Firearms Instructor Evaluation Requirements
 - 3.3.1 In consultation with the Warden, the Senior Firearms Instructor shall review the application and schedule the applicant for a Firearms Instructor Certification course.

3.3.2 The Senior Firearms Instructor shall re-certify each Firearms Instructor within a 12-month period and provide written notification to the Firearms Instructors who fail to maintain their certification.

3.3.2.1 The Senior Firearms Instructor observing the certification process shall sign the Firearms Instructor Evaluation form before forwarding to the Training Officer and the COTA Commander.

4.0 OPERATIONAL DUTIES FOR SENIOR FIREARMS/FIREARMS INSTRUCTORS

4.1 Firearms Instructors shall:

4.1.1 Be responsible for all staff, activities, maintenance of range cleanliness, safety, and any applicable firearms training classes conducted on the firing range or in a classroom where firearms training is provided.

4.1.2 Issue completed Firearms Qualification Cards, Form 510-2, to those employees who have qualified.

4.1.3 Assign scheduled staff to any work details supporting range activities (e.g., obtaining lunches, water; transporting firearms, support gear and targets; cleaning firearms; policing ranges; and other related duties).

4.1.4 Have the authority to restrict any staff member from the range for disruption or safety concerns, which will be documented on an Information Report, Form 105-2, after range is complete.

4.1.4.1 The staff member shall be scheduled for another firearms training class.

4.1.5 Maintain a professional, courteous attitude at all times.

4.1.6 Not participate as a shooter for the purpose of qualification while performing their assignment as Firearms Instructor.

4.1.7 Ensure the following forms and reports are completed:

4.1.7.1 Firearms Safety and Waiver of Liability Roster, Form 510-4, which includes scores attained by a shooter as outlined in the Staff Development and Training curriculum.

4.1.7.2 Range Safety Officer Duties and Responsibilities, Form 510-6.

4.1.7.3 Domestic Violence Affidavit, Form 510-11.

4.1.7.4 Notification of Failure to Qualify/Limited Qualification, Form 510-7, when an employee fails to qualify with any firearm.

4.1.7.5 Reconciliation of ammunition inventories accounting for both live and expended ammunition.

4.1.7.6 Reports concerning safety violations

4.1.7.7 Reports concerning inappropriate behavior with participants.

4.1.8 Ensure that any firearms that malfunction are tagged and returned to the Armory for repair by an authorized Armorer.

4.1.8.1 Firearms Instructors shall contact the Armorer for disposal instructions for ammunition/munitions that malfunction.

4.2 Senior Firearms Instructors shall:

4.2.1 Ensure Firearms Instructors comply with approved lesson plans for firearms qualification and related training as well as applicable written instructions addressing firearms qualification and range procedures.

4.2.2 Conduct annual Firearms Instructor evaluations and maintain individual Firearms Instructor files.

4.2.3 Ensure Firearms Instructors comply with current training requirements.

4.2.4 Ensure firing ranges comply with approved standards.

4.2.5 Assist the Training Officer with the scheduling of Firearms Instructors and range activities.

4.3 All Firearms Instructors shall report firearms-related incidents and prepare reports in accordance with DO #105, Information Reporting, and ensure copies of all such reports are forwarded to the Warden/Administrator and the complex Major.

4.4 Senior Firearms Instructors and Firearms Instructors shall wear the Department's designated Firearms Instructor uniform when training or qualifying individuals on Department Firing Ranges, as outlined in DO #503, Employee Grooming and Dress.

4.5 The Senior Firearms Instructor for each institution shall maintain the Firearms Instructor Evaluation, Form 510-8, for at least three years in accordance with the approved Department Records Retention Schedule.

5.0 OPERATIONAL DUTIES FOR THE COTA COMMANDER

5.1 The COTA Commander shall:

5.1.1 Annually review and update, as necessary, the firearms training requirements, firearms qualification standards, and range operation/safety (AZPOST) requirements.

5.1.2 Chair the Firearms Training Committee, consisting of the Senior Firearms Instructor from each complex.

5.1.3 Ensure the Firearms Training Committee conduct an annual review of this DO and all firearms lesson plans for operational practices and relevant laws. Findings and recommendations shall be reported to the Chief Learning Officer.

5.1.4 Ensure Firearms Instructors are certified in accordance with this DO.

5.1.5 At least annually, review the Firearms Training and Qualification records for each institution to ensure the Senior Firearms Instructors are recording and maintaining the proper records.

- 5.1.6 Ensure initial training in the use of firearms is provided to all cadets attending COTA.
- 5.1.7 Ensure a Senior Firearms Instructor is appointed by the:
 - 5.1.7.1 Warden of each complex. The Senior Instructors shall be responsible for oversight of the firearms training for the assigned complex.
 - 5.1.7.1.1 Any exceptions to appointment shall be approved by the Warden and Chief Learning Officer.
 - 5.1.7.2 Assistant Director for Education, Programming and Community Reentry. The Senior Instructor shall be responsible for oversight of the firearms training for Community Corrections.
 - 5.1.7.3 Private Prison Warden. The Senior Instructor shall be responsible for oversight of the firearms training under the private prison Warden.
 - 5.1.7.4 The Assistant Director for Prison Operations and Senior Instructor shall be responsible for oversight of the firearms training for the Special Operations Group (SOG) and Tactical Support Team (TSU).
- 5.1.8 Appoint a Senior Firearms Instructor for COTA.
- 5.1.9 Select top Firearms Instructors to conduct the Firearms Instructor Certification courses.
- 5.2 The COTA Commander and Senior Firearms Instructors shall:
 - 5.2.1 Ensure Firearms Instructors comply with:
 - 5.2.1.1 The Department’s approved lesson plan on use of force, firearms qualification, and chemical agents training.
 - 5.2.1.2 This DO and all other written instructions on firearms qualification and range procedures.
 - 5.2.1.3 Current training requirements (e.g., Firearms Qualification, Basic Life Support/First Aid/AED Certification and required Firearms Instructor training) and provide written notice to Firearms Instructors who fail to maintain certification.
 - 5.2.2 Conduct initial and annual Firearms Instructor evaluations and maintain individual Firearms Instructor files.
 - 5.2.3 Ensure firing ranges comply with Department standards.
 - 5.2.4 Assist the Training Officer with the schedule of Firearms Instructor and range activities.
 - 5.2.5 Initiate required reports concerning firearms related incidents and forward the required reports to the Warden or Administrator.

