

TITLE: SWAT Team SOP
Tactical Response Levels

EFFECTIVE DATE: 02-10-15

REPLACES/RESCINDS: 03-11-10



I. PURPOSE

The SWAT Team responds to a wide array of incidents that require varying degrees of personnel, resources, and equipment. They also require various levels of command approval and oversight. The purpose of this SOP is to ensure that the appropriate response is provided to situations and incidents involving the SWAT Team. All requests for the use of the SWAT Team for barricades and high-risk warrant service must be approved by the OSB Commander, SOD Commander or designee, and the appropriate resources and notifications, based on the Tactical Response Levels, is initiated.

II. PROCEDURES

The Tactical Response Levels establish the minimum response elements for tactical situations involving the SWAT Team. These are the minimum response elements required, and additional resources and personnel may be added at the authorization of the Operations Support Bureau or Special Operations Division commanders or designee. SWAT supervisors may authorize the response of tactical equipment they feel are necessary for the incident; however, additional personnel who are outside the scope of the Tactical Response Levels must be authorized by the Special Operations Division commander(s). The Tactical Response Levels only applies to incidents that involve the Special Operations Division SWAT team and are designed to ensure that appropriate resources are brought to bear on specific types of incidents.

III. Tactical Response Levels

Level I – Tactical Consultation

Description: The response of on-duty SWAT supervisors or personnel to the scene of an incident to provide technical expertise or instruction. The response of SWAT personnel is limited to providing expert consultation and does not involve the utilization of specialized equipment, tactics, or additional team members beyond those required for the consultation. SWAT personnel on the scene for consultation should not assume overall command, oversight, or control of the incident.

Authorization: SWAT supervisor

Notification: SOD Commander or Assistant Commander

Recommended Response: On-duty SWAT supervisor or SWAT officer. Limited to two SWAT Team members.

***The response of off-duty SWAT personnel for a tactical consultation must be with the SOD Commander or Assistant Commander's approval.**

Level II – Tactical Assistance

Description: The response of SWAT personnel, assets, and specialized equipment as support for operations in which other entities have the primary responsibility. Examples of this include, but are not limited to, a SWAT response to assist EOD with the deployment of a robot or the dispatch of the HRV to the scene of an event. This may also include a request for a reaction team for Fairfax County Police Department patrol personnel. This includes out of jurisdiction requests for assistance.

Authorization (for requests within Fairfax County): SOD Commander or Assistant Commander

Notification: OSB Commander

Authorization (for requests outside of Fairfax County): OSB Commander

Recommended Response: SOD Commander or Assistant SOD Commander, SWAT team members as determined by the SWAT supervisor and authorized by the SOD Commander, Tactical Medic.

Level III – Tactical Action

Description: The use of the SWAT team to serve a pre-planned search warrant. Tactics for the warrant service shall be based upon the Risk Assessment Form and discussed between the SWAT supervisor and SOD Commander.

Authorization: SOD Commander or Assistant Commander

Notification: OSB Commander

Recommended Response: SWAT team members (full time and de-centralized, as necessary as determined by the SWAT supervisor), Tactical Medic, Tactical Canine.

Level IV – Negotiated Warrant Service

Description: The response of SWAT personnel, assets, and specialized equipment to serve an arrest warrant on an individual who has not yet defied a lawful request to exit the premises. [REDACTED]

[REDACTED] There will be two sub-levels within a Level IV response. The decision of what the appropriate level within Level IV will be determined by the SOD Commander or Assistant Commander.

- **Level IV (A)** – High Risk warrant service for a violent offender and the likelihood of a voluntary surrender is minimal. This level should be considered

for offenses such as violent felonies and situations that require specially trained negotiators and advanced equipment.

- **Authorization:** SOD Commander
- **Notification:** OSB Commander
- **Recommended Response:** SOD Commander or Assistant Commander, SWAT team members as determined by the SWAT supervisor and authorized by the SOD Commander, Tactical Medic, Negotiator Commander, On-call negotiators, Technical Response Unit, Tactical Canine, SWAT Truck, HRV.

- **Level IV (B) -** A negotiated warrant service that will consist of [REDACTED] by members of the SWAT team for a high risk or violent felon where there is a likelihood the subject, when contacted, will exit the premises. This level will not normally require negotiators or advanced equipment.
- **Authorization:** SOD Commander or Assistant Commander
- **Notification:** OSB Commander
- **Recommended Response:** SWAT team members (full time and supplemental, as necessary as determined by the SWAT supervisor), Tactical Medic, Tactical Canine.

