SAN DIEGO POLICE DEPARTMENT

SPECIAL WEAPONS AND TACTICS UNIT

OPERATIONS MANUAL

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SAN DIEGO POLICE DEPARTMENT

SWAT UNIT

OPERATIONS MANUAL

INTRODUCTION AND ACKNOWLEDGMENTS

The continued success of the San Diego Police Department's Special Weapons and Tactics Unit (SWAT) is dependent upon the establishment of, and adherence to, sound policies and procedures. It is vitally important for each member of the SWAT Unit to be thoroughly familiar with the contents of this Operations Manual.

The current edition of this manual has been revised with the valuable assistance and input of several members of the SWAT Unit.

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SAN DIEGO POLICE DEPARTMENT

SWAT UNIT

OPERATIONS MANUAL

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OPERATIONS MANUAL

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SECTION ONE

SWAT UNIT MISSION

1.1 SCOPE

I. No operations manual or set of directives can address all situations that may arise during the performance of duty. Policy is broad in scope to encompass most situations. It is stated in general terms. This document conveys the same authority as other Department rules, regulations, policies, and procedures. Compliance is required by all personnel assigned to the SWAT Unit. Violations may result in disciplinary action.

II. This operations manual will not apply in such a way as to violate state or federal laws, other department policies or procedures, or abridge the constitutional rights of members of this department.

1.2 MISSION STATEMENT

The San Diego Police Department's SWAT Unit provides weapons and tactical expertise not normally available to patrol officers and investigators of this Department, and other law enforcement agencies, in the resolution of critical incidents. Through its efforts, the SWAT Unit will minimize the potential for the loss of human life or serious bodily injury. The SWAT Unit will maintain the highest level of operational readiness through the development of sound tactical strategies and innovative training programs.

1.3 BACKGROUND

I. Law enforcement is confronted with increasingly hazardous situations which expose officers to overwhelming personal danger. To manage these situations more safely and effectively, a group of carefully selected and highly trained officers has been formed into a Special Weapons and Tactics Unit, more commonly referred to as "SWAT".

II. SWAT is capable of providing support in a wide range of critical situations including the following:

A. Rescue operations of:

1. Captured or isolated officers
2. Citizens endangered by gunfire
3. Hostage incidents

B. Armed and/or barricaded suspects

C. Deployment of chemical agents

D. VIP protection and security

E. High risk warrant service

F. Mobil Field Force

G. Investigative unit support

H. Incidents involving Homeland Security

1.4 OBJECTIVES

I. Develop and maintain a specially trained and well-disciplined SWAT officers capable of rapid deployment to critical incidents in order to provide the Incident/Field Commander with special weapons and tactical resources.

A. Measured through training, qualification testing, staffing requirements and performance of duties.

A. Measured through training reports and follow-up qualifications.

SECTION TWO

ORGANIZATION

2.1 CHAIN OF COMMAND

I. SWAT is a section of Special Operations Branch.

A. The SWAT Commanding Officer reports to the Commander of Special Operations Branch.

B. The SWAT Executive Officer will have primary duty as an Air Support Lieutenant with the collateral duty of SWAT. While performing SWAT related duties, the SWAT Executive Officer will report to the Commander of Special Operations Branch.

II. The Special Response Team (SRT) element of SWAT is composed of two sergeants, twelve officers, two snipers, and one armorer. The SRT sergeants report to the SWAT Commanding Officer.

III. The Primary Response Team (PRT) element of SWAT will have primary duty in patrol assignments with the collateral duty of SWAT. While performing SWAT related duties, these personnel will report through the SWAT Chain of Command.

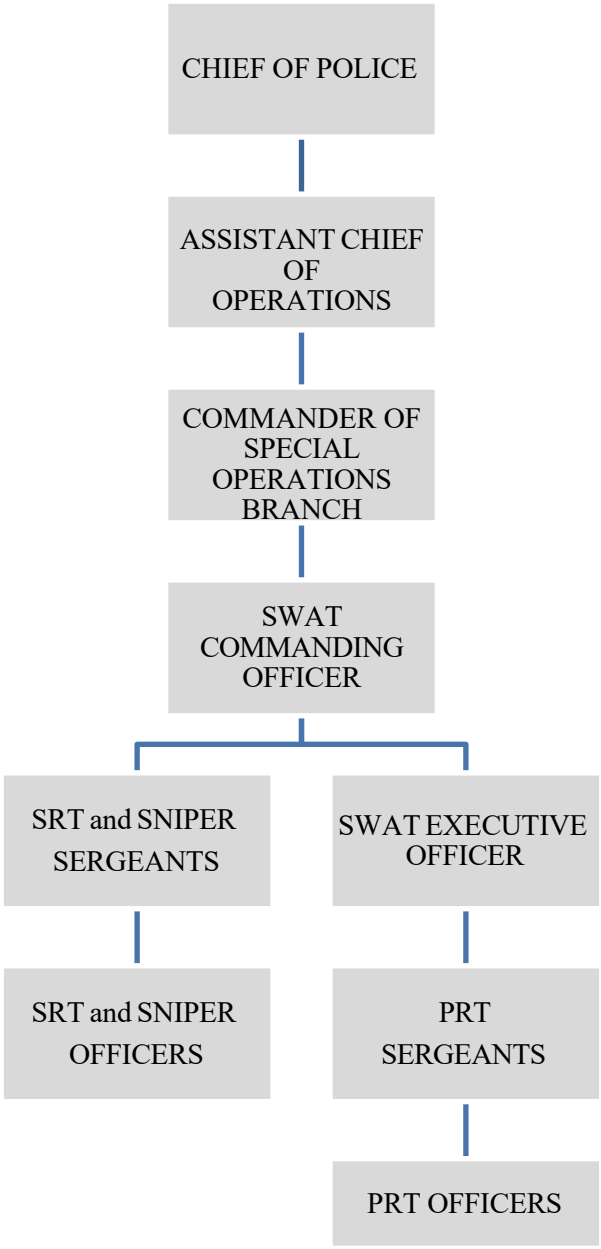
A. While performing their primary role in patrol, these personnel will report to the Chain of Command in the division where they are assigned.

IV. The Sniper Team will have primary duty in patrol assignments with the collateral duty of SWAT. Two sergeants and fourteen officers will be assigned to the Sniper Team. The Sniper Team sergeants report to the SWAT Commanding Officer on the functional operation of the Sniper Team.

A. While performing their primary role in patrol, these personnel will report to the Chain of Command in the division where they are assigned.

V. The SWAT lieutenants and SWAT SRT sergeants administer and supervise the SWAT Unit to ensure consistent training and deployment.

SWAT ORGANIZATION CHART



2.2 UNIT RESPONSIBILITIES

The SWAT Unit shall be responsible for providing specialized weapon and tactical expertise not normally available to patrol officers and investigators of the San Diego Police Department, and other law enforcement agencies, in the resolution of critical incidents.

2.3 SWAT LIEUTENANTS' DUTIES

I. COMMANDING OFFICER (CO)

A. The CO reports to the Commander of Special Operations Command on all matters related to the operational readiness of the SWAT Unit.

B. The CO will be responsible for the following:

1. Ensuring the operational readiness of the SWAT Unit

2. Maintaining high morale and motivation of the members of the SWAT Unit

3. Direct supervision of SRT sergeants

4. Overseeing the Sniper sergeants and officers

5. Maintaining a liaison with all Department Commanding Officers and administrators on matters relating to the SWAT Unit

6. Maintaining a liaison with other law enforcement and governmental agencies

7. Facilitating any disciplinary actions for personnel related to SWAT duties with the approval of the Commander of Special Operations

8. Preparation and administration of the SWAT budget with the approval of the Commander of Special Operations

9. Ensuring proper accounting and inventory of SWAT equipment and supplies

10. Overseeing the evaluation of equipment and tactics for use by the SWAT Unit

11. Maintaining SWAT records

C. The CO will be the official recipient of, and responder to, all formal correspondence relating to the SWAT Unit.

D. During SWAT actions, the CO will be directly responsible for all SWAT actions and will act as a liaison between the SWAT Unit and the Incident Commander.

II. EXECUTIVE OFFICER (XO)

A. The XO is responsible for the following:

1. General administrative duties of the SWAT Unit as assigned by the CO

2. Conducting the selection process for SWAT candidates

3. Conducting inspections of SWAT operations, personnel, and equipment as directed by the CO

4. Certifying compliance with unit policies and procedures

5. Overseeing PRT sergeants and officers

6. Monitoring PRT staffing reports from the Watch Commander's office

7. Facilitating the planning, organization and operation of the SWAT Academy

8. Monitor daily PRT staffing levels to ensure adequate PRT coverage

B. During critical incidents, and other SWAT actions, the XO will oversee the administrative concerns of the SWAT Unit including, but not limited to, the establishment and function of the Tactical Operations Center.

C. In the absence of the CO, the XO will assume the role and responsibilities of the CO's position.

2.4 SWAT SERGEANTS

I. PRT SERGEANTS

A. PRT sergeants are responsible for the following:

1. Direct supervision of PRT officers on a daily basis

2. Ensuring adherence to minimum PRT staffing requirements

3. Inspections of PRT officers and equipment to ensure operational readiness as directed by the CO or XO

4. Directing and supervising PRT personnel during SWAT operations and critical incidents

5. Participation in monthly SWAT training to maintain operational readiness

6. Preparation of the SWAT portion of personnel evaluations of personnel assigned to SWAT

7. When assigned, respond to any PRT Assist request, Code-10, Code-11 or Code 12, and ensure SWAT/PRT staffing issues and tactical concerns are handled appropriately until the arrival of the CO, or designee

8. Mission Leader or Element Leader during critical incidents

9. Operational readiness of PRT

10. Preparation of appropriate documentation and reports

11. Establish and maintain a schedule for Mobile Field Force (MFF) training at their assigned commands

II. SNIPER TEAM SERGEANTS

A. Sniper Team sergeants share responsibility for the following:

1. Supervision of the Sniper Team element of the SWAT Unit

2. Development of and adherence to relevant performance standards for members of the Sniper Team

3. Supervising the implementation of training necessary to maintain the operational readiness of the Sniper Team

4. Inspections of Sniper Team members and equipment

5. Respond to Code-11 and Code-12 calls when working or on-call, and Code-10 calls when working

6. Directing and supervising Sniper Team members during SWAT operations and critical incidents

7. Preparation of appropriate reports and documentation

III. SRT SERGEANTS

A. The SRT sergeants share primary responsibility for the following:

1. Operational readiness of SRT

2. Supervision of SRT officers

3. Inspection of SRT officers and equipment

4. Coordination, approval of lesson plans for, and supervision of SRT training

5. Participation in the selection process of SRT candidates

6. Liaison with other law enforcement agencies

7. Research and development of equipment and tactics

8. Mission Leader or Element Leader during critical incidents

9. Preparation of appropriate documentation and reports

10. Operational readiness of PRT

11. Evaluating, facilitating, tracking, and reporting of PRT training

12. Assisting the CO and the XO with administrative duties of the SWAT Unit

13. Liaison with other units of the San Diego Police Department

14. Management of the SWAT Armory; supervising the SWAT Armorer

15. Participation in SRT training and functions

16. Overseeing and coordinating training between all elements of the SWAT Unit

17. Facilitating the communication of information to all members of the SWAT Unit

18. Handling the responsibilities of the CO or XO in their absence

19. Preparation and appropriate documentation of all purchase orders and 478 reports.

2.5 EMERGENCY NEGOTIATIONS TEAM (ENT) LIAISON

I. A current or former SWAT sergeant will be assigned to each of the three ENT Teams. They will act as a liaison only and will not be involved with the other duties such as debriefing hostages or witnesses.

II. The liaison will work closely with the ENT sergeant of the assigned team and attend ENT meetings.

III. The liaison will monitor the ENT negotiation plan and shall provide input if appropriate. The liaison will not influence the negotiation plan unless there is an emergency situation.

IV. The liaison will coordinate the information flow from ENT to SWAT. The liaison will filter information and provide the TOC with up to date and relevant information for tactical planning or emergency response.

V. SWAT/ENT liaisons will qualify for Discretionary Leave for on-call status.

2.6 ARMORER

I. The SWAT Unit Armorer reports to the designated SRT sergeant.

II. The Armorer is primarily responsible for the following:

A. Inventory of SWAT weapons, ammunition, chemical agents, equipment, and supplies.

B. Maintaining and overseeing the SWAT weapons and equipment.

C. Inspection of the SWAT armory.

D. Coordination of the evaluation, selection, and acquisition of new equipment.

E. Establishment and adherence to procedures for requests for, and issuance of, SWAT weapons, ammunition, chemical agents, equipment, and supplies.

F. Proper disposal of excess or damaged equipment assigned to SWAT.

G. Preparation of appropriate documentation of all ATF documentation for SWAT weapons.

III. The Armorer is also on call to respond to all SWAT callouts when the SEV is responding to the incident. The Armorer will assist the TOC/SEV officer at the TOC.

2.7 PRIMARY RESPONSE TEAM (PRT) OFFICERS

I. PRT officers report to SRT sergeants and PRT sergeants on SWAT related matters.

II. GENERAL DUTIES

A. SWAT officers are required to perform all duties of a patrol officer with the added responsibility of working PRT.

B. Officers assigned to PRT are responsible for maintaining a high level of

operational readiness as follows:

1. They shall attend and participate in monthly SWAT Training and SWAT Advanced Officer Training (AOT) as directed by SWAT sergeants

2. They shall maintain a level of physical fitness necessary to successfully perform during the tactical deployment required in SWAT operations

3. They will be proficient in the knowledge and use of weapons, equipment, and tactics utilized by the SWAT Unit

4. They will maintain all issued and personal equipment in serviceable condition

III. DUTIES DURING A PATROL SHIFT

A. Officers assigned to PRT will arrive for their shift fully prepared and equipped to assume PRT responsibilities.

B. Within one hour of their assigned shift, the PRT Leader and each PRT officer will notify the Watch Commander's Office by phone or MPS message and report for PRT duty. They shall advise the Watch Commander of their unit designator and responsibility.

C. When designated as the SEV driver, he/she will ensure the SEV is operational at all SWAT callouts.

D. When designated as the BearCat driver, he/she will ensure the BearCat is operational at all SWAT callouts.

E. In the event of a SWAT callout (Code-10, Code-11, Code-12) or other SWAT situation, SWAT officers assigned PRT duty shall free themselves from minor activities of a routine nature (i.e., lunch, lengthy reports, etc.) and respond to the designated SWAT staging location.

F. Officers assigned PRT duties involved in urgent matters shall immediately notify the PRT Leader of their unavailability.

G. Officers not assigned to PRT duties shall respond to a SWAT situation when directed by a SWAT supervisor.

2.8 SNIPER TEAM OFFICERS

I. Personnel assigned to the Sniper Team report to the Sniper Team sergeants on SWAT related matters.

II. GENERAL DUTIES

A. Officers assigned to the Sniper Team are required to perform all duties of a patrol officer with the added responsibility of the Sniper Team.

B. Officers assigned to the Sniper Team are responsible for the following:

1. Maintaining a high level of operational readiness

2. They shall attend bi-monthly Sniper Team training as directed by the Sniper Team sergeants

3. They shall attend and participate in monthly SWAT Training

4. Maintain a level of physical fitness necessary to successfully perform during the tactical deployment required in SWAT operations

5. Be proficient in the knowledge and use of weapons, equipment, and tactics utilized by the SWAT Unit

6. Maintaining all issued and personal equipment in serviceable condition

7. Maintenance and update of rifle marksmanship records on their assigned rifle

8. Be available for on-call status when scheduled

9. When on-call, respond to all Code-11 and Code-12 SWAT situations

11. Maintain Sniper Team qualifications on a monthly basis

12. When deployed in an operational status, follow the procedures

and techniques outlined in the Sniper Team Operations portion (Section 8.0) of this manual

III. DUTIES DURING A PATROL SHIFT

A. Officers assigned to the Sniper Team will arrive for their shift fully prepared and equipped to assume Sniper Team responsibilities.

B. If assigned PRT duties, within one hour of the start of their shift, they will report their name and unit designator to the Watch Commander's Office.

C. In the event of a Code-10, Code-11, Code-12, or other SWAT situation, SWAT Sniper Team members shall free themselves from minor activities of a routine nature (i.e., lunch, lengthy reports, etc.) and respond to the designated SWAT staging location.

D. Officers involved in urgent matters shall immediately notify the Sniper Leader of their unavailability.

2.9 SPECIAL RESPONSE TEAM (SRT) OFFICERS

I. Personnel assigned to SRT report to the SRT sergeants.

II. The primary responsibility of SRT is to maintain a high level and constant state of readiness through the use of specialized training, tactics, and equipment.

III. SRT officers are responsible for the following:

A. Maintaining a high level of operational readiness.

B. Assisting with the administrative operations of the SWAT Unit.

C. The research, evaluation and development of specialized equipment, tactics, and training.

D. Attending and actively participating in SRT training.

E. Maintain a level of physical fitness necessary to successfully perform during the tactical deployment required in SWAT operations.

F. Be proficient in the knowledge and use of weapons, equipment, and tactics utilized by the SWAT Unit.

G. Maintain all issued and personal equipment in serviceable condition.

H. Create lesson plans, and provide training to the SWAT Unit, other units of the San Diego Police Department, other law enforcement agencies, and governmental agencies as directed by the CO.

I. Prepare appropriate reports and documentation.

IV. SRT officers will be utilized as follows:

A. To resolve incidents involving hostages.

B. For high-risk warrant service.

C. For high-risk stakeouts.

D. For critical incident resolution.

E. For VIP/dignitary security.

F. For scuba operations.

G. For emergency call response.

H. For site surveys, including Code-100 plans.

I. For Enhanced Security Operations.

J. To train department personnel in Mobile Field Force tactics.

K. For other duties as directed by the CO or designee.

2.10 SPECIAL RESPONSE TEAM (SRT) COLLATERAL DUTIES

I. As part of their duties, officers assigned to SRT will be given certain specific tasks to assist with the overall operation of the SWAT Unit.

A. SPECIAL EQUIPMENT VEHICLE (SEV) OFFICER

1. Responsible for the overall maintenance and operational readiness of the SEV and equipment

2. Conduct monthly inspections/inventory of the equipment

3. Coordinate special uses of the SEV

4. Prepare, provide, and document training on the use and maintenance of the SEV, including driver certification training

5. Prepare reports on the SEV directed to the designated SRT sergeant

B. SWAT BEARCAT VEHICLE OFFICER

1. Responsible for the overall maintenance and operational readiness of the SWAT BearCat vehicles

2. Conduct monthly inspections

3. Coordinate special uses of the SWAT BearCat vehicles

4. Prepare, provide, and document training on the use and maintenance of the SWAT BearCat Vehicles, including driver certification training

5. Prepare reports on the SWAT BearCat Vehicles directed to the designated SRT sergeant

C. PRT SCHEDULING OFFICER

1. Responsible for scheduling and notification of PRT sergeants and officers to PRT responsibilities, ensuring 24-hour daily coverage

2. Prepare appropriate reports forwarded to the designated SRT sergeant and XO.

D. EXPLOSIVE BREACHING OFFICERS

1. Responsible for maintaining operational expertise and

readiness in the field of explosive breaching

2. Attend training to maintain proficiency

3. Develop and adhere to procedures for storage, inventory and handling of explosive materials and supplies

4. Provide expertise in the field of explosive breaching to the SWAT Unit

5. Develop and provide appropriate training in the area of explosive breaching

6. Preparation of appropriate reports and documentation

7. Maintenance of storage facilities

8. Ensure all licenses and permits are current

SECTION THREE

UNIT REGULATIONS

3.1 WORK SCHEDULES

I. SPECIAL RESPONSE TEAM (SRT) - REGULAR HOURS OF OPERATION

A. SRT personnel will generally work a four day / forty-hour work week.

II. SPECIAL RESPONSE TEAM (SRT) ON-CALL RESPONSIBILITY

A. Six officers and one sergeant assigned to SRT will be on-call for 24-hour emergency response on a rotating basis. Those SRT officers assigned on-call responsibilities will respond to Code-11 and Code-12 calls. The rotation will take place each Friday at 1600 hours. Personnel in on-call status will be personally responsible for finding a replacement if a scheduling, or other conflict, arises.

B. Personnel not on-call may be called back at the direction of the CO, or designee.

C. All available members of SRT will respond to any Code-12, hostage situation, emergency deployment, or active shooter.

III. ARMORER

A. The Armorer will generally work a four day / forty-hour work week.

B. The Armorer has on-call responsibilities. If available, he will respond to all SWAT callouts.

IV. PRIMARY RESPONSE TEAM (PRT) AND SNIPER TEAM

A. Personnel assigned to PRT or the Sniper Team will work in patrol assignments. Their work schedules will be made by the division where they are assigned. Staffing assignments will be monitored by SWAT command personnel to ensure adequate coverage for PRT on a 7 day a week, 24 hour per day basis.

B. Personnel in these assignments will be required to rotate shifts on a regular basis, unless they receive prior approval from the CO or XO.

C. Personnel in these patrol SWAT assignments are subject to having their schedules and/or assignments altered, in accordance with the MOU, to provide for proper staffing.

D. Minimum staffing for PRT is one sergeant and six officers per shift. Individuals assigned PRT duties are personally responsible for finding a replacement if a scheduling, or other conflict, arises.

V. SNIPER TEAM ON-CALL RESPONSIBILITY

A. Four officers assigned to the Sniper Team will be on-call for emergency response on a 7-day, 24 hour basis. The rotation and assignment of on-call status will be regulated by the Sniper Team Sergeant(s).

3.2 TRAINING

I. SWAT UNIT TRAINING

A. SWAT Unit training (including monthly, SWAT AOT, Sniper Team, and Academy testing) will be attended for overtime with prior approval or on an "11-86" basis.