6.0 RANGE OPERATIONS/FIREARMS QUALIFICATION

- 6.1 Firearms qualification/re-qualification, familiarization, and remedial training classes shall be conducted in a safe and effective manner as follows:
 - 6.1.1 The Senior Firearms Instructor shall ensure qualified Firearms Instructors are assigned to each range.
 - 6.1.1.1 One Firearms Instructor is required per each firing line regardless of the number of shooters/firing points.
 - 6.1.1.2 For each firing line above five shooters/firing points, one Range Safety Officer or Firearms Instructor shall be added per each additional group of five participants. Example: Twenty shooters would require one Firearms Instructor and three Range Safety Officers. Five shooters would only require one Firearms Instructor.
 - 6.1.1.3 Institutions with dual or multiple ranges that are shooting simultaneously shall be considered two separate ranges and adhere to 6.1.1.1 and 6.1.1.2 of this section.
 - 6.1.2 Range Safety Officer Responsibilities – The Firearms Instructor shall assign Range Safety Officers to assist in the safe operation of the range, when the instructor to shooter ratios exceeds one to five. Range Safety Officers shall:
 - 6.1.2.1 Read and indicate agreement by signing the Range Safety Officer Duties and Responsibilities, Form 510-6.
 - 6.1.2.2 Not participate as a shooter for the purpose of qualification while performing their assignment as Range Safety Officer.
 - 6.1.2.3 Not participate in any other duties while assigned as a Range Safety Officer.
 - 6.1.2.4 Be an employee with current weapons qualification.
 - 6.1.3 Range Safety Briefings – The assigned Firearms Instructor shall conduct a Firearms safety briefing at the beginning of each Firearms Training and Qualification Range session as outlined in the lesson plan. Each shooter shall:
 - 6.1.3.1 Read and sign a Firearms Safety and Waiver of Liability Roster, Form 510-4, for Firearms Qualification.
 - 6.1.3.2 Follow established range safety rules. The rules shall be explained each time the employee attends a range session.
 - 6.1.4 Reporting Incidents – The Firearms Instructor shall submit a written report to the Warden/Administrator, Chief of Security, Senior Firearms Instructor, and complex Training Officer for the following incidents.
 - 6.1.4.1 The restriction of any staff member from the range - Firearms Instructors may bar shooters from the firing range for inappropriate behavior or causing a disruption during instruction, qualification, or cleanup of the range; however, this requires review and follow-up by the Warden.

- 6.1.4.2 A safety infraction that results in a shooter being removed from the firing range - The employee shall report immediately to the first line supervisor or the Shift Commander as appropriate.
- 6.1.4.3 Any firearm damage – The Firearms Instructor shall tag the damaged firearm(s) and forward a copy of the report to the local Armory Officer.
- 6.1.4.4 Any accident or injury – The Firearms Instructor shall initiate the Incident Command System (ICS) and ensure proper first-aid measures are taken. Employee/supervisor report of Industrial Injury forms and Information Reports shall be completed and forwarded to the appropriate location. All injuries should also be reported to the Occupational Health Nurse (OHN) and the Occupational Safety Consultant (OSC).
- 6.1.5 Negligent Discharge – In the event of a negligent discharge, the involved staff member shall not be permitted to possess or use a Department issued weapon until a Shooting Review Board has completed its review of the incident.
 - 6.1.5.1 A copy of all reports shall be forwarded to the Warden/Administrator, Chief of Security, and the Senior Firearms Instructor.
 - 6.1.5.2 The Shooting Review Board shall convene and conduct a full review of the incident as outlined in section 8.0.
 - 6.1.5.3 The involved staff member shall be sent for a drug and/or alcohol testing in accordance with DO #522, Drug-Free Workplace.
 - 6.1.5.4 If a negligent discharge occurs, the Firearms Certification Card shall be submitted to the Complex Chief of Security, pending further action.
 - 6.1.5.5 Notification of negligent discharges shall be forwarded to the Director.
- 6.2 Standardized Courses of Fire
 - 6.2.1 The Firearms Instructor shall:
 - 6.2.1.1 Require shooters to complete all stages of the qualification course, in order, including practice rounds for the purpose of observing the shooter's skill level and target analysis.
 - 6.2.1.2 Score each shooter as outlined in Staff Development and Training curriculum of the course of fire.
 - 6.2.1.3 Ensure, under no circumstances, an unsafe shooter is allowed to continue the qualification course. If the Firearms Instructor determines a shooter is unsafe to qualify, the Firearms Instructor shall remove the shooter from the firing line, prepare appropriate documentation, and require the shooter attend Remedial Firearms Training within 90 calendar days.
 - 6.2.2 Firearms Instructors shall conduct the course of fire for each weapon, as outlined in Attachments A through D, as well as the appropriate lesson plan.

- 6.2.2.1 Wardens shall designate which employees are to be qualified on the AR-15 Service Rifle. The service rifle is required for all TSU members.
- 6.2.2.2 The Shotgun Course "B" is required for all staff members who may be required to be armed with a shotgun during the performance of their duties.
- 6.2.2.3 The course of fire for the 37mm/40mm gun is for annual training only. No points are awarded for this shooting exercise.
- 6.2.2.4 A Target Identification and Discrimination Course is required annually.
 - 6.2.2.4.1 On Range - This pass or fail shooting exercise consists of seven targets, in five stages. Shooters fire at "shoot" targets only. The remaining targets are "no shoot or challenge" targets. This is intended to evaluate the shooter's decision skills and speed. The shooter shall respond in all five stages correctly and shall repeat this exercise until successful completion or determination by the Firearms Instructor that the employee be sent to Remedial Firearms Training.
 - 6.2.2.4.1.1 The Glock loading procedures shall be conducted prior to Discretionary Target Shooting and the unloading procedures shall be conducted at completion.
 - 6.2.2.4.2 Virtual Systems - This is a pass or fail course. The student must successfully complete a block of shoot/no shoot scenarios. The minimum number of scenarios in a block will be three. The block of scenarios will contain at least one "no-shoot" scenario and at least one "shoot" scenario. The scenarios will contain one or more of the following types of targets:
 - 6.2.2.4.2.1 "Friendly" (no shoot target)
 - 6.2.2.4.2.2 "Challenge" (a threatening target not requiring immediate use of deadly force)
 - 6.2.2.4.2.3 "Deadly" (a target requiring the immediate use of force)
- 6.2.2.5 DART familiarization as outlined in DO #716, Armory Procedures.
- 6.2.3 Failure to Qualify – Firearms Instructors shall confiscate the Firearms Qualification Card, Form 510-2, of any employee who fails to qualify with either the handgun or shotgun and notify the unit Chief of Security and Senior Firearms Instructor.
- 6.3 Firearms Qualification Cards, Form 510-2, are issued to ensure all employees assigned to armed posts have met current firearms qualification standards.
 - 6.3.1 The Firearms Instructor shall:

6.3.1.1 Prior to issuing a Firearms Qualification Card, record the scores and type of firearm(s) the employee is qualified to use on the Firearms Safety and Waiver of Liability Roster, Form 510-4.

6.3.1.2 Forward the Firearms Roster to the Senior Firearms Instructor. The Senior Firearms Instructor shall forward the roster through the Training Officer for entry into the training records system. The Training Officer shall maintain all Firearms Training Records for three years in accordance with the approved Department Records Retention Schedule.

