

	ROSENBERG POLICE DEPARTMENT	
	General Order 8.03 Emergency Response Team (SWAT)	
	Effective Date: 05-13-2013	Replaces: N/A
	Approved:  Chief of Police	
Reference: TBP 3.10, 3.11, 8.03, 8.04, 8.05, and 8.06		

I. POLICY

That the presence of a highly trained and skilled police tactical unit has been shown to substantially reduce the risk of injury or loss of life to the public, police officers and suspects. A well-managed “team” response to critical incidents usually results in successful resolution of critical incidents. It is the intent of this department to provide for a highly trained and skilled Special Weapons And Tactics (SWAT) Team as a resource for the handling of critical or unusual police incidents.

II. PURPOSE

The purpose of this policy is to establish the governing regulations in the selection, training, equipping and the use of the SWAT Team.

III. DEFINITIONS

- A. Hostage Situations: the holding of any person(s) against their will by an armed or potentially armed suspect.
- B. Barricade Situations: a standoff created by an armed or potentially armed suspect in any location, whether fortified or not, who is refusing to comply with police demands for surrender.
- C. Sniper Situations: the firing upon individuals and/or police by an armed suspect, whether stationary or mobile.
- D. High-Risk Apprehension: the arrest or apprehension of armed or potentially armed suspects where the likelihood of armed resistance is high.
- E. High-Risk Warrant Service: the service of search or arrest warrants where the warrant service matrix or policy recommends or requires the use of the Emergency Response Team.

- F. Personal Protection: the security of special persons, such as VIP's, witnesses, or suspects, based on threat or potential threat to the well being of those persons.
- G. Special Assignments: any assignment, approved by the SWAT Supervisor, based upon a high level of threat.

IV. COMPOSITION AND STRUCTURE

- A. The RPD SWAT Team is comprised of:
 - 1. One Supervisor/Team Leader;
 - 2. Nine Officers of any rank
- B. The RPD SWAT Team works jointly for operations and training with the Fort Bend County Regional SWAT Team. The Regional Team is comprised of other participating Law Enforcement Agencies in Fort Bend County. Working jointly expands the size and capabilities of the RPD Team, and provides access to Certified Hostage Negotiators, and specialized equipment such as armored vehicles.
- C. The SWAT Supervisor will:
 - 1. Be appointed by the Chief of Police or designee.
 - 2. Be responsible for the overall operations of the team.

V. OPERATIONS (TBP: 8.05)

- A. When activated for an operation, the SWAT Supervisor, or the Acting Supervisor reports directly to the Chief of Police, or Incident Commander where one has been designated, or to the on-scene supervisor.
- B. The SWAT Supervisor is responsible for coordinating a SWAT response, and if needed, also with the Fort Bend County Regional Team assets for deployment of the Team, and the tactical decision-making and tactical resolution of the incident.
- C. The SWAT Supervisor is subordinate to the Incident Commander in terms of when and if a tactical option will be initiated, not how it will be performed.
- D. Unless the SWAT Supervisor relinquishes his control to another person outside the Team, such as the Fort Bend County Regional Team Leader, no other person, who is not in a leadership position within the Team, will attempt to direct, supervise, or control any element or member of the SWAT Team.
- E. The Primary Negotiator will manage the negotiations process.
- F. The Negotiator(s) will work under the direction of the SWAT Supervisor or designated Team Leader.

- G. Requests or demands received from the suspect through the Negotiator may be approved or denied by the SWAT Supervisor.
- H. It is the policy of this Department not to allow face-to-face negotiations with a subject suspected of posing a danger to others. In the event the negotiator must work on the inner perimeter, he will be armed at all times and shall wear the appropriate body armor. Negotiators will not enter the inner perimeter without specific instructions from the SWAT Supervisor.