B. SWAT Unit training will be conducted on a monthly basis. Generally, two days will be utilized with approximately 50% of the personnel assigned to attend each day. The SRT Training Sergeant will schedule training assignments, and a notice will be sent to all personnel assigned to the SWAT Unit via department e-mail. Instructors will be assigned, and lesson plans approved by the SRT sergeants.

C. All officers and sergeants assigned to SWAT shall attend training when assigned. Personnel must obtain approval, in advance, from the SRT Training Sergeant, or the CO, for changes in training dates, or to be excused from training.

D. Personnel will participate fully during training sessions. This includes arriving on time for training, being physically prepared for training, having the equipment required for training, bringing authorized personal weapons, and giving complete attention to the instructors.

E. Any problems that develop between personnel and the instructors will be immediately reported to the sergeant in charge of the training.

F. All training logistics requests will be completed by the instructor. These requests will be submitted to the Armorer at least two weeks prior to the training to be given. Requests submitted fewer than two weeks prior to training will be directed through the SRT Training Sergeant for approval and are subject to availability of supplies.

II. SRT TRAINING

A. Training is conducted during normal working hours. Personnel will be on-duty and available to respond to emergency situations.

B. Personnel will fully participate during training sessions. This includes arriving on time for training, being physically prepared for training, having the equipment required for training, bringing authorized personal weapons, and giving complete attention to the instructors.

C. Any problems that develop between personnel and the instructors will be immediately reported to the designated SRT sergeant.

D. Two hours per day of SRT training will be devoted to physical fitness training. All fitness training must be job related and be approved by the SRT supervisors.

III. SNIPER TEAM TRAINING

In addition to SWAT Unit training, the Sniper Team will conduct training specific to the needs of the Sniper Team at least twice a month. The SRT Sniper Training Coordinators will be responsible for preparing lesson plans, making logistical arrangements and conducting training for the Sniper Team. The Sniper Team sergeants will be responsible for supervising the training, equipment accountability and inspections.

III. SWAT TRAINING DATABASE

All SWAT training, including SRT and Sniper training, will be documented and kept on file in the SWAT Training Database.

A. The training instructors will prepare lesson plans prior to the training

given. These lesson plans will be kept on file in the Training file on the SWAT Training Database.

1. It is the responsibility of the SRT Training Sergeant, or designee, to complete the training attendance roster. This roster will contain the names of SWAT members being trained, as well as members of the training cadre and SWAT administrators present. The report will also contain the following information:

    a. Date of training
    b. Description of training (subject matter), including copies of lesson plans
    c. Names of instructors, and subjects taught
    d. Length of each training subject
    e. Names of SWAT members excused from training
    f. Names of absent SWAT members who were unexcused
    g. Any training or logistical discrepancies
    h. Results of personnel or equipment inspections, including discrepancies

B. The instructors will evaluate all training sessions. The SRT Training Sergeant will be notified of any discrepancies. The officer or sergeant will be notified, and the discrepancies will be documented in the SWAT data base.

C. The SRT Training Sergeant will maintain a file of post training reports in the SWAT Training Database.

V. WEAPONS STANDARDS DRILLS

A. Standards drills are to ensure all SWAT personnel meet the minimum necessary qualifications to safely and correctly employ weapons normally carried during SWAT Unit operations. Standards drills will be conducted a minimum of once a year.

B. The Weapons/NVD Standards Drills apply to all members of the SWAT Unit in SRT, PRT, and Sniper team. SWAT personnel will be evaluated on the weapons they are authorized to carry.

C.

1. Personnel who fail any of the Weapons Standards courses will

be immediately placed on "Inactive" SWAT status. These persons must attend remedial training for the specific weapon system(s), and successfully pass a re-test following the training

2. The re-test will not take place on the day of the original test and should be given within 60 days of the original test. Any person failing the re-test will remain "Inactive" until the next regularly scheduled firearms test during monthly SWAT training. Any member of SWAT who fails this second re-test will be removed from the SWAT Unit

D. The lesson plans for the Weapons Standards Drills will be maintained in the SWAT Training Database by the designated SRT sergeant. The pass or fail report will be noted in the SWAT Training Database.

VI. PHYSICAL FITNESS TEST (PFT)

A. The SWAT PFT is a job-related practical performance test designed to evaluate the applicant's coordination, stamina, and strength. All members of the SWAT Unit in the ranks of sergeant and officer are required to complete the PFT. The PFT will be conducted a minimum of once a year.

1. Personnel who fail the PFT will be immediately placed on "Inactive" SWAT status. These persons will be given a suggested work-out schedule, and will be re-tested on the PFT

2. The re-test will not take place on the day of the original test, and the re-test should be given within 60 days of the original test. Any person failing the re-test will remain “Inactive”, and must pass the next regularly scheduled PFT at monthly SWAT training. Any member failing this second re-test will be removed from the SWAT Unit

B. Personnel who do not take the PFT at the regularly scheduled time for any reason other than being on "Light Duty", will not be placed "Inactive" at that time. However, they will be required to take the PFT no later than 30 days after it was regularly scheduled, or they will be placed on an "Inactive" status. Any personnel taking the PFT at a time other than the regularly scheduled time will take the test when scheduled by the CO, or designee.

VII. SWAT INSTRUCTORS

A. Qualifications to teach SWAT courses

1. Have knowledge and expertise for specific topic being taught

B. Responsibilities of each Lead Instructor

1. Submit up-to-date and comprehensive lesson plans as directed

2. Teach course from Lesson Plan or Course Outline

3. Responsible for briefing assistant instructors on course objectives and training methods

4. Submit discrepancy reports, when necessary

C. Training Safety Officer

1. Responsible for monitoring training activities to ensure safety

2. Follow directives as outlined in the training safety guidelines.

3.3 UNIFORMS

I. SWAT UNIFORM

While conducting normal police business, personnel assigned to SWAT shall dress in accordance with San Diego Police Department Procedure 5.10, unless otherwise outlined in this manual.

II. OPERATIONAL and TRAINING UNIFORM

A. **Helme**t: There is a Velcro strip along the back of each helmet. Each member MUST attach a name tape (last name) centered along that Velcro strip. The ONLY additional patch to be worn on the helmet can be a subdued American flag. Female SWAT Officers with long hair are authorized to a wear a “ponytail”, “bun” or “braid” lower on their head to avoid a fitting issue with the ballistic helmet.

B. **Baseball Caps**: There is a variety of Tan, Black and Green baseball caps currently being worn by the team. All three colors are acceptable

to wear, however, they must have one of three and only three logos. These logos are the traditional SWAT, Sniper, or SRT logo.

C. **Headwear for the Range**: Due to the amount of time spent on the range and in the sun, boonie covers are allowed. The boonie cover will be Green and the size of the brim will be the preference of the person wearing it. *Camouflage and Multicam may be worn only by snipers*.

D. **Neck Wear**: The use of scarves, balaclavas, and neck gaiters, have been an accepted practice as it prevents the neck from sun exposure and also protects against shell casings. The listed neck wear will be Tan, Green, or Black, or a pattern/combination of any of the listed three colors.

E. **T-Shirts**: Currently there are four different T-shirts being worn by the team. They are as follows: the standard SWAT T-shirt (long, short sleeve, or Henley), the SNIPER T-shirt (long or short sleeve), SRT (long, short sleeve, or Henley), and the PRT SWAT Operator T-shirt (long or short sleeve). All four shirts are allowed, however, the only acceptable color is black or green.

- The Black polo shirt will be worn for formal SWAT functions.

F. **Uniform: PRT and SRT:** 5.11, UF-Pro, Born Primitive, and Crye are now the manufacturers for our tactical uniforms, and the only authorized color is ranger green. All members of PRT and SRT must be in compliance by October 1, 2023. The previously authorized Beyond tactical uniform will only be authorized for training. IDOGEAR G3 combat pants and shirt are also authorized for training only.

1. **Combat Shirts:** The 5.11 XTU, UF-Pro Striker XT Gen3, Born Primitive Op Top Pro, and the Crye Precision G3/G4 Combat shirt are authorized (if a team member elects to not wear the ballistic arm protection, then the subdued San Diego Police Department patches MUST be either sewn or attached with velcro to the sleeves of the combat shirt).

2. **Pants:** Only the 5.11 XTU pant, UF-Pro Striker XT Gen 3 pant, Born Primitive Op Top Pro, and the Crye Precision LE01 or G3/G4 tactical pant in ranger green

are authorized.

G. **Uniform: Sniper Team:** Multicam by any manufacturer is authorized.

1. **Combat Shirts/Blouses:** The subdued San Diego Police Department patches MUST be either sewn or Velcroed to the sleeves of the combat shirt/blouse.

2. **Patches on Vests:**
All required patches will be provided by the SWAT armorer for uniformity.

- A subdued SWAT Badge will be placed on the front of the vest (as close to standard Badge location as possible).
- A 2"x 5" SWAT patch will be placed on the front of the vest.
- A name tape (last name) will be placed to the upper-middle rear shoulder area.
- A 2"x 9 ¼" POLICE patch will be placed on the back of the vest below the name tape.
- A subdued San Diego Police Department patch on EACH arm protector (if a team member elects to not wear the ballistic arm protection, then the subdued San Diego Police Department patches MUST be either sewn or Velcroed to the sleeves of the combat shirt).
- The ONLY additional patches that will be allowed on the vests will be the PRT patch, Sniper patch, SRT patch, Master Gunner patch, American flag, and/or blood type. These additional patches must be subdued.

H. **Sniper Tactical 3A Vests:**

1. **Ballistic Configuration:**
The vests allow for customization of pouches and other non-ballistic accessories. Each operator may place equipment on their vest in a configuration that works best for them. All accessories will be Green, Black, Tan, or Multicam.

2. **Patches on Vests:**
The required patch will be provided by the SWAT armorer for uniformity.

- No patches required on the front because of the limited space.
- A 3"x 7" POLICE patch will be placed on the upper-middle back of the vest.
- The ONLY additional patches that will be allowed on the vests will be the Sniper patch, Master Gunner patch, American flag, and/or blood type. These additional patches must be subdued.

I. **Tac-Belt:** Black is the ONLY authorized color for the Tac-Belt. Accessories may be Black or Green.

J. **Belts:** Black is the only authorized color for training and operations.

K. **Boots: Black** is the ONLY authorized color for operations. Tan boots are authorized for TRAINING ONLY.

L. **Gloves:** Gloves need to be Black, Green, or Tan.

M. **Beanie Caps:** Team members currently have Green and Black beanies with the SWAT emblem sewn in. Team members may continue to wear them.

N. **Jackets**: Team members currently have Green and Black jackets. Both jacket colors are acceptable to wear while in a team environment, and only the previous listed patches are authorized to be worn on them.

O. **Sweat Shirts and Hoodies:** Black sweat shirts and Black hoodies with the SWAT logo are acceptable to wear while in a team environment.

P. **Formal SWAT functions:** As designated by SWAT supervision. These functions normally include SWAT demos and charity events.

- Black SWAT Polo shirt with Black boots and Black belt.

Q. **Name Tapes:** Name tapes will be Ranger Green and approximately 1"x 6" with ¾" Black block lettering of your last name.

3.4 ISSUED SWAT EQUIPMENT

I. GENERAL ISSUE

A. Personnel assigned to the SWAT Unit will be issued the following equipment:

1. Daniel Defense AR-15 Rifle with three magazines
2. Flow 556K FH suppressor kit
3. Heavy body armor with SWAT and POLICE patches
4. Ballistic helmet
5. Communications headset and push-to-talk
6. Web pistol belt
7. Gas mask
8. Rifle magazine pouch
9. Nylon or canvas handcuff pouch
10. Radio pouch
11. Equipment bag
12. Armory key

II. SNIPER ISSUE

A. Personnel assigned to the Sniper Team will be issued additional equipment. See Section 8.4 for the equipment list.

III. EQUIPMENT ACCOUNTABILITY

A. Each individual who receives equipment assigned to SWAT will be logged by the SWAT Armor listing the equipment received, and any appropriate serial numbers.

C. Each individual is responsible for returning all issued equipment upon leaving the SWAT Unit.

D. Individuals are personally responsible for the proper care and maintenance of issued equipment. Any loss or deficiency will be immediately reported to the SWAT Armorer. Losses will be documented on the appropriate department form, and a copy will be sent to the designated SRT sergeant by the individual responsible for the lost equipment.

3.5 SWAT TAKE-HOME VEHICLES

Personnel assigned to SRT and the Sniper Team will be assigned a department vehicle. Other individuals, as deemed appropriate by the CO, may be authorized to use a vehicle assigned to SWAT. Personnel assigned a take-home vehicle will utilize the vehicle as outlined in Department Procedure 1.16. No vehicle will be allowed outside the County of San Diego without prior approval of the CO.

I. SRT VEHICLES

A. Each member of SRT will be assigned a take-home vehicle.

1. The vehicle will be unmarked

2. The vehicle will be properly equipped for code-three operation

II. SNIPER TEAM VEHICLES

A. Each member of the Sniper Team will be assigned a take-home vehicle. The take-home vehicle will be 'patrol ready'.

III. MAINTENANCE

A. All routine vehicle maintenance will be performed at a San Diego Police Garage facility. Individuals are required to take their assigned vehicle in for service/maintenance at the mileage intervals designated by Department Vehicle Maintenance personnel.

B. No alterations will be made to SWAT vehicles without approval from the CO.

C. Individuals are personally responsible for reporting as soon as possible any damage to the vehicle assigned to them.

IV. SECURITY OF TAKE-HOME VEHICLES

A. SWAT take-home vehicles that contain SWAT equipment, weapons, and munitions are equipped with an alarm system. Personnel assigned SWAT take-home vehicles will activate these alarm systems when away from the vehicle.

3.6 SWAT USE OF FORCE

All SWAT personnel are strictly accountable for following procedures regarding the Use of Force as set forth in Department Procedure 1.4, and the firearms procedures as set forth in Department Procedure 1.5.

(Deleted- records of security)

I. SWAT SPECIALTY WEAPONS AND MUNITIONS

A. The SWAT Unit utilizes a variety of weapons and ammunition not regulated by the Department Range Master. The CO, with the assistance of the SRT sergeants and the SWAT Armorer, has the responsibility for authorizing and regulating weapons and ammunition utilized by SWAT personnel.

B. Unless designated for training only, all ammunition issued to SWAT personnel must have operational application during SWAT incidents. SWAT personnel must understand the capabilities and limitations of all SWAT issued weapons and ammunition.

3.7 FIREARMS

I. SAFE HANDLING AND USE

SWAT personnel authorized to carry special weapons outlined in this Operations Manual shall comply with the procedures detailed in Department Procedure 1.5.

II. PERSONAL WEAPONS

A. Authorization

1. SWAT personnel are authorized to utilize personal weapons during SWAT operations and training with prior written approval from the CO. SRT personnel are authorized to utilize the weapons approved by the SWAT CO during their workday and for off duty carry.

2. CO approval will be documented in writing and maintained in a file by the SWAT Armorer. This documentation shall include the weapon data (manufacturer, model, caliber, etc.), serial number, and any alterations, modifications, and/or repairs to the weapon.

B. Inspection

All personal weapons shall be subjected to an annual safety inspection by the SWAT Armorer.

C. Approved Weapons:

1. All handguns utilized by SWAT personnel shall be of a type considered for approval or issued by the department and authorized for patrol use in accordance with Department Procedure 1.5. The master list of approved weapons shall be retained by the Range Master.

2. The following weapons will be considered for SRT members or other SWAT personnel designated by the CO:

a. Remington 870 12 gauge shotgun

b. AR-15 type weapons 5.56mm or .223 cal

3. The following weapons will be considered for Sniper Team members or other SWAT personnel designated by the CO:

a. AR-15 type weapons 5.56mm, .223, & .308 cal
b. Bolt action tactical rifle .308 cal

4. Any deviation from these weapons assignments must be pre-approved by the CO before being issued, and all personal weapons require written pre-approval from the CO.

D. Ammunition:

Only Department and/or SWAT approved ammunition will be used during SWAT operations.

E. Pistol Mounted Optics:

1. Pistol Mounted Optics have been approved by the Chief's Executive Committee (CEC) for members of SRT and PRT.

2. The process for members of SRT/PRT to carry a pistol mounted optic is as follows:

a. Obtain approval from SRT pistol mounted lead on desired optic and mounting configuration

b. Complete the two-day (20 hour) pistol mounted optics class provided by the POST certified SRT instructors or equivalent class approved by the SRT pistol mounted optics lead

c. Pass the SDPD SWAT qualification shoot with the approved pistol mounted optic

d. Obtain CO approval, documented on the SWAT Weapons Authorization Form, to carry the pistol mounted optic. The form must include the pistol mounted optic manufacturer and model number and the

pistol manufacturer and serial number

F. Eotech Rifle Mounted Optics

1. The SDPD SWAT Special Response Team conducted an extensive test and evaluation of existing Eotech HWS (Holographic Weapons Sights). The test and evaluation process took place over a six-month period. SWAT SRT found no durability or performance issues with the Eotech HWS. In addition, SWAT SRT determined the Eotech HWS' to have several advantages over existing approved red-dot sights. These advantages include, but are not limited to:

   a. True 1 MOA aiming reticle

   b. 68 MOA circle reticle which aids in off-set aiming and moving target engagement

   c. Lower-profile housing that increases FOV

   d. Lower-cost models include Night Vision Settings

   e. Capable of being used through Night Vision Devices

   f. Lower levels of Parallax

   g. Zero distortion during complete break/failure of forward viewing window

   h. Greater accuracy under low-level magnification

2. Based on the above-listed advantages and the successful completion of the extended test and evaluation process, the following Eotech HWS' have been approved for individual purchase and use by active SWAT personnel on the SWAT-issued AR-15 weapons platform. No additional training is needed for Officers to purchase, use, and employ the approved Eotech HWS:

a. Eotech XPS-2

b. Eotech EXPS-2

c. Eotech XPS-3

d. Eotech EXPS-3

III. TRAINING

SWAT personnel shall bring all SWAT issued weapons and / or authorized personal weapons to all SWAT training, unless otherwise notified. The individual will use the assigned or authorized weapon during any training for the specific weapon system. The weapon must be used to qualify during all weapons standards evolutions.

SRT personnel will complete the Department's off duty qualification shoot for weapons approved by the SWAT CO for carry off duty.

3.8 SWAT DISCIPLINARY ACTIONS

I. GUIDELINES

Disciplinary issues within the SWAT Unit will be handled in accordance with guidelines set forth in San Diego Police Department Policies and Procedures, the City of San Diego Discipline Manual, and the Memorandum of Understanding between the City of San Diego and the San Diego Police Officers' Association.

II. EXPECTATIONS

A. SWAT is a voluntary organization. Based on its importance to the Police Department, the liability involved, and the great amount of fiscal resources required for operation of the unit, members of SWAT are expected to be dedicated, disciplined, well trained, skilled tacticians and outstanding police officers in every aspect.

B. The SWAT Unit expects the standards of each member of SWAT to be higher than what is expected of non-SWAT personnel in their performance, appearance, attitude, and work ethic. Each member is expected to be accountable to these higher standards. As such, officers

not meeting the performance standards at their non-SWAT work assignment, are clearly not meeting SWAT standards and are subject to being made "Inactive" for SWAT, or being removed from SWAT.

III. SWAT RELATED PERFORMANCE

A. Should a SWAT officer be disciplined for SWAT related behavior, a SWAT supervisor will investigate the issue. If any formal discipline results from the investigation, the SWAT Chain of Command will send the original discipline package to the disciplined officer's area captain. The original package will be maintained in the appropriate file for the individual involved.

B. Should the investigation result in discipline of the level of a formal reprimand or greater, the individual will be considered for removal or suspension (placed "Inactive") from the SWAT Unit by the CO as part of the disciplinary process.

IV. GENERAL PERFORMANCE

A. Any sergeant, or officer, who fails to perform at a competent level in their patrol duties, fails to maintain SWAT operational readiness, or conducts him/herself in a manner which reflects discredit on the SWAT Unit or the San Diego Police Department can be removed or suspended from SWAT by the CO.

B. Any SWAT sergeant, or officer, placed on "Supplemental Probation" will be placed "Inactive" from the SWAT Unit, and can be dismissed.

C. Area captains who have discipline or performance problems with a SWAT sergeant, or officer, should bring the performance to the attention of the CO. After conferring with the area captain, the captain or the CO, may place the individual on "Inactive" status from the SWAT Unit as part of the disciplinary process.

3.9 SWAT STATUS

I. GENERAL

A. With the exception of the SWAT Command Staff and personnel assigned to SRT, personnel who are appointed to the SWAT Unit should be in a patrol assignment in which they are available for PRT duties and responsibilities. Personnel on the PRT or Sniper Team elements of the SWAT Unit are generally required to rotate shifts

regularly to help maintain balanced staffing. In order to maintain adequate overall SWAT staffing, exceptions to this guideline can be made by the CO with the approval of the Commander of Special Operations.

1. Personnel will generally relinquish their SWAT status upon their acceptance of a non-patrol assignment (i.e., Investigations, Academy, Canine, Air Support, etc.), or of a specialized assignment within patrol which would make them unavailable for PRT duties and responsibilities

2. Short term special assignments (i.e., two week assignment to work with an investigative unit) will not have an effect on an individual's SWAT status

B. Officers promoted to sergeant will generally relinquish their SWAT status on the effective date of the promotion. Upon satisfactory completion of their probation, these individuals may re-apply for SWAT as outlined in this manual. In certain instances, based on operational needs and the newly promoted individual's qualifications, the CO may choose to make an exception to this rule. (See Section 5.6)

II. ACTIVE

All personnel assigned to the SWAT Unit are considered on "Active" status unless as described in section 3.9 III. They will receive SWAT specialty pay and expected to be available for SWAT duties.

III. INACTIVE

A. Voluntary

At any time, a member of the SWAT Unit may request to be considered "Inactive". Any such requests will be discussed with the CO and XO. If the request is approved, the member will be placed in an "Inactive" status. If the request is denied, the individual may elect to either continue in an "Active" status or resign from the SWAT Unit.