6.3.1.2.1 Private prisons shall maintain an employee training records system and maintain all firearms records for three years in accordance with the approved Department Records Retention Schedule.

6.3.1.3 Enter the appropriate information on the Firearms Qualification Card, sign and issue the Firearms Qualification Card only to employees who have qualified in accordance with the firearms qualification standards approved by the COTA Commander.

6.3.2 Before assigning an employee to an armed post, Wardens and Deputy Wardens shall ensure the employee's supervisor inspects the employee's Firearms Qualification Card to ensure the employee is qualified for the firearms used at that post. If the card is valid, the supervisor is authorized to assign the employee to an armed post. If the card is not valid, the supervisor shall confiscate the card and forward it to the complex Senior Firearms Instructor.

6.3.2.1 Staff who issue weapons shall check Firearms Qualification Cards to ensure the employee requesting weapons is qualified to use the firearm. If the card is valid, the issuing officer is authorized to issue the firearm.

6.3.3 All specialty weapon qualifications shall be listed on the Firearms Qualification Card.

6.4 Firearms Proficiency Award pins shall be presented to qualifying employees in accordance with DO #506, Employee Recognition Program. Employees shall wear them as outlined in DO #503, Employee Grooming and Dress.

6.4.1 The COTA Commander shall issue Firearms Instructor pins to uniformed employees who successfully complete the Department's Firearms Instructor Certification course. The Firearms Instructor pin shall only be worn by certified Department Firearms Instructors.

6.4.2 Community Corrections staff shall follow the AZPOST pistol qualification course and job specific training requirements.

7.0 DEPARTMENT ISSUED/PERSONAL WEAPONS – APPLICATION AND STORAGE – Employees are required to disclose personal weapons on state property. This section does not apply to private prisons or staff employed by private prison vendors.

7.1 General Requirements

- 7.1.1 Staff members shall secure their personal handgun on Department property. The handgun must be a size that will fit in the provided weapons lockers. Rifles, shotguns or large sized handguns are not authorized. Keys to the locker shall be retained by the staff member who owns the weapon.
- 7.1.2 At no time shall staff members use their personal weapons in the performance of their duties.
- 7.1.3 The discharge of a:
 - 7.1.3.1 Weapon during the performance of the employee's official duties on Department property shall be investigated in accordance with DO #601, Internal Affairs Investigations and Employee Discipline.
 - 7.1.3.2 Personal weapon(s) on Department property shall be investigated in accordance with DO #601, Internal Affairs Investigations and Employee Discipline.
 - 7.1.3.3 Domicile weapon, other than in training, shall be investigated in accordance with DO #601, Internal Affairs Investigations and Employee Discipline.
- 7.1.4 AZPOST certified Special Investigators, Wardens, Deputy Wardens, and those additional staff approved by the Director, are authorized to carry a Department issued handgun concealed while on duty. These staff members shall secure their weapons in designated lockers when entering a prison facility.
- 7.1.5 With the approval of the Assistant Director for Prison Operations, staff are authorized to transport a privately owned handgun in approved state vehicles while on state business.
 - 7.1.5.1 State vehicles in which privately owned handguns are to be transported shall be equipped with a lockable factory standard, or comparable, weapons security container, or the staff must be able to secure the weapon in an approved weapons security container upon arrival at their destination.
 - 7.1.5.2 During transport, the weapon must remain secured in the holster.
 - 7.1.5.3 Weapons security containers are subject to inspection and approval by a Department armorer.
- 7.1.6 If a staff member comes into contact with a law enforcement officer and is asked if they are carrying a weapon, the staff member shall answer truthfully and follow all instructions from the officer in accordance with Arizona Revised Statute (A.R.S.) §13-3102(A)(1)(b).
- 7.1.7 Staff members shall avoid contact with law enforcement personnel involved in volatile operational situations.
- 7.1.8 Staff members shall not carry a weapon into any location identified as a restricted area in A.R.S. §13-3102, Misconduct Involving Weapons.

- 7.1.9 Only one personal weapon may be stored on state property at any given time.
- 7.1.10 A weapon shall be carried from the vehicle to the storage locker in a manner to prevent mishandling, negligent discharge, or loss.
- 7.1.11 The respective Assistant Directors and Deputy Director shall be responsible for the introduction and storage of privately owned weapons at Central Office locations as outlined in 7.3 of this section.
- 7.1.12 Requests for exception to this section shall be submitted, in writing, through the chain of command for consideration by the Director.
- 7.1.13 Except for Special Investigators, Wardens, Deputy Wardens and those additional staff designated by the Director, staff shall not carry a Department issued weapon when off-duty under any circumstances.
 - 7.1.13.1 Employees who have been authorized domicile possession of a Department issued weapon shall maintain the weapon in a safe and serviceable condition.
 - 7.1.13.2 When not in use, such weapons shall be stored in a locked factory standard or comparable weapon security container.
- 7.1.14 AZPOST certified Community Corrections staff members approved by the Assistant Director for Education, Programming and Community Reentry are authorized to carry Department issued firearms on or off duty.
 - 7.1.14.1 Staff assigned to Community Corrections in the Correctional Series may be authorized by the Assistant Director for Education, Programs and Community Entry to carry a Department issued firearm upon successful completion of the required documentation, psychological testing, firearms qualification training, and range qualification.
 - 7.1.14.2 Off-duty Firearm Carry – Carrying Department issued firearms by authorized Community Corrections Officers while off-duty may be rescinded.
- 7.2 Weapons and Ammunition Introduced on Department Property – Weapons introduced on Department property must be of commercial design, in good working order, and free from modifications which would render the weapon unsafe.
- 7.3 Entry to Department Prison/Grounds/Buildings/Central Office/Community Corrections Offices/COTA – In accordance with A.R.S. §13-3102, members of the public shall not bring weapons of any kind into or on the grounds of a correctional facility, a Community Corrections office, a Central Office building, or COTA.
 - 7.3.1 Employees' personal weapons brought onto Department property or into any building owned or leased by the Department shall be secured in Department designated storage areas and containers located in the lobby area of each building, or at the entrance to the complex/facility.

