

DAVIS POLICE DEPARTMENT
Collateral Assignments
SWAT

Duties of SWAT

Respond to emergency calls for service involving barricaded suspects, hostage situations, civil unrest, and other emergencies requiring the expertise possessed by the SWAT team. Team members must be willing to place themselves in dangerous situations beyond what is normally encountered by patrol personnel. Officers learn to use several types of weapons, gas launchers, distraction devices, and will train in different types of hand to hand combat tactics. Given the physical nature of the job, good physical fitness is essential.

Members of the SWAT Team serve at the pleasure of the Police Chief.

Minimum Requirements

Operator

To qualify for selection as an Operator the applicant must have completed patrol field training, have served as a sworn police officer with the city of Davis Police Department for over one year, and have acceptable or better evaluation during last evaluation period. In addition it is preferred, but not required, that the applicant have successfully completed probation prior to appointment.

Assistant Team Leader

To be selected as an Assistant Team Leader the applicant must have served as an Operator for over one year and have demonstrated a high level of proficiency in his/her execution of SWAT related duties. Applicants must also demonstrate strong leadership aptitude.

Team Leader

To be selected as a Team Leader the applicant must have served as an Operator or Assistant Team Leader for over one year, have demonstrated a high level of proficiency in their execution of SWAT related duties, and must have also demonstrated strong leadership in their current assignment as a member of SWAT.

Sniper/Observer

The position of Sniper/Observer is a collateral assignment for an Operator. In order to be selected for this position the candidate must be a Team Member in good standing and must have successfully completed a POST certified Basic Special Weapons and Tactics course.

Lead SWAT Firearms Instructor

The position of Lead Firearms Instructor is a collateral assignment for an Operator. In order to be selected for this position the candidate must be a Team Member in good standing and must currently hold the collateral duty of a Firearms Instructor. Applicants for this position must also have successfully completed a POST certified Firearms Instructor course as well as a POST certified Basic Special Weapons and Tactics course.

SWAT Training Coordinator

The position of SWAT Training Coordinator is a collateral assignment for an Operator. In order to be selected for this position the candidate must be a Team Member in good standing and must have successfully completed a POST certified Basic Special Weapons and Tactics course. The SWAT Training Coordinator is responsible for ensuring that SWAT training is properly conducted and that critical skills such as entry training, firearms instruction, defensive tactics, tactical deployment, and clearing techniques are adequately covered in instruction throughout the training year.

The SWAT Training Coordinator is also responsible for the completion of the training records of the given training and the delivery of that record to the Team Commander so that such record can be properly entered into the official training record for the team. In the event the Training Coordinator is not present, or unable to complete the training record, he/she is responsible for the assignment of this duty to another team member.

Application Process

Operator

Upon announcement of a vacancy, qualified officers can submit a letter of interest to Professional Standards which specifies any special skills possessed which could benefit the team. Candidates must then complete the following:

1. Physical abilities assessment.

Applicants must successfully complete an assessment of their physical abilities by completing a physical assessment course. The purpose of this assessment is to evaluate the attributes of the applicant as they relate to the SWAT mission. This assessment is rated as a pass/fail event.

The course will be proctored by no less than two team members and will include the following three events:

A. Pull-ups

Candidate, while wearing gym clothing and a pack containing 25 lbs, must successfully perform two pull-ups.

B. Obstacle run

Within a time period of 4 minutes and 30 seconds, candidate must complete a ½ mile run which includes incorporation of the following obstacles:

- a. At 1/8 of a mile candidate must begin to pass between 9 cones which are spaced at staggered 5 yard intervals.
- b. At 1/4 of a mile candidate must drag a human, of average stature and weight, 30 yards.
- c. Finally, at the 3/8 of a mile point the candidate must begin to perform one push-up at each of the previously mentioned 9 cones.

C. Prone to sprint

Within a period of 8 seconds, candidate must rise from a prone position and, while carrying a long gun, must cover a predetermined 40 yards.

2. Firearms proficiency assessment

Applicants who are successful in their attempt to complete the physical abilities assessment will proceed on to the firearms proficiency testing.

The firearms qualification course will require the candidate to successfully complete Davis Police Department Firearms Qualification Course HG-12.

3. Oral interview

The applicant must complete an oral board examination in order to better determine his qualifications for membership with the team. The oral board panel should consist of all active Team Leaders, Assistant Team Leaders, and the Team Commander. These personnel will ask questions of the applicant which are applicable and relevant to their suitability for appointment to the SWAT team.

4. Final Appointment

Recommendation for final appointment shall be based upon the overall performance of the candidate in the fore mentioned application process. The Police Chief, or their designee, will make final appointments to SWAT.

Team Member Assignments and Positions

Assistant Team Leader

Upon the announcement of an Assistant Team Leader vacancy candidates interested in the position shall request consideration for such appointment to a Team Leader. Following the receipt of this request all current Assistant Team Leaders, Team Leaders, and the Team Commander will meet to discuss the qualifications of the candidate(s). The Team Commander will make the final selection of an Assistant Team Leader.

Team Leader

Upon the announcement of a Team Leader vacancy candidates interested in the position shall request consideration for such appointment to the Team Commander. Following the receipt of this request all current Assistant Team Leaders, Team Leaders, and the Team

Commander will meet to discuss the qualifications of the candidate(s). The Team Commander will make the final selection of a Team Leader.

Sniper/Observer

Upon the announcement of a Sniper/Observer vacancy candidates interested in the position shall request consideration for such appointment to a Team Leader. Following the receipt of this request all current Assistant Team Leaders, Team Leaders, and the Team Commander will meet to discuss the qualifications of the candidate(s). The Team Commander will make the final selection of a Sniper/Observer.

Lead SWAT Firearms Instructor

Upon the announcement of a Lead Firearms Instructor vacancy candidates interested in the position shall request consideration for such appointment to a Team Leader. Following the receipt of this request all current Assistant Team Leaders, Team Leaders, Team Commander, and the Department Firearms Coordinator will meet to discuss the qualifications of the candidate(s). The Department Firearms Coordinator will make the final selection of a Lead Firearms Instructor.

SWAT Training Coordinator

Upon the announcement of a SWAT Training Coordinator vacancy candidates interested in the position shall request consideration for such appointment to a Team Leader. Following the receipt of this request all current Assistant Team Leaders, Team Leaders, and the Team Commander will meet to discuss the qualifications of the candidate(s). The Team Commander will make the final selection of a SWAT Training Coordinator.

Position Training

Professional Organizations

1. California Tactical Officers Association (CATO)

Required prior to assignment

Required within one year of assignment

1. Special Weapons and Tactics- CCN 23000 – 40-80 hrs

Recommended prior to assignment

1. Firearms Instructor- CCN 21640- 80 hrs
2. Defensive Tactics Instructor- CCN 21635- 80 hrs

Recommended during assignment

1. SWAT Commander (Team Leader)- CCN 23030- 40 hrs
2. Other specialized training