B. Involuntary

Sergeants, or officers, placed on Supplemental Probation, receiving a "Below Standard" performance evaluation in their patrol assignment, or those failing to perform their SWAT responsibilities at a competent

level, will be placed on the SWAT "Inactive" roster until a competent level of performance is attained, or the individual is removed from the SWAT Unit.

I. Those placed "Inactive" involuntarily for the above stated reasons will not receive SWAT specialty pay until he or she is returned to "Active" status.

C. Reactivation

1. Before returning to "Active" status, the team member must request approval for reinstatement from the CO.

2. If the request is approved, SWAT members on "Inactive" status for a period of more than six months are required to successfully pass all SWAT related qualifications to be returned to "Active" status.

a. Both tests are outlined in Section 3.2 of this manual.

3. SWAT members on "Inactive" status for a period of more than twelve months will be removed from the SWAT Unit with the exception of those fulfilling their military obligation.

D. Responsibility

1. "Inactive" SWAT personnel may continue to attend and participate in SWAT monthly training, unless they are excused from this responsibility by the designated SRT sergeant, or the CO.

2. Individuals on "Inactive" status will not actively participate in SWAT responses. Individuals on "Light Duty" status due to an injury, will not be required to physically participate in active training evolutions.

E. SWAT Pay

SWAT members on "Inactive" status will not receive SWAT specialty pay for the period they are "Inactive".

3.10 CORRESPONDENCE

It is the responsibility of the CO to respond to all official correspondence concerning the SWAT Unit with the approval of the Commander of Special Operations.

I. GENERAL CORRESPONDENCE

A. Due to the large quantity of correspondence required in the operation of the SWAT Unit, it may become necessary for other SWAT personnel to draft letters of reply for the CO. The CO may direct any member of the SWAT Unit to prepare certain types of correspondence. Any such correspondence must be drafted, sent to the CO for content approval, and the CO's signature.

B. All correspondence will be prepared as outlined in the San Diego Police Department Staff Reporting Manual, and in the City of San Diego Standardized Correspondence Formats manual.

3.11 PAYROLL

SWAT payroll procedures will follow those outlined in Department Policies and Procedures 1.18, 1.19, and 1.20.

I. OVERTIME

A. ALL overtime slips must be approved and signed by a SWAT supervisor.

B. Overtime slips for SWAT will be submitted for approval within three days following the overtime worked.

C. Overtime slips for work during monthly Unit Training and Sniper Team Training will be submitted for approval prior to the end of the training.

D. Overtime slips for work during a SWAT mission will be submitted for approval prior to securing from the mission, or as otherwise directed by the Mission Leader.

E. The supervisor signing the SWAT overtime slip will send the yellow copy to the designated SRT sergeant (MS #777), in a timely manner.

F. The SRT sergeants will ensure that all payroll paperwork is delivered to the Special Operations payroll clerk in a timely manner.

II. PAYROLL PROCEDURES

A. Anytime a member of the SWAT Unit becomes "Active" or "Inactive", a memorandum to the Payroll Supervisor will be prepared by the CO, indicating the addition or loss of SWAT special pay.

B. Any other memorandums to the Payroll Unit will be prepared as needed and forwarded to the Special Operations payroll clerk in a timely manner.

3.12 WEAPONS/EQUIPMENT EVALUATION PROCESS

It is the responsibility of the CO to ensure that any significant purchase or donation of new weapons or equipment to the SWAT Unit is fairly and properly evaluated. All evaluations will be completed prior to taking possession of those weapons or equipment.

I. PROCEDURE

A. The SRT Officer who is the 'subject matter expert' for which the new weapons or equipment would fall under is responsible for the following:

1. Chair a small committee
   a. Include representatives from the 'end-users'
   b. Consult with In-Service Training

2. Test and evaluate the weapon or equipment

3. Test and evaluate similar weapons or equipment from other manufacturers

4. Prepare a written recommendation

a. Briefly describe the weapon or equipment tested
b. Outline the selection process
c. Outline the testing procedures
d. Document the performance
e. List key criteria
f. Make a recommendation to the CO

B. The CO will make the final recommendation to the Commander of Special Operations Branch for approval to acquire the new weapons or equipment.

SECTION FOUR

OPERATING PROCEDURES

4.1 PRIMARY RESPONSE TEAM (PRT)

I. STAFFING LEVELS

Daily, on each patrol watch, a SWAT sergeant (or designated team leader), and six officers will be designated as the Primary Response Team (PRT). Each PRT officer will be equipped with, and carry in his/her patrol vehicle, specialized weapons, armor, and other equipment necessary to assist in containment and isolation of a hazardous situation.

II. NOTIFICATION OF PRT RESPONSIBILITY

PRT scheduling will be coordinated through the SRT Office. When completed, the monthly schedule of PRT assignments will be sent via department email to all members of the SWAT Unit and the Watch Commander's Office.

III. DAILY REPORTING

Within one hour of their assigned shift, the PRT Leader and each PRT officer will notify the Watch Commander's Office by phone or MPS message and report for PRT duty. They shall advise the Watch Commander of their unit designator and responsibility.

IV. PRT VEHICLES and EQUIPMENT

A. PRT vehicles are to be inspected at the start and end of shift.

1. Ensure all assigned PRT equipment is in the vehicle and properly secured

2. The vehicle is to be clean and well maintained

B. SWAT officers shall take into the field all assigned SWAT equipment. All issued PRT equipment will be inspected prior to the start of each shift.

1. Any noted problem or deficiency should be corrected as quickly as possible. If the individual is unable to personally correct the problem, it will be sufficiently documented and the equipment placed in the 'outer armory' of the main SWAT Armory at Police Headquarters, 1401 Broadway

V. PERSONNEL SCHEDULE REPLACEMENT

Individuals who are unable to fulfill their PRT responsibility, for whatever reason, shall be personally responsible for finding a qualified person to handle their PRT assignment. They are also responsible for notifying the Team Leader when they have a replacement for PRT. If they are unable to find a qualified replacement, the individual shall notify the PRT Leader.

4.2 SWAT RADIO PROCEDURES

I. Each member of the SWAT Unit will utilize his/her issued San Diego Police Department radio during SWAT functions. The individual is responsible for having the radio with him/her during training and incident responses.

II. During SWAT incidents, all SWAT personnel will utilize the specific radio frequency designated by the SWAT Mission Leader. This frequency will be selected by the Mission Leader at the scene, and all SWAT personnel will be advised which frequency is to be used and when.

III. SWAT personnel will utilize proper, and professional radio techniques at all times.

4.3 EMERGENCY INCIDENT RESPONSE

In keeping with the primary mission of the department, the protection of life and property, SWAT will be considered only as a supplement to normal police actions, and will employ actions only to the degree necessary to control a situation. SWAT is a resource to the Incident Commander.

I. INCIDENT COMMANDER

The SWAT Unit shall always be used in support of the Incident Commander, and will be given its mission from that person.

A. The method of accomplishing the mission is left to the SWAT Mission

Leader, with concurrence with the CO.

B. The Incident Commander will generally determine the need for SWAT assistance. If there is no urgency, he/she may ask for a "PRT Assist". If there is urgency for SWAT, the Incident Commander will call for a Code-10, Code-11, or Code-12.

II. PRT ASSIST

The PRT Assist is a non-urgent request for SWAT. The PRT Leader may provide limited resources in personnel and specialized equipment to the Incident Commander.

A. The PRT Leader should be contacted via radio, MPS, or phone call on the nature of the incident. The PRT Leader will determine the number of PRT officers and type of equipment needed for the incident.

1. The PRT Leader will notify the needed PRT officers via radio, MPS, or cell phone.

    a. The PRT Leader will notify the CO or XO via cell phone of a PRT Assist. The CO or XO must approve the use of the following equipment:

        i. BearCat
        ii. Flash Bang
        iii. Any unusual request

2. The PRT Leader will submit an Incident Report via the SWAT Incident Report Log

B. Depending on the incident, the CO or designee may respond to the incident. The CO or XO can authorize the use of SRT personnel to supplement PRT if special equipment or skill is needed at the scene (i.e., rappelling gear).

III. CODE-10

A Code-10 is called when there is urgency for a SWAT response, but on-call SRT, Snipers, and ENT is not required.

A. Only SWAT personnel on the PRT schedule will respond to the incident.

1. The SEV driver will drive the SEV to the incident

2. The BearCat driver will drive the BearCat to the incident

3. A SWAT supervisor can request additional on-duty SWAT officers as needed

4. If SRT is working, they will respond

5. The CO and XO will respond

B. Unless extenuating circumstances exist, or an emergency deployment is requested, SWAT personnel will immediately change to their tactical operational uniform upon arrival at the scene of any emergency response.

C. Communications will broadcast a Code-10 over ALL frequencies. The dispatcher will precede the broadcast with five tones using alert two. The Code-10 broadcast information will include the incident location, the frequency involved, the location of the Command Post, and any areas to avoid for responding units. The same broadcast information will be put out on the 'All SWAT' HipLink Alert system.

D. The Mission Leader will submit an Incident Report via the SWAT Incident Report log.

IV. CODE-11

A Code-11 is called when there is urgency for a SWAT response.

A. All on-duty SWAT personnel will respond to the incident.

1. On-call SRT will respond

2. On-call Snipers will respond

3. On-call ENT/SWAT Liaison sergeant will respond

4. The CO and XO will respond

B. Unless extenuating circumstances exist, or an emergency deployment is requested, SWAT personnel will immediately change to their tactical operational uniform upon arrival at the scene of any emergency response.

C. Communications will broadcast a Code-11 over ALL frequencies. The dispatcher will precede the broadcast with five tones using alert two. The Code-11 broadcast information will include the incident location, the frequency involved, the location of the Command Post, and any areas to avoid for responding units. The same broadcast information will be put out on the 'All SWAT' HipLink Alert system.

D. The Mission Leader will submit an Incident Report via the SWAT Incident Report log.

V. CODE-12 (Emergency Response and Deployment)

A Code-12 is called when there is urgency for a SWAT response Code-3.

A. All on-duty SWAT personnel will respond to the incident Code-3.

1. On-call SRT will respond Code-3

2. On-call Snipers will respond Code-3

3. On-call ENT/SWAT Liaison sergeant will respond Code-3

4. The CO and XO will respond Code-3

B. SWAT personnel will immediately deploy to positions unless;

1. A tactical briefing is needed
2. The Incident Commander, SWAT CO or XO states differently

C. Communications will broadcast a Code-12 over ALL frequencies. The dispatcher will precede the broadcast with five tones using alert two. The Code-12 broadcast information will include the incident location, the frequency involved, the location of the Command Post, and any areas to avoid for responding units. The same broadcast information will be put out on the 'All SWAT' HipLink Alert system.

D. The Mission Leader will submit an Incident Report via the SWAT Incident Report log.

VI. SCENE COORDINATION

A. At the scene of a SWAT response, the overall authority and responsibility regarding whether or not to use SWAT as a resource belongs to the Incident Commander.

B. The suspect should be isolated and contained in one location prior to SWAT's arrival, if possible.

C. All innocent bystanders, neighbors, and anyone who might possibly interfere with the operation should be evacuated prior to SWAT's arrival.

D. The Incident Commander requesting SWAT will establish perimeters to contain and isolate the suspects, and ensure citizen safety.

1. Inner Perimeter

   a. Until the arrival of SWAT personnel, patrol officers should be assigned to points in the immediate vicinity of the suspect's location.

   b. All entries and exits should be controlled. The suspect(s) should be contained within the inner perimeter.

2. Outer Perimeter

   a. The outer perimeter is a safe distance from the inner perimeter for the control of traffic and onlookers.

b. Traffic and patrol officers should be assigned to completely block off all inbound vehicular and pedestrian traffic

E. Intelligence gathering and analysis of the information should be accomplished in preparation for briefing a PRT sergeant or the CO.

VII. SWAT OPERATION NOTIFICATIONS

A. If a PRT Assist is requested, the PRT Leader will be notified by the Watch Commander, Field Lieutenant, or Dispatch Center. The PRT leader will then notify the needed PRT officers directly. The PRT leader will notify the CO or XO or their designee.

B. If a Code-10, Code-11, or Code-12 is broadcast, communications will repeat the request for SWAT on all frequencies. The Watch Commander and /or Dispatch Center will also put out the necessary information on the "All SWAT" HipLink Alert and Rave notification systems that notifies the following:

1. All SWAT and STAR supervisor.

2. Emergency Negotiations Team (not responding to Code-10s)

3. Area or Duty Captain

4. Commander of Special Operations Branch

5. Assistant Chief of Operations

VIII. SWAT TACTICAL OPERATIONS CENTER (TOC)

A. Generally, the SEV will be utilized as the SWAT Command Post or TOC during SWAT operations. It will be separate from the field command post. The equipment necessary for operating the TOC is stored in cabinets located inside the SEV.

B. The TOC is the command and control center of a SWAT mission. At the TOC, intelligence is received and analyzed on an on-going basis during SWAT missions, and command and control of SWAT actions emanate from this location. The TOC will be the focal point for all SWAT intelligence information and plan development.

C. Staffing

1. Mission Leader

a. Generally, a SWAT sergeant or SWAT lieutenant will be assigned to this position.

b. The Mission Leader will coordinate the actions of the SWAT Unit during an emergency response.

c. The Mission Leader is responsible for the Incident Report to be filed following any emergency SWAT response.

2. Scribe

a. The scribe is responsible for keeping an accurate record of SWAT mission events such as:
   1) Time mission received
   2) Time each team deploys
   3) Time each team reports "at the ready position"
   4) Time each team reports its operation began, such as:
      a) Gas deployed
      b) Entry made
      c) Arrest made
   5) Time of significant suspect actions (fires weapon, makes threats, challenges PRT officers, etc.)
   6) Time of resolution
   7) Other times and events as directed by the Mission Leader

II. TOC / SEV OFFICER

The TOC / SEV officer shall be responsible for issuing equipment from the SEV, and ensuring the return or

documentation of use of this equipment. Additionally, this person shall set up and operate the TOC unless otherwise directed by the Mission Leader, CO, or XO.

IX. SWAT FUNCTION

A. Upon arrival, the PRT Leader, or other SWAT supervisor, will report to the Incident Commander, and advise that person of PRT's capabilities and limitations. The PRT Leader will receive a mission from the Incident Commander, and deploy the team as rapidly as practical to secure the perimeter, perform an emergency rescue, or to perform any other function as directed by the Incident Commander. The PRT Leader will ensure the team is adequately equipped and briefed to undertake the assigned mission.

B. In no instance will PRT be utilized beyond the role of a rescue or containment element without the expressed approval of the CO. PRT will not be used in lieu of a full SWAT response.

X. SWAT TACTICAL TEAM ELEMENTS

The SWAT Unit accomplishes its missions through the coordinated efforts of smaller tactical team elements. Command and control of these teams originates from the TOC, and is communicated to these elements through the Mission Leader. Whenever possible, a SWAT sergeant will be assigned to lead each of these tactical teams.

A. PRT

During the course of a SWAT deployment, PRT officers' primary function is perimeter containment. Prior to the arrival of additional personnel, PRT officers may be used to affect emergency rescues.

B. LONG RIFLE (SNIPER)

Members of the Sniper Team will be assigned to these elements in a minimum of two officer teams, sniper/observer. These elements will be utilized to contain the perimeter, gather intelligence, and provide long rifle capabilities in the resolution of an incident.

C. REACT

This element will be deployed to effect any immediate reaction to

actions by the suspect(s) during the course of an incident. This element is generally prepared to affect an arrest, engage any suspect(s) attempting to surrender or to assault SWAT personnel, deploy chemical agents, and other reactionary situations. STAR medical personnel are generally deployed with the REACT element.

D. CHEMICAL AGENT

This element is generally deployed in two officer teams. The team responsibility is to deploy chemical agent in a planned effort.

E. ENTRY

This element is utilized to affect an entry into a suspect(s) location, and affect an arrest or search based on the situation.

F. ARREST

This element is used to assist the efforts of the REACT or ENTRY elements when a suspect(s) and/or hostage(s) are encountered during the incident.

G. ENT LIAISON

This element is with ENT Negotiators to relay intelligence information to the Mission Leader.

H. SCOUT

This element will be utilized to gather information on the suspect(s) location, and the surrounding terrain. This information will be brought to the TOC and provided to the Mission Leader.

I. EXPLOSIVE BREACHER

This element will include a trained and qualified breaching officer, and at least one additional officer. This element will be utilized to deploy explosive breaches.

J. ADDITIONAL TEAMS

Additional teams/elements may be added as needed by the Mission Leader in order to successfully accomplish the mission assigned to

SWAT.

XI. MISSION CRITIQUE AND INCIDENT REPORT

A. ON-SCENE CRITIQUE

As soon as possible following the resolution of any emergency SWAT response, the SWAT members present will conduct a debriefing of the incident. This debriefing will be facilitated by the Mission Leader.

B. INCIDENT REPORT

An Incident Report will be completed in the SWAT Incident Report Log for all SWAT missions. See Section 4.5 for details.

4.4 NON-EMERGENCY INCIDENT RESPONSE

I. A. The SWAT Unit is utilized for a wide range of non-emergency responses in addition to SWAT emergency responses. Some examples of these non-emergency responses include:

1. High Risk warrant service
2. Support of other San Diego Police Department units
3. VIP security details
4. Training sessions
5. Mutual aid operations
6. Public Relations demonstrations
7. Special Events

II. All uses of the SWAT Unit shall be approved by the SWAT Chain of Command.

III. SWAT ASSISTANCE IN FEDERAL JURISDICTION AREAS

A. SWAT will not routinely respond to requests for assistance in areas of exclusive or partial Federal jurisdiction (REF. D.I. 4.13). If a request for SWAT assistance in one of these areas is received, the CO will be notified immediately.

B. In turn, the CO shall ensure the Commander of Special Operations, Assistant Chief of Operations, and the Legal Advisor are each notified.

IV. SECURITY FOR DISPOSALS

C. Scheduling

1. SRT personnel will be utilized to provide security for narcotic and gun disposal as the need arises. Requests for this type of assistance will come from the Police Laboratory for narcotic disposal, and the Police Property Room for gun disposal

2. Requests will originate from the supervisor in charge of such disposal within the appropriate unit. The request will be routed through the CO for approval, and assigned to the SRT Operations Sergeant for scheduling. These requests should be made a minimum of six weeks prior to the date of the proposed disposal

D. Staffing

Generally, seven officers and a supervisor will be assigned for security. These officers will normally ride a minimum two per vehicle based on need. No civilian employees will ride in the same vehicles with SWAT personnel in security assignments. Smaller loads, or diminished value gun disposal operations may be made using fewer personnel with the concurrence of a SRT sergeant and the CO or XO.

E. Disposals

1. The requesting unit shall be responsible for providing

2. transportation for civilian employees, and loading and unloading the material being disposed

3. SWAT personnel will generally not take part in the physical loading of the material being disposed

4. Absent an emergency or a vehicle malfunction, the detail will not stop while in route to the disposal location

5. All SWAT personnel shall remain alert, and take appropriate steps to ensure the safe disposal of all material

F. Detail Uniform

The SWAT operational uniform will be worn during these details. SWAT personnel will be outside the County, and should make every effort to be readily identifiable to other law enforcement agencies.

V. WARRANT SERVICE

SWAT personnel will assist other units in the service of arrest and search warrants. The investigative personnel will be considered the Incident Commander, and SWAT will work at their direction. The responsibility for SWAT's planning and actions will be with the SWAT Chain of Command.

A. Process for Requesting SWAT Assistance

Detective personnel will generally request SWAT assistance whenever any of the following circumstances exist:

VI. There is no possibility of arresting the suspect outside the targeted location, and entry is considered essential

VII. The risk involved in the situation is beyond the normal capabilities of the assigned investigative unit (i.e., the suspect possesses superior armament.)

VIII. Information has been developed reflecting the location will be heavily fortified or barricaded against entry

IX. Information has been developed reflecting the suspect(s) has a history of assaults with weapons, or is a member of a militant group

X. Any other circumstance when SWAT's knowledge or expertise is felt needed by the requester to ensure the safety of law enforcement personnel, or the general public

G. Initiating requests

Requests for SWAT assistance should normally be channeled through the SWAT CO. Requesting personnel should be advised to provide SWAT with as much lead time as possible in order to prepare for the operation. The Commander of Special Operations shall be briefed about the request and given a copy of the warrant Operational Plan as soon as possible.

H. Preparation for service

In order to maximize the efficiency of SWAT's assistance, as much of the following information as possible should be received from the requester:

1. Suspect information
   a. Name
   b. Date of Birth
   c. Physical description
   d. Mental state
   e. Criminal history

2. Firsthand information regarding the target location
   a. A diagram of the exterior documenting the location of windows and doors
   b. A floor plan including the location of furniture or other obstacles
   c. The presence of security systems, animals, children, elderly residents

3. A video and photographs of the target location
   a. This can be obtained by SWAT personnel during their preparation, if enough lead time is available

4. Intelligence information will be gathered by SWAT personnel regarding structures surrounding the target location
   a. Information including but not limited to property owners, owners of vehicles in the area, criminal histories, and firearms possession

I. SWAT personnel will develop a comprehensive plan for the operation based on the above information. Included in the SWAT plan will be the assignment of SWAT personnel and their duties.

J. All SWAT personnel involved in the warrant service operation shall be briefed on the plan to be used. During this briefing, the investigator assigned to the case will read the warrant to these same SWAT members.

K. Prior to service of the warrant, notifications of the service will be made to the Watch Commander, Communications Division, and any other appropriate law enforcement units or agencies, by the XO.

4.5 SWAT INCIDENT REPORTS

I. Following a SWAT response, an Incident Report will be completed by the Mission Leader, or the PRT Leader in certain instances listed below. This incident report is in addition to the field incident report, which is prepared by the Incident Commander.