- 7.3.2 All employees and Community Corrections Officers entering state buildings or Community Corrections Offices shall secure their firearms, personal or state owned, into the designated weapons lockers located in each state building or individual offices.
 - 7.3.2.1 State owned weapons may be stored in state owned vehicles if the vehicle is equipped with a gun locker. Employees who are certified peace officers are exempt from this requirement and may be permitted to carry their weapons while on duty.
- 7.3.3 Weapon Storage Lockers – The Deputy Director, Assistant Directors, Deputy Assistant Director for Prison Operations, Wardens, and Administrators shall designate and equip a single storage site where staff shall secure personal weapons.
 - 7.3.3.1 Upon entering the prison or Department property, staff carrying a weapon shall go directly to the designated weapons storage site. The loaded weapon, with all safety mechanisms engaged, and any additional ammunition, shall be placed in the weapons locker.
 - 7.3.3.1.1 Weapons shall remain in the storage container until the individual is prepared to depart the Department property.
 - 7.3.3.2 Upon departing the prison or Department property, staff shall retrieve the weapon and ammunition from the storage container and depart the prison or Department property.
 - 7.3.3.3 Buildings occupied by the Department shall provide temporary secure storage for staff carrying weapons into state (or state-leased) buildings and offices.
 - 7.3.3.4 All staff entering a Central Office building or Community Corrections Office shall store their personal and/or Department issued firearms, in an approved weapons locker in the lobby of each building, or approved lockers located in their office.
 - 7.3.3.4.1 Correctional security staff assigned to the Central Office Communications Center (COCC) and investigators assigned to the Special Operations Unit (SOU) shall be exempt from this requirement.
 - 7.3.3.5 There is no change to law enforcement officers' authority. Sworn on-duty peace officers acting in an official capacity within the course and scope of their employment shall continue to maintain the custody of their own weapons. All others not specifically identified in this instruction must store their weapons.
- 7.4 Statewide Travel – During the performance of their duty, Community Corrections Officers traveling with a Department issued firearm shall comply with the procedures outlined in DO #1003, Community Corrections.
- 7.5 On-Site Storage Requirements

- 7.5.1 Wardens shall determine the number of staff expected to require storage of personal weapons at peak hours of arrival and departure.
- 7.5.2 Sufficient commercially manufactured weapons containers shall be obtained to meet the projected requirements. The containers shall be equipped with a removable key. A second key or a master key that can open and allow access to each container shall be provided to the Complex Chief of Security in accordance with DO #702, Key Control.
- 7.5.3 The storage area shall be under staff observation at all times. Camera surveillance of storage areas is authorized only if direct observation is impractical.
- 7.5.4 Containers shall not be reserved.
- 7.5.5 Long-term storage shall not be authorized.
- 7.5.6 Staff members who lose a container key shall be responsible for any costs associated with replacement of the key or container. (Refer to DO #105, Information Reporting for reporting requirements.)
- 7.5.7 Staff required to store a weapon shall place the weapon, rounds and/or magazines, in a storage box and remove and maintain the key until the weapon is retrieved. The key shall be maintained in a safe and secure manner.
 - 7.5.7.1 Only the owner shall place weapons into, or remove weapons from, storage containers.
 - 7.5.7.2 In the event of an emergency, staff illness, lost key etc., the Complex Chief of Security shall supervise the removal of another person's weapon, rounds and/or magazines from storage when necessary.

8.0 SHOOTING REVIEW BOARDS – Shooting Review Boards shall be convened as outlined in this DO to conduct administrative reviews of the circumstances surrounding any discharge of a department-approved firearm related to a use of force or unintentional discharge.

- 8.1 Authority – The Shooting Review Board shall have the authority to:
 - 8.1.1 Interview all witnesses and employees involved in the matter under consideration.
 - 8.1.2 Review any documents, reports, files, videos, audio recordings, and/or any other item pertaining to the incident.
 - 8.1.2.1 Any firearm, magazines, loaded rounds, expended cases, and/or other items associated with the shooting incident, considered to be relevant/material to the shooting incident, using appropriate chain of evidence, shall be secured with the Criminal Investigations Unit or complex Armorer.
 - 8.1.3 Tour and inspect the area and location where the weapon was discharged.
- 8.2 Duties
 - 8.2.1 In completing an administrative review, unless specifically directed otherwise by the Director, the Shooting Review Board shall:

- 8.2.1.1 Review and evaluate all pertinent facts and information, including all incident reports.
- 8.2.1.2 Request an additional investigation, if necessary.
- 8.2.1.3 Review all applicable procedures and directives.
- 8.2.1.4 Consider all aspects of applicable training, equipment, and policies and procedures.
- 8.2.1.5 Make recommendations for corrective actions, trainings, equipment policy, and/or modifications to current Department practices intended to reduce the likelihood of similar incidents in the future.
- 8.2.1.6 Submit a written report for the Director, through the Deputy Director and Inspector General, and the Assistant Director for Prison Operations, if applicable.
 - 8.2.1.6.1 The Board’s findings shall include:
 - 8.2.1.6.1.1 A summary of the incident, including the contributing cause(s) of the incident;
 - 8.2.1.6.1.2 Recommendations for individual and/or agency accountability;
 - 8.2.1.6.1.3 Recommendations for individual and/or group training;
 - 8.2.1.6.1.4 Recommendations for written instruction development, or amendments to Post Orders, policy, rules, and/or statutes; and
 - 8.2.1.6.1.5 Recommendations for other action by the Department that may reduce the likelihood of similar incidents in the future.
- 8.2.1.7 Upon review and comment by the Deputy Director, Inspector General, and the Assistant Director, the final report shall be forwarded to the Director.
- 8.2.2 The Shooting Review Board is not designed to review compensation, assignments, discipline, grievances or other matters covered by other review mechanisms or by the chain of command, unless specifically authorized by the Director.
- 8.3 Convening of Shooting Review Boards
 - 8.3.1 At the direction of the Director, a Shooting Review Board shall be convened for any of the following reasons:
 - 8.3.1.1 Any discharge of a department-approved firearm related to a use of force.
 - 8.3.1.2 Any unintentional discharge of a firearm by a Department employee, outside of a firearms clearing barrel.

- 8.3.1.3 Any death or serious injury that results from, or occurs during the course of a Department operation, enforcement action, or situation involving an employee exercising Department authority and the discharge of a firearm.
- 8.3.1.4 When an employee discharges a firearm other than at an approved firearms range or during approved training activities.
- 8.3.1.5 In cases involving a negligent discharge of a firearm.
- 8.3.1.6 For any other reasons identified and directed by the Director.
- 8.3.2 Timelines
 - 8.3.2.1 The Inspector General or Assistant Director for Prison Operations shall notify the Director of any firearms-related incidents, immediately.
 - 8.3.2.2 Within 14 calendar days of the shooting incident, the Director shall assign a Chairperson to lead the Shooting Review Board.
 - 8.3.2.3 Within 30 calendar days after the shooting incident, the Warden/Administrator shall forward all documents, reports, files, videos or any other items pertaining to the incident to the Board's Chairperson with a memorandum outlining the incident for review.
 - 8.3.2.4 All documents, reports, files, videos or any other items pertaining to an incident occurring at a private prison shall be forwarded to the Contract Beds Administrator.
 - 8.3.2.4.1 The Contract Beds Administrator shall, within 30 calendar days, forward items outlined in section 8.3.2.4 above to the Board's Chairperson with a memorandum outlining the incident for review.
- 8.3.3 The Board's Chairperson shall ensure the Shooting Review Board completes the review within 30 calendar days of receipt of request, unless a timeline is otherwise noted by the Director.
 - 8.3.3.1 In the event the shooting incident requires a criminal investigation by the Office of the Inspector General, the Director may approve an alternative timeline for the Shooting Review Board's review to allow for the conclusion of the criminal investigation.
- 8.3.4 Unless the Director approves an alternative timeline, the Shooting Review Board shall be completed within 60 calendar days after an incident or assignment.
- 8.4 Shooting Review Board Membership
 - 8.4.1 The following guidelines shall govern the membership of the Shooting Review Board, unless otherwise directed by the Director.
 - 8.4.1.1 The Shooting Review Board shall have a minimum of three members, but may consist of more than three members given the nature of the incident under review, and with the approval of the Director.

