

**ORLANDO POLICE DEPARTMENT POLICY AND PROCEDURE
1504.2, SPECIAL WEAPONS AND TACTICS (SWAT) TEAM**

EFFECTIVE:	3/26/12
RESCINDS:	1504.1
DISTRIBUTION:	ALL EMPLOYEES
REVIEW RESPONSIBILITY:	SPECIAL WEAPONS AND TACTICS TEAM COMMANDER
ACCREDITATION CHAPTERS:	17
CHIEF OF POLICE:	ORLANDO ROLÓN

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PURPOSE: To establish the staffing and operating procedures of the Special Weapons and Tactics (SWAT) Team.

1. PHILOSOPHY

The SWAT Team is a volunteer group staffed by members from various units of the Department. Deadly force will not be used except as authorized by current directives.

PROCEDURES

2. STAFFING

The SWAT Team Commander shall be a command officer appointed by the Chief of Police upon staff recommendations. If the deputy team commanders are of the same rank as the SWAT Team Commander, they shall be subject to the command and direction of the team commander.

The SWAT Team maintains two groups:

- a. Each group will be directed by a team supervisor with snipers and observers assigned to it.
- b. Each group will be capable of independent action if appropriate.

3. ACTIVATION OF THE SWAT TEAM

The SWAT Team shall be activated in the following circumstances:

- a. A contained person who is holding others against their will and is threatening the lives or safety of others.
- b. A contained person who is believed to be or claims to be armed and refuses to surrender.
- c. A contained person who is armed and is threatening to take his or her own life, and has the apparent ability to do so, and refuses to surrender.
- d. A sniper or terrorist is involved in any incident.
- e. Any time a command officer believes a SWAT response is in the public's or the Department's best interest.

The SWAT Team may be activated by any member of the rank of lieutenant or higher or by any acting watch commander. Activation of the team may be accomplished by contacting the High Risk Incident Commander and requesting that the team respond. Upon approval from the High Risk Incident Commander, the initiating member will contact the Communications Division to activate the callout. The Communications Division has an established system

for the call out of the SWAT Team members and will make the appropriate contacts upon request.

4. RESPONSE AND COMMAND

Team members summoned on a call out will respond to the scene of the incident unless otherwise directed.

Normally, no team unit will be utilized unless commanded by a team commander. Upon arrival at an incident, the team commander will establish liaison with the watch commander for briefing and assignment.

The watch commander is in overall command of any incident unless relieved by higher authority.

The SWAT Team is commanded by and receives orders from the SWAT Team Commander, deputy team commander, or ranking SWAT Team supervisor on the scene.

5. TRAINING AND EQUIPMENT

The SWAT Team trains monthly and conducts annual readiness exercise. Training, scheduling, and notification are the responsibility of the team commander or designee. Whenever possible, members will adjust normal work hours to allow for on-duty training. The team commander or designee will document each training day and forward all records to the Training Unit.

Special equipment and firearms will be issued by the Department. Only issued or approved equipment will be used. The team commander or designee shall ensure that all special equipment assigned to the SWAT Team is inventoried and inspected for operational readiness the first month of each quarter. A report of the inventory/inspection shall be made by memorandum and maintained by the team commander.

6. SELECTION PROCESS

The SWAT Team will conduct a selection process for new members when there is an anticipated opening. This process will be scheduled at the discretion of the team commander. The selection process will be as follows:

- a. Letter of intent from each applicant.
- b. Supervisory endorsements.
- c. Copies of last three evaluations.
- d. Discipline history.
- e. In good standing per bargaining unit contract.
- f. Successful completion of each of the following:
 1. Obstacle course
 2. Marksmanship course
 3. Agility course
 4. Interview

The selection process may be modified at the discretion of the team commander or to bring the process within the guidelines of any legal decision. The team commander shall make the final selection for the new member.