A. The PRT Leader will complete the Incident Report for the following:

1. In the event a situation is resolved prior to the arrival or deployment of SWAT personnel

2. PRT Assists

B. Incident Reports are internal SWAT documents that deal with mission tactics, weaponry, personnel and equipment deployment, TOC and SEV operations, and other aspects of SWAT deployment.

C. Emergency Incident Reports are submitted to the CO, and are due four working days after the incident occurs.

1. All information contained in the Incident Report is to be considered as security information, and will be labeled accordingly

D. The report should summarize the incident, and should contain the following:

1. General Information, such as:
   a. Date
   b. Day of week
   c. Location
   d. Event number
   e. Type of incident
   f. Times, including start of incident, resolution, and duration
   g. Number of suspects, hostages, or other persons involved

2. Designation of personnel utilized, such as:
   a. PRT- include name of Bearcat and SEV Driver
   b. Sniper Team
   c. SRT
   d. Other SWAT
   e. Canine (SRC)
   f. Air Support
   g. Mutual Aid

3. Munitions used, such as:
   a. Chemical agent
   b. Avon breaching rounds
   c. Flashbangs
   d. Firearm rounds
   e. Extended range impact weapons

4. Injuries or death of:
   a. SWAT personnel
   b. Other police personnel
   c. Hostages
   d. Suspects
   e. Other citizens

5. Property damaged by any SWAT actions
   a. Include photographs whenever possible

6. Names of all SWAT personnel present, and their assignments

7. Background information on the incident

8. The mission given to SWAT by the Incident Commander

9. The SWAT plan developed to resolve the situation

10. The implementation of the plan by SWAT personnel

11. Time sequence of the events during the incident

12. A critique of SWAT's involvement in the incident, noting any problems or successes

13. Any drawings, notes, and/or plans which were used during the mission should be attached.

4.6 SWAT SPECIAL EQUIPMENT VEHICLE (SEV)

I. OPERATION

A. The SEV will be driven and operated only by properly trained SWAT personnel. The appropriate SRT personnel in conjunction with Academy Vehicle Core instructors will conduct training in the operation of the SEV.

B. When not being utilized for a SWAT response, or receiving maintenance, the SEV will be parked at Traffic Division. The external power source will be hooked up, and the alarm will be activated.

II. OPERATOR RESPONSIBILITIES

A. Equipment

1. The operator shall be responsible for checking out and receiving back all equipment stored inside the SEV. The SRT-SEV officer shall maintain an inventory list of weapons, equipment, and munitions at the SWAT Armory.

2. Any damaged, lost, or unreturned equipment or supplies will be documented by the operator, and reported to the SWAT Armorer or an SRT sergeant.

B. Fuel

The operator is responsible for filling the fuel tanks prior to returning the SEV to its parking spot.

III. SWAT RESPONSES

A. In response to a Code-10, Code-11, or Code-12, the designated PRT officer will drive to Traffic Division, and activate the SEV. This officer will drive the SEV to the designated staging location.

B. During all other SWAT responses, a qualified person will be assigned to handle operation of the SEV.

IV. SPECIAL USES

Any special use of the SEV by San Diego Police Department personnel, must be approved by the CO or designee, and coordinated through the SRT-SEV officer. Any use of the SEV requires a SWAT Incident report.

V. MUTUAL AID

A. The SEV may be required to respond to a request for mutual aid. These requests will generally be made through the Watch Commander's Office.

B. The CO will be notified immediately for approval.

C. Selection of personnel to staff the SEV will be made by the CO, or designee.

1. A minimum of one SWAT sergeant, and two SWAT officers will be assigned to operate the SEV during any such response. These persons will also be responsible for equipment accountability

4.7 SPECIALTY MUNITIONS

I. "Specialty" munitions are valuable tools. Their use has enabled SWAT personnel to safely and effectively handle many critical incidents, thus avoiding injury to police officers and citizens.

II. For the purpose of this manual, "Specialty" munitions will include:

A. Extended range impact weapons, and ammunition

B. Chemical agents which are used for tactical purposes that are not covered by Department Instruction 1.6, "Use of Liquid Chemical Agents".

C. Frangible slugs (Avon rounds)

D. Flash-Sound Diversionary Devices (Flash-Bangs)

E. Pepperball deployment systems and ammunition

III. DEFINITIONS

A. 40mm and Pepperball are designed as a less lethal option for SWAT.

B. Chemical agents covered include those chemical agent compounds, devices, and delivery systems utilized by SWAT, including irritants (CS or CN) or inflammatory agents (OC). These chemical agents may be in various forms (liquid, pyrotechnic, or blast dispersion).

C. Frangible slugs, also referred to as "AVON rounds", are designed to break into a powder form upon impact with a solid object (i.e., a dead bolt lock, door frame, etc.). Frangible slugs can be fired using a 12-gauge shotgun. These rounds are primarily utilized for breaching locked doors, but may be used in other applications as prescribed by the CO.

D. Flash-sound diversionary devices, also referred to as "flash-bangs", are a distraction device in a canister form. These devices emit a loud noise and a bright light. They are intended to temporarily disorient individuals by creating a diversion in the form of a distraction.

IV. PERSONS AUTHORIZED TO UTILIZE "SPECIALTY" MUNITIONS

A. Only personnel who have successfully completed a departmentally approved training course, and are certified in the proper use and deployment of "Specialty" munitions, shall be authorized to deploy these munitions during actual operations.

B. In order to remain current in the use of these munitions and retain the authorization to deploy them, personnel authorized in the use of these munitions shall successfully complete a refresher course once every

twelve months.

C. The use of these munitions shall be restricted to trained personnel from the SWAT Unit

V. AUTHORIZATION FOR USE

A. Except in exigent circumstances, "Specialty" munitions shall not be used without prior authorization from a SWAT supervisor.

B. Anytime "specialty" munitions are requested, the PRT Leader will be notified, and he/she may respond to that incident.

C. Department issued BBIR may be used in accordance with Department Use of Force policies without permission from a SWAT supervisor.

VI. JUSTIFICATION FOR USE

A. Generally, "specialty" munitions may be considered for use whenever time is available to properly plan for and execute a tactical mission, and reduce the risk of injury.

VII. PRECAUTIONS

A. Safety is paramount for officers and citizens

B. Specialty munitions should generally not be used by an individual officer without cover officers and a tactical plan in place.

C. Only factory loaded munitions are to be utilized during actual operations.

D. Specialty munitions should generally not be used when the suspect is in danger of falling from a significant height.

E. Each round should be visually inspected by the individual operator during the loading process.

F. Special consideration should be given when information indicates a suspect has a pre-existing physical or medical condition which could be exacerbated by the use of specialty munitions.

VIII. MEDICAL TREATMENT

A. Once an individual has been struck with one or more specialty munition rounds, the individual will be examined on scene by paramedics, and/or transported to an authorized medical facility for a medical examination or treatment (as outlined in Department Procedure 6.12) prior to booking or other final disposition.

B. Each impact area on the suspect's body will be photographed to document the existence, or lack thereof, of any physical injury.

IX. REPORTING USE

A. Anytime specialty munitions are operationally discharged, the appropriate reports shall be completed by the SWAT Mission Leader. If additional reporting is required, as outlined in Department Procedure 1.4, a copy of any such reports (in addition to the SWAT Unit report required as outlined in this manual) shall be forwarded to the designated SRT sergeant.

1. Any use of "specialty" munitions as a force option shall be documented in accordance with Department Procedure 1.4.

B. Anytime a suspect is impacted or injured by the deployment of any specialty munition, the CO or XO shall be notified by a SWAT supervisor, even if the suspect has no apparent injury.

C. The Internal Affairs Unit will be notified, via the Watch Commander, if "specialty" munitions are deployed at a suspect, and serious injury results.

D. If the use of "specialty" munitions results in the death of any individual, the Homicide Unit shall handle the investigation.

X. REVIEW PROCESS

A. The CO shall review the use of "Specialty" munitions as soon as practical following each deployment of the munitions, to ensure the munitions were used according to policy, and the munitions functioned properly.

B. Information obtained shall also be utilized for statistical and training purposes.

4.8 EXPLOSIVE BREACHING

I. During crisis situations, it may become necessary for a SWAT team to execute an entry into a target location. It is critical the point of entry is breached quickly and as safely as possible. A quick and effective breach is one key to a successful tactical mission.

II. Explosive breaching, the use of explosive materials to affect a breach, can be an effective option in SWAT Unit tactics. An explosive breach should be viewed as a cutting tool.

A. An effective breach is a design where the least amount of explosive material is used and still accomplishes its goal. Effective breaching techniques allow tactical officers immediate entry with minimal risk to themselves, victims, and suspects.

B. Only qualified individuals will be utilized in the use and deployment of explosive breaches.

(Deleted- records of security)

4.9 DIVE (SCUBA) OPERATIONS

I. The SWAT Unit is tasked with underwater operations such as searching and recovering evidence. These standing operating procedures are designed as a guide for adhering to dive program standards and limitations.

II. USES

SWAT Divers are trained to perform the following operations:

A. Tactical Operations

1. Methods of water approach to critical incidents

2. Vessel disabling techniques

B. Underwater Crime Scene Searches

1. Search and recovery of evidence

2. Recording underwater crime scenes

C. Mutual Aid

San Diego Police Department SWAT divers are available to assist other law enforcement teams within the county.

III. DIVE LIMITATIONS AND RESTRICTIONS

A. Basic SCUBA

Officers are not equipped to dive in contaminated waters. All requests must be limited to waters deemed safe for recreational swimming.

B. 100 Foot Limit

Officers shall adhere to the O.S.H.A. standard of no dives deeper than 100 feet.

C. Decompression Dives

Officers are not trained for decompression diving. All dives will be planned to conform to the P.A.D.I. dive table profiles with an additional safety margin.

D. Calm Water

Officers are not trained in swift water techniques. Dive operations will be conducted in calm water.

E. Rescues

1. SWAT divers should not be used to conduct victim rescues. Lifeguard divers are trained for this type of operation

2. SWAT divers are trained to assist other team members in distress during dive operations and in self-rescue techniques

IV. DIVERS

A. The SWAT Dive Team is primarily composed of members of SRT. Other members of the SWAT Unit, who meet the requirements for the SWAT Dive Team, may be assigned to fill positions necessary for any dive operation.

1. The positions of swimmer, diver, line tender, or dive team leader shall be qualified members of the SWAT Dive Team.

2. There are additional positions that do not require swimmer/diver status. These positions may be handled by any SWAT member.

B. Diver Qualifications

1. Basic Certification

All divers must hold, at minimum, a "Rescue Diver" certification from a nationally recognized diver certification agency.

2. Training

a. All SWAT Divers must attend training annually

b. During all dive trainings and operations, SWAT divers shall display good basic SCUBA skills and competence in the techniques practiced in order to remain active on the Dive Team

V. OPERATIONS

A. Assignments

1. Dive Leader

Responsible for the overall dive operation, and safety of all divers involved. This individual may also perform the duties of Mission Leader and Safety Officer in small scale operations

2. Safety Officer

Responsible for establishing an Emergency Medical Plan, establishing communications, and verifying emergency service prior to any divers entering the water

XI. Line Tender

Responsible for safety and equipment checks on divers, directing the search pattern, and monitoring divers during the operation

4. Primary Diver

Responsible for searching the area directed, and recovering any evidence found

5. Safety Diver

Responsible for assisting the primary diver in an emergency, and as otherwise directed

VI. REQUESTING SWAT DIVE TEAM

A. Requests

Requests for the SWAT Dive Team will generally be through the SRT office during normal business hours. Emergency call-outs will be directed through the CO.

B. Information Needed

1. The location of the dive. The SWAT Dive Team will evaluate tides, currents, depth, and water purity of the site.

2. Witness statements. If possible, any witness should be made available to the Dive Team for questions regarding the area to be searched.

3. Recovery Information

a. Description of evidence or object
b. Length of time item has been submerged
c. Crime case information
d. Any special instructions

4.10 WEAPONS OF MASS DESTRUCTION

Only SWAT members who have received the appropriate level of training will be assigned to perform the designated CBRNE duties.

I. CBRNE RESPONSE

A. Staffing Levels

1. Staffing for a CBRNE callout will be drawn primarily from the SWAT Special Response Team.

B. Notification

1. Communications will notify the CO who will determine the response level for the event.

II. TRAINING REQUIREMENTS

A. Level "A" requires a person to pass a 40 hour Level "A" training course. Each SWAT member must pass the training course to participate in any training or operation that requires a level "A" response.

III. PERSONAL PROTECTIVE EQUIPMENT (PPE)

A. There are four different levels of protection:

1. Level "A" – Requires full encapsulating and bottled air

a. Level "A" includes a totally encapsulated chemical resistant suit, with SCBA or supplied air respirator with escape. It provides maximum respiratory and skin protection
b. Level "A" is used when there is a high level of liquid splash potential, a toxic respiration and skin vapor hazard, or where the chemical agent is unidentified

2. Level "B" – Requires full body coverage; and either SCBA or supplied air respirator

a. Level "B" protection includes a non-encapsulation chemical splash resistant suit with hood and SCBA
b. It provides maximum respiratory protection with less skin protection. The SCBA is worn outside the suit
c. It protects against an agent that presents no skin vapor hazard and when there is a low liquid splash potential
d. Level "B" is also used in low oxygen environments
e. Level "B" should be selected when the highest level of respiratory protection is needed, but a lesser level of skin and eye protection is required. Level "B" is the minimum level that will be used on initial site entries until hazards have been further identified

3. Level "C" – Requires full body coverage – air purifying or powered air purifying respirator

    a. Level "C" includes chemical resistant clothing, chemical protective mask with air purifying respirator, and chemical resistant hood
    b. Level "C" can be worn when:
        1) The chemical agent presents no splash hazard
        2) The air respirator can remove all contamination
        3) Air purifying respirator criteria are met
    c. Provides adequate protection against airborne biological agents and ingestion/inhalation or radiological materials
    d. Military MOPP Level 4 can also be considered the same as Level "C"

4. Level "D" – Consists of duty uniform (street clothes) worn by responders such as law enforcement and emergency medical technicians. Level "D" offers no protection to any liquid or vapor agents

    a. Level "D" protection is used when there is no respiratory or skin hazard
    b. Worn in Cold Zone only
    c. Level "D" is primarily a work uniform. It should not be used on any site where a respiratory or skin hazard exists

B. The working uniform for SWAT personnel will be Level "A", Level "B", or Level "C". Level "D" will only be used in a Cold Zone.

C. San Diego City Hazardous Materials (Haz-Mat) captain will determine the proper level of personal protection to be worn by SWAT.

1. All personal protection equipment used by SWAT will be maintained and stored by the San Diego City Hazardous Materials (Haz-Mat) Unit.

XII. BODY WORN CAMERA POLICY

XIII. All SWAT Officers and Sergeants issued Body Worn Cameras (BWC's) shall have them available during all SWAT related activities. This includes missions, warrants, training, and SWAT demonstrations.

A. All on-call SWAT Officers and Sergeants shall have their BWC's with them when they are in an on-call status.

B. SWAT Officers and Sergeants will abide by the San Diego Police Procedure 1.49 related to BWC operations.

C. In addition to prohibited recordings outlined in San Diego Police Procedure 1.49 V. K. , SWAT officers will not record during;

1. Missions briefings and debriefings.

2. While in the vicinity of the Tactical Operations Center (TOC).

D. All SWAT Officers and Sergeants shall turn on their BWC's once they have been given their mission or assignment and left the vicinity of the TOC.

E. They will stop recording anytime they return to the vicinity of the TOC or when the mission has ended.

SECTION FIVE

SWAT ACADEMY

5.1 ACADEMY CHAIN OF COMMAND

A. Overall

1. The XO shall oversee the entire SWAT Academy process.

B. Administrative Responsibility

1. The designated SRT Sergeant shall oversee administrative aspects of the Academy, including but not limited to:
   a. Schedule
   b. Selection of instructors
   c. Curriculum
   d. Logistics
   e. Range and facility scheduling
   f. Candidate selection process

C. Training Cadre

1. The XO and designated SRT Sergeant will select instructors and cadre based on:
   a. Experience with the SWAT Unit
   b. Subject matter expertise
   c. Teaching ability

2. Cadre members will:
   a. Report to the XO and SRT Training Sergeant
   b. Develop lesson plans for their assigned courses
   c. Provide performance critiques for each candidate during training evolutions

5.2 SWAT SELECTION PROCESS

A. Timing of Academy

1. The CO determines when an academy is necessary.

2. The CO and XO will select a proposed date approximately six months in advance.

B. Departmental Notification

1. A Department Announcement will be distributed with Academy qualifications.

2. Candidates must submit PD-599 Requests for Transfer as per Department Procedure 5.7.

C. SWAT Qualifications

1. Minimum qualifications:
   a. Two years of continuous SDPD service in patrol/traffic (non-probationary)
   b. "Met Standard" or higher on most recent evaluation
   c. Commanding Officer approval and recommendation
   d. Excellent physical condition
   e. Ability to perform under stress
   f. Willingness to adjust shifts, days off, or assignments to support PRT staffing

D. Firearms Qualification Test

1. A job-related test evaluating:
   a. Shotgun use
   b. Handgun use
   c. Ability to follow directions

2. Test is included as Addendum 9.2

3. Failure at any stage results in immediate disqualification

E. Physical Fitness Testing (PFT)

1. Evaluates:
   a. Coordination
   b. Stamina
   c. Strength
   d. Direction-following
   e. Teamwork

2. Included as Addendum 9.3

3. Failure at any stage results in immediate disqualification

F. Interviews

1. Conducted after successful completion of Firearms and PFT

G. Interview Panel

1. Consists of:
   a. XO
   b. CO
   c. SWAT Sergeant (additional personnel may be added at XO's discretion)

2. Chairperson must be certified in City of San Diego Appointing Authority Interview Training

H. Interview Questions

1. All questions are:
   a. Prepared in advance
   b. Submitted to SDPD Personnel Supervisor for approval

I. Background Investigation

1. XO conducts background checks on interview-qualified applicants, including:
   a. Personnel and divisional file review
   b. Internal Affairs and EEO checks
   c. Follow-up investigation as needed

J. Notifications

1. All interviewed applicants are notified of results
2. Selected applicants are scheduled for the Academy
3. Non-selected applicants are offered feedback sessions

5.3 ACADEMY CURRICULUM

A. Curriculum is updated for each Academy to reflect current SWAT tactics, techniques, equipment, and philosophy.

5.4 ACADEMY PHYSICAL TRAINING

A. Purpose

1. Reinforce fitness
2. Relieve stress
3. Build team cohesion

B. Types of Physical Training

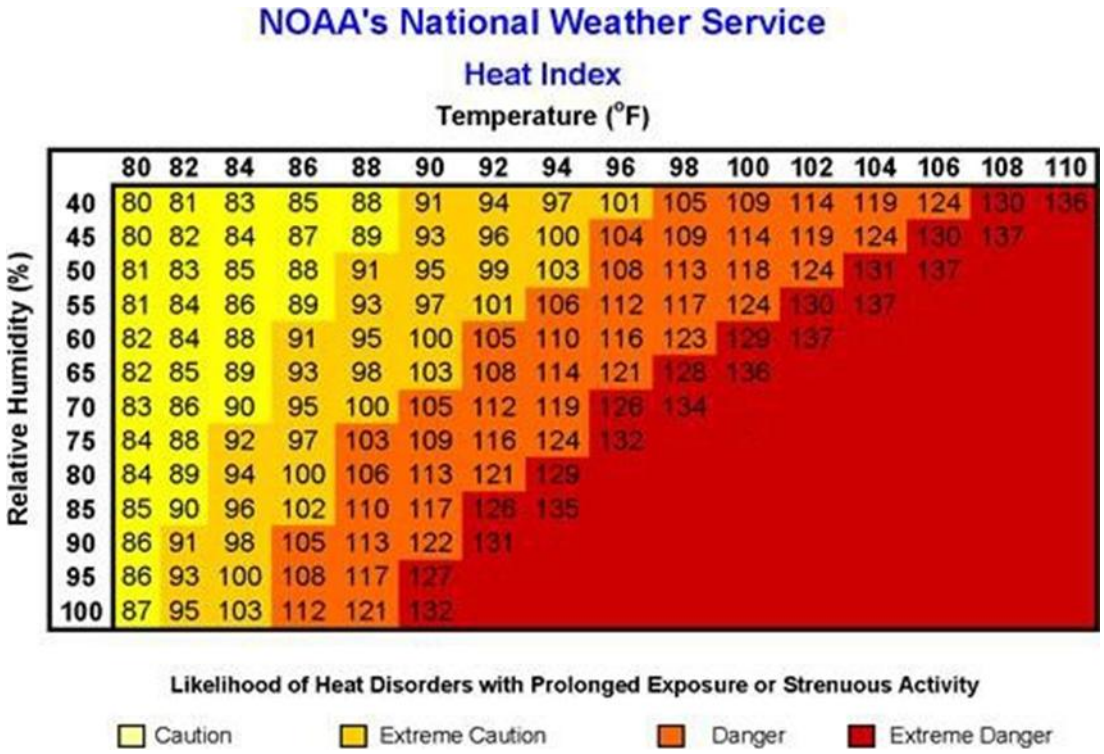
1. Aerobic (e.g., 3–5 mile runs)
2. Anaerobic (e.g., circuit training)
3. Strength (e.g., weightlifting)

C. Heat Index Safety Protocol

1. Aerobic PT is not conducted when Heat Index ≥ 91

2. Alternatives include:
   a. Relocating training
   b. Switching to anaerobic or strength training

3. Heat Index must be checked in real-time by Lead Instructor before each aerobic session



5.5 ACADEMY COMPLETION / APPOINTMENT TO SWAT

A. Completion Requirements

1. Successful selection process completion

2. Pass Firearms Qualification (Section 3.2)

3. Pass written exam on Academy curriculum

B. Appointment

1. Graduates receive full SWAT responsibilities and benefits as outlined in:
   a. SWAT Operations Manual

b. SDPD Policies and Procedures
c. MOU between the City and SDPOA

2. Appointment remains active until resignation or removal from the unit

5.6 APPOINTMENT TO PRT SERGEANT

A. All Officers who are active on the SWAT team and are promoted to the rank of Sergeant will need to reapply for the SWAT unit.