Level V – Tactical Barricade

Description: The response of SWAT personnel, assets, and specialized equipment to an incident involving a barricaded individual who has defied lawful authority and commands.

Authorization: OSB Commander or designee

Notification: Deputy Chief of Police for Investigations and Operations Support

Required Response: OSB Commander, SOD Commander or Assistant Commander, SWAT team members as determined by the SWAT supervisor and authorized by the SOD Commander, Tactical Medic, Negotiator Commander, On-call negotiators, Technical Response Unit, Mobil Crisis, On-call Motor Units, EOD, Tactical Canine, PIO, Victim Services, Tactical Analysts, On-call Safety Officer, Command Bus, Hostage Negotiations Bus, SWAT Truck, HRV, MIOC.

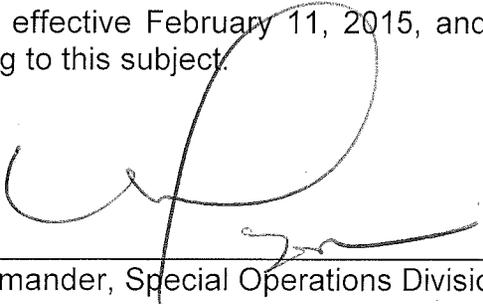
Level VI – Active Shooter/Terrorist Incidents

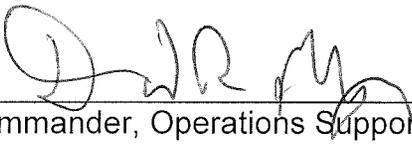
Description: The response of SWAT personnel, assets, and specialized equipment to active shooter, bombings, or barricade situations that are linked to a paramilitary style terrorist attack.

[REDACTED]



This SOP becomes effective February 11, 2015, and rescinds all previous rules and regulations pertaining to this subject.

Approved By: 
Commander, Special Operations Division

Approved By: 
Commander, Operations Support Bureau

TITLE: SWAT Team SOP
Hostage/Barricade Response

EFFECTIVE DATE: 02-11-15

REPLACES/RESCINDS: 12-01-10



I. PURPOSE

This purpose of this Standard Operating Procedure is to provide guidance during critical and complex hostage/barricade incidents encountered by the Special Weapons and Tactics Team (SWAT). While FCPD SOP 13-048 addresses the agency's response to Hostage/Barricaded Person events, this SOD SOP provides specific guidance for SWAT operations while addressing these events.

II. POLICY

The SWAT Team will respond to armed suicidal subjects, barricaded suspects, hostage incidents, and precision marksman situations when requested by the Department. Nothing in this policy precludes the lawful use of force by SWAT Team officers in protecting themselves or others, consistent with General Order 540.1, Use of Force, and the Priorities of Life Model defined below.

III. DEFINITIONS

Armed Suicidal Subject - Any person who is threatening suicide with a weapon.

Barricaded Suspect/Subject - Any person who uses any shelter, conveyance, structure, building, open field, or other location as a barrier against law enforcement and refuses to exit and submit to lawful authority.

Hostage - A person or persons held against their consent, typically as security for the fulfillment of conditions or demands.

Precision Marksman - A specially trained and equipped member of the SWAT Team who is designated to provide intelligence, cover, and if called upon, an immediate, incapacitating single shot on command.

Inner Perimeter - A boundary usually maintained by patrol and relieved by the SWAT Team, which serves the dual purpose of containing the suspect(s) and preventing other persons from coming in contact with a highly dangerous and evolving critical incident. The SWAT Team will usually establish control of the inner perimeter once sufficient units are on scene.

Outer Perimeter - A boundary usually maintained by patrol units to prevent unauthorized persons from entering a critical incident.

Stronghold - Any location can be considered a stronghold once a suspect has established themselves within the shelter, conveyance, structure, building, open field, or other location. The SWAT Team should assume the suspect(s) has fortified the location or structure.

IV. PROCEDURES

SWAT leadership must identify the legal justification for the use of the team. Legal justification typically involves:

- Criminal Act (Arrest or Search Warrant)
- Emotionally Disturbed Person (Suicide)

Additionally, the operational objective must be identified. The outlined procedures will involve the operational response, planning, and resolution of a hostage/barricade event.

- **Barricaded Subject**
 - Suspect does not have hostages
 - Is defying lawful authority
 - Criminal
 - EDP
- **Hostage Situation**
 - Terrorist
 - Criminals
 - Targeted individuals

Criminal Act - The authority to utilize SWAT based on an arrest or search warrant parallels the same authority provided any law enforcement officer. SWAT is not exempt from any search and seizure standard.

