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RESCINDS: Any other existing orders in conflict.

PURPOSE: To establish guidelines for the management and operations of the Special Weapons and Tactics Team whose primary duty will be to respond to active shooter situations and the service of warrants under special conditions in the City of South Miami.

SCOPE: All departmental personnel.

POLICY: It is the policy of the South Miami Police Department to ensure that the response to dangerous situations requiring special tactical responses will be appropriate to maximize the safety of all concerned.

23.3.1 DEFINITIONS

- A. **INCIDENT COMMANDER:** The highest-ranking sworn member who has assumed command at the scene of a critical/ special threat incident.
- B. **MISSION COMMANDER:** A member designated by the SWAT Commander to assume tactical command and be responsible for all team members assigned during tactical operations.
- C. **SPECIAL WEAPONS AND TACTICS TEAM-** A designated law enforcement team, whose members are recruited, selected, trained, equipped and assigned to resolve critical incidents involving a threat to public safety which would otherwise exceed the capabilities of traditional law enforcement first responders and/ or investigative units.
- D. **SWAT TRAINING OFFICER** - An officer who oversees the training process of SWAT members during training. This officer will also explain and demonstrate the different parts and aspects of the SWAT team to SWAT members and trainees.
- E. **SWAT TEAM LEADER** - Individual members selected to perform leadership roles based upon their knowledge and experience in critical incidents. This individual will also be responsible for the logistical and equipment needs of the team.
- F. **SWAT COMMANDER-** Individual member responsible for the command and control of all Special Operations functions to include SWAT and supporting personnel. The SWAT Commander will report to the Operations Captain, through the chain of command.
- G. **TACTICAL OPERATION CENTER** - Command Post for tactical personnel who guide members of an active tactical situation.

23.3.2 MISSION

The SWAT team mission is to support departmental personnel and others requesting law enforcement agency personnel (when allowed by departmental policy) with a tactical response to critical incidents. Critical/ Special Threat Incidents are defined as follows:

- A. **Active Shooter Incidents;** A person(s) actively engaged in the killing of others (i.e. shooting, stabbing, etc.)
- B. **Warrant Service:** The service of search or arrest warrants where there is not the potential of armed resistance.

- C. **Personal Protection:** The security of special persons, such as VIP's, witnesses, or suspects, based on the threat or potential threat to the wellbeing of those persons.
- D. **Special Assignments:** Any assignment, approved by the Chief of Police or his designee, based upon the level of threat or the need for special expertise.

23.3.3 DUTIES AND RESPONSIBILITIES [CFA 17.04M(F)]

The South Miami Police Department's Special Weapons and Tactics team is composed of sworn police officers. The description and duties of each position with the team are as follows:

A. SWAT Commander

1. Shall be appointed by the Chief of Police and will hold all power consistent with the duties and assignments;
2. Shall be responsible to manage and perform administrative functions within the team;
3. Shall have completed basic SWAT training, as well as additional course of instructions as designated by the Chief of Police to enhance their capabilities;
4. Shall attend and participate in team training sessions;
5. Shall be responsible for the overall command of the team and direct supervision of the team leader(s); and
6. Shall be responsible for insuring that all team members receive sufficient training and certifications.

B. Team Leader

1. Shall be recommended by the SWAT Commander and appointed by the Chief of Police;
2. Shall be responsible for duties designated by the SWAT Commander as well as the planning of team training, maintenance of team equipment and maintenance of accurate training and activity records;
3. Shall have completed basic SWAT training, as well as additional course of instructions as designated by the Chief of Police to enhance their capabilities;
4. Shall assume the role of SWAT Commander during the Leader's absence; and
5. Shall assume tactical command and be responsible for all team members assigned during tactical operations.

C. Team Member

1. Shall attend all specialized tactical training;
2. Shall have completed basic SWAT training, as well as additional course of instructions as designated by the Chief of Police to enhance their capabilities;
3. Shall be responsible for all duties and assignments designated by team leaders; and
4. Shall be responsible for complying with all Departmental rules/regulations, policy and procedures and written directives.

D. Team Trainee

1. An officer who is awaiting SWAT training;
2. Shall attend all specialized tactical training;
3. Shall be responsible for all duties and assignments designated by the team leaders; and
4. Shall take a support role in team assignments until SWAT qualified through training.