- 8.4.1.2 The Board Chairperson shall be assigned by the Director.
- 8.4.1.3 A member of the Office of the Inspector General’s Command Staff, but not within the chain of command of the employee(s) under review.
- 8.4.1.4 A Deputy Warden or Associate Deputy Warden not assigned to the affected complex or within the chain of command of the employee(s) under review.
- 8.4.1.5 An external subject matter may be appointed to the Review Board, relevant to the facts or circumstances of the incident under review.
- 8.4.2 A member of the same rank as the member involved in the incident may be included on the Shooting Review Board. Such members will have the same rights, obligations, and responsibilities as the other Shooting Review Board members.
- 8.4.3 The Director shall be the final approval regarding the selection of Shooting Review Board members.

DEFINITIONS/GLOSSARY

Refer to the Glossary of Terms for the following:

- Conducted Electrical Weapon (CEW)
- Correctional Officer Series
- Course of Fire
- Department Property
- Domicile State Vehicle
- Empty Gun Load
- Firearms Instructor Certification Course
- Firearms Training Committee
- Negligent Discharge
- Private Prison
- Proficiency
- Qualification
- Qualification Attempt
- Qualified
- Range Safety Officer
- Ready
- Ready On The Line
- Scan and Holster
- Service Load
- Speed Load
- Tactical Reload
- Unqualified

ATTACHMENTS

Attachment A – Course of Fire for 50-Shot 9mm Semi-Automatic Handgun

Attachment A1 – 40-Shot Daytime Qualification Course

Attachment B - Course of Fire for Shotgun Course "B"

Attachment C - Course of Fire for Shotgun Course "A" – Tactical Support Unit/Firearms Instructors
Attachment D – Course of Fire for .233 Service Rifle
Attachment E – ADCRR Low/No Light Shotgun Qualification Course
Attachment F – ADCRR Low/No Light 9mm Pistol Qualification Course
Attachment F1 – 40-Shot Nighttime Pistol Qualification
Attachment G – Letter of Instruction

FORMS LIST

105-2, Information Report
510-2, Firearms Qualification Card
510-4, Firearms Safety and Waiver of Liability Roster
510-6, Range Safety Officer Duties and Responsibilities
510-7, Notification of Failure to Qualify/Limited Qualification
510-8, Firearms Instructor Evaluation
510-10, Firearms Instructor Application
510-11, Domestic Violence Affidavit

AUTHORITY

A.R.S. §13-3102, Misconduct Involving Weapons; Defenses; Classification; Definitions
A.R.S. §13-3102.01, Storage of Deadly Weapons; Definitions
A.R.S. §13-3112, Concealed Weapons; Qualification; Application; Permit to Carry; Civil Penalty; Report; Applicability
A.A.C. §R13-4-111, Certification Retention Requirements

ATTACHMENT A

COURSE OF FIRE FOR 50-SHOT 9MM SEMI-AUTOMATIC HANDGUN			
Stage	Position	Action	Process
1	15 Yard Line	1 magazine, 5 rounds practice, strong hand supported.	Fired as practice rounds: Service load a 5 round magazine while weapon is in holster. On command, draw, chamber and fire 5 rounds, eject empty magazine, scan and holster weapon. No time limit. (0 points) Service load a 15 round magazine. Draw and place in battery.
2	25 Yard Line	3 magazines 15 rounds each plus 5 loose rounds. 6 rounds, strong hand supported, in 3 separate strings	Six rounds fired as follows: On command, draw and fire 2 rounds in 6 seconds. Assume ready position. On command, fire 2 rounds in 5 seconds. Assume ready position. On command, fire 2 rounds in 5 seconds, scan and holster weapon. (30 points)
3	3 Yard Line	6 rounds, strong hand only, in 3 separate strings.	Six rounds fired in three strings of two rounds each as follows: On command, draw and fire 2 rounds in 3 seconds. Assume ready position. On command, fire 2 rounds in 2 seconds. Assume ready position. On command, fire 2 rounds in 2 seconds, scan and holster. (30 points) Switch gun magazine with secondary and service load secondary magazine.
	3 Yard Line	6 rounds, strong hand supported in 3 separate strings.	Six rounds fired in three strings of two rounds each as follows: On command, draw and fire 2 rounds in 3 seconds. Assume ready position. On command, fire 2 rounds in 2 seconds. Assume ready position. On command, fire 2 rounds in 2 seconds. Transition weapon to weak hand and assume ready position. (30 points)
	3 Yard Line	6 rounds, weak hand only, in 3 separate strings.	Six rounds fired in three strings of two rounds each as follows: On command, fire 2 rounds in 3 seconds. Assume ready position. On command, fire 2 rounds in 3 seconds. On command, fire 2 rounds in 3 seconds. Transition weapon to strong hand, scan and holster. (30 points) Prior to shooting at 7 yard line pre-stage magazines, 5 rounds in gun magazine, 6 rounds in primary and 14 in secondary.
4	7 Yard Line	14 rounds, strong hand supported, in 3 separate strings	Fourteen rounds fired as follows: On command, draw and fire 3 rounds in 4 seconds. Assume ready position. On command, fire 3 rounds, stress reload with a magazine and fire 3 more rounds in 15 seconds. Assume ready position. On command, fire 3 rounds, stress reload with a magazine and fire 2 more rounds in 12 seconds, scan and holster. (70 points)
5	15 Yard Line	12 rounds, strong hand supported, in 4 separate strings.	Twelve rounds fired as follows: On command, draw and fire 3 rounds in 5 seconds. Assume ready position. On command, fire 3 rounds in 4 seconds. On command, draw and fire 2 rounds in 4 seconds. Assume ready position. On command, fire 1 round in 2 seconds. On command, draw and fire 2 rounds in 4 seconds. Assume the ready position. On command, fire 1 round in 2 seconds. (60 points)

