

## Special Response Team

### 404.1 PURPOSE AND SCOPE

This policy provides guidelines for the specialized support of the Special Response Team (SRT) in handling critical field operations where special tactical deployment methods or intense negotiations are beyond the capacity of field officers.

#### 404.1.1 DEFINITIONS

Definitions related to this policy include:

**Negotiation team** - Designated officers, including those in a multijurisdictional team, who are specifically trained and equipped to provide skilled verbal communications to de-escalate or effect surrender in situations where suspects have taken hostages or barricaded themselves or are suicidal.

**Tactical team** - Designated officers, including those in a multijurisdictional team, who are specifically trained and equipped to resolve critical incidents that are so hazardous, complex or unusual that they may exceed the capabilities of first responders or investigators. This includes, but is not limited to, hostage taking, barricaded suspects, snipers, terrorist acts and other high-risk incidents. As a matter of department policy, a tactical team may also be used to serve high-risk warrants, both search and arrest, where public and officer safety issues necessitate such use.

### 404.2 POLICY

It shall be the policy of the Bozeman Police Department to maintain a SRT in partnership with the Gallatin County Sheriff's Office, either internally or through participation in a regional team, composed of negotiation and tactical teams, and to provide the equipment, manpower and training necessary to maintain such teams. The SRT should develop sufficient resources to perform three basic operational functions:

- (a) Command and control
- (b) Containment
- (c) Entry/apprehension/rescue

### 404.3 CAPABILITIES

This Department acknowledges that training needs may vary based on the experience level of team members, team administrators and potential incident commanders. Therefore, with the preservation of innocent human life being paramount, nothing in this policy shall prohibit individual teams from responding to a situation that exceeds their training level due to the exigency of the circumstances.

### 404.4 MANAGEMENT AND SUPERVISION

Under the direction of the Chief of Police and in conjunction of the Gallatin County Sheriff, the SRT shall be managed by the appointed SRT Commander.

# Bozeman Police Department

## Policy Manual

### *Special Response Team*

---

#### 404.4.1 TEAM LEADERS

The negotiation team and tactical team will be under the direction of designated team leaders, who shall be selected by the Chief of Police or designee, upon specific recommendation by command staff and the SRT Commander.

The primary responsibility of the team leaders is to oversee the operation of their teams, which includes deployment, training, first-line supervisor participation and other duties as directed by the SRT Commander.

#### **404.5 READINESS**

An operational readiness assessment should be conducted to determine the type and extent of SRT missions and operations appropriate to this Department. The assessment should consider the capabilities, training and limitations of the SRT and should be reviewed annually by the SRT Commander or the authorized designee.

##### 404.5.1 EQUIPMENT INSPECTIONS

The SRT Commander shall appoint a team member to perform operational readiness inspections of all SRT equipment at least quarterly. The result of the inspection will be forwarded to the SRT Commander in writing. The inspections will include personal equipment issued to members of the SRT, operational equipment maintained in the SRT facility and equipment maintained or used in SRT vehicles.

##### 404.5.2 MULTIJURISDICTIONAL OPERATIONS

The SRT, including any relevant specialized teams and supporting resources, should develop protocols, agreements, memorandums of understanding (MOUs) or working relationships to support multijurisdictional or regional responses.

- (a) If it is anticipated that multijurisdictional SRT operations will regularly be conducted, multi-agency and multidisciplinary joint training exercises should occur.
- (b) Members of the Bozeman Police Department SRT shall operate under the policies, procedures and command of the Bozeman Police Department when working in a multi-agency situation.

#### **404.6 PROCEDURES**

Situations that necessitate the need for a SRT response vary greatly from incident to incident and often demand on-scene evaluation. The guidelines allow for appropriate on-scene decision-making and development of organizational and operational procedures.

##### 404.6.1 ORGANIZATIONAL PROCEDURES

The Department shall develop a separate written set of organizational procedures that should address, at a minimum:

- (a) Specific missions the SRT is capable of performing.
- (b) SRT organization and function.

