



Special Operations	Related Policies:
<i>This policy is for internal use only and does not enlarge an employee's civil liability in any way. The policy should not be construed as creating a higher duty of care, in an evidentiary sense, with respect to third party civil claims against employees. A violation of this policy, if proven, can only form the basis of a complaint by this department for non-judicial administrative action in accordance with the laws governing employee discipline.</i>	
Applicable Arkansas Statutes: §12-75-103; §12-75-119	
CALEA Standard: 46.2.1, 46.2.2, 46.2.3; 33.6.2	
Date Implemented:	Review Date:

- I. **Purpose:** Law enforcement experience has demonstrated that there are police service demands, which require specialized units that are equipped and trained to manage these demands successfully. SWAT (Special Weapons and Tactics Team) and similar units such as ERT (Emergency Response Teams) and SRT (Specialized Response Teams) are such units. The mission of these highly trained and specially equipped units is to bring under control police incidents involving highly volatile situations including persons with weapons, barricaded and/or hostage incidents, suicidal calls, and high-risk warrant service operations. These types of units are the most heavily armed within any police department and demand deliberative decision-making and oversight. There is no requirement that any police department have such a unit. When the department does choose to develop and deploy such a unit, it must accept the responsibilities and demands required.
- II. **Policy:** It is the policy of this department to develop and deploy a specialized tactical unit. The mission of this unit is to provide the department with the increased police capability to effectively control and resolve highly volatile incidents. The specialized equipment and training of these units provide for greater safety of the subjects being confronted, police employees directly involved, and the community. The police department will use these specialized units only in situations warranting the need for the enhanced weaponry and training.
- III. **Procedure:** The following shall be implemented for the assignment to and use of the specialized tactical team:
 - A. **Selection process:** Personnel selected to become members of the unit shall have successfully completed a psychological and medical examination at time of hire or be required to submit to such examinations. Personnel selected shall satisfactorily complete a physical agility course. The department will consider the candidate's performance evaluations and complaint history during this selection process.
 - B. **Fitness:** SWAT candidates will initially be required to pass a physical agility course based on operational fitness requirements. SWAT members may be required to pass such course on a periodic basis (suggested annually). Any member unable to pass

the agility test may be placed on inactive status until such time they are able to pass the course or are removed from the team.

C. Negotiators: SWAT teams shall have trained hostage negotiators available for tactical situations requiring negotiations (for example barricaded subjects and hostage situations). Teams should have their own departmental negotiators or written policies regarding outside negotiators to be used (i.e. FBI, or other police department negotiators in their area).

D. Training Requirement

i. Hourly Training Requirements

- a.** Initial Certification - All SWAT members must be qualified before deploying as an operational SWAT Team member. The initial training course for all swat members shall consist of graduation from a 40 hour certified SWAT course. This course should include certifications on all weapons system to be carried by the member, less than lethal options, flash/noise diversionary devices, chemical munitions, and tactical issues. Certified team members should obtain a 40 hour advanced SWAT Training course as soon a practical
- b.** Monthly Team Training- All SWAT teams should train 8 hours per month and maintain a yearly schedule documenting the firearms and tactical issues to be covered.
- c.** Annual 40 hour Team Training Session. Once a year SWAT teams should conduct a 40-hour training session for the entire team. If conducted, this 40-hour training session will include the required 8 hours of monthly training for the month in which it is conducted.
- d.** Sniper Training- All snipers are required to successfully pass a 40 hour certified sniper course and be certified as a sniper before deploying as a sniper. Snipers are at a minimum required to qualify quarterly separate from the mandated team-training schedule.

ii. Firearms Training Requirements

- a.** All SWAT team members must qualify before they are considered operational with their weapons. Initial qualifications and familiarization with weapons will be conducted during the initial 40-hour swat course for primary and secondary weapons.
- b.** All SWAT Team members must qualify twice (2) yearly on an approved qualification course. .
- c.** All SWAT Team members must qualify (2) two additional times per year on approved tactical courses.
- d.** All SWAT firearm courses must be completed with a minimum passing score of 80%.
- e.** Any team member who fails to complete any quarterly or bi-annual qualification may not deploy with that weapon system during SWAT activations.