23.3.4 COMMAND CONTROL AND STRUCTURE

- A. The SWAT Commander reports directly to the Chief of Police or his/her designee. Final activation of the Special Weapons and Tactics Team requires the approval of the Chief of Police or his designee in his absence.
- B. When activated for an operation, the SWAT Commander reports to the incident commander or the on-scene supervisor.
- C. The SWAT Commander responsible for the deployment of the SWAT team, tactical decision making, and tactical resolution of the incident.
- D. The SWAT Commander is subordinate to the incident commander only in terms of when and if the tactical option will be initiated and not how it will be performed.
- E. Unless the SWAT Commander relinquishes his/her control to another person outside the SWAT team, no other person except the Chief of Police or his/her designee, who is not in a leadership position within the SWAT team, will attempt to direct, supervise, or control any element or member of the SWAT team.

23.3.5 ACTIVATION PROCESS [CFA 17.04M(D)]

- A. Due to the responsibilities and requirements of the SWAT team, members are subject to call-out at any time.
- B. Team members are required to notify the SWAT Commander or his designee when they are unavailable for call-out.
- C. The Chief of Police or his/her designee may activate the SWAT team to respond to a critical/ special threat incident. SMPD Communications personnel will be tasked with notifying SWAT Team personnel to report for the mission.
- D. Any division commander may request the assistance of the SWAT team in planning or conducting appropriate operations (through the Operations Bureau Commander).
- E. **In the event of a hostage situation or barricaded subject requiring the use of hostage negotiators, the department shall rely on the utilization of SRT/SWAT team response from other agencies through existing mutual aid agreements.**
- F. **The service of search warrants or arrest warrants where there is high expectation of armed resistance may predicate the utilization of a SRT/SWAT team response from other agencies through existing mutual aid agreements.**

23.3.6 SELECTION PROCESS AND CRITERIA [CFA 17.04M(A)]

- A. Upon the approval of the Chief of Police, when a vacancy exists within the SWAT team, the vacancy and try-out information will be announced to members of the department.
- B. All sworn members that meet the below minimum qualifications and are interested in joining the SWAT team, shall submit a memorandum of interest via their chain of command to the Chief of Police within the established deadline.
- C. Members must meet the following minimum qualifications to apply:
 - 1. Members must have at least one year of continuous service with the South Miami Police Department and be off probation.
 - 2. Lateral police officers with qualified/proportionate law enforcement experience or with prior SWAT or SRT training and/or experience, or former military members with tactical training and/or experience may qualify to apply.
 - 3. A performance evaluation score of at least 3.2 must have been achieved within the last rating period.
 - 4. No compromising disciplinary action on file.

- D. Members applying and meeting the minimum requirements for the SWAT team are subject to passing a physical agility test and oral board interview. The specific physical requirements for personnel seeking a SWAT position include the following:
1. Run 1½ miles in 12:30 minutes or less.
 2. Climb an 8' wall.
 3. Sprint 100 yards in 17 seconds or less.
 4. Complete 60 second obstacle shotgun course.
 5. Carry 180 pound man 100 yards in 45 seconds or less.
 6. Complete eight (8) dead-hang pull-ups.
 7. Complete 42 pushups in one minute.
 8. Complete 39 sit-ups in one minute.
 9. Leg Press 100 pounds above their body weight.
 10. Demonstrate swimming proficiency in pool (200 yards any stroke with the exception of the back stroke (no time limit) / Tread water in a pool for 10 minutes).
- E. SWAT candidates passing the physical agility tests will be scheduled to participate in an oral board consisting of SWAT team members.
- F. The SWAT team oral board will make recommendations to the Chief of Police. The final decision for selection for SWAT belongs to the Chief of Police.
- G. Members serve at the will of the Chief of Police. The Chief of Police retains the right to suspend or transfer a member out of the team at any time.

23.3.7 PERFORMANCE STANDARDS

- A. Members accepted into the team will be classified as "Trainees" until they successfully complete a qualified SWAT school.
- B. All operational members, regardless of rank or position, must maintain standards of performance in physical fitness as described in section 23.3.6(D), firearms proficiency, and annual performance evaluations (score of at least 3.2).
- C. Members shall maintain no compromising disciplinary action on file.
- D. Firearms proficiency qualifications will be conducted annually. Members must score at least 90% on a state qualification course with a handgun and a rifle.

- E. Sufficient latitude to rehabilitate and re-qualify will be given to team members who are injured.