B. The CO, XO or designee will conduct informal interviews. The CO or XO have the discretion to immediately activate newly promoted sergeants if the staffing needs of the unit necessitate the activation. The captain at the newly promoted sergeant's division must also approve of the activation.

C. It is the CO's discretion if the newly selected Sergeant needs to attend the next available SWAT academy.

D. It is the CO's discretion when the newly promoted Sergeant is ready to fill a PRT Leader role until that time the Sergeant will have the same responsibilities as an officer on the team.

SECTION SIX

SWAT ARMORY

6.1 GENERAL GUIDELINES

I. AUTHORIZED PERSONNEL

A. Routine access to the inner SWAT Armory shall be restricted to SRT personnel designated by the SRT sergeants, SWAT command staff, and the SWAT Armorer.

B. All SWAT personnel have access to the outer SWAT Armory.

II. RESPONSIBILITY

A. The SWAT Armorer is responsible for maintaining the SWAT Armory in a clean, orderly fashion. The designated SRT sergeant will conduct quarterly inspections of the SWAT Armory to ensure compliance. This inspection will include stocked levels of operational equipment and supplies.

B. The SWAT Armorer shall keep record of any changes, issuance, returned, serviced, transferred and or destroyed serialized item. These include but are not limited to, all firearms, less lethal launchers, gas launchers, optics, suppressors, flash bangs, pepper ball launchers, sting ball grenades, tear gas munitions.

C. Each member of the SWAT Unit entering the SWAT Armory shall be responsible for cleaning up after him/herself.

III. EQUIPMENT / SUPPLY CHECK-OUT LOG

All persons delivering or receiving equipment or supplies from the SWAT Armory will sign for such delivery or receipt on the appropriate log provided by the SWAT Armorer.

6.2 SWAT INVENTORIES

I. INVENTORY

A. Inventories will be conducted quarterly by the SWAT Armorer to determine the following information:

1. Ensure supplies, weapons, and equipment are properly accounted for

2. The expenditure of ammunition and other expendable items match requests submitted by training instructors

3. To provide statistical information in preparing the annual budget

4. The inventory shall be submitted to the designated SRT sergeant

6.3 SWAT PURCHASING AND RECEIVING

The guidelines set forth in Department Procedure 1.21 will be adhered to when ordering and receiving SWAT supplies.

I. APPROVAL

A. All purchases are approved by the CO, and are coordinated through the designated SRT sergeant.

B. PURCHASE ORDER, FORM PD-478

The designated SRT sergeant will prepare PD-478 as detailed in Department Procedure 1.21. When the PD-478 is completed, it is sent to the Commander of Special Operations Branch for approval signature, via the CO, and then returned to the Armorer. The SRT sergeant will submit the PD-478 to Fiscal Management for processing.

II. EVALUATION OF EQUIPMENT AND SUPPLY STOCK

A. The SWAT Armorer will evaluate the need for supplies and equipment based on training and operational requirements.

B. With concurrence of the designated SRT sergeant, the SWAT Armorer will prepare the proper forms for processing.

C. A copy of each purchase order will be maintained by the designated SRT sergeant.

III. RECEIPT OF ORDERED SUPPLIES

A. Upon notification and receipt of a delivery, the SWAT Armorer will check it in as follows:

1. Remove the packing slip from the item(s)

2. Check the packing slip against the original purchase order in the "Pending Orders" file

3. List the following on the packing slip:

   a. Date and time received
   b. Purchase order number
   c. An indication that items were received
   d. An indication if only a partial order was received, and how many items are still outstanding (or back ordered)
   e. Legible signature of the person receiving the item(s)
   f. If the shipment arrives without a packing slip, remove the company label, and attach it to a memo with the above explanation
   g. If a partial shipment is received, use the same procedure for checking in the remainder of the order when it is received

4. The original packing slip should be sent to Fiscal Management (MS 715) within 24 hours of receipt of the shipment

5. One copy of the completed purchase orders and packing slips should be placed in the "Orders Received" file.

6.4 TRAINING LOGISTICS AND SUPPLIES

I. TRAINING

A. Responsibility

As noted earlier in this manual, all training logistic requests will be completed by the instructor. These requests will be submitted to the Armorer prior to the training to be given.

B. Requests for Supplies / Logistics

1. The person responsible shall complete the SWAT "Training Logistics Request" form, and submit the form to the SWAT Armorer

2. The SWAT Armorer will ensure the request is filled, and the supplies are ready for pick up from the SWAT Armory on the date indicated on the form. If the requested supplies are not available, the SWAT Armorer will notify the requester as soon as possible

C. Receipt and Storage of Supplies

1. The supplies will be stored in the SWAT Armory until the requester or designee receives them. The SWAT Armorer will coordinate efforts with the requester to ensure adequate and timely logistical support for all SWAT training evolutions

2. The SWAT Armorer or designee will meet the requester, or designee, at the SWAT Armory to issue the requested supplies

D. Accounting of Supplies

1. The requester is responsible for the return of all unused supplies, and non-expendable equipment

2. The SWAT Armorer, or designee, will receive, inventory, and inspect the returned supplies at the time and date indicated on the request form

3. All defective or malfunctioning equipment and weapons will be tagged as such prior to returning them to the Armory, and brought to the attention of the SWAT Armorer

4. It is the responsibility of the requester to ensure all weapons and equipment are returned clean, and correctly assembled

II. GENERAL REQUESTS FOR EQUIPMENT AND SUPPLIES

A. Requests for SWAT equipment or supplies other than training, as outlined above, will be routed through the SWAT Armorer. Any special requests will be submitted through the designated SRT sergeant for approval.

B. It shall be the responsibility of the requester to allow a sufficient period of time for delivery of the requested supplies or equipment. The delivery of these supplies or equipment will be coordinated by the SWAT Armorer.

C. In the absence of the SWAT Armorer, the designated SRT sergeant shall approve any request from non-SRT personnel.

D. It shall be the responsibility of the requester to return all unused equipment or supplies. All weapons and equipment will be returned in clean, serviceable condition or; in the case of a malfunction; with any problems properly documented.

6.5 SWAT EQUIPMENT MAINTENANCE

I. FILES

The SWAT Armorer is responsible for filing and upholding the SWAT equipment maintenance files.

II. REPORTING OF DAMAGED EQUIPMENT

A. All non-operable weapons or equipment will be tagged by the officer who discovers the malfunction. The tag shall include the person's name and identification number, the date the problem was discovered, and a description of the problem.

B. Any such weapon or equipment will immediately be taken out of service, and delivered to the SWAT Armory. The SWAT Armorer, or designee, should be notified as soon as possible.

SECTION SEVEN

SWAT BUDGET

7.1 BUDGET PREPARATION

It is the responsibility of the CO to prepare the annual budget for each fiscal year.

I. Time Line

A. Items to be completed eight weeks prior to the budget submission date.

1. Contact SWAT sergeants and obtain a list of recommended items that will be needed

2. Designate SRT sergeant to meet with the SWAT Armorer and SRT officers in order to determine the amount of supplies on hand and the amount of supplies needed to be ordered

B. Items to be completed six weeks prior to the budget submission date.

1. Review the previous budget

2. Review all recommended items submitted by the SWAT sergeants and if any contain outlay items, list them in descending order of necessity

3. SWAT Armorer to obtain a manufacturer and approximate prices for items which have previously been ordered

C. Items to be done four weeks prior to budget submission date.

1. Draft budget based upon the information compiled previously. The proposed budget should include the name of the item, the manufacturer, the quantity to be ordered, a brief explanation of why the item is needed, how it will be used, and the approximate cost per unit

2. Meet and confer with the SWAT administrative staff for review of the budget. After the rough draft is agreed upon, have the budget typed it its final form

SECTION EIGHT

SNIPER TEAM OPERATIONS

8.1 SNIPER TEAM MISSION

I. GOALS

A. To maintain the highest levels of marksmanship ability, tactical and field craft expertise, and operational readiness.

B. To provide accurate and timely intelligence during SWAT operations.

C. To be able to provide timely highly accurate rifle fire when necessary to preserve human life.

II. OBJECTIVES

A. Snipers will train regularly to enhance marksmanship skills, practice sniper operational protocols, and ensure adherence to qualification standards.

B. Snipers will document their training, evaluate their performance, and provide coaching and assistance to other team members.

C. Snipers will maintain all their sniper weapons, equipment, and ammunition; and immediately correct any deficiencies.

D. During SWAT operations, Snipers will seek positions that will permit them to closely observe their target while remaining hidden from view. They will expeditiously and concisely report suspect behavior and actions to mission commanders.

E. Special Response Team Snipers will be responsible for sniper related training for the SWAT Team and the Basic Sniper Course.

F. Upon request, Snipers will provide support to other agencies with approval from the CO. Such support may include counter sniper

duties, dignitary protection, over-watch protection details, training and warrant services.

8.2 ORGANIZATION

I. SNIPER TEAM ORGANIZATION

A. The Sniper Team is a component of the San Diego Police Department's SWAT Team. The Sniper Team consists of two sergeants, and 16 officers. Two of these officers are assigned full time to the Special Response Team.

II. SNIPER TEAM SERGEANTS

A. Sniper Team sergeants are selected by and report to the CO.

B. Sniper Team sergeants are responsible for:

1. Personnel supervision

2. Development of, and adherence to, sniper performance standards

3. Design and implementation, or approval of sniper specific training to achieve and maintain operational readiness.

4. Personnel and equipment inspections of the Sniper Team

5. Responding to "Code 11", and "Code 12" incidents

6. Directing and supervising snipers during SWAT operations and critical incidents

7. Preparing and submitting required reports, and revising/updating the Sniper Team Operations portion of the SWAT Operations Manual

8. Preparing SWAT Employee Performance Evaluations for Sniper Team members if requested by area commands.

9. Approve monthly training schedule and assign on call sniper schedule.

10. Supervising of the Basic Sniper Course

III. TRAINING COORDINATOR

A. The Training Coordinators (Special Response Team Sniper) will develop sniper training programs and protocols to ensure operational readiness.

B. The Training Coordinators will schedule ranges for training, arrange for logistics through the SWAT Armorer, arrange for range preparation, and conduct training.

C. The Training Coordinators are responsible for training safety.

D. The Training Coordinators will bring to the attention of the Sniper Team supervisors any performance or safety discrepancies.

E. The Training Coordinators will ensure the Barrett Lake Sniper Range is maintained.

F. The Training Coordinators will test and evaluate sniper related equipment to ensure operational readiness.

G. The Training Coordinators will restock and repair Sniper Team equipment.

H. The Training Coordinators will scout locations and prepare over-watch operational plans for special events.

8.3 ADMINISTRATIVE PROCEDURES

I. PRT SCHEDULE

Snipers and sniper sergeants will generally not be reflected on the PRT schedule, unless low PRT staffing levels require they be listed. If snipers are assigned a PRT position, it should be for regular PRT and not for the SEV or the Bearcat.

II. ON-CALL SCHEDULE

Snipers will be assigned to an on-call schedule prepared by the sniper sergeant. The on-call teams will respond to all Code-11 and Code-12 call-outs.

III. SNIPER SELECTION

A. Snipers will be selected from active SWAT officers.

B. Sniper candidates must have at least two years on SWAT, before they can be activated as a SWAT sniper. They must be rated as "Met Standards" or higher on their last evaluation and must not be on probation.

C. Candidates must have completed the San Diego Police Department SWAT Basic Sniper School or an approved school hosted by another agency.

D. Candidates will demonstrate their shooting ability by undergoing an AR-15 qualification shoot.

E. Candidates will be interviewed and placed on an eligibility list based upon their performance, and results of the interview.

F. Successful candidates will be selected as members of the Sniper Team

as openings occur, subject to the approval of the CO.

G. New Snipers are inactive until they complete the Sniper Qualification Standards and pass three consecutive qualifications shoots with each of their primary weapon's systems to include: Bolt-Action .308 caliber rifle, Semi-Automatic .308 caliber rifle and AR-15 Semi-Automatic .556 caliber rifle.

III. SPECIAL RESPONSE TEAM SNIPER SELECTION

A. Full time SRT snipers will be selected from active snipers on the team.

B. SRT snipers must have at least two years on the sniper team and meet their sniper team performance standards on their last evaluation.

C. Candidates will be interviewed and selected based on their performance and interview.

D. Candidates will be selected by the SWAT CO.

IV. SNIPER QUALIFICATION

A. To remain active on the Sniper Team, the Sniper must demonstrate the highest level of proficiency with their .308 and .556 caliber weapon systems through Sniper specific firearms qualification courses. The courses include:

1. Positional .308 bolt action rifle qualification shoot at 100 yards on a bullseye target.

2. Positional .308 caliber Semi-Automatic rifle qualification shoot at 100 yards on a bullseye target.

3. Positional .556 caliber Semi-Automatic rifle qualification shoot at 100 yards on a standard police silhouette target.

4. LASO qualification course of fire, using a .308 caliber rifle.

5. Sniper Tactical Night Vision Qualification.

6. Back-up red dot sight qualification.

Qualification shoots for record, for all sniper team weapons are conducted quarterly. The individual sniper is required to demonstrate their proficiency by passing the qualification shoots each time they are conducted during training.

If a Sniper misses a scheduled qualification shoot, it is the responsibility of that sniper to reschedule their qualification with the Sniper Sergeants and or Training Coordinators within 30 calendar days. Any rescheduled qualifications will be done in the presence of a Sniper Sergeant or Sniper Training Coordinator.

B. Any sniper who fails any of the primary firearms qualification courses, including the Sniper Tactical Night Vision Qualification will be given the opportunity to re-shoot the course four additional times during the training session. If the sniper is unable to pass the course during the four remedial attempts, the sniper will be deemed "inactive" until the course of fire can be passed within a 30-day period. If the sniper is unable to pass the qualification shoot, including the two remedial attempts, after the 30-day period he/she will be considered for removal from the Sniper Team at the discretion of the SWAT Commanding Officer.

C. In addition to qualification courses, snipers are tasked with completing monthly tactical shoots to ensure operational readiness that include but are not limited to: the use of tri-pods, moving targets, unconventional positional shooting, barricaded shooting and night vision. Each individual sniper is required to demonstrate firearms and tactical proficiency by successfully completing each course of fire.

V. SNIPER SUPPLEMENTAL TRAINING

A. If a sniper fails to pass the qualification shoot, including the four remedial attempts, three times in a calendar year, he/she will be considered for removal from the Sniper Team at the discretion of the SWAT Commanding Officer.

B. If a sniper fails one qualification shoot, including the four remedial attempts, and or routinely fails to demonstrate proficiency during the monthly tactical shoots, he/she will be deemed "inactive" on the Sniper Team. The sniper will be given the opportunity to

attend at least 20 hours of remedial training on an 11-86 basis. The training will be facilitated by the Sniper Training Coordinators. The sniper will be reactivated once he/she completes the qualification shoot and/or demonstrates proficiency on the tactical courses of fire. If the sniper fails the qualification attempts after the remedial training or does not demonstrate proficiency on the tactical courses of fire in which they are deficient within 30 days, he/she will be considered for removal from the Sniper Team at the discretion the SWAT Commanding Officer.

VI. RANGE SAFETY

A. The designated Training Safety Officer (TSO) will brief all training attendees on the standard range safety rules, and any rules unique to the range or location being utilized.

~~B.~~ Snipers are to utilize all required safety gear during range activities and for mini missions, which will include, body armor, eye and ear protection – subject to the particular training evolution requirements.

C. During sniper training and SWAT operations, eye protection is optional when shooting the scoped rifle due to distortion of the image, and difficulty in achieving proper eye relief through a telescopic sight when wearing eyeglasses.

VI. DOCUMENTATION OF TRAINING

A. Sniper training evolutions will be prepared by the Training Coordinator or designee prior to training.

B. The Training Coordinators will enter a synopsis of each training, complete with the date, time, location, roster of attendees, and qualification results if applicable into the SWAT Training Database following each training evolution.

C. Any training related discrepancies will be immediately reported to a Sniper Team Sergeant and noted in the SWAT Training Database if appropriate.

8.4 LOGISTICS AND EQUIPMENT

I. DEPARTMENT ISSUED EQUIPMENT

A. Personnel assigned to the Sniper Team will be issued the following equipment from the SWAT Armory:

1. Accuracy International AX308 Rifle Deployment Kit.

a. Accuracy International AX .308 caliber bolt action rifle with sling
b. Nightforce ATACR 5X25 rifle scope in Sphur mount with angle cosine indicator
c. L3 PVS-24LR Clip-on night vision device
d. (3) ten round ammunition magazines
e. Atlas bipod
f. Rifle maintenance and cleaning kit
g. Rifle had case

2. LMT Defense MARS Rifle Deployment Kit:

a. . LMT MARS .308 caliber Semi-Automatic rifle with sling
b. Nightforce ATACR 5X25 rifle scope in Sphur mount with angle cosine indicator
c. PEQ 15 Laser Designator
d. L3 PVS-24LR Clip-on night vision device
e. (3) 20 round ammunition magazines
f. Atlas bipod
g. Rifle maintenance and cleaning kit
h. Rifle case
i. Flow 556K FH Suppressor kit

3. JP Enterprises LPR-07 Rifle Deployment Kit:

a. JP LPR .308 caliber Semi-Automatic rifle with sling
b. Vortex 1 X 6 variable power rifle scope with mount
c. PEQ 15 Laser Designator
d. (2) ten round ammunition magazines
e. Bipod
f. Rifle maintenance and cleaning kit
g. Rail mounted white light
h. Soft rifle case

4. Daniel Defense AR-15 .556 Rifle Deployment Kit:

   a. Daniel Defense AR-15 .556 caliber Semi-Automatic rifle with sling
   b. Red dot style or variable power magnified scope with mount
   c. PEQ 15 laser Designator
   d. (3) thirty round ammunition magazines
   e. Rail mounted white light
   f. Rifle maintenance and cleaning kit
   g. Soft rifle case
   h. Flow 556K FH Suppressor kit

5. Feisol Carbon Fiber tripod with really Right Stuff swivel ball head and Swiss Arca clamping system

6. Leupold Mark Four 12 X 40 spotting scope with Badger Ordinance PVS-14 adapter

7. Binoculars

8. Laser range finder

9. "Game Changer" shooting support sandbag

10. MultiCam ballistic plate carrier with subdued police patch attached

11. MultiCam soft body armor vest (optional)

12. Shooting mat

B. Ammunition

The SWAT Sniper Team issues the following authorized .308 ammunition.

1) Federal Tactical 168 grain T308T.
2) Federal Tactical 168 grain bonded T308T2.
3) Ruag Swiss P 196 grain AP.

II. PERSONAL WEAPONS AND EQUIPMENT ACCOUNTABILITY

A. Snipers have the option to utilize personally owned, quality .308 caliber semi-automatic rifles and/or scopes in place of the standard

issued gear in the JP LPR-07 rifle deployment kit. The personally owned rifle and/or scope must be approved by a Sniper Team Sergeant and a Sniper Training Coordinator. The personally owned rifle must also be fully inspected by the SWAT Armorer prior to being deemed operationally ready.

B. Snipers have the option to utilize personally owned, quality .556 caliber upper receivers in place of the standard issued upper receiver. The personally owned receiver must have a barrel length between 11" and 16". Snipers can also utilize personally owned optics. The personally owned rifle and/or scope must be approved by a Sniper Team Sergeant and a Sniper Training Coordinator. The personally owned rifle must also be fully inspected by the SWAT Armorer prior to being deemed operationally ready.

C. Snipers must successfully pass three consecutive Firearms Qualification Courses of Fire with any approved personally owned rifle and/or scope before being authorized to utilize it operationally.

D. Individual Snipers are personally responsible for the proper care and maintenance of issued/operational equipment.

1. Any loss, damaged, or deficient equipment will be immediately reported to the Sniper Team Sergeants and the Sniper Training Coordinators.

2. Lost equipment will be documented on the appropriate department form, and a copy sent to the Sniper Team Sergeants.

3. An inventory of SWAT issued equipment will be maintained by the SWAT Armorer.

E. Upon departure from the Sniper Team, it is the responsibility of the officer to return all issued equipment within two weeks of departure.

II. UNIFORMS

A. The Sniper Team Operational Uniform

1. Multi-Cam blouse or combat shirt with tactical SDPD patches and pants.

2. Tan or OD green combat boots

3. Black, tan or olive drab green tee shirt or sweatshirts with the SWAT or Sniper Team emblem.

4. Black, tan, OD green or Multicam floppy hat or baseball hat.

5. Black, tan OD green or Multicam cold weather beanie

B. Optional uniform items

1. Black, tan, OD green or Multicam rain gear

2. Gillie style camouflage

3. Balaclava

4. Gloves

5. Knee and elbow pads

III. OPERATIONAL EQUIPMENT

A. The snipers chosen operational equipment will be based on their need for a given mission and may include:

1. Bolt action and/or semi-automatic rifles

2. Magnified optics, binoculars, or spotting scope

3. Body armor and ballistic helmet

4. Equipment backpack

5. Approved handgun in holster

6. Approved .308 ammunition

7. Approved .556 ammunition for the AR-15

8. City issued radio with earpiece or headset

9. Ballistic data card

10. Tripod

11. Notepad and writing equipment

12. Range finder

13. Magnified observation device, binoculars and/or spotting scope

8.5 OPERATIONAL PROCEDURES

I. SNIPER TEAM RESPONSIBILITIES

A. The Sniper Team is responsible for providing precision rifle fire, gathering intelligence, and any other needed support to the SWAT Team to resolve critical incidents. There will be at least four Snipers available for callback with two Snipers in reserve to substitute for an on-call Sniper.