# Bozeman Police Department

## Policy Manual

### *Special Response Team*

---

- (c) Member selection, retention and termination criteria.
- (d) Training and required competencies, including record production and retention.
- (e) Procedures for notification, activation, deactivation and deployment.
- (f) Command and control issues, including a clearly defined command structure and dedicated lines of communication.
- (g) Multi-agency response.
- (h) Out-of-jurisdiction response.
- (i) Specialized functions and supporting resources.

#### 404.6.2 OPERATIONAL PROCEDURES

The Department shall develop a separate written set of operational procedures in accordance with the determination of the SRT's level of capability, using sound risk-reduction practices. The operational procedures should be patterned after the National Tactical Officers Association's (NTOA) SWAT Standard for Law Enforcement Agencies. Because such procedures are specific to SRT members and outline negotiation, tactical and officer safety issues, they are not included within this policy.

The operational procedures should include, at a minimum:

- (a) Designation of members who are responsible for developing an operational or tactical plan prior to, and/or during SRT operations (time permitting).
  - 1. All SRT members should have an understanding of operational planning.
  - 2. SRT training should include planning for both spontaneous and planned events.
  - 3. SRT planning should incorporate medical emergency contingency plans as part of the SRT operational plan.
- (b) Plans for mission briefings conducted prior to an operation, unless circumstances require immediate deployment.
  - 1. When possible, briefings should include the specialized teams, certified tactical dispatchers and other supporting personnel.
- (c) Protocols for a sustained operation to be developed that may include relief, rotation of members and augmentation of personnel and resources.
- (d) A generic checklist to be worked through prior to initiating a tactical action as a means of conducting a threat assessment to determine the appropriate response and resources necessary, including the use of the SRT.
- (e) Roles for the negotiations team and negotiators.
- (f) A standard method of determining whether a warrant should be regarded as high risk.
- (g) A method for deciding how best to serve a high-risk warrant with all reasonably foreseeable alternatives being reviewed in accordance with risk/benefit criteria prior to selecting the method of response.

# Bozeman Police Department

## Policy Manual

### *Special Response Team*

---

- (h) Protocols for post-incident scene management, including:
  - 1. Documentation of the incident.
  - 2. Transition to investigations and/or other divisions.
  - 3. Debriefing after every deployment of the SRT.
    - (a) After-action team debriefing provides evaluation and analysis of critical incidents, affords the opportunity for individual and team assessments, helps to identify training needs and reinforces sound risk management practices.
    - (b) Such debriefing should not be conducted until involved members have had the opportunity to individually complete necessary reports or provide formal statements.
    - (c) In order to maintain candor and a meaningful exchange, debriefing will not be recorded.
    - (d) When appropriate, debriefing should include specialized teams and supporting or assisting personnel.
- (i) A sound risk management analysis.
- (j) Standardization of equipment deployed.

#### **404.7 OPERATIONAL GUIDELINES**

The following are guidelines for the operational deployment of the SRT. Generally, the tactical team and the negotiation team will be activated together. It is recognized, however, that the teams can be activated independently as circumstances dictate. The tactical team may be used in a situation not requiring the physical presence of the negotiation team, such as warrant service operations. The negotiation team may be used in a situation not requiring the physical presence of the tactical team, such as handling a suicidal person. Operational deployment of the specialized teams shall be at the discretion of the SRT Commander.

##### **404.7.1 APPROPRIATE USE**

Incidents that may result in the activation of the SRT include:

- (a) Barricaded suspects who refuse an order to surrender.
- (b) Incidents where hostages are taken.
- (c) Individuals who are threatening suicide and have refused to surrender, and pose an immediate risk to others.
- (d) Arrests of potentially armed or dangerous persons.
- (e) Any situation that could threaten or undermine the ability of the Department to preserve life, maintain social order and ensure the protection of persons or property.

Requests by field personnel for assistance from crisis response units from another agency must be approved by the Shift Supervisor. Deployment of the Bozeman Police Department SRT in response to requests by other agencies must be authorized by the Chief of Police or designee.

# Bozeman Police Department

## Policy Manual

### *Special Response Team*

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#### 404.7.2 ON-SCENE DETERMINATION AND NOTIFICATION

The Incident Commander will assess whether the SRT is needed.

The Incident Commander or the authorized designee will give the SRT Commander a CAN report.

- (a) Conditions
- (b) Action
- (c) Needs

The SRT Commander or team supervisor shall then follow current call-out procedures.