Emotionally Disturbed Persons (EDP) - EDP events have several variables and legal standards that play a role in resolving these incidents. The authority to detain is granted by:

- A police officer may take a person into emergency custody without an

Emergency Custody Order (ECO) if, "...based upon his observations or the reliable reports of others, has probable cause to believe that a person meets the criteria for emergency custody..." Va. Code Ann. 37.2-808. This authority expires after 8 hours.

- An ECO can be issued by a magistrate. The magistrate is required to specify the primary law enforcement agency and jurisdiction to execute the ECO and provide transportation. Va. Code Ann. 37.2-808. This authority expires after 8 hours.
- A Temporary Detention Order (TDO) issued by the magistrate is required to specify the law enforcement agency and jurisdiction to execute the TDO and provide transportation. Va. Code Ann 37.2-810. This authority expires after 24 hours.

As long as the FCPD is listed as the **primary law enforcement agency** to execute and transport a person under an ECO/TDO, then an FCPD officer has such authority that is granted a first-party arrest warrant, although the EDP paperwork is civil in nature.

Priorities of Life - This theory is used to effectively manage hostage situations. Command personnel must establish certain priorities concerning human life if hostage rescue capability is to exist. SWAT philosophy shall dictate the priority of life as follows:

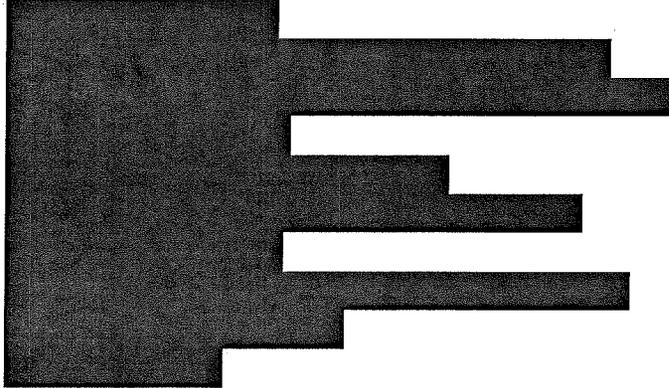
- Hostages
- Innocent By-standers
- First Responders (Police, Fire)
- Subjects/Suspects

The **Priorities of Life** are established to help understand how the lives of hostages, innocent by-standers, first responders, and subjects/suspects are balanced against one another.

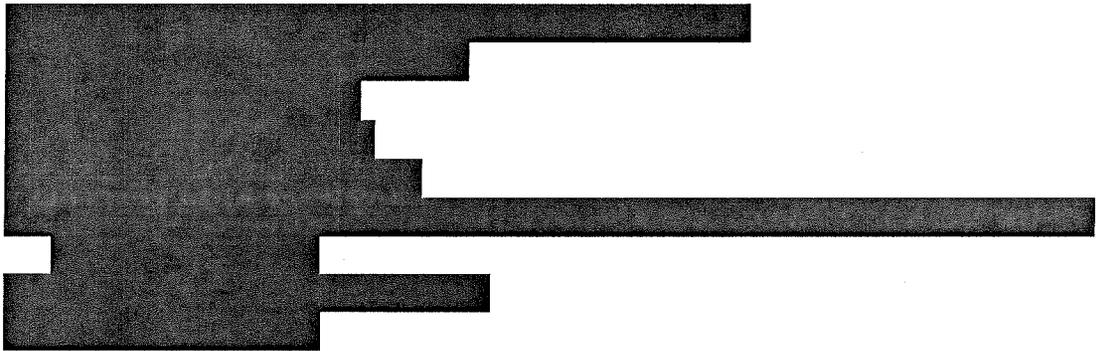
V. BARRICADES

Barricades have the potential to be life threatening events. In order to resolve barricades, the team must be capable of moving through a myriad of options based on the actions of the suspect. SWAT training and tactics are designed to avoid close quarters confrontations until that is the only viable option remaining. The actions of the team will be focused on expelling the suspect from the location and into lawful police custody.