B. The on-call sniper sergeant and all four on-call snipers will respond to Code-11's unless otherwise directed, and report to the command post to check in and get briefed before deploying, unless self-deployment is authorized.

C. In the event of a Code-12, which includes a hostage situation, active shooter, or other emergency deployment, on-call and on duty snipers will respond Code-3 unless otherwise directed and deploy as per protocol.

D. Snipers may be utilized during a PRT Assist incident as PRT or patrol officers, but they will not deploy to sniper positions unless authorized by the SWAT C.O, SWAT X.O., or SWAT Sergeant.

(Deleted- records of security)

II. EMERGENCY INCIDENT RESPONSE

A. Snipers will normally deploy in pairs when called out to an emergency incident, however there may be circumstances when a sniper deploys solo based on the given operational need. In cases where conditions and staffing permit, snipers may deploy three to a position, so two snipers are able to be on a rifle, while the third acts as a spotter and handles communications.

B. If the tactical situation requires more Sniper positions than there are snipers available, the Snipers may deploy separately, and an unassigned PRT officer may assume the position of Observer. Other

off-call available snipers may be "called out" at the discretion of the CO, XO, or designee.

III. COMMAND CONTROL

A. The Sniper sergeant will coordinate Sniper deployments and operations during a SWAT mission.

~~B.~~ The Sniper sergeant is responsible for the formulation of contingency plans.

C. The Sniper sergeant will designate deployed Sniper elements, and ensure their positions are accurately displayed at the Tactical Operations Center (TOC).

D. The Sniper sergeant may be responsible for coordination of the Planned Sniper Initiated Assault, and may directly control the countdown and target engagement by Snipers.

E. The Sniper sergeant can designate an alternate radio frequency for Sniper use only, to facilitate coordination between deployed Sniper elements.

F. The Sniper sergeant is responsible for Sniper input to the Mission Leader for the post mission Emergency Incident Report

IV. PROTECTIVE OVER WATCH

A. Over watch events are planned sniper deployments at special events where large crowds are expected or intelligence of potential threats has been received. The responsibility of planning an over watch event for snipers lies with the full time SRT/Snipers and or Sniper Leaders.

(Deleted- records of security)

V. USE OF FORCE

A. All Snipers will adhere to the following regulations:

1. SDPD Department Policy 1.04, "Use of Force"

2. SDPD Department Policy 1.05, "Firearms Procedures"

3. SWAT Operations Manual Section 3.6, "SWAT Use of Force"

8.6 MARKSMANSHIP

I QUALIFICATIONS

A. Snipers will participate in scheduled qualifications to maintain their active status.

B .308 caliber Positional Qualification Course of Fire:

1. The .308 bolt action rifle and the .308 semi-automatic rifle will be shot utilizing the same Positional Qualification Course of Fire standard. The Positional Qualification Courses will be conducted with the requirement to wear full body armor.

2. The .308 caliber bolt action rifle and .308 semi-automatic rifle Positional Qualification Courses of Fire will be shot on a 25 Yard Slow Fire Pistol bullseye target at 100 yards.

3. The .308 based rifle Positional Qualification Courses of Fire will consist of firing 20 rounds from the four basic shooting positions:

   a. 5 rounds from the unsupported military prone position

   b. 5 rounds from the seated position

   c. 5 rounds from the kneeling position

   d. 5 rounds from the unsupported standing position

   e. The minimum passing score will be 180 points out of a possible 200. The course of fire will have a 20-minute time limit. Targets will be scored at face value. Scoring will be based on the ring that clearly contains 50% or more of the bullet impact.

C. **Back -up Red Dot Sight .308 Rifles**

The Back -up Red Dot Sights for .308 rifles Qualification Course Of Fire will be conducted with the requirement of wearing full body armor. The qualification will be shot on the standard orange center police silhouette target.

a. 50- yard line. Starting at the low ready: Two rounds standing in 3 seconds.
b. 50- yard line. Standing to kneeling: Two rounds 4 seconds.
c. 25-yard line. Starting at the low ready: Two rounds in 2.5 seconds.
d. 10-yard line. Starting at the low ready: Two rounds in 2 seconds.
e. 15-to-7-yard line on the move: Shooter will start moving from the 15-yard line towards the 7-yard line. On the threat command shooter will fire 2 rounds in 3 seconds.

The minimum passing score will be 85 points out of a possible 100. Targets will be scored at face value. Scoring will be based on the ring that clearly contains 50% or more of the bullet impact.

B. AR 15 .556 caliber Positional Qualification Course of Fire:

1. The AR-15 Qualification Course of Fire may be conducted with the requirement to wear full body armor.

2. The AR-15 Qualification Course of Fire will be shot on a standard police silhouette target at 100 yards.

3. The AR-15 Positional Qualification Course of Fire will consist of firing 20 rounds from the four basic shooting positions.

   a. 5 rounds from the unsupported military prone position

   b. 5 rounds from the seated position

   c. 5 rounds from the kneeling position

   d. 5 rounds from the unsupported standing position

   e. The minimum passing score will be 180 points out of a possible 200. The course of fire will have a 20-minute time

limit. Targets will be scored at face value. Scoring will be based on the ring that clearly contains 50% or more of the bullet impact.

C. Modified LASO Qualification Course of Fire .308 caliber rifles:

1. The Modified LASO Qualification Course of Fire will be conducted with the requirement to wear full body armor.

2. The Modified LASO Qualification Course of Fire will be shot on the LASO target at 100 yards.

3. The Modified LASO Qualification Course of Fire will consist of firing 27 rounds.

a. **Speed rings #1**

1. From the prone bipod supported position the Sniper will have 15 seconds to engage each of the five rings with one round from their dominant shooting side.

b. **Speed Rings #2**

1. From the prone bipod supported position the Sniper will have 25 second to engage each of the five rings with one round form their non-dominant shooting side with their non-dominant hand.

c. **Malfunction Drill #1**

1. Start with the rifle grounded.

2. Rifle will have a magazine with two rounds loaded in the rifle. The bolt will be closed on and empty chamber (Type 1 malfunction).

3. Sniper standing behind the rifle.

4. On start command the Sniper will drop down and attempt to engage a pre-designated target. When the rifle fails to fire the Sniper must correct the Type 1 malfunction and fire one round into the designated target in a time limit of 15 seconds.

5. The Malfunction Drill #1 will be conducted twice.

d. **Malfunction Drill #2**

1. Start with the rifle grounded.

2. Rifle will have a magazine with two rounds loaded in the rifle. The Sniper will create a double feed (Type 3 malfunction) blockage with one round in the chamber and a bolt partially closed attempting to chamber a second round.

3. Sniper standing behind the rifle.

4. On start command the Sniper will drop down and attempt to engage a pre-designated target. When the rifle fails to fire the Sniper must correct the Type 3 malfunction with a mandatory magazine change and fire one round into the designated target in a time limit of 25 seconds.

5. The Malfunction Drill #2 will be conducted twice.

e. **Gas Mask Drill**

1. From the prone bipod supported position while wearing a gas mask, the sniper will have 25 seconds to engage the designated target with 4 rounds from their dominant shooting side.

f. **Tripod Drill**

1. The Sniper will start standing behind his grounded rifle and closed and grounded tripod.

2. On the start command the sniper will fire 3 rounds from each of the three primary tripod supported positions at their designated target, for or a total of 9 rounds. The order of the positions will be determined at the time of the qualification. There will be one mandatory magazine change during the evolution.

a) 3 rounds from the standing tripod position.
b) 3 rounds from the kneeling tripod position.
c) 3 rounds from the seated tripod position.

3. The sniper will have a time limit of 4 minutes to complete the course of fire.

4. Each of the fired 27 rounds has a value of 10 points per accurate impact.

5. Minimum passing score is 240 points out of 270.

D. **Sniper Tactical Night Vision Qualification Course of Fire:**

1. The Sniper Tactical Night Vision Qualification Course of Fire is to be conducted quarterly

2. The Sniper Tactical Night Vision Qualification Course of Fire is to be conducted with the requirement of wearing full body armor, ballistic helmet and helmet mounted PVS-31 Night Vision Device (NVD).

3. The Sniper Tactical Night Vision Qualification Course of Fire will be conducted under low light/ no light conditions.

4. Snipers will engage the targets using a combination of the PVS-24 Clip-On NVD in front of their mounted magnified day optic, helmet mounted PVS-31 NVD goggles and PEQ-15 IR Laser/Designator. All movement and set-up will be done under the use of helmet mounted PVS-31.

5. This Course of Fire will be shot by 2 snipers at a time working as a team.

a. **Position #1: Connex Box Ports**

1. The Snipers will engage a steel silhouette target placed at 200-240 yards with 2 rounds from the designated shooting ports of the connex box utilizing their PVS-24 optic. Both Snipers are required to successfully engage the target with 2 rounds before moving on. Once engagements are complete, the snipers will move to Position #2

b. **Position #2: Barricades**

1. The Snipers will engage a steel silhouette target placed at 200-240 yards with 2 rounds from the designated barricades utilizing their PVS-24 optic. Both Snipers are required to successfully engage the target 2 times before moving to position #3.

c. **Position #3: Vehicle**

1. Snipers will engage their designated bullseye target at 100 yards with two rounds from either the passenger side or drivers' side open door of a patrol vehicle utilizing their PVS-24 optic. Once the engagement is completed shooters will move to position #4.

d. **Position #4: 100 Yard Prone**

1. The Snipers will engage their designated 100-yard bullseye with two rounds from the bipod supported prone position utilizing their PVS-24 optic. Once the engagement is complete shooters will move to position #5 with their tripods.

e. **Position #5: 75 Yard Kneeling Tripod**

1.The Snipers will engage their designated bullseye target with two rounds from the kneeling tripod position utilizing their PVS-24 optic. Once the engagement is complete shooters will move to position #6 with their tripods.

f. **Position #6: 50 Yard Standing Tripod**

2. The Snipers will engage their designated bullseye target with two rounds from the standing tripod position utilizing their PVS-31 helmet mounted NVD and PEQ-15 IR laser. Once the engagement is complete shooters will move to position #7. The Snipers can leave their tripods at the 50-yard line.

c. **Position #7: 25 Yard Unsupported**

1. The Snipers will engage their designated bullseye target with 2 rounds from the unsupported standing position utilizing their PVS-31 helmet mounted NVD and PEQ-15 IR laser. Once the engagement is complete the shooters will be given instruction to safety clear their weapons.

6. The Sniper will have 7 minutes and 30 seconds to complete the qualification course of fire.

    a. Two hits per steel target are mandatory.

    b. The bullseye target will be scored face value.

    c. The minimum passing score is 85 points out of a possible 100

    d. Scoring will be based on the ring that clearly contains 50% or more of the bullet impact.

II. TACTICAL SHOOTS

A. Snipers will participate in tactical shooting courses of fire for both qualification purposes and skill building.

1. Tactical courses of fire are designed to simulate stressful shooting scenarios through the use of time limits, physical exertion and varied shooting positions. Tactical shoots will be conducted throughout the training cycle as directed by the training coordinators. During courses of fire, each Sniper is expected to demonstrate proficiency and skill progression on par with evolution objectives and other team members.

8.7 TRAINING

I. BLANK FIRING PROCEDURES

Snipers use blank firing ammunition during scenario training to simulate the effects of a rifle round being fired during a mission. The use of blank ammunition will follow the standard procedures listed in the SWAT manual.

II. MISSION SIMULATION

A. As part of the yearly training cycle for both the SWAT team and the Sniper team, snipers will participate in mission simulations (Mini-missions) to measure operational performance and to improve overall skills.

1. During mission simulations, a standard safety briefing is given to all participants. Adherence to the safety procedures is mandatory. Due to the unique circumstance's snipers operate

in, safety procedures may be modified for snipers deploying in a sniper role. Any modifications to the standard safety procedures must be approved by the sniper team monitor, prior to the modification taking place.

2. During mission simulations, the need for sniper team deployment will be determined by the designated sniper team leader, as directed by the mission simulation monitor. Snipers selected for sniper team deployment will respond to the mission simulation with their required sniper team "load out"

3. Once at their final firing position, the sniper monitor will determine if any modifications to the standard safety procedures will be appropriate.

4. Factors used to determine the need for eye protection and/or soft body armor may include the proximity to other snipers or operators and the presence of blank firing projectiles at the sniper position.

8.8 (Deleted- records of security)

ADDENDUM 9.1

SWAT PHYSICAL FITNESS STANDARDS

SAN DIEGO POLICE DEPARTMENT
SPECIAL WEAPONS AND TACTICS
PHYSICAL FITNESS TEST

Course Title: SWAT Quarterly Physical Fitness Test (P.F.T. Rules)

Course Description: 25 Foot Rogue Sled Pull (Sled weight plus 200lbs)
¼ Mile Sprint (440 yards)
25 Hand Release CrossFit Style Push-Ups

Instructional Strategy: Explanation, Demonstration, Question and Answer

Equipment Needed: Officer Requirements:

A. Appropriate team shirt (Short or Long Sleeve)
B. Long pants
C. Tennis shoes or boots
D. Full issued Tactical Body Armor
E. Full tactical gun belt (No Handgun)
F. Two fully loaded handgun magazines
G. Two Fully loaded AR-15 or MP-5 magazines
H. Operational MP-5 or AR-15

Optional Equipment

A. Gloves
B. Bunge cord to keep rifle attached to back
C. Cardboard backings (For push-ups)

Logistic requirements:

A. Location suitable for running a ¼ mile (440 yard) sprint
B. Location suitable for pulling a sled 25 feet
C. Two stopwatches
D. Appropriate number of monitors for the events
E. Time log/pen

F. Rogue Sled
G. 200lbs in weight plates (45lbx4, 10lbx2)
H. Three Traffic Cones (More may be needed depending on venue held and course layout)

Time Allotment: As much as needed

A. Objectives:

The objective of this lesson plan is to provide clear rules for completing the 3 events in the quarterly SWAT Officer physical fitness test. The test consists of;

1) 25 Foot Rogue Sled Pull (Sled weight plus 200lbs)
2) ¼ Mile Sprint (440 yards)
3) 25 Hand Release CrossFit Style Push-Ups

B. Instructor explanation/demonstration:

Before the Officers start an event, the instructor will give all the candidates the rules for that particular event. The instructor will either explain the rules and how the event will proceed, or demonstrate the correct technique for the event. (Not needed for the ¼ mile sprint) The instructor will also demonstrate improper techniques and tell the candidates that those improper techniques will not be counted. Techniques will be demonstrated at slow and normal speeds. The instructor will answer any questions before the event begins. Once all questions have been answered for that event, the event may begin.

If an Officer fails to complete any of the events, it will result in an overall failure of the entire test. The maximum time allotted for this test is three minutes. All the times will be recorded. All Officers will be notified whether they passed or failed the PFT.

C. STAR Team Medics:

STAR team medics will be present during the test in order to give immediate medical treatment in case of injury.

D. Monitors:

The Lead instructor will meet with monitors, prior to any of the events, and review the

rules for the events. All rules will be reviewed so that every event is consistent with the lesson plan. Monitors will be responsible for enforcing all the rules for the events.

Monitors will be tasked with monitoring a candidate's technique for specific events. If the repetition is incorrect for that event, the monitor will yell, "No" for that repetition and say why. For example, during the Hand Release Push-Ups, the monitor may yell, "No, lock your arms out" or "No, your hands did not come off the ground".

E. Events:

1) 25 Foot Rogue Sled Pull:

Monitors needed: 2 per Officer. (Can be done with 1 if staffing is low) 1 monitor will start the Officers time. The second monitor makes sure the Officer completes the sled pull.

Clothing/Gear: Appropriate Team Shirt (Short or Long Sleeve), Long pants, Tennis shoes or boots, Full issued Tactical Body Armor, Full tactical gun belt (No Handgun), Two fully loaded handgun magazines, Two fully loaded AR-15 or MP-5 magazines and an operational MP-5 or AR-15.

Officers will be given time to warm up and stretch.

Officers will begin at a predetermined starting line. Their time will be clocked on a Stopwatch held by a monitor at the start line. The start and finish line will be clearly marked with an orange traffic cone. The markings will be explained or shown to the Officers by a monitor. A monitor will stand at the starting line with the Officers to ensure they are prepared to start this event. A monitor will say, "Ready, Set, Go" to start the Officer. On the command "Go" to start the Officer. On the command "Go", the monitor will start the timer.

On the "Go" command, the Officer will reach down and gain control of the Rogue sled's handle bars while facing the Rogue sled. The front of the handlebars will be directly behind the "Start line". The Officer will begin to walk backwards and pull the sled 25 feet. Once the handlebars reach the "Finish line", the monitor will say, "Good". Once the Officer finishes the sled pull, the Officer will immediately start the ¼ mile run.

2) ¼ Mile Run:

Monitors Needed: The same monitor who told the Officer to "Go" after the 25 Foot Rogue Sled Pull will be the same monitor who monitors

the completion of the ¼ mile run.

Clothing Needed: Appropriate Team Shirt (Short or Long Sleeve), Long Pants, Tennis shoes or boots, Full issued Tactical Body Armor, Full tactical gun belt (No Handgun), Two fully loaded handgun magazines, Two fully loaded AR-15 or MP-5 magazines and an operational MP-5 or AR-15.

Once the Officer finishes the sled pull, the Officer will run the predetermined ¼ mile course. A monitor will ensure the Officer runs the appropriate distance. When the Officer finishes the ¼ mile run, the Officer will immediately conduct 25 hand release CrossFit style push-ups.

3) 25 Hand Release CrossFit Style Push-ups:

Monitors Needed. The monitor who started the Officers timer at the start of the sled pull will monitor the Officers push-ups.

Clothing Needed. Appropriate Team Shirt (Short or Long Sleeve), Long Pants, Tennis shoes or boots, Full issued Tactical Body Armor, Full tactical gun belt (No Handgun), Two fully loaded handgun magazines, Two fully loaded AR-15 or MP-5 magazines and an operational MP-5 or AR-15.

Once the Officer completes the ¼ mile run, the Officer will come to a good push-up position in an area predetermined by the monitor at the start of the test. Officers will start in the "down" position. The down position is defined as the body lying chest down and flat on the ground. Hands shoulder width apart and raised completely off the ground, Legs straight and together, feet together with the toes curled under. Officers will push their body upward while keeping their back and legs rigid and in a straight line until their elbows extend to a full locked position. The monitors will confirm the elbows are fully locked-out. This is counted as one repetition. The Officer will then lower themselves to the ground so that the chest is flat and the hands are again "simultaneously" raised completely off the ground, then repeat the movement upward to the full elbow locked position.

If both hands do not simultaneous and completely come off the ground and/or complete extension of the elbows is not achieved, the repetition does not count.

Officers may rest in any position they choose, understanding that to complete a "repetition" they must start again in the proper "starting" position.

Officers will need to complete 25 hand release CrossFit style push-ups. Failure to follow the rules for each push-up will nullify that repetition. Only correct performed Push-ups will be counted.

Once the Officer completes their 25th correct push-up, the monitor who is timing the Officer will stop the stopwatch and record the Officers time.

Maximum time allowed	3 Minutes 15 seconds
Minimum time	No Minimum

ADDENDUM 9.2

SWAT SELECTION FIREARMS QUALIFICATION TEST

Applicants for the SWAT Unit must successfully complete the following firearms qualification test:

INTRODUCTION

1. The firearms test the applicant is to perform is part of the evaluation process. Individual targets will be scored, and the results given to the selection board.

2. The handgun and rifle tests will be conducted in a safe and organized manner. Instructions and weapons safety rules will be clearly stated prior to the testing. An important part of this firearms test is an evaluation of the ability to follow instructions. If there are any questions, they must be asked of the evaluator prior to the beginning of the test.

DISQUALIFICATIONS

1. Shooting at another person's target

2. Firing more than the described number of rounds for the course of fire.

3. Safety violation at the discretion of the evaluators will result in immediate disqualification, and removal from the testing process.

4. Miss more than one round from the silhouette target or the outer circle of the bullseye target.

SAFETY RULES

1. All weapons will be treated as if they are loaded.

2. Applicants must keep muzzles pointed downrange.

3. Finger must be kept out of the trigger guard until engaging target.

4. Applicants must be sure of their target, backstop, and beyond.

5. No weapons handling behind the firing line.

6. Handguns are to be holstered until directed otherwise

WEAPONS MALFUNCTIONS

1. Applicants will be required to clear a malfunction. If the stoppage is caused by a catastrophic malfunction (i.e. broken firing pin, broken extractor) an alibi will be given by the evaluator, and the applicant will be allowed to shoot the entire course over.

2. If the malfunction is not catastrophic, the score will reflect the rounds fired. Rounds not fired will be counted as misses.

3. If an applicant has what is believed to be a catastrophic malfunction, he/she will point the weapon downward with the muzzle downrange, and raise his/her hand. After the course of fire is completed, one of the evaluators will examine the weapon, and make a ruling.

HANDGUN PORTION

1. Equipment
   A. Any department approved handgun
   B. 36 rounds ammunition
   C. SWAT white on black silhouette target

2. Target scoring
   A. Targets will be scored at face value
   B. A round that breaks the line of the scoring area will be counted as the higher of the two scores
   C. 360 possible points with a minimum passing score of 300 points.

Drill Number 1

1. Course of fire / 30 second time limit

2. 12 rounds from 10 yards - Six rounds in each of two magazines

3. From the 10 yard line, with a round in the chamber and 5 rounds in the magazine (which is in the weapon), stand by at the low ready position. On the command of "Fire", begin firing 6 rounds at the target. After the handgun goes dry, safely reload, then continue firing the final six rounds. Visually and physically inspect handgun, and holster an empty handgun. Applicant will have 30 seconds to complete the shooting portion of this drill.