<p><u>Scoring:</u></p> <p>Unqualified.0-209 Qualified.210-239 Expert.240-249 Distinguished Expert.250</p>	<p><u>Qualifications Process - COTA Cadets</u></p> <p>15 Rounds – Practice/Malfunctions Practice 50 Rounds Live Practice Course 50 Rounds Qualification I (Class Sgt.) 50 Rounds Qualification II (Class Sgt.) 50 Rounds Practice (Class Sgt.) 50 Rounds Qualification III (Class Sgt.) 50 Rounds Qualification IV (Other COTA FI) 50 Rounds Qualification V (Other COTA FI) 50 Rounds Practice Monday Week 7 50 Rounds Qualification VI (Other COTA FI) Failure to Qualify – Commander Review</p>	<p><u>Qualification Process - In-Service Training</u></p> <p>5 Live Fire Practice Rounds at the 15 yard line 50 Rounds Qualification I 50 Rounds Qualification II 4 Hour Remedial Class/Range 5 Live Fire Practice Rounds at the 15 yard line 50 Rounds Qualification III 50 Rounds Qualification IV Practice on Own Accord – Schedule with Senior Firearms Instructor within 90 calendar days for 2 final qualification attempts. 5 Live Fire Practice Rounds at the 15 yard line 50 Rounds Qualification V 50 Rounds Qualification VI Failure to Qualify – Admin Review</p>
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ATTACHMENT A1

40-SHOT DAYTIME QUALIFICATION COURSE (TQ19 or TQ21 Targets)			
Stage	Position	Action	Process
Practice	Fifteen Yard Line	5 to 10 rounds	See stage 3
1	5 to 3 Yard Line	3 rounds, strong hand supported	Shooter starts on the 5 yard line, handgun at the ready. On command of threat, buzzer, turn of target, the shooter will raise their pistol and shoot 3 rounds to the body while on the move in 3 seconds. (3 rounds in 3 seconds while moving, stopping at the 3 yard line.) Holster.
	5 to 3 Yard Line	3 rounds, strong hand supported	Return to the 5 yard line. From slightly offset right and again at the ready. On the command of threat, buzzer, turn of target, the shooter will raise their pistol and shoot 3 rounds to the body while moving diagonally to the left in 3 seconds. (3 rounds in 3 seconds while moving, stopping at the 3 yard line.) Holster
	5 to 3 Yard Line	3 rounds, strong hand supported	Return to the 5 yard line. From slightly offset left and again at the ready. On the command of threat, buzzer, turn of target, the shooter will raise their pistol and shoot 3 rounds to the body while moving diagonally to the right in 3 seconds. (3 rounds in 3 seconds while moving, stopping at the 3 yard line.) ***PERFORM A TACTICAL EXCHANGE**** Holster.
2	7 Yard Line	3 rounds, strong hand supported	From the holster, draw and fire 3 rounds on the body in 3 seconds, remain at the ready. (3 rounds in 3 seconds.)
	7 Yard Line	3 rounds, strong hand supported	From the ready, on command of threat, buzzer or turn of target, raise and fire 3 rounds to the body in 3 seconds. (3 rounds in 3 seconds, Holster.)
	7 Yard Line	2 rounds, primary hand only	Primary hand only, on command of threat, buzzer or turn of target, draw and fire 2 rounds to the body in 4 seconds. (2 rounds in 4 seconds to the body, primary hand only, transition gun to support hand.)
	7 Yard Line	2 rounds, support hand only	Support hand only, on command of threat, buzzer or turn of target, raise and fire 2 rounds to the body in 4 seconds. (2 rounds in 4 seconds to the body, support hand only. (Set up for next string = load a 5 round magazine into the weapon and holster. A full magazine should be in your #1 pouch.)
	7 Yard Line	9 rounds, strong hand supported	

			From the holster, on command of threat, busser or turn of target, draw and fire 6 rounds to the body, empty gun reload, 3 more rounds on the body in 12 seconds. (6 rounds, empty gun reload and 3 more in 12 seconds, holster.)	
3	15 Yard Line	3 rounds, strong hand supported	From the holster. On command, draw and fire 2 rounds to the body, speed reload and fire 1 round to the body in 10 seconds. Upon completion of firing, the shooter will assume the ready position until directed to the holster.	
	15 Yard Line	3 rounds, strong hand supported	From the holster. On command, draw and fire 2 rounds to the body and 1 round to the head in 6 seconds. Upon completion of firing, the shooter will assume the ready position.	
	15 Yard Line	3 rounds, strong hand supported	From the ready position. On command, raise and fire 2 rounds to the body and 1 round to the head in 6 seconds. Upon completion of firing, the shooter will assume the ready position.	
	15 Yard Line	3 rounds, strong hand supported	<i>Unload the weapon completely and holster. While the weapon is in the holster, place a magazine with at least 4 rounds into the weapon.</i> From the holster. On command, draw and fire 2 rounds to the body and 1 round to the head clearing the malfunction in 10 seconds. Upon completion of firing, the shooter will assume the ready position until directed to the holster.	
			<p><u>Qualifications Process - COTA Cadets</u></p> <p>15 Rounds – Practice/Malfunctions Practice 40 Rounds Qualification I (Class Sgt.) 40 Rounds Qualification II (Class Sgt.) 40 Rounds Practice (Class Sgt.) 40 Rounds Qualification III (Class Sgt.) 40 Rounds Qualification IV (Other COTA FI) 40 Rounds Qualification V (Other COTA FI) 40 Rounds Practice Monday Week 7 40 Rounds Qualification VI (Other COTA FI) Failure to Qualify – Commander Review</p>	<p><u>Qualification Process - In-Service Training</u> <u>Must post one qualifying score</u></p> <p>5 Live Fire Practice Rounds at the 15 yard line 40 Rounds Qualification I 40 Rounds Qualification II 4 Hour Remedial Class/Range 5 Live Fire Practice Rounds at the 15 yard line 40 Rounds Qualification III 40 Rounds Qualification IV Practice on Own Accord – Schedule with Senior Firearms Instructor within 90 calendar days for 2 final qualification attempts. 5 Live Fire Practice Rounds at the 15 yard line 40 Rounds Qualification V 40 Rounds Qualification VI Failure to Qualify – Admin Review</p>

ATTACHMENT B

COURSE OF FIRE FOR SHOTGUN COURSE "B"			
Stage	Position	Action	
1	25 Yard Line	Load 1 bird shot, fire from a standing position, no time limit; load 2 "00" buckshot, fire from a standing position, 15 seconds. (36 points)	
2	20 Yard Line	Load 1 bird shot, fire from a standing position, no time limit; load 3 "00" buckshot, fire from a standing position, 20 seconds. (54 points)	
<p><u>Scoring:</u></p> <p>Double "00" buckshot (9 pellet) - 2 points per pellet</p> <p>Double "00" buckshot (12 pellet) – 1.5 points per pellet</p> <p>(90 points possible)</p> <p>Unqualified Fail on 0 - 62 points</p> <p>Qualified Pass on 64 - 90 points</p> <p>Bird shot = Pass/Fail</p> <p>Shot pattern no higher than abdomen is a pass.</p> <p>Shot pattern in head or chest area is a fail.</p>		<p><u>Qualification Process - COTA Cadets</u></p> <p>9 Rounds Practice, 8 bird shot, 1 buckshot</p> <p>7 Rounds Qualification I</p> <p>7 Rounds Qualification II</p> <p>4 Hour Remedial Class</p> <p>7 Rounds Qualification III</p> <p>7 Rounds Qualification IV</p> <p>Failure to Qualify – Commander Review</p>	<p><u>Qualification Process - In-Service Training</u></p> <p>2 Live Fire Practice Rounds at the 25 yard line (1 bird shot, 1 buckshot)</p> <p>7 Rounds Qualification I</p> <p>7 Rounds Qualification II</p> <p>4 Hour Remedial Class</p> <p>2 Live Fire Practice Rounds at the 25 yard line (1 bird shot, 1 buckshot)</p> <p>7 Rounds Qualification III</p> <p>Failure to Qualify – Admin Review</p>