Barricade Suspect Continuum:

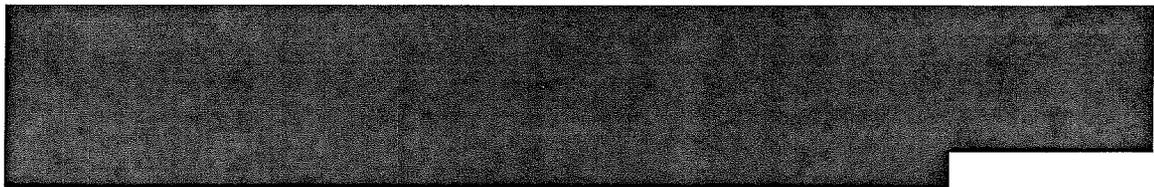


Tactical Deployment Checklist:



Assignments:

There are several positions that are critical to resolving a barricade event. These positions are identified as, but not limited to:



[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

Barricade Resolution Objective:

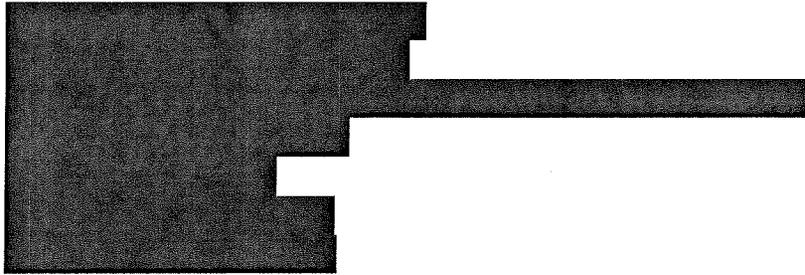
The safest resolution objective is voluntary compliance and surrender through negotiations. Outside of surrender, the objective is to locate the subject; not necessarily engage or confront the subject. Confrontation is best accomplished from

a position that is tactically advantageous to the team and places the subject at a disadvantage.

Once the subject is located, the team must be notified. This can be accomplished via radio, hands signals, or voice commands. The team should maintain cover and designate arrest personnel. The subject should be called out from their location, so the team can observe the subjects hands. At this point the Team supervisors will determine if a search for additional subjects will continue.

Operator Down Rule:

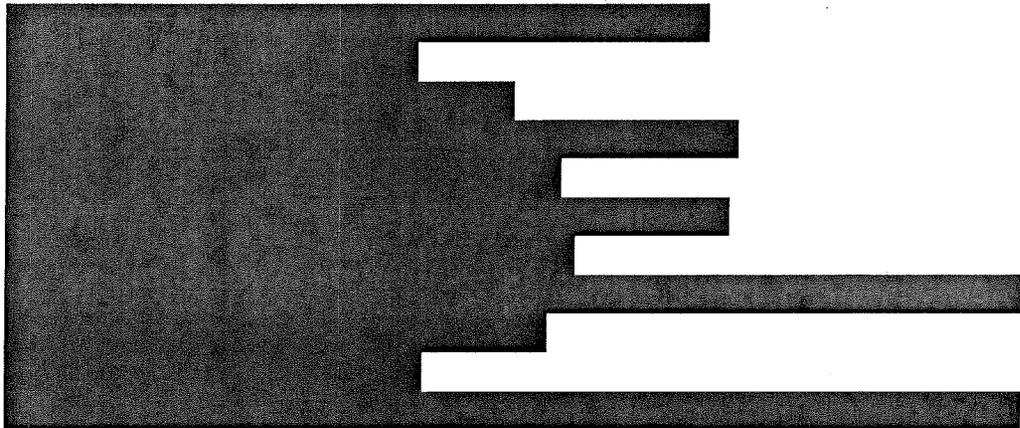
If the team exchanges gun fire with the suspect/subject during the entry, resulting in an injured officer, the team should follow the listed guidelines. The guidelines are intended to provide a uniform response, but do not encompass every possible scenario. The team must properly react to the given situation and be flexible in the tactics. [REDACTED]



Armed and Barricaded Subject Considerations:

The worst case scenario for a barricaded subject event is an armed subject. An armed subject poses a threat to officers, innocent citizens, and the entire community.

Special consideration and procedures should be followed to enhance the likelihood of a safe resolution. These considerations are listed as, but not limited to:





VI. HOSTAGE BARRICADE

The initial stages of a hostage barricade will most likely follow the barricaded subject procedures above in Section V. To evaluate a hostage event, the listed questions provide a framework and possibly determine potential tactics. The questions are listed as, but not limited to:

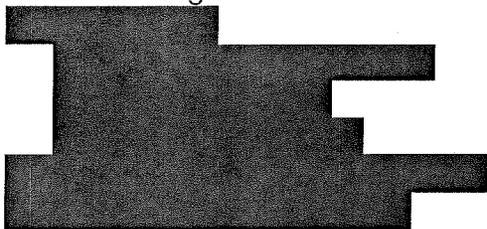
- Does the subject, in fact, have a hostage?
- Does the subject indicate or state he/she will harm/kill the hostage?
- Can the fact that the subject is armed with a deadly weapon or has the potential for killing a hostage(s) be verified within reason?