Drill Number 2

1. Course of fire / 45 second time limit

2. 12 rounds from 15 yards - Six rounds in each of two magazines

3. From the 15 yard line, with a round in the chamber and 5 rounds (plus an additional dummy round) in the magazine (which is in the weapon), stand by at the low ready position. On the command of "Fire", begin firing at the target. When a malfunction occurs, the applicant is to safely clear the weapon, and continue firing. After the handgun goes dry, safely reload, then continue firing the final six rounds. Visually and physically inspect the handgun and holster an empty handgun. The applicant will have 45 seconds to complete the shooting portion of this drill.

Drill Number 3

1. Course of fire / one minute time limit

2. 12 rounds from 20 yards - Six rounds in each of two magazines

3. From the 20 yard line, with a round in the chamber and 5 rounds in the magazine (which is in the weapon), stand by at the low ready position. On the command of "Fire", begin firing at the target. After the handgun goes dry, safely reload, then continue firing the final six rounds. Visually and physically inspect handgun, and holster an empty handgun. The applicant will have one minute to complete the shooting portion of this drill.

RIFLE PORTION

(The implementation of the rifle portion will be at the discretion of the SWAT Commanding Officer, based on the Department's ability to ensure all candidates have the opportunity to complete the Department Rifle Course prior to SWAT Academy tryouts.)

I. Equipment
   - A. Any department approved AR-15 rifle
   - B. 20 rounds ammunition
   - C. SWAT B8 bullseye target

II. Target scoring
   - A. Targets will be scored at face value
   - B. A round that breaks the line of the scoring area will be counted as the higher of the two scores
   - C. 200 possible points with a minimum passing score of 166 points.

Drill Number 1

1. Course of fire / 3-minute time limit

2. 20 rounds from the 30-yard line

3. From the 30-yard line, load with a magazine of 20 rounds. With the rifle on safe and finger outside the trigger guard, stand by at the low ready position. On the command of "Fire," fire 5 rounds at the target from the standing position.

4. Upon completion, place the rifle on safe with your finger outside the trigger guard. Keeping the rifle pointed downrange assume a kneeling position. Fire 5 rounds at the target from a kneeling position.

5. Upon completion, place the rifle on safe with your finger outside the trigger guard. Keeping the rifle pointed downrange assume a seated position. Fire 5 rounds at the target from a seated position.

6. Upon completion, place the rifle on safe with your finger outside the trigger guard. Keeping the rifle pointed downrange assume a prone position. Fire 5 rounds at the target from the prone position.

7. After firing the 20th round, place the rifle on safe with your finger outside the trigger remain in the prone position until given further instruction.

ADDENDUM 9.3

SWAT SELECTION PHYSICAL FITNESS TEST

INTRODUCTION

1. The physical fitness testing will take place at Camp Elliott, utilizing the facilities in and around the SWAT/SED Obstacle Course.

2. Scores will be given to each applicant's performance on each of the five evolutions of the test. A minimum score is required on each evolution, and an overall minimum score of 360 points is required to successfully pass the physical fitness test.

3. See SWAT PHYSICAL FITNESS TEST SCORE SHEET, following in this section, for performance scores for each event.

DISQUALIFICATIONS

1. Applicants who fail at any stage of the physical fitness testing will be immediately dropped, and not allowed to continue further in the selection process.

SAFETY RULES

1. STAR Paramedics will be at the facility for the duration of the physical testing.

FITNESS TEST

1. Events - the test will take place in the following order

   A. 440 yard run - Minimum: 440 yards in 85 seconds or less

   B. Push-ups (Cross Fit Style – hands come off ground) - Minimum: 25 push-ups in 60 seconds

   C. Sit-ups - Minimum: 30 sit-ups in 60 seconds

   D. Pull-ups - Minimum: 6 pull-ups, no time limit

   E. Obstacle Course – Minimum: Complete the Course within four minutes

   F. Three Mile Run – Minimum: Complete the run within twenty-seven minutes

SWAT PHYSICAL FITNESS TEST SCORE SHEET

440		**PUSH-UPS**		**SIT-UPS**		**PULL-UPS**	
Time/Sec	Pts	#	Pts	#	Pts	#	Pts
55	100	55	100	60	100	15	100
56	98	54	98	59	98	14	94
57	96	53	96	58	96	13	88
58	94	52	94	57	94	12	82
59	92	51	92	56	92	11	76
60	90	50	90	55	90	10	70
61	88	49	88	54	88	9	64
62	86	48	86	53	86	8	58
63	84	47	84	52	84	7	52
64	82	46	82	51	82	6	46
65	80	45	80	50	80		
66	78	44	78	49	78		
67	76	43	76	48	76		
68	74	42	74	47	74		
69	72	41	72	46	72		
70	70	40	70	45	70		
71	68	39	68	44	68		
72	66	38	66	43	66		
73	64	37	64	42	64		
74	62	36	62	42	62		
75	60	35	60	40	60		
76	58	34	58	39	58		
77	56	33	56	38	56		
78	54	32	54	37	54		
79	52	31	52	36	52		
80	50	30	50	35	50		
81	48	29	48	34	48		
82	46	28	46	33	46		
83	44	27	44	32	44		
84	42	26	42	31	42		
85	40	25	40	30	40		

SWAT/SED COURSE

TIME	POINTS	TIME	POINTS
3:00	100	3:31	69
3:01	99	3:32	68
3:02	98	3:33	67
3:03	97	3:34	66
3:04	96	3:35	65
3:05	95	3:36	64
3:06	94	3:37	63
3:07	93	3:38	62
3:08	92	3:39	61
3:09	91	3:40	60
3:10	90	3:41	59
3:11	89	3:42	58
3:12	88	3:43	57
3:13	87	3:44	56
3:14	86	3:45	55
3:15	85	3:46	54
3:16	84	3:47	53
3:17	83	3:48	52
3:18	82	3:49	51
3:19	81	3:50	50
3:20	80	3:51	49
3:21	79	3:52	48
3:22	78	3:53	47
3:23	77	3:54	46
3:24	76	3:55	45
3:25	75	3:56	44
3:26	74	3:57	43
3:27	73	3:58	42
3:28	72	3:59	41
3:29	71	4:00	40
3:30	70		

3-MILE RUN

TIME	POINTS
00:00 - 20:00	100
20:01 – 20:30	95
20:31 – 21:00	90
21:01 – 21:30	85
21:31 – 22:00	80
22:01 – 22:30	75
22:31 – 23:00	70
23:01 – 23:30	65
23:31 – 24:00	60
24:01 – 24:30	55
24:31 – 25:00	50
25:01 – 25:30	45
25:31 – 26:00	40
26:01 – 26:30	35
26:31 – 27:00	30

ADDENDUM 9.4

SWAT WEAPONS STANDARDS

SDPD SWAT Weapons Standards

SAN DIEGO POLICE DEPARTMENT SPECIAL WEAPONS AND TACTICS TEAM WEAPONS STANDARDS GUIDELINES

All drills are fired on BT-5R/2 paper silhouette targets, unless otherwise noted, at varying distances of 3 to 50 yards. Valid body 'hits' for the submachine gun, rifle and pistol are registered for only the eight and ten rings of the center mass portion of the target, below the neckline. Head shot 'hits' are registered for the five ring area within the designated head zone, above the neckline.

Officers will wear eye and ear protection when firing these drills.

All drills are performed while wearing full tactical gear to include personal or tactical armor. Officers will load their submachine gun and rifle magazines from magazine pouches located on their individual tactical holster rigs or tactical vests. Double clamp magazine clamps may be used for H&K weapon systems and or AR-15 style weapon systems.

Handgun magazines will be loaded from the Officer's individual tactical holster rig or tactical vest.

Except as specifically stated, all drills start from the 'low ready' or 'high ready' position with both hands on the weapon. The 'low ready' position is defined as having the muzzle of the weapon depressed at approximately a 45 degree angle from the position in which the weapon would

be sighted on the target. For shoulder fire weapons, the stock of the weapon will be seated in the shoulder.

An electronic timing system is used for the enforcement of the established times. All drills begin at the sound of the electronic buzzer, and end upon the last round being fired.

Officers must demonstrate proper safe weapons handling skills at all times. Training and evaluation of all weapons safety rules are the same as operational rules and read as follows:

1. Treat every weapon as if it is loaded
2. Be conscious of where your muzzle is pointed at all times
3. Keep your finger outside the trigger guard until actively engaging a threat
4. Be sure of your target, backstop and beyond

Officers violating these rules and failing to demonstrate safe weapons handling skills, will be considered deficient in the use of the weapon, regardless of actual performance in completing the drills.

Officers will perform each drill until the successfully complete it. Officers unable to successfully pass these drills after five attempts during the allotted time frame for the evaluation process, will be considered deficient in the basic weapons handling skills required to carry the weapon during SWAT operations. The Officer will not be allowed to carry the weapon until further remediation and successful completion of the drill(s) can be accomplished.

SDPD SWAT STANDARDS
SEMI-AUTOMATIC HANDGUN

1. 3 yards	Load		NTL
2. 3 yards sec	Double Tap	2 Rounds Body	1.5
3. 3 yards sec	Double Tap (From the Holster)	2 Rounds Body	3.5
4. 5 yards sec	Failure Drill	2 Rounds Body, 1 Round Head	2.5
5. 5 yards sec	Multiple Target ID	2 Rounds Body Each Target (3 Targets 1 designated no shoot)	3.0
6. 7 yards sec	*Planned*	*2 Rounds Body, Reload, 2 Rounds Body*	*4.5*
Gas Mask	*Speed Reload*	*Fresh mag in hand, Dump old mag, Insert new (Time starts when mag is staged)*	
7. 7 yards sec	Unplanned Speed Reload	2 Rounds Body, slide locks back Reload, Slide forward 2 rounds Body (Fresh mag in hand, Dump old mag Insert new mag, Slide forward	7.0
8. 7 yards sec	Malfunction	1 Round Body, Clear staged misfire Malfunction, 2 rounds body. Total of 3 Rounds fired	5.0
9. 10 yards sec	On the Move	2 Rounds Body Forward	1.5
10. 10 yards sec	On the Move	2 rounds Body Backwards	1.5
11. 10 yards	Unload	Activate safety, Remove magazine Lock slide to rear, Inspect	NTL

SDPD SWAT STANDARDS

HECKLAR & KOCH MP-5 Semi-Auto

1.	25 yards	Load	Insert Magazine, Tug, Working Parts Forward, Selector Switch To Firing mode	NTL
2.	(25 yards X2) sec	Standing	2 Rounds Body (Semi Auto Fire) (Drill Done With Red Dot and Then Iron Sights)	3.0
3.	25 yards sec	Stand to Kneel Stand to Squat	2 Rounds Body (Semi Auto Fire)	4.0
4.	10 yards sec	On the Move	2 Rounds Body Forward	1.5
5.	10 yards sec	On the Move	2 Rounds Body Backwards	1.5
6.	7 yards sec	Double tap	2 Rounds Body	1.5
7.	*7 yards sec Gas Mask*	*Reload (W/Dual Mags)*	*4 Rounds Body, Reload 4 Rounds Body, Bolt to Rear, Old Mag Out, New Mag In, Tug, Bolt Forward (Time starts when buzzer sounds)*	*7.0*
8.	7 yards sec	Multiple Target ID	2 Rounds Body each target (3 Targets 1 designated no shoot)	3.0
9.	5 yards sec	Failure Drill	2 Rounds Body, 1 Rounds Head	2.5
10.	5 yards	Unload	Selector to Safe, Mag Out Bolt to Rear, Inspect	NTL
11.	5 yards sec	Transition	One Round in Magazine. Attempt to double tap. Weapon will fire once. Transition (3 Rounds Body total)	5.0

SDPD SWAT STANDARDS
HECKLAR & Koch MP-5 Full-Auto

1.	25 yards	Load	Insert Magazine, Tug, Working Parts Forward, Selector Switch To Firing mode	NTL
2.	(25 yards X2) Standing		2 Rounds Body (Semi Auto Fire)	3.0 sec
	(Drill Done With Red Dot and Then Irion Sights)			
3.	25 yards	Stand to Kneel	2 Rounds Body (Semi Auto Fire)	4.0 sec
		Stand to Squat		
	(Remainder of Drills Fired on Full Auto Fire Mode)			
4.	10 yards	On the Move	4 Rounds Body Forward	1.5 sec
5.	10 yards	On the Move	4 Rounds Body Backwards	1.5 sec
6.	7 yards	Double tap	4 Rounds Body	1.5 sec
7.	7 yards	Reload	4 Rounds Body, Reload 4 Rounds	7.0 sec
	Gas Mask (W/Dual Mags)		Body, Bolt to Rear, Old Mag Out, New Mag In, Tug, Bolt Forward (Time starts when buzzer sounds)	
8.	7 yards	Multiple	4 Rounds Body each target	3.0 sec
		Target ID	(3 Targets 1 designated no shoot)	
9.	5 yards	Failure Drill	4 Rounds Body, 2 Rounds Head	2.5 sec
10.	5 yards	Unload	Selector to Safe, Mag Out Bolt to Rear, Inspect	NTL
11.	5 yards	Transition	One Round in Magazine. Attempt to	5.0 sec
		Transition	double tap. Weapon will fire once (2 Rounds Body)	

SDPD SWAT STANDARDS
AR-15

All drills are fired on 18"x24" ALCO Target Company BT-5, SDPD 5-8-10 paper silhouette targets or a steel torso comprised of AR500 Steel at varying distances of 3 to 50 yards. Valid body 'hits' are registered for only the eight and ten rings of the center mass portion of the target, below the neckline. Head shot 'hits' are registered for the ten-ring area within the designated head zone, above the neckline.

Officers will wear eye and ear protection when firing these drills.

All drills are performed while wearing full tactical gear to include personal or tactical armor.

Officers will load pistol and rifle magazines from magazine pouches located on their individual tactical holster rigs or tactical vests. Double clamp magazine clamps may be used for the AR-15 weapons system. Handgun magazines will be loaded from the Officer's individual tactical holster rig or tactical vest. The 'Cover-Ready' reloading/malfunction sequence will be used for all reload and transition drills, as appropriate.

Except as specifically stated, all drills start from the 'low ready' or 'high ready' position with both hands on the weapon. The 'low ready' position is defined as having the muzzle of the weapon depressed at approximately a 45° angle from the position in which the weapon would be sighted on the target. For shoulder fire weapons, the stock of the weapon will be seated in the shoulder. The 'high ready' position is defined as having the buttstock of the rifle completely 'broken' out of the pocket of the shoulder, the safety on and the trigger finger straight and off the trigger, with the buttstock tucked under the shooter's strong side arm against the body, and the muzzle of the rifle oriented in an upward manner, allowing the shooter to see over the top of the muzzle.

An electronic timing system is used for the enforcement of the established times. All drills begin by the designated signal, and end upon the last round being fired.

Officers must demonstrate proper safe weapons handling skills at all times. Training and evaluation of all weapons safety rules are the same as operational rules and read as follows:

1. Treat every weapon as if it is loaded
2. Be conscious of where your muzzle is pointed at all times
3. Keep your finger outside the trigger guard until actively engaging a threat
4. Be sure of your target, backstop and beyond
5. Load and unload only when told to do so by an instructor
6. Never step forward of the firing line without permission from the instructor

Officers violating these rules and failing to demonstrate safe weapons handling skills will be considered deficient in the use of the weapon, regardless of actual performance in completing the drills.

Officers will perform each drill until they successfully complete it. Officers unable to successfully pass a drill after five attempts within the allotted time will be considered deficient in the basic weapons handling skills required to carry the weapon during SWAT operations.

*Notes for Instructors:

Have students initially load with two fully-loaded magazines (28 rounds) and one (1) three-round magazine. In addition, either provide extra ammunition near the firing line, or instruct students to place at least 10 rounds in their dump pouch. Once the three round magazine has been expended during the emergency reload drill, students may load the newly-emptied magazine with 9 rounds and set it aside, facilitating the Moving and Shooting drill later.

For Drill #5: "Shooting while moving", place the cones four bays wide, with the "shoot" target center-right in relation to the cone pattern. While moving forward, begin the shot timer as the student is 90° off of the shoot targets leading edge. Additionally, the center-left target can be used for a left-handed shooter to maintain consistency.

AR-15 STANDARDS:

DRILL #1: DISTANCE

Markers:	Kneeling barricade @ 40yd
Targets:	1 steel torso
Diagram:	Yes
Load:	Full Magazine
Distance:	50 yds
Initiation:	Shot Timer @ Low/High Ready
Time Limit:	12.0 Sec

Drill:
1) 2 rounds @ 50yd standing
2) Move to barrel @ 40yd
3) 2 rounds kneeling using cover
3) Unload

DRILL #2: BACK UP SIGHTS (BUS)

Markers:	No
Targets:	1 steel torso
Diagram:	Yes
Load:	Full Magazines
Distance:	30 yds
Initiation:	Shot Timer, Low/High Ready, RDO Off
Time Limit:	8.0 Sec

Drill:
1) Safe Weapon, Deploy BUS
2) 2 rounds @ 30yd

DRILL #3: EMERGENCY RELOAD

Markers:	Standing barricade @ 25yd
Targets:	1 steel torso
Diagram:	No
Load:	Magazine of 3 rounds (1 in chamber)
Distance:	25 yds
Initiation:	Shot Timer @ Low/High Ready
Time Limit:	10 sec

Drill:
1) 4 rounds @ 25yd standing barricade
2) Safe Weapon, Emergency Reload
3) 2 rounds @ 25yd standing barricade

DRILL #4: GAS MASK

Markers:	Standing barricade @ 25yd
Targets:	1 steel torso
Diagram:	No
Load:	Full magazine
Distance:	25 yds
Initiation:	Shot Timer @ Low/High Ready
Time Limit:	4 Seconds

Drill:
1) Shooters conduct tactical gas mask donning
2) 1st Shooter, 4 rounds @ 25yd
3) 2nd Shooter, 4 rounds @ 25yd

DRILL #5: MOVING AND SHOOTING

Markers:	30yd Cone, 20yd Cone, 10yd Cone
Targets:	1 silhouette
Diagram:	Yes
Load:	Magazine of 9 rounds (1 in chamber)
Distance:	30 yds
Initiation:	Shot Timer @ Low/High Ready
Time Limit:	20.0 sec

Drill:

1) 4 rounds @ 30yd cone standing
2) Move to cone @ 20yd
3) 4 rounds @ 20yd cone standing
4) Move to cone @ 10yd
5) 2 rounds @ 10yd cone standing
6) Transition to pistol
7) 2 rounds to the body

DRILL #6: SHOOTING WHILE MOVING

Markers:	Cone square @ 12.5yd – 5yd
Targets:	1 silhouette
Diagram:	Yes
Load:	Full Magazine
Distance:	12.5yd – 5yd / 5yd – 12.5yd
Initiation:	Shot timer @ Low/High Ready
Time Limit:	2.0 sec / 2.5 sec

Drill:

1) Move lateral – front @ 12.5yd cone on “Move”
2) 1 round in the head on shot timer @ 7yd
3) Stop @ 5yd cone
4) Move linear – back @ 5yd cone on “Move”
5) 3 rounds to body on shot timer @ 7yd
6) Stop @ 12.5yd cone

DRILL #7: CQB ENGAGEMENT

Markers:	Cone square @ 10yd – 5yd
Targets:	1 silhouette
Diagram:	Yes
Load:	Full Magazine
Distance:	10yd – 5yd / 5yd – 10yd
Initiation:	Shot Timer @ Low/High Ready
Time Limit:	19 sec

Drill:

1) 3 rounds @ 10yd cone
2) Move front - lateral
3) 3 rounds @ 5yd cone
4) Move lateral
5) 3 rounds @ 5yd cone
6) Move lateral – rear
7) 3 rounds @ 10yd cone
8) Conduct a planned reload, retain magazine

DRILL #8: SPREAD FIRE

Markers:	No
Targets:	3 silhouette (2 shoot, 1 no-shoot)
Diagram:	Yes
Load:	Full Magazine
Distance:	7yd
Initiation:	Shot Timer @ Low/High Ready
Time Limit:	7 sec

Drill:

1) 4 rounds center mass @ target 1
2) 4 rounds center mass @ target 2
3) 1 round head @ target 1 or 2
4) 1 round head @ remaining target

SDPD SWAT STANDARDS

NVD Standards

	Distance	Drill	Course of Fire	Time
1.	50 yards	Load	Load and be ready	NTL
2.	50 yards	Standing	2 rounds body (Steel)	4.0 sec
3.	50 yards	Standing to kneeling	2 rounds kneeling (Steel)	6.0 sec
4.	25 yards	Planned Reload (Gas Mask)	4 Rounds body no time. Conduct a planned reload per SOP.	4.5 sec
5.	25 yards	Emergency Reload	2 rounds body, reload, 2 rounds body	9.5 sec
6.	25 yards	Multiple target ID	2 rounds body each target (Steel)	4.0 sec
7.	10 yards	Moving forward	2 rounds body moving forward	1.5 sec
8.	10 yards	Moving backwards	2 rounds body moving backwards	1.5 sec
9.	7 yards	Failure Drill	2 rounds body, 1 round head	2.5 sec
10.	7 yards	Unload		NTL
11.	7 yards	Transition	1 round in the rifle magazine. Attempt to fire two rounds, identify the malfunction and transition to your pistol. 2 rounds body with pistol. (White light or PMO acceptable)	5.0 sec

ADDENDUM 9.4.1

The City of San Diego

M E M O R A N D U M

DATE: September 6, 2018

TO: Chris McGrath, Assistant Chief of Police, Support Operations

FROM: Stephanie Rose, Captain, Special Operations Division

SUBJECT: Excusal for SRT from Department Training Shoots

The San Diego Police Department holds three (3) department shoots each year. The shoots are divided by three patrol shift changes during that year. All officers are given approximately four months to complete one department qualification shoot.

The department training shoots held in the first two shifts of the calendar year are not held for record and are practice shoots to help prepare officers for the qualification shoot for record held during the third shift of the calendar year.