23.3.8 TRAINING STANDARDS [CFA 17.04M(C)]

- A. Team members shall complete a Basic S.W.A.T. school.
- B. Team members should attend supplemental training which may include, but not be limited to, the following:
 - 1. Intelligence Gathering
 - 2. Chemical agent instructor certification
 - 3. Breaching and explosive breaching
 - 4. Less lethal deployment
- C. The SWAT team will conduct a minimum of eight (8) hours of in-service training a quarter. The team will train on appropriate subjects and topics related to the mission of the team. Training areas will include, but not be limited to, the following:
 - 1. Tactics & scenario based training
 - 2. Physical training and conditioning
 - 3. Sniper / anti-sniper techniques
 - 4. Chemical and less lethal munitions
- D. Members are required to attend all mandatory training sessions. Members failing to meet the required minimum training hours are subject to disciplinary action to include suspension or removal from the team. In addition, any conflicts that may interrupt SWAT's mandatory training must be requested via memorandum and authorized by the SWAT commander via chain of command. Members will not be authorized to leave training or miss training for any reason other than an unplanned emergency. Absence from training shall be documented in accordance with city rules and regulations.
- E. All performance-oriented and task specific training will be documented and records will be maintained on file for at least five years.
- F. Individual team members will be re-certified annually on all weapons systems. Failure to re-certify will result in immediate remedial training. The officer will be afforded three tries during testing and if they fail, the member will be placed on a 30 day suspension and given one final opportunity at the end of the thirty day period.
- G. Continued failure to re-certify, after appropriate remedial training, will be dealt with as a failure to meet minimum standards.

- H. The training program will also include regular updates on legal issues facing tactical operations, such as warrant service, knock and announce, and hours of service issues. Deadly force and less-lethal issues will also be part of the firearms training.

23.3.9 UNIFORMS

- A. The Department will issue SWAT members appropriate utility type uniforms. Uniforms will include clearly visible and identifiable placards, patches, badges, or lettering that identifies the wearer of the uniform as law enforcement officer. The SWAT Commander shall approve all other items of wear or equipment.
- B. When wearing the training uniform in public, team members will adhere to the following:
 - 1. Team members will wear green BDU pants.
 - 2. Training shirts shall be worn as designated by the SWAT Commander.
 - 3. For training, team members may wear appropriate attire as designated by the commander.
 - 4. Call-out informs will consist of the following items:
 - a. Green BDU pants
 - b. Black or Green SWAT shirts
 - c. All tactical equipment designated by the SWAT Commander

23.3.10 EQUIPMENT STANDARDS

- A. The South Miami Police Department will supply team members with at least the following equipment:
 - 1. Ballistic helmet
 - 2. Protective goggles
 - 3. Hearing protection
 - 4. Hat/cover
 - 5. Tactical holster and belt
 - 6. BDU pants and shirts
 - 7. Tactical Boots
 - 8. Gear bag
 - 9. Communication Headsets
 - 10. Handheld radio with operational frequencies
 - 11. Chemical agent mask

12. Department issued pistol with tactical light
13. Approved rifle
14. Transport Van

B. All agency equipment shall be inventoried and inspected annually for operational readiness. The inspection checklists shall include the location, amount, maintenance and operational readiness status.

23.3.11 SPECIAL EQUIPMENT [CFA 17.04M(B)]

- A. Recognizing that the mission of the SWAT team is performed in a hazardous environment, it shall be the intent of the team to utilize the following equipment (when available) in an attempt to lessen the risk of injury or death to all involved during the performance of SWAT operations:
1. **Less lethal Weapons or Ammunition:** Weapons which propel a round or device that is not normally lethal in nature. Less lethal weapons and ammunition are designed to offer an alternative to the use of deadly force when appropriate.
 2. **Noise/Flash Diversionary Devices:** Devices designed to save lives and reduce the potential for shooting situations by providing a diversion for the entry of team members into a hazardous area. Utilizes a bright flash of light followed immediately by a loud noise
 3. **Breaching Tools and Ammunition:** Tools such as rams, pry bars, hydraulic or electronic machines, Special frangible shotgun rounds, etc. which are designed to force entry into secure areas.
- B. The SWAT Commander will ensure that only those team members properly trained and certified in the use of special equipment will utilize the equipment.
- C. The SWAT Commander will be responsible for establishing the certification standards and criteria for the team.
- D. Team members will carry their equipment in their take-home vehicles in order to be ready for a call out in case of emergency. They will exercise due care with their weapons and not leave their weapons or radios in their car when parked at home. They will exercise due care in making the weapons safe pursuant to state law when stored at home.
- E. Special equipment which is not part of the take home equipment will be properly and securely stored at the station inside the designated SWAT storage room.