VI. ACTIVATION PROCESS (TBP: 8.05)

- A. Each shift commander has the authority to immediately activate the Team for any critical or unusual police incident within the jurisdictional boundaries.
- B. Shift Commanders will advise Communications of the situation and need for the SWAT Team. Communications will contact the SWAT Supervisor and provide the contact number for the shift supervisor.
- C. Any Division or unit with the department may request the assistance of the SWAT Team in planning or conducting appropriate operations. The Unit Commander will contact the SWAT Supervisor with the request. If the SWAT Commander approves the request, the team will be activated.

VII. SELECTION PROCESS

- A. SWAT Members (TBP: 8.04)
 - 1. Assignment to the SWAT Team will be on a voluntary basis and will consist of sworn personnel. The SWAT Team will select all prospective members from a valid selection roster created through applicant testing.
 - 2. They must exhibit a sound mental and physical condition. The Chief of Police, Team Supervisor, and existing Team members may designate special requirements for selection of personnel.
 - 3. Criteria for applications will be based on the following:
 - a. A minimum of two years of active law enforcement Patrol experience with the department, or one year with prior military service.
 - b. Physical Agility Test passage with 70% or above in each standard.
 - c. Pistol Marksmanship passage with minimum of 90% proficiency.
 - d. Rifle Marksmanship passage with 100% proficiency.
 - e. A comprehensive background investigation to assess the applicant's potential performance and mental suitability for SWAT assignment.

- f. A verbal interview administered by the SWAT Supervisor and passage of an oral review board appointed by the Chief of Police or designee.
4. Once accepted and assigned to the SWAT Team, all operational team members, regardless of rank or position, must maintain acceptable standards of performance as delineated in SWAT qualification.
5. Accepted SWAT members may train with the Team, but are required to attend Basic SWAT Certification School prior to becoming an active Team member.

VIII. RE-QUALIFICATION

- A. SWAT officers must pass a re-qualification Physical Agility Test annually.
- B. Failure to pass the re-qualification will result in the team member being placed in a temporary, non-deployment status. Time requirements of non-deployment status will be determined on an individual basis by the SWAT Supervisor.
- C. Failure to meet the minimum acceptable standard within the designated period of time will result in removal from the team.
- D. Being placed in a temporary, non-deployment status three times may result in removal from the team.

IX. REMOVAL FROM THE TEAM

- A. A Team member may voluntarily withdraw from the Team at any time, for any reason.
- B. A Team member may be removed from the Team, without cause, when deemed necessary for the good of the Team, by a consensus of the Team and approved by the Chief of Police.
- C. Team members leaving SWAT will not be eligible to reapply for a period of two years.
- D. When a vacancy on the Team occurs, any officer meeting the above qualifications may apply.

X. TRAINING STANDARDS

- A. SWAT Team Training (TBP: 3.10.)
 1. The SWAT Team will conduct training a minimum of 16 hours per month. They will train on appropriate subjects related to the mission of the Team.

This includes, but is not limited to: PT, Firearms (Pistol and Rifles), Entry Tactics, Room Clearing, Force on Force with Simunitions, and Vehicle Assault techniques.

2. All training will be documented and training records will be maintained on file in the Training Office.
3. All training will be performance oriented and SWAT task specific. The Team will maintain a current task manual that lists the standards of performance for each task, individual and team level.
4. Individual Team members will be re-certified once per year on all individual skills, and the Team will be re-certified once per year on all Team level skills.
5. Failure to re-certify will result in immediate focus on re-mediation of basic skills.
6. Continued failure to re-certify, after appropriate re-mediation, will be dealt with as failure to meet minimum standards.
7. The training program will include regular updates on legal issues facing SWAT operations, warrant service, deadly force policy, and legal issues.