- f. SWAT weapons training is divided into two approaches: skill courses and combat/ tactical courses. Skill courses provide each officer the opportunity to practice skills and show proficiency by numerical score. Combat courses allow for practicing tactics and skills. All qualifications shall be conducted in body armor.
- g. SWAT qualification courses should be specific to each weapons system utilized by each team and follow nationally accepted standards.

iii. Specialized Equipment Training Requirements

- a. **Flash/Noise Diversionary Devices:** All SWAT members shall receive initial training and qualification on Flash/noise diversionary devices during the initial 40-hour swat training course. Ongoing training will be conducted (2) twice annually
- b. **Less-Than-Lethal:** All swat officers will receive initial training/ certification prior to deploying with less than lethal weapons. Ongoing trainings will be conducted twice (2) annually on less than lethal weapons. .
- c. **Chemical Munitions:** SWAT officers shall receive initial training/ certification prior to deploying with chemical munitions. Ongoing training will be conducted twice (2) annually on chemical munitions.

E. Equipment

- i. **Minimum Equipment:** Each member of a SWAT team should be provided with the following minimum equipment:
 - a. Ballistic helmet
 - b. Safety glasses and goggles
 - c. Hearing protection
 - d. Threat level IIIA ballistic entry vest with (2) threat level III or IV inserts, and attachable modules, or load bearing vest with attachable modules
 - e. Nylon duty belt and accessories for tactical equipment
 - f. Special weapons as authorized (weapons should be equipped with lights and slings)
 - g. Duty ammunition
 - h. Radio and tactical headset
 - i. BDU uniforms with approved: a) patches b) Department badge on left breast c) Name tab on right breast
 - j. Black tactical boots
 - k. Rain Gear
 - l. Cold Weather Gear
 - m. Gas Mask
 - n. Gloves (protective)
 - o. Various safety equipment

- ii. **Specialized Team Equipment:** Each SWAT team should have the following minimum equipment:
 - a. Less than lethal option(s)/ammunition
 - b. Counter sniper rifles
 - c. Flash/Noise diversionary devices
 - d. Breaching tools/ammunition
 - e. Ballistic shields
 - f. Tactical mirrors
 - g. Transportation vehicle
- F. **Deployment Limitations:** This type of specialized unit is designed to operate as a team. When deployed, the team shall be at full complement. Individual members, however, may be used in other police field incidents to enhance the police operation by virtue of his/her specialized equipment. In any case where the use of an individual member is considered, the SWAT commander shall be notified for assessment and approval.
- G. **Risk Assessment Matrix:** Before the actual deployment of the specialized tactical unit, the department shall evaluate the necessity for this deployment by using a risk assessment tool. This tool is a guide to evaluate the need to deploy the most heavily armed unit with the department to ensure that it meets the risk potential of the incident.
- H. **High Risk Warrants:** A risk assessment matrix shall be completed prior to determination that a “high risk” exists.
- I. **Operational Planning:** Before deployment of the specialized tactical unit, an operational planning session shall be conducted and must include:
 - i. A written operational plan identifying the mission given to the unit and the tasks assigned to each member.
 - ii. A reading of the warrant or description of the events leading to the decision to deploy the specialized unit
 - iii. Acknowledgment that current surveillance of the targeted location has been done.
 - iv. Identification of the subjects believed to be present at the targeted location.
 - v. A description of the violence potential and any weaponry that may be present.
 - vi. A schematic of the targeted location, if available, and any known tactical hazards.
 - vii. The stationing of medical support, when necessary.
- J. **Operational debriefing:** The unit shall conduct and prepare a written critique of each operational deployment.
- K. **Inter-jurisdictional support**
 - i. When the department is requested to assist another jurisdiction by the deployment of the specialized tactical unit in a jurisdiction other than that policed by this department, the operational aspects and decisions will be made by this department’s unit commander in consultation with the on-duty supervisor. The

manner of operational deployment will conform to this department's policy on the use of this specialized tactical unit.

- ii. When this department requires the assistance of a specialized tactical team from another jurisdiction for either assumption of the mission or deployment with this department's tactical team, the policy of this department shall be considered. It is still the decision of this department's on-duty commander to deploy any tactical unit within this department's jurisdiction.
- iii. Requests for assistance or mutual aid will be governed by compliance with Arkansas Law.