23.3.12 MISSION PLANNING

- A. SWAT will utilize a written planning process for all operations that are proactive or anticipatory in nature, such as warrant service.
- B. The plan of action will follow the format outlined in the SMPD General Orders for operational plans. ***Plans will be approved through the chain of command to the Chief of Police or his/her designee.***
- C. The commander will cause a log of events to be recorded on all SWAT operations and will cause all planning or decision-making to be recorded. These documents will be stored and maintained in accordance with the State of Florida's record retention requirements.

23.3.13 AFTER ACTION CRITIQUE

- A. At the completion of all operations and significant training events the SWAT Team commander and team leader will conduct an after action review/debriefing. The purpose of this review/debriefing will be to create a forum for team members to offer information for the improvement of the team. This report will be forwarded to the Chief of Police via the chain of command.

23.3.14 POLICY REVIEW

- A. The SWAT Commander will review the policy annually and/or when necessary updates are warranted.
- B. Revisions will be approved via the chain of command.

23.3.15 DEPLOYMENT PROCEDURES [CFA 17.04M(E)]

- A. The SWAT Commander or his designee shall review all plans for SWAT operations for accuracy, tactics, and officer safety.
- B. The SWAT Commander may appoint the team leader as the mission commander who will be in charge of the planned SWAT deployment. The SWAT Commander and/or Mission Commander shall respond the command post or a designated tactical operation center to brief.
- C. The mission commander will designate a team member to scout the location of the target location along with the case agent or supervisor, who is familiar with the deployment target location. The scout shall relay all information and sketches to the mission commander
- D. The scout will provide tactical information to the mission commander including, but not limited to, front door location, type, opening (in or out), window and door location, a fences,, vehicles, obstructions, lighting, fortifications, lookouts, animals, etc.
- E. The scout shall advise what he believes is the best tactical approach to the target location and shall lead the team directly to the primary entry point if a forced entry is to be executed.
- F. The mission commander will obtain the floor plans of the target location, if available, to include in the operational plan.
- G. The mission commander will develop a plan based on the size of the location, the number of suspects and occupants, and the potential for resistance and/or violence that shall include but not be limited to the following information:
 - 1. Reason for the mission
 - 2. Description of the location
 - 3. Description of the suspects and occupants, including criminal history
 - 4. Intelligence regarding weapons, fortifications, booby traps, animals. Small children, elderly, flammable or toxic chemicals, explosives
 - 5. Primary entry point
 - 6. Radio channel designation
 - 7. Personnel involved
 - 8. Fire Rescue
- H. All SWAT members on the entry team shall wear full entry equipment to include ballistic helmet, eye protection, and tactical ballistic vest with shoulder protection, BDU's,

tactical boots, portable radio with headset. All of this is subject to change with exigent circumstances.

- I. All SWAT members shall carry their department issued handgun along with a primary entry weapon designated by the mission commander (two weapon minimum).
- J. The mission commander will determine if a light/sound diversionary device will be deployed.
- K. The mission commander will designate two team members as the breach team.
- L. A briefing will be conducted prior to the execution of the operation.
- M. All SWAT members, CID personnel, and all other involved Department personnel shall attend the briefing.
- N. The following will be discussed at the meeting:
 - 1. The purpose of the meeting
 - 2. Position assignments
 - 3. Weapon assignments
 - 4. Breaching responsibilities
 - 5. Deployment of light/sound diversionary devices (if to be used)
 - 6. Approach and entry
 - 7. Knock and announce
 - 8. Unit responsibilities
 - 9. Perimeter responsibilities
 - 10. Fire Rescue
- O. After the mission is completed, a debriefing will be conducted to discuss operational and tactical applications during deployment.
- P. The SWAT team leader shall keep a copy of Operational Plan and After Action Report in a file.

23.3.16 ACTIVE KILLER SITUATIONS

- A. SWAT members will be trained in the active shooter policy (SMPD General Order 18.10) and the response to such incidents. Team members may be on duty at the time of an Active Shooter incident and before the team can be assembled to respond as a unit, shift supervisors and commanders shall be aware of what officers under their command have had such training and utilize them in lead positions when possible to respond to such life threatening incidents.