ATTACHMENT C

COURSE OF FIRE FOR SHOTGUN COURSE "A" - TACTICAL SUPPORT UNIT/FIREARMS INSTRUCTORS			
Stage	Position	Action	
1	50 Yard Line	1 rifled slug, standing position, 15 seconds. (5 points)	
2	40 Yard Line	1 rifled slug, standing position, 15 seconds. Score targets and paste. (5 points)	
3	25 Yard Line	Load 1 bird shot, fire from a standing position, no time limit; load 2 "00" buckshot, fire from a standing position, 15 seconds. (36 points)	
4	20 Yard Line	Load 1 bird shot, fire from a standing position, no time limit; load 3 "00" buckshot, fire from a standing position, 15 seconds. (54 points)	
<p><u>Scoring:</u></p> <p>Rifled slugs inside the 8 ring - 5 points</p> <p>Rifled slugs outside the 8 ring, but in the silhouette – 2.5 points</p> <p>Double 00 buckshot (9 pellet) - 2 points per pellet</p> <p>Double "00" buckshot (12 pellet) – 1.5 points per pellet</p> <p>(100 points possible)</p> <p>Unqualified - Fail 0 - 79 points or a missed slug</p> <p>Qualified - Pass 90 - 100 points</p> <p>Birdshot = Pass/Fail</p> <p>Shot pattern no higher than abdomen is a pass.</p> <p>Shot pattern in head or chest area is a fail.</p>		<p><u>Qualification Process - COTA Cadets</u></p> <p>Not Applicable - See Course "B"</p>	<p><u>Qualification Process - Tactical Support Unit</u></p> <p>3 Live Fire Practice Rounds at the 25 yard line (1 slug, 1 bird shot, 1 buckshot)</p> <p>9 Rounds Qualification I</p> <p>9 Rounds Qualification II</p> <p>4 Hour Remedial Class</p> <p>3 Live Fire Practice Rounds at the 25 yard line (1 slug, 1 bird shot, 1 buckshot)</p> <p>9 Rounds Qualification III</p>

ATTACHMENT D

COURSE OF FIRE FOR 5.56 SERVICE RIFLE

Stage	Position	Action	Process
1	75 Yard Line	5 rounds. Supported and unsupported; sitting or kneeling position.	Fired from an unsupported sitting or kneeling position, 5 rounds, no time limits. (0 points)
2	100 Yard Line	10 rounds. Supported and unsupported; sitting or kneeling position.	Fired from a supported or unsupported sitting or kneeling position, 5 rounds, no time limit. (25 points) Fired from an unsupported sitting or kneeling position, 5 rounds, no time limit. (25 points)
3	75 Yard Line	10 rounds total. Standing to kneeling or standing to sitting position.	Fire 5 rounds from a standing position. Reload 5 rounds. Go to a sitting or kneeling position and fire 5 rounds. (50 seconds - 50 points)
4	50 Yard Line	10 rounds total. Standing to kneeling position.	Fire 5 rounds from a standing position. (20 seconds - 25 points). Reload 5 rounds. Go to kneeling position and fire 5 rounds. (20 seconds - 25 points)

<u>Scoring:</u>	<u>Qualification Process - COTA Cadets</u>	<u>Qualification Process - In-Service Training</u>
Unqualified.....0 to 125 Qualified..... 126 to 150 Firearms Instructors.....135 to 150	Not Applicable	5 Live Fire Practice Rounds at the 75 yard line (Shoot 3, Review; Shoot 2, Review) 30 Rounds Qualification I 30 Rounds Qualification II 4 Hour Remedial Class 5 Live Fire Practice Rounds at the 75 yard line (Shoot 3, Review; Shoot 2, Review) 30 Rounds Qualification III 30 Rounds Qualification IV

COURSE OF FIRE FOR 37/40 MM GUN

Stage	Position	Action
1	25 Yard Line	Fire 1 shot from a standing position using strong side. Shoot round at the manufacture recommended distance in front of target.

<u>Scoring:</u>	<u>Qualification Process</u>
No points are awarded for this exercise - familiarization only.	1 Round Familiarization

ATTACHMENT E

ADCRR LOW/NO LIGHT SHOTGUN QUALIFICATION COURSE

Low Light = Minimum ambient light

No Light = Mounted Flashlight Only (If flashlight not mounted, use ambient light)

Two Birdshot/Two Double “00” Buckshot Practice

Stage	Position	Action
1	20 Yard Line	Low Light - Double “00” buckshot, 3 rounds, no time limit
2	25 Yard Line	Low Light – Birdshot, 1 round, no time limit Low Light - Double “00” buckshot, 2 rounds, 20 seconds
3	20 Yard Line	No Light (mounted flashlight) – Birdshot, 1 round, no time limit

Scoring:

Double "00" buckshot (9 pellet) - 2 points per pellet

Birdshot pattern must be below the waist

63 or above = Qualified

62 or below – Not Qualified

NOTE: Do NOT mix loads of ammunition

ATTACHMENT F

ADCRR LOW/NO LIGHT 9MM PISTOL QUALIFICATION COURSE		
Low Light = Minimum ambient light		
No Light = Flashlight Only		
Load 3 magazines with 15 rounds each, Load magazines as necessary thereafter.		
Stage	Position	Action
1	3 Yard Line	Low Light – 18 Rounds (90 points) Strong hand only – Insert a magazine with 15 rounds, CHAMBER and HOLSTER From Holster – 2 rounds, 3 seconds (READY) From Ready – 2 rounds, 2 seconds (READY) From Ready – 2 rounds, 2 seconds (HOLSTER) Strong hand supported From Holster – 2 rounds, 3 seconds (READY) From Ready – 2 rounds, 2 seconds (READY) From Ready – 2 rounds, 2 seconds (READY) Weak hand only From Ready – 2 rounds, 3 seconds (READY) From Ready – 2 rounds, 3 seconds (READY) From Ready – 2 rounds, 3 seconds (HOLSTER)
2	7 Yard Line	Low Light – 14 Rounds (70 points) Strong hand supported From Holster – 3 rounds, 5 seconds (READY) From Ready – 6 rounds, 18 seconds (Fire 3 rounds, reload, fire 3 rounds - READY) From Ready – 5 rounds, 15 seconds (Fire 3 rounds, reload, fire 2 rounds - HOLSTER)
3	15 Yard Line	Low Light – 6 Rounds (30 points) Strong hand supported From Holster – 3 rounds, 7 seconds (READY) From Ready – 3 rounds, 6 seconds (HOLSTER)