The SWAT Special Response Team (SRT) trains four days a week. Two of the four weekly training days are dedicated to firearms. They train with the AR-15, MP-5 and handgun. Some of the training days are dedicated specifically to handgun but even if they are training with one of their rifles they always incorporate some handgun into that training. In addition all members of SRT are POST firearms instructors.

Historically members of SRT have been excused from the first two department training shoots and have been required to attend the qualification shoot for record. This has been an ongoing practice and makes sense due to the amount of firearms training they do on a regular and ongoing basis year round.

Up to this point there has not been any documentation excusing SRT from the two department training shoots. This has been a past practice and has been accepted by prior Range masters and prior Captains of Special Operations Division. The Captain of Special Operations Divisions still receives a memo at the end of the first two training shoots informing them that all of SRT has missed the shoot.

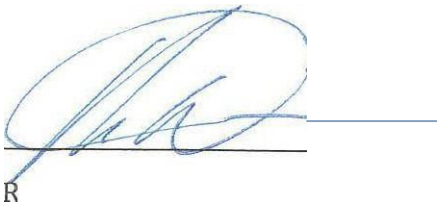
I respectfully request that this memo be approved by Training and the Range master to allow for the excusal from training shoots for active members of SRT. This will ensure that with future Captains of Special Operations and future Range masters there will be no confusion or disciplinary action taken for what has been an ongoing and now documented practice. At the beginning of each shift containing a training shoot, where SRT will be excused, the SWAT CO will send the Range master a list of all Officers and Sergeants assigned full time to SRT.

This memo will not excuse members of SRT from attending and passing the annual department qualification shoot for record.

A copy of this signed memo will be added to the SWAT Operations Manual. A copy of this signed memo will also be kept with Training Division and the Range master.



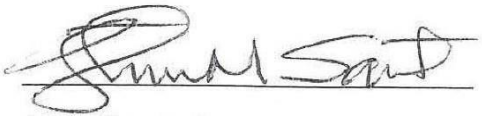
Stephanie Rose
SR/rd.



R
Robert Daun, Lieutenant
SWAT Commanding Officer



Al Leos, Captain
Training Division



Chris Sarot, Sergeant
Range master

ADDENDUM 9.5

SWAT SAFETY REGULATIONS

SDPD SWAT SAFETY REGULATIONS

(SQUARE RANGE)

SAFETY BRIEF

A. Operational/Range Safety Rules (Read to Students)

1. Treat every weapon as if it is loaded
2. Be conscious of where your muzzle is pointed at all times
3. Keep your finger outside the trigger guard until actively engaging a threat
4. Be sure of your target, backstop and beyond

B. **Additional Live-Fire Safety Rules (Read to students)**

1. Load and unload only when told to do so by an instructor
2. No manipulation of firearms behind the firing line without permission from the instructor
3. Never step forward of the firing line without permission from the instructor
4. Instructors will sound off with a "Cease Fire" anytime they perceive an unsafe situation

5. Anytime you perceive an unsafe situation, you should sound off with a "Cease fire" and notify the instructor

6. Anytime a "Cease fire" is called immediately hold in place, point your muzzle in a safe direction, place your weapon on safe, echo the "Cease fire" if necessary and standby for additional directions from the Instructor/Safety Officer

7. Any violation of the operational/range safety rules or any action deemed unsafe by the instructor will be reported to a SWAT Supervisor

8. Any injury will immediately be reported to an instructor and reported to a SWAT Supervisor per department procedure

9. Post training-ensure you reconfigure all gear to an operational status

C. **LIVE-FIRE SAFETY GUIDELINES (Do not read to students)**

The following rules and guidelines do not need to be read to students, however the instructor will know and understand them.

1. All firearms training must be supervised by an instructor

2. A safety kit is required at all live fire training evolutions

3. Eye protection, ear protection, gloves, and issued body armor are required during all live-fire evolutions

4. Ballistic helmets are generally required during all live-fire shooting on the move evolutions where more than one shooter at a time is conducting the drill

5. Transitions from a live-fire shoulder weapon to a live-fire handgun while shooting on the move may be allowed at the discretion of the Instructor

SCENARIO WORK

NO MUNITIONS

SAFETY BRIEF

A. Operational/Range Safety Rules (Read to Students)

1. Treat every weapon as if it is loaded
2. Be conscious of where your muzzle is pointed at all times
3. Keep your finger outside the trigger guard until actively engaging a threat
4. Be sure of your target, backstop and beyond

B. Scenario work, no munitions (Read to students)

1. Make sure you have secured all live munitions/Taser/OC/impact weapons/flashbangs, magazines and back up weapons in your vehicles
2. Conduct a self-check prior to instructor inspection
3. All weapons and equipment will be inspected for any live ammunition
4. An Instructor will place yellow safety tape on the inspected firearms front site area. The magazine well will also be taped on handguns. This will indicate to all participants that the firearm is loaded appropriately for the training evolution.
5. Report any injuries to an instructor
6. Monitor and insure your safety gear is appropriate and functional
7. Any observers and/or training staff that are armed for 'Officer Safety' purposes will advise the instructor they are armed, and request permission to remain armed while at the training site. With the instructors approval, they will don a safety vest and may remain at the training site
8. Post training-ensure you reconfigure all gear to an operational status

C. Cease Fire (Read to students)

1. In the event any unsafe action is recognized, a "Cease Fire" should be called out
2. When the "Cease Fire" is heard, all activity should stop, weapons placed on safe and pointed in a safe direction until given further direction by an Instructor
3. In the event a role player needs to halt a scenario for safety reasons, an immediate cease fire must be called and the cease fire protocol be initiated
4. If a piece of safety gear becomes dislodged, the safety gear should be set back into place immediately
5. If a participant is in immediate danger, a "Cease fire" must be called. The participant should immediately face away from all other participants if possible, raise their hands over their heads and call out with a "Cease fire"
6. The "Cease fire" should be echoed by all participants until the instructor calls for a cease fire

D. Instructor information only (Do not read to students)

1. All participants wishing to enter the training site must submit to a safety inspection to prevent any unauthorized live ammunition and/or live weapons entering the training area. Any personnel not wishing to comply will be directed to leave the training area
2. The Instructor or designee will place yellow safety tape on the inspected firearms front area. The magazine well will also be taped on handguns. This will indicate to all participants that the firearm is loaded appropriately for the training evolution
3. A Safety Officer will be designated by the lead instructor. The Safety Officer may also be an instructor
4. A safety kit is required to be on site at all SDPD SWAT training.

E. Mandatory Safety Equipment

1. Students

    a. Eye Protection (Wrap-around Recommended)
    b. Operational Body Armor
    c. Long Pants
    d. Shoes/Boots

2. Instructors/Safety Officer/Observers

    a. Eye Protection (Wrap-around Recommended)

    b. Long Pants

    c. Shoes/Boots

    d. Safety vest

SCENARIO WORK

BLANK MUNITIONS

SAFETY BRIEF

A. Scenario work, blank munitions (Read to Students)

1. Treat every weapon as if it is loaded
2. Be conscious of where your muzzle is pointed at all times
3. Keep your finger outside the trigger guard until actively engaging a threat
4. Be sure of your target, backstop and beyond

B. Additional Safety Rules (Read to students)

1. Make sure you have secured all live munitions/Taser/OC/impact weapons/flash bangs, magazines and back up weapons in your vehicles
2. Conduct a self-check prior to Instructor inspection
3. There will be a Safety Inspection Point. An Instructor will conduct an inspection to ensure all weapons, magazines, and equipment contains no ammunition or munitions. Anyone wishing to enter the training site must submit to a safety inspection.
4. An Instructor will place yellow safety tape on the inspected firearm's front site area. The magazine well will also be taped on handguns. This will indicate to all participants that the firearm is loaded appropriately for the training evolution.
5. Monitor and ensure your safety gear is appropriate and functional
6. All injuries must be immediately reported to an instructor
7. Any observers and/or training staff that are armed for 'Officer Safety' purposes will advise the Instructor and request permission to remain armed while at the training site. With the instructors approval, they will don a safety vest and may remain at the training site

5. Post training-ensure you reconfigure all gear to an operational status

C. Cease Fire (Read to students)

1. In the event any unsafe action is recognized, a "Cease Fire" should be called out

2. When the "Cease Fire" is heard, all activity should stop, weapons placed on safe and pointed in a safe direction until given further direction by an Instructor

3. In the event a role player needs to halt a scenario for safety reasons, an immediate cease fire must be called and the cease fire protocol be initiated.

4. If a piece of safety gear becomes dislodged, the safety gear should be set back into place immediately

    a. If a participant is in immediate danger, a "Cease fire" must be called. The participant should immediately face away from all other participants if possible, raise their hands over their heads and call out with a "Cease fire"

    b. The "Cease fire" should be echoed by all participants until the Instructor calls for a cease fire

D. Instructor information only (Do not read to students)

1. All participants wishing to enter the training site must submit to a safety inspection to prevent any unauthorized live ammunition and/or live weapons entering the training area. Any personnel not wishing to comply will be directed to leave the training area

2. The instructor or designee will place yellow safety tape on the inspected firearms front area. The magazine well will also be taped on handguns. This will indicate to all participants that the firearm is loaded appropriately for the training evolution

3. A Safety Officer will be designated by the lead instructor. The Safety Officer may also be an Instructor

4. A safety kit is required to be on site at all SDPD SWAT training.

Blank Firing Adapter (BFA)

E. Blank Ammunition **Conventional Blanks**

1. 9mm Blanks (BFA Required)
2. .223 Blanks (BFA Required)
3. .308 Blanks (No BFA Available)
4. 40mm Blanks (Simunition Conversion Kit Required)

E. Weapons with UTM Blank Firing Adapters (BFA'S) (Read to Students)

1. BFA'S are designed to block expelled gases and port them out of the barrel
2. BFA'S block most primer fragments from discharging towards the target
3. BFA'S do not block all gases and fragments
4. Do not fire blanks from a position where the expelled gases and fragments may impact someone (Within 18 inches/1.5 feet)
5. If presented with a shoot scenario, involving a live role player within 18 inches (1.5 feet), do not shoot the role player.

F. The following rules must be followed when using Conventional blanks (Non-UTM) (Do Not Read to Students)

1. BFA'S must be used on all MP5's and AR-15's using conventional blanks
2. A secondary check by the safety Officer is required to ensure the BFA is installed correctly
3. Shots closer than (5 feet) will not be taken with a BFA equipped weapon

Simunition blanks (Do Not Read to Students)

1. Simunition blanks use either rim fire or special primers to fire the blank cartridges
2. Do not fire blanks from a position where the expelled gases and fragments may impact someone (5 foot rule)

3. If presented with a shoot scenario, involving a live role player within 5 feet, do not shoot the role player.

H. Weapons without BFA'S for Conventional Blanks (Do not read to Students)

No BFA'S are available for bolt action rifles

.308 blanks have a standoff of twenty (20) yards. If presented with a shoot scenario, involving a person within twenty (20) yards, the shot shall not be taken.

The 40MM Simunition Conversion kit uses a 9mm blank cartridge to simulate the noise of a 40MM less lethal round being fired. Do not fire blanks from a position where the expelled gases and fragments may impact someone (5 foot rule).

7.62x39 AK47 conventional blanks are for role player use during scenarios to simulate weapons and noise. Do not fire blanks from a position where the expelled gases and fragments may impact someone (20 yards).

I. Standoff Distances for weapons equipped to fire blanks:

Ultimate Training Munitions (UTM) Blanks

1. 9mm blanks – 18 inches
2. 5.56mm blanks – 18 inches

Conventional Blanks

1. .308 blanks – 20 yards
2. 7.62x39 AK47 blanks – 20 yards
3. 40mm blanks – 5 feet

I. Mandatory Safety Equipment (Read to Students)

1. Eye Protection
2. Operational Body Armor
3. Long Pants
4. Shoes/Boots
5. Ear Protection recommended

K. Instructor/Safety Officer/Observers (Do not read to students)

1. Eye Protection
2. Long Pants
3. Shoes/Boots
4. Safety Vest

LIVE-FIRE SHOOT HOUSE

SAFETY RULES

SAFETY BRIEF

A. Operational/Range Safety Rules (Read to Students)

1. Treat every weapon as if it is loaded
2. Be conscious of where your muzzle is pointed at all times
3. Keep your finger outside the trigger guard until actively engaging a threat
4. Be sure of your target, backstop and beyond

B. Additional Live-Fire Safety Rules (Read to students)

1. Load and unload only when told to do so by an instructor
2. No manipulation of firearms without permission from an instructor
3. Never step forward of the firing line without permission from the instructor
4. Instructors will sound off with a “Cease Fire” anytime they perceive an unsafe situation
5. Anytime you perceive an unsafe situation, you should sound off with a “Cease fire” and notify the instructor
6. Anytime a “Cease fire” is called immediately hold in place, point your muzzle in a safe direction, place your weapon on safe, echo the “Cease fire” if necessary and standby for additional directions from the Instructor/Safety Officer
7. Any violation of the operational/range safety rules or any action deemed unsafe by the instructor will be reported to a SWAT Supervisor
8. Any injury will immediately be reported to an instructor and reported to a SWAT Supervisor per department procedure
9. Post training-ensure you reconfigure all gear to an operational status

C. **LIVE-FIRE SAFETY GUIDELINES (Do not read to students)**

The following rules and guidelines do not need to be read to students, but should be known and understood by the instructor.

1. All firearms training must be supervised by an instructor
2. A safety kit is required at all live fire training evolutions
3. Eye protection, ear protection, gloves, and issued body armor are required during all live-fire evolutions
4. Transitions from a live-fire shoulder weapon to a live-fire handgun while shooting on the move may be allowed at the discretion of the Instructor
5. Ballistic helmets are generally required during all live-fire shooting on the move evolutions where more than one shooter at a time is conducting the drill

D. LIVE-FIRE SHOOTHOUSE SAFETY GUIDELINES (Do not read to students)

The following rules and guidelines do not need to be read to students, but should be known and understood by the instructor.

1. All firearms training must be supervised by an Instructor
2. A safety kit is required at all live fire training evolutions
3. Eye protection, ear protection, and issued body armor and helmets are required during all live-fire shoot house evolutions
4. Instructors will wear issued body armor during all live fire evolutions
5. Scenarios shall be designed so operators will not move into the line of fire of a shooter
6. The Safety Officer and one other Firearms Instructor will inspect target placement prior to each training repetition to insure safe target placement
7. Shots will not be fired from outside a doorway into a room, across hallways, or from room to room unless

a. the scenario has been specifically designed for this to be done safely and

b. there is no chance a participant or role-player may move into the line of fire from an area out of the line of sight of the shooter

SCENARIO WORK

MARKING ROUNDS

SAFETY BRIEF

A. Operational/Range Safety Rules (Read to Students)

1. Treat every weapon as if it is loaded
2. Be conscious of where your muzzle is pointed at all times
3. Keep your finger outside the trigger guard until actively engaging a threat
4. Be sure of your target, backstop and beyond

B. Scenario work, marking cartridges (Read to students)

1. Make sure you have secured all live munitions/Taser/OC/impact weapons/flashbangs, magazines and back up weapons in your vehicle
2. Conduct a self-check prior to Instructor inspection
3. All weapons and equipment will be inspected for any live ammunition
4. All weapons will be yellow taped to signal they have been inspected for live ammo. Yellow tape will be a visual indicator the weapon is loaded appropriately for the evolution. All magazines will be blue or have a blue indicator strip along the side.
5. Report any injuries to an instructor
6. Monitor and insure your safety gear is appropriate and functional
   Any observers and/or training staff that are armed for 'Officer Safety' purposes will advise the Instructor and request permission to remain armed while at the training site. With the Instructors approval, they will don a safety vest and may remain at the training site
6. Post training-ensure you reconfigure all gear to an operational status

E. Weapons equipped to shoot <u>5.56mm</u> marking rounds (Read to students)

1. All marking rounds have a standoff of 3' feet (1 meter). No Contact Shots.

2. Average muzzle velocity is 375 fps and the mean radius is approximately 2 inches at 25 meters.

3. Optimum effective range is 30 meters and closer. Maximum effective range is approximately 50 meters.

D. Weapons equipped to shoot <u>9mm</u> marking rounds (Read to students)

1. All marking rounds have a standoff of 3' feet (1 meter). No Contact Shots.

2. Average muzzle velocity is 335 fps and the mean radius is approximately 2 inches at 10 meters.

3. Optimum effective range is 10 meters and closer. Maximum effective range is approximately 20 meters.

E. Cease Fire (Read to students)

1. In the event any unsafe action is recognized, a "Cease Fire" should be called out

5. When the "Cease Fire" is heard, all activity should stop, weapons placed on safe and pointed in a safe direction until given further direction by an Instructor

6. In the event a role player needs to halt a scenario for safety reasons, an immediate cease fire must be called and the cease fire protocol be initiated.

7. If a piece of safety gear becomes dislodged, the safety gear should be set back into place immediately

    a. If a participant is in immediate danger, a "Cease fire" must be called. The participant should immediately face away from all other participants if possible, raise their hands over their heads and call out with a "Cease fire"

b. The "Cease fire" should be echoed by all participants until the Instructor calls for a cease fire

F. Instructor Information Only (Do not read to students)

1. As the Instructor during a training scenario using simmunitions/FX marking or UTM cartridges, you are responsible for insuring that all participants have the below listed equipment, specific to your scenario

2. All participants wishing to enter the training site must submit to a safety inspection prior to entering the training area to prevent any unauthorized live ammunition and/or live weapons. Any personnel not wishing to comply will be directed to leave the area

3. The Instructor or designee will place yellow safety tape on the inspected firearms front area. The magazine well will also be taped on handguns. This will indicate to all participants that the firearm is loaded appropriately for the training evolution.

4. A safety kit is required to be on site at all SDPD SWAT training.

G. Mandatory Safety Equipment

1. Students

   a. Eye Protection (Wrap-around Recommended)
   b. Soft Body Armor (Minimum)
   c. Long pants
   d. Shoes/Boots

1. Instructors/Observers

   a. Eye Protection (Wrap-around Recommended)
   b. Long Pants
   c. Shoes/Boots
   d. Safety Vest

1. Safety Officer

   a. Instructor Level Protection
   b. *Note: An Instructor may serve as the Safety Officer

H. Two-way Marking Cartridge Scenarios (Additional Equipment Requirements)

1. Participants and Role Players

    a. SWAT Approved Face Protection
    b. Throat Protection
    c. Gloves
    d. Groin Protection
    e. Long Sleeve Shirt
    f. Soft Body Armor

I. One-way Marking Cartridge Scenarios with Live Role Players (Additional Equipment Requirements)

1. Live Role Players

    a. SWAT Approved Face Protection
    b. Throat Protection
    c. Gloves
    d. Groin Protection
    e. Long Sleeve Shirt
    f. Soft Body Armor

*Note: Role Players are not using marking cartridges

2. Students
    a. Eye Protection (Wrap-around Recommended)
    b. Soft Body Armor (Minimum)
    c. Long pants
    d. Shoes/Boot

Safety Kits

A. Safety Kit Guidelines:

1. A safety kit will be present at every SWAT training session.

2. The safety kit will be in plain view and readily available at every SWAT training site.

3. Every instructor/assistant instructor should be familiar with the contents of the safety kit and its location during a SWAT training session. Every safety kit should generally have the same contents:

   a. Copy of "SDPD SWAT SAFETY REGULATIONS"

   b. Soft ear protection (several pairs)

   c. Yellow tape

   d. Trauma Kit

ADDENDUM 9.6

(Deleted- records of security)

ADDENDUM 9.7

(Deleted- records of security)

ADDENDUM 9.8

(Deleted- records of security)

ADDENDUM 9.9

PLATE CARRIERS

GENERAL: SWAT personnel are issued plate carriers for increased ballistic protection from rifle level threats. Each plate carrier will accept SWAT issued ballistic plates in both front and back panels. SWAT personnel shall have ballistic plates inserted into both the front and back panels of the carrier when it is in use.

A. All plate carriers must abide by SWAT Operations Manual Section 3.3, subsection H, regarding the configuration of accessories and patches/insignia.

B. PRT Personnel

1. PRT personnel are issued plate carriers for use during uniformed capacity to provide increased ballistic protection from rifle level threats.

2. PRT officers must wear their department issued IIIA soft armor underneath the carrier when it is in use.

3. PRT officers may use their plate carriers during SWAT-related incidents where they will be remaining in their patrol uniforms.

a. Examples of this may include, but are not limited to: Code 12's, PRT Assists, and active shooter scenarios.

b. If a PRT Officer changes into their SWAT operational uniform, they must use their issued heavy body armor and cannot use their plate carrier, unless otherwise given permission by a Supervisor.

4. PRT officers may wear their plate carriers at their discretion during patrol functions where

they believe there is a need for a higher level of ballistic protection.

a. Examples of this may include, but are not limited to: radio calls involving the suspect's use of a rifle or other firearm, or when PRT Officers deploy with their AR-15 and their extra magazines are stored on their plate carrier.

C. SRT Personnel

1. SRT personnel are issued plate carriers for increased protection from rifle level threats. They may use plate carriers during incidents were the lighter weight and lower profile of the plate carrier would be beneficial and rifle level protection is desired.

a. Examples of this may include, but are not limited to: Code 12's, active shooter incidents, counter assault team operations, tubular assaults, dignitary protection operations, helicopter operations, maritime operations, situations involving the use of vehicles, rapid deployments/exigent circumstances, and environments where the Officer will be operating in confined spaces.

2. If the plate carrier does not already have level IIIA soft body armor side panel, officers must wear their department issued IIIA soft armor with side panels underneath the plate carrier when it is in use. This will also be required during all training.

3. You must use your current department issued IIIA soft body armor with side panels under your plate carrier. Any alterations, purchasing of personal body armor/panels, and/or additions to your department issued plate carrier will not be authorized.

4. If the SWAT Unit makes new purchases of plate carriers that come with level IIIA soft body side panels, those would be authorized for use. If the SWAT Unit makes new purchases of level IIIA soft body side panels to fit our current plate carriers, those would be authorized for use.