XI. EQUIPMENT STANDARDS

- A. The SWAT Team will supply their Team members with the following safety equipment:
 1. Ballistic helmet
 2. Safety glasses and goggles
 3. Hearing protection
 4. Complete coverage ballistic entry vest, complete with Threat Level IV insert
 5. Load bearing vest or duty belt for tactical equipment
 6. Special weapons as authorized
 7. Appropriate amount of ammunition for weapons training and qualification
 8. Portable hand held radio with earpiece or microphone
 9. Chemical agent mask
 10. Utility uniform of color and pattern consistent with the area of operation
 11. Self Aid / Buddy Aid Kit
- B. SWAT members will utilize appropriate utility type uniforms and footwear, of an approved color/pattern.
- C. Uniforms will utilize clearly visible and identifiable placards, patches, badges, or lettering that identifies the wearer of the uniform as a law enforcement officer.

The SWAT Supervisor must approve all other items of personal wear or equipment.

- D. Team members are responsible for the care and maintenance of all equipment issued to them. Members must take appropriate care to maintain the equipment in full mission readiness. The SWAT Supervisor will conduct a documented inspection of all Team members' assigned equipment quarterly for operational readiness.

XII. SPECIAL EQUIPMENT

- A. The SWAT Team may utilize special equipment, as listed below, in an attempt to lessen the risk of injury or death to all persons concerned during the performance of an operation. The SWAT Team recognizes however, that the use of the special equipment in no way implies or guarantees that injury or death will not occur during an operation.
 - 1. Primary Entry Weapons: submachine guns and entry shotguns; a short-barreled weapon which enables the Team member to acquire rapid target acquisition, enhances high levels of accuracy, and provides maneuverability, reliability, stopping power and the ability to sustain fire.
 - 2. High caliber rifles: commonly referred to as counter-sniper rifles, these weapons allow the Team member to place highly accurate rounds where needed to help resolve life-threatening incidents.
 - 3. Authorized officers must successfully complete a TCOLE approved training course on the specified weapon and re-qualify with the weapon at least annually.
 - 4. SWAT members are authorized to carry assigned weapons in their vehicle on a daily basis at the discretion of the SWAT Supervisor.
 - a. The weapon will be secured in the vehicle with a locking device.
 - b. These weapons will not be left unattended in the interior space of a vehicle.
 - 5. Less Lethal Weapons or Ammunition: weapons or ammunition that propel a round or device that is less lethal in nature. Designed to offer an alternative to the use of deadly force when appropriate.
 - 6. Flash/Noise Diversionary Devices: designed to save lives and reduce the potential for shooting situations by providing for diversion for the entry of SWAT members into a hazardous area. Utilizes a bright flash of light followed immediately by a loud noise.

7. Breaching Tools and Ammunition: items such as rams, pry bars, hydraulic or electronic machines, special frangible shotgun rounds, etc. which are designed to force entry into barricaded or secured areas.
8. The SWAT Supervisor will insure that only team members properly trained and certified in the use of the special equipment will utilize the equipment. The SWAT Supervisor will be responsible for establishing the certification standards and criteria for the team.

B. SWAT Van

1. The purpose of the SWAT van is to transport equipment and personnel to the scene of an SWAT incident. The SWAT van may also be used as a mobile command post.
2. The SWAT van may be driven on out of town SWAT calls, training or demonstrations as approved by the Chief. The SWAT van may only be used by Team members.
3. Use of the SWAT van must be approved by the SWAT Supervisor. Use is automatically approved during a SWAT call-up.
4. The SWAT Supervisor will designate one or more members of the Team as drivers, and provide documented training in the operation of the SWAT van. Only designated SWAT members may drive the van.
5. The SWAT Supervisor will designate one driver to be responsible for the maintenance of the van. This driver is responsible for documenting in writing, monthly inspections of the van and equipment stored in it.
6. The SWAT Supervisor will post in the van a list of equipment stored in the van.
7. The SWAT Supervisor will post in the van a list of SWAT officers who are authorized to drive the van.

XIII. AFTER ACTION CRITIQUE

- A. At the completion of all operations and significant training events the SWAT Supervisor will conduct an after action review.
- B. The purpose of this review will be to create a forum for Team members to offer information for the improvement of the team.
- C. After Action Report requirements are discussed in Policy 8.01 Unusual Occurrences.