

FLORENCE POLICE DEPARTMENT GENERAL ORDER

Subject: <p style="text-align: center;">SWAT/Tactical Team</p>	Procedure: <p style="text-align: center;">General Order 24.2.1 CALEA 46.2, 33.6.2</p>	Total Pages: <p style="text-align: center;">7</p>
Authorizing Signature: Original with Authorizing Signature on File	Effective: 2/5/18 <input type="checkbox"/> New <input checked="" type="checkbox"/> Amended <input type="checkbox"/> Rescinds	

I. POLICY

It is the policy of the Florence Police Department to comply with the National Incident Management System (NIMS) as a tactical management tool to ensure accomplishment of agency goals and objectives during unusual occurrences or emergency operations.

II. PURPOSE

This written order establishes guidelines for the deployment and management of SWAT during emergency operations using the Incident Command System.

III. SCOPE

This written order is applicable to all sworn personnel.

IV. RESPONSIBILITY

All personnel are responsible for complying with this directive.

V. GENERAL PROVISIONS

A. ORGANIZATION

1. The SWAT/Tactical Team is a unit of the Operations Bureau.
2. The SWAT/Tactical Team is made up of a Team Commander, Team Leaders, and an adequate complement of officers.
3. The SWAT/Tactical Team is divided into two elements for tactical operations, an assault element and a marksman/spotter element. Each element is assigned an element leader.
4. The SWAT/Tactical Team is made up of Florence Police Officers and Lauderdale County Sheriff's Deputies. A Memorandum of Understanding is in place between the agencies and is updated annually.

B. USES OF THE SWAT/Tactical Team

1. The SWAT/Tactical Team should be notified to respond in situations where there is an armed or barricaded subject(s), or where there is a hostage(s) taken. The team should be notified at the onset of a problem and allowed adequate time to respond,

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prepare, plan, and deploy. Any sworn supervisor has the authority to request the services of the SWAT/Tactical Team in a potential tactical situation.

2. The SWAT/Tactical Team could also be used on any of the following situations:
 - a. High Risk Search/Arrest Warrants.
 - b. Surveillance.
 - c. Executive Protection.
 - d. Search and Rescue.
 - e. Hostage Rescue Operations.
 - f. Armed Barricaded Individuals.

C. COORDINATION AND CONTROL:

1. In tactical situations where the SWAT/Tactical Team is the primary operating entity, the SWAT/Tactical Team Commander will be responsible for coordination and control of team functions.
2. In situations where the SWAT/Tactical Team is involved with other operational components, the SWAT/Tactical Team Commander will work in cooperation with the Incident Commander.
3. In order to alleviate potential misunderstandings among other operational components, the Chain of Command of the SWAT/Tactical Team is as follows. All direction and/or assignments will adhere to this COC.
 - a. Chief of Police;
 - b. Operations Bureau Deputy Chief;
 - c. Special Operations Captain;
 - d. SWAT/Tactical Team Commander; and
 - e. SWAT/Tactical Team Leaders.
4. The SWAT/Tactical Team Commander, or his/her designee, will complete an After Action Report after each deployment. An electronic copy of the report will be sent to the Special Operations Captain.
5. Deployments that result in a Use of Force as defined in General Order 1.3.6, Section V., will require a Departmental After Action Report as well as a copy of the Incident Report, which will be forwarded to Professional Standards/Internal Affairs.

D. PERSONNEL STANDARDS

1. TRAINING

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- a. Training will be conducted on a bi-weekly basis for the entire team.
- b. Attendance is mandatory and an absence will only be excused in cases of sickness, injury, hardship, or approved leave.
- c. A bi-weekly Training Form will be completed and maintained by the SWAT/Tactical Team Commander. This documentation will be submitted to the Special Operations Captain. The SWAT/Tactical Team Commander and the Special Operations Captain will each maintain copies of all training records.
- d. The SWAT/Tactical Team Commander will create an annual Training Schedule and submit it to the Special Operations Captain prior to January 1 each year. The Schedule will serve as a guide for bi-weekly training days. The following skills should be covered throughout the year. This list is not all-inclusive:
 - Marksmanship
 - Combat Shooting
 - Team Movement
 - Breaching Techniques
 - Less-Lethal
 - Decision-making
 - Tactical Diagramming
 - Threat Assessment
 - Target Identification
 - Warrant Service
 - Barricade Operations
 - Hostage Rescue Operations
 - Operation Planning
 - Leadership
 - Crisis Negotiations
 - Vehicle/Bus Assaults
 - Equipment Familiarization
 - K-9 Integration

- EOD Integration
- Sniper Operations
- Executive Protection

2. DISCIPLINE

- a. Failure to comply with departmental rules and regulations, policies and procedures, the lawful directives or commands of any field supervisor, or any intentional breach of discipline will result in disciplinary action up to and including dismissal from the Team.

3. EMPLOYEE EVALUATIONS

- a. All members of the SWAT/Tactical Team will maintain an overall strong employee evaluation. Failure to do so may result in dismissal from the Team.

4. PHYSICAL FITNESS

- a. All members of the SWAT/Tactical Team will participate in and pass the Alabama Peace Officer's Standards and Training Commission (APOSTC) minimum physical fitness standards test annually. All results from fitness tests are documented and maintained by the SWAT/Tactical Team Commander.
- b. All members will undergo the current SWAT/Tactical Team applicant screening procedure once per year. All results from fitness tests are documented and maintained by the SWAT/Tactical Team Commander.

5. MEDICAL SUPPORT

- a. It shall be standard procedure for Medical/EMS personnel to be contacted and positioned within close proximity to the scene of operations when circumstances allow.