#### 404.7.3 ON-SCENE COMMAND RESPONSIBILITIES

The Incident Commander retains full responsibility of the scene. The SRT Commander or the authorized designee will be responsible for the tactical response and negotiations. The SRT Commander or authorized designee works for the Incident Commander.

### **404.8 TACTICAL TEAM ADMINISTRATIVE GUIDELINES**

The following procedures serve as directives for the administrative operation of the tactical team.

#### 404.8.1 SELECTION OF TACTICAL MEMBERS

SRT Commander and members will establish selection criteria for new members. The criteria will be shared with the Bozeman Police administration. The SRT Commander shall submit recommendations to the administrative staff for final selection.

#### 404.8.2 TACTICAL TRAINING

Training shall be coordinated by the SRT Commander. Qualifications and standards established by the SRT will be maintained and recorded.

#### 404.8.3 TACTICAL TEAM EVALUATION

Continual evaluation of a team member's performance shall be conducted by the team leaders. The performance will be met and maintained by all tactical team members. Any member of the tactical team who performs or functions at a level less than satisfactory shall be subject to dismissal from the team.

### **404.9 NEGOTIATION TEAM ADMINISTRATIVE GUIDELINES**

The negotiation team has been established to provide skilled verbal communicators who will attempt to de-escalate and effect surrender.

#### 404.9.1 SELECTION OF NEGOTIATION MEMBERS

Current negotiators will establish selection criteria for new members. The criteria will be shared with the Bozeman Police Department administration. The Negotiators shall submit recommendations to the administrative staff for final selection.

# Bozeman Police Department

## Policy Manual

### *Special Response Team*

---

#### 404.9.2 NEGOTIATION TRAINING

The Negotiator team leader will establish qualifications and standards for team members. Training records will be maintained and recorded per agency standards.

#### 404.9.3 NEGOTIATION TEAM EVALUATION

Continual evaluation of a team member's performance shall be conducted by the team leader. Performance standards will be met and maintained by all team members. Any member of the negotiation team who performs or functions at a level less than satisfactory shall be subject to dismissal from the team.

### **404.10 UNIFORMS AND EQUIPMENT**

SRT specialized teams from this department should wear uniforms that clearly identify them as law enforcement members. It is recognized that certain tactical conditions may require covert movement. Attire may be selected that is appropriate to the specific mission.

#### 404.10.1 EQUIPMENT

SRT specialized teams from this department should be adequately equipped to meet the specific missions identified by the Department.

#### 404.10.2 FIREARMS

Weapons and equipment used by the SRT specialized teams and any supporting resources should be Department- approved, including any modifications, additions or attachments.

### **404.11 TRAINING**

The SRT Commander shall conduct an annual SRT training needs assessment to ensure that training correlates to the team's capabilities and department policy.

#### 404.11.1 TRAINING SAFETY

Use of a designated safety officer should be considered for all tactical training.

#### 404.11.2 INITIAL TRAINING

Tactical team members must complete a basic SRT course or its equivalent that has been approved by this Department.

(a) To avoid unnecessary or redundant training, previous training completed by members may be considered equivalent when the hours and content or topics meet or exceed requirements determined by the Department.

(b) Untrained members may be used in a support or training capacity.

Negotiators must complete Crisis Intervention Training (CIT), a basic negotiator course or its equivalent that has been approved by the department.

(a) To avoid unnecessary or redundant training, previous training completed by members may be considered equivalent when the hours and content or topics meet or exceed requirements determined by the Bozeman Police Department.

# Bozeman Police Department

## Policy Manual

### *Special Response Team*

---

(b) Untrained members may be used in a support or training capacity.

#### 404.11.3 MANAGEMENT TRAINING

Command and executive personnel are encouraged to attend training for managing the SRT functions at the organizational level. This is to ensure that those who provide active oversight at the scene understand the purpose and capabilities of these specialized teams.

#### 404.11.4 TRAINING DOCUMENTATION

Individual and team training shall be documented by the SRT training coordinator and records maintained by the Training Sergeant. Such documentation shall be maintained in each member's training file. A separate department SRT training file shall be maintained with documentation and records of all team training.