4	7 Yard Line	No Light – 12 Rounds (60 points) Strong hand supported From Holster – 2 rounds, 5 seconds (READY) From Ready – 2 rounds, 4 seconds (READY) From Ready – 2 rounds, 4 seconds (HOLSTER) From Holster – 2 rounds, 5 seconds (READY) From Ready – 2 rounds, 4 seconds (READY) From Ready – 2 rounds, 4 seconds (CLEAR AND HOLSTER)
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Scoring: 210 or above = Qualified 209 or below – Not Qualified

ATTACHMENT F1

40-SHOT NIGHTTIME QUALIFICATION COURSE (TQ19 or TQ21 Targets)			
Stage	Position	Action	Process
1	5 to 3 Yard Line	3 rounds, strong hand supported, Low Light	Shooter starts on the 5 yard line, handgun at the ready. On command of threat, buzzer, turn of target, the shooter will raise their pistol and shoot 3 rounds to the body while on the move in 3 seconds. (3 rounds in 3 seconds while moving, stopping at the 3 yard line.) Holster.
	5 to 3 Yard Line	3 rounds, strong hand supported, Low Light	Return to the 5 yard line. From slightly offset right and again at the ready. On the command of threat, buzzer, turn of target, the shooter will raise their pistol and shoot 3 rounds to the body while moving diagonally to the left in 3 seconds. (3 rounds in 3 seconds while moving, stopping at the 3 yard line.) Holster.
	5 to 3 Yard Line	3 rounds, strong hand supported, Low Light	Return to the 5 yard line. From slightly offset left and again at the ready. On the command of threat, buzzer, turn of target, the shooter will raise their pistol and shoot 3 rounds to the body while moving diagonally to the right in 3 seconds. (3 rounds in 3 seconds while moving, stopping at the 3 yard line.) ***PERFORM A TACTICAL EXCHANGE**** Holster.
2	7 Yard Line	3 rounds, strong hand supported, No Light	From the holster, draw and fire 3 rounds on the body in 3 seconds, remain at the ready. (3 rounds in 3 seconds.)
	7 Yard Line	3 rounds, strong hand supported, No Light	From the ready, on command of threat, buzzer or turn of target, raise and fire 3 rounds to the body in 3 seconds. (3 rounds in 3 seconds, Holster.)
	7 Yard Line	2 rounds, primary hand only, Low Light	Primary hand only, on command of threat, buzzer or turn of target, draw and fire 2 rounds to the body in 4 seconds. (2 rounds in 4 seconds to the body, primary hand only, transition gun to support hand.)
	7 Yard Line	2 rounds, support hand only, Low Light	Support hand only, on command of threat, buzzer or turn of target, raise and fire 2 rounds to the body in 4 seconds. (2 rounds in 4 seconds to the body, support hand only. (Set up for next string = load a 5 round magazine into the weapon and holster. A full magazine should be in your #1 pouch.)
	7 Yard Line	9 rounds, strong hand supported, Low Light	From the holster, on command of threat, buzzer or turn of target, draw and fire 6 rounds to the body, empty gun reload, 3 more rounds on the body in 12 seconds. (6 rounds, empty gun reload and 3 more in 12 seconds, holster.)
3	15 Yard Line		

		3 rounds, strong hand supported, Low Light	From the holster. On command, draw and fire 2 rounds to the body, speed reload and fire 1 round to the body in 10 seconds. Upon completion of firing, the shooter will assume the ready position until directed to the holster.
	15 Yard Line	3 rounds, strong hand supported, Low Light	From the holster. On command, draw and fire 2 rounds to the body and 1 round to the head in 6 seconds. Upon completion of firing, the shooter will assume the ready position.
	15 Yard Line	3 rounds, strong hand supported, Low Light	From the ready position. On command, raise and fire 2 rounds to the body and 1 round to the head in 6 seconds. Upon completion of firing, the shooter will assume the ready position.
	15 Yard Line	3 rounds, strong hand supported, Low Light	<i>Unload the weapon completely and holster. While the weapon is in the holster, place a magazine with at least 4 rounds into the weapon.</i> From the holster. On command, draw and fire 2 rounds to the body and 1 round to the head clearing the malfunction in 10 seconds. Upon completion of firing, the shooter will assume the ready position until directed to the holster.

ATTACHMENT G

LETTER OF INSTRUCTION

DATE:

TO: (Name and Rank of Employee)

FROM: (Name and Title of Supervisor)

SUBJECT: Administrative Assignment

Due to your failure to maintain your Firearms Certification, as required under the Arizona Peace Officer Standard and Training (AZPOST) standards, this Letter of Instruction outlines the expectations to be accomplished by you during the next _____ days.

(insert days - max 90)

Effective _____ you are to report to _____,
(date) (supervisor)
at _____ at _____.
(location) (time)

Your duties will be..... (insert duties)

Note: Experience gained during this assignment will not be credited towards qualifying for any other classification, i.e., doing paperwork for program staff as an assistant will not qualify you as a Correctional Officer III.

During this temporary assignment you will continue to hold your classification title as a _____; however, you will:
(current class title)

1. Work out of uniform and be assigned to non-security duties.
2. Be prohibited from using firearms except during practice and/or re-qualification time.
3. Continue to earn your base pay, minus uniform allowance and hazardous duty pay, if applicable.
4. Be required to improve your firearms proficiency.

Any additional firearms training outside of the Department must be done at your own expense and time.

Letter of Instruction
Page Two

You are expected to follow the specific directives set forth herein. Your failure to follow such directives shall result in:

1. An administrative action to remove you from your _____ position for
(current class title)
failing to meet qualifications/standards of the classification, with appropriate reductions in pay, in accordance with Personnel Rules.
2. Further disciplinary action, which may include dismissal for "cause" for failing to meet qualifications/standards of your classification.

Successful completion of Firearms Certification will result in return to your former duties. In addition, you will again receive a uniform allowance and hazardous duty pay if applicable.

Should your continued attempts to re-qualify for the Firearms Certification during this assignment period be unsuccessful, you will be referred to the Assistant Director for Training and Personnel, _____,
who shall attempt to place you in another position for which you qualify. (name)

Should you have any questions relative to the specific instructions/expectations set forth in this letter, you are directed to schedule an appointment with me.

I acknowledge receipt of this letter of instruction.

Employee Signature

Date

cc: Institution/Bureau Personnel File