VI. TEAM SELECTION

- A. **EXPERIENCE:** Candidates must have a minimum of one (1) year of law enforcement experience or military special operations experience to be considered for appointment to the SWAT/Tactical Team.
- B. **EVALUATIONS AND WORK HISTORY:** Candidates must have a history of satisfactory employee evaluations. Disciplinary action one (1) year prior may be grounds for disqualification.
- C. **CANDIDATE PHYSICAL TESTING:** Because of the rigorous nature of the activity and kinds of tasks to be performed, all candidates will be required to demonstrate proficiency in the following areas:

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1. Balance
 2. Flexibility
 3. Agility
 4. Strength
 5. Endurance
 6. Swimming
 7. Decision Making
- D. **STRESS TEST:** Officers being considered for a position on the team must demonstrate an ability to react favorably under pressure. This test will be a practical exercise designed to simulate a combat environment.
- E. **FIREARMS:** Candidates will be required to pass the Alabama Peace Officer's Standards and Training Commission (APOSTC) firearms qualification.
- F. **REVIEW BOARD:** Candidates who have passed all previous phases of the selection process will sit before an interview with current SWAT/Tactical Team members. The candidate will be evaluated in areas to include, but not be limited to, the following categories:
1. Compatibility
 2. Skills
 3. Background
 4. Oral Communication Skills
 5. Confidence
 6. Judgment
 7. Resourcefulness
 8. Honesty
 9. Interest and Motivation
- G. **APPOINTMENT:** The review board will submit their recommendation for appointment to the Special Operations Captain for final approval.
- H. **PROBATION:** All appointments to the SWAT/Tactical Team are conditional and subject to a one (1) year probationary period. An appointee may be removed from the SWAT/Tactical Team at any time, in the judgment of the existing team members and leadership, the officer fails to meet standards, or exhibits any negative trait(s) that make him/her a liability to the team. The recommendation will be submitted to the Special Operations Captain for final approval.
- I. **PRIMARY TRAINING:** Primary training of new SWAT/Tactical Team members will be acquired through in-service, bi-weekly training or a basic

SWAT school if available. Marksman/Observers will be required to attend an additional forty (40) hours specific to their assignment.

VII. EQUIPMENT

- A. **EQUIPMENT:** Specialized equipment will be provided for SWAT/Tactical Team members as necessary to provide protection, facilitate successful resolution of tactical operations and to fulfill other job requirements. The SWAT/Tactical Team Commander will maintain inventory and control of equipment and/or equipment issued to team members.
- B. **WEAPONS & AMMUNITION:** All weapons and ammunition employed by the team will be departmentally approved. Operators must be trained with the equipment before it can be employed.
- C. **CHEMICAL AGENTS:** The SWAT/Tactical Team has adopted the chemical agents CN, CS, OC, and Smoke for use in a wide range of situations. These agents will be used in strict compliance with established procedures and regulations regarding chemical agents. Operators must be trained with the equipment before it can be employed.
- D. **FLASH/SOUND DIVERSIONARY DEVICES:** Flash/Sound Diversionary Devices, sometimes referred to as “Flash Bangs” are special purpose pyrotechnic munitions which are intended to provide the SWAT/Tactical Team with a less-lethal tool in a variety of situations. The devices can be used upon making tactical entries, clearing rooms, and other situations, as deemed necessary. Operators must be trained with the equipment before it can be employed.
- E. **LESS LETHAL AMMUNITION:** Less lethal ammunition (i.e.: 12-gauge beanbag round, 40 mm launch able rounds, etc.) may be used when lethal force is not appropriate or necessary. Operators must be trained with the equipment before it can be employed.
- F. **BREACHING AMMUNITION:** 12-gauge breaching ammunition may be used to safely expedite the breaching of an interior locked door. Operators must be trained with the equipment before it can be employed.

VIII. RESPONSIBILITIES PRIOR TO SWAT/TACTICAL TEAM ARRIVAL

- A. When encountering critical situations or the planned apprehension of a potentially dangerous offender(s), officers and detectives will:
 - 1. If necessary, take immediate action within his/her capacity to protect life and property and collect all information available/possible about the incident;
 - 2. Notify the Shift Commander when an officer encounters a life threatening or critical situation, such as a barricaded gunman, sniper, persons holding others hostage, civil disorders, riots or

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other unusual occurrences where the probability of violence exists. The same applies if an officer/detective requires assistance for high risk arrests or warrant service; or other situations where it is deemed necessary to utilize more than conventional police skills or equipment; and/or

3. Attempt to control and contain the situation, while maintaining a tactical advantage and cover until the SWAT/Tactical Team arrives.

B. The Shift Commander (Lieutenant) will:

1. Notify his/her Captain and any other appropriate Command Staff within the Department and others outside of the Department, to include EMS and Fire, when necessary;
2. Complete the SWAT Threat Assessment Form (0023) and, based on the result of that form, determine whether a SWAT/Tactical Team activation is necessary or not. If so, notify Dispatch to make the appropriate notifications;
3. Contact the SWAT/Tactical Team Commander and request the team be immediately activated when necessary;
4. Respond to the incident location and establish an Incident Command Post site, to include a staging area for support personnel;
5. Assume the role of the Incident Commander until relieved by a higher ranking officer;
6. Cause injured victims to be evacuated if doing so will not unduly endanger officers or other personnel;
7. Cause the evacuation of bystanders within the perimeter. If it becomes necessary to evacuate other civilians, the shift commander will provide necessary assistance to the SWAT/Tactical Team Commander to accomplish this task.

C. Dispatch will:

1. Make appropriate notifications to SWAT/Tactical Team Commander, Command Staff, Fire, EMS, and other outside agencies as directed;
2. Ensure that such incidents receive radio priority in accordance with policy.