The two most important rules when dealing with a hostage incident are:

1. Assume Nothing
2. Uncertainty of the outcome

The goals and objectives surrounding the resolution of a hostage incident are:

- Life saving



Hostage situations involve **Terrorists**, **Criminals**, and/or **Targeted Individuals**.

Terrorists:



Criminals:



Targeted Individuals:

[REDACTED]

In most hostage barricade events, local law enforcement will have authority, most incidents are not terrorism, most incidents are criminals and/or mentally disturbed persons, and the vast majority are resolved using the negotiation process.

Negotiations:

Negotiations will be the primary means to resolve a hostage event. However, the SWAT Team should be prepared to utilize a variety of tactics that will assist in the resolution of a hostage barricade event. These tactics may include, but are not limited to:

[REDACTED]

With the vast majority of hostage situations resolved in a negotiated manner, the following are guidelines for items a hostage taker may demand.

Although each incident will be evaluated on an individual basis, the following should be considered an example of items that are NEGOTIABLE based on the subject's demands. They are listed, but not limited to:

[REDACTED]

An example of NON-NEGOTIABLE items based on the hostage takers demands are listed as, but not limited to:

[REDACTED]

[REDACTED]

Negotiations should continue as long as necessary to save the lives of the hostages and maintain control over the incident. However, negotiations may be called upon to support a force option when:

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]



Hostage Taker's Actions:

Based on the subject's actions, there are times when the hostage's life and well-being could be in immediate jeopardy. These situations are based on past events and experience, and are directly related to the subject's actions. These times are listed as, but not limited to:

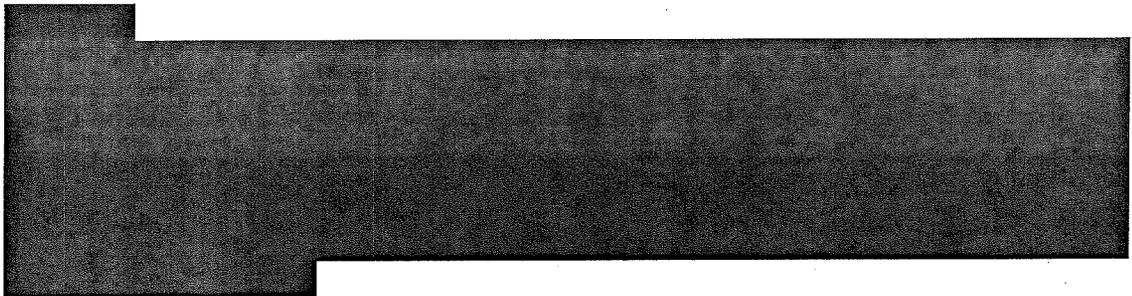
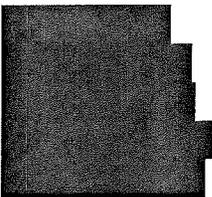


Hostage Rescue Tactics:

To mitigate risks and obstacles, SWAT must combine team work, decisiveness, and leadership with verbal tactics, physical tactics, and psychological assessments to manipulate the hostage takers' desired behavior.

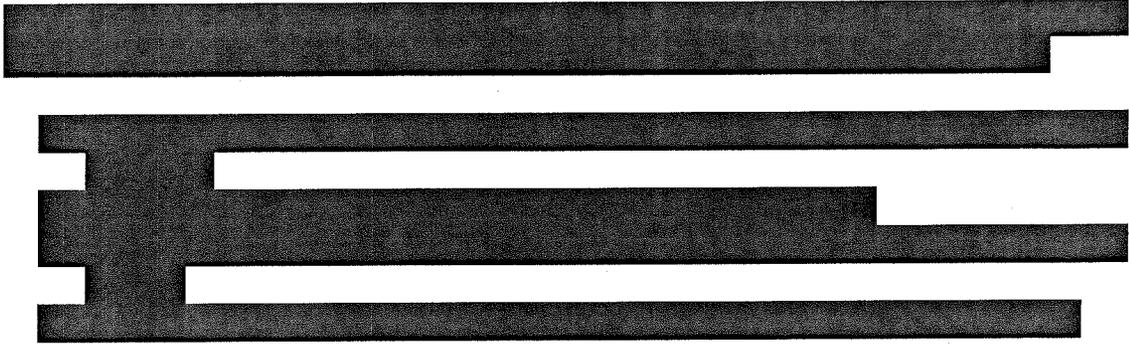
The components of a hostage rescue are . Without any of these three components the chances for failure dramatically increase.

The phases of a hostage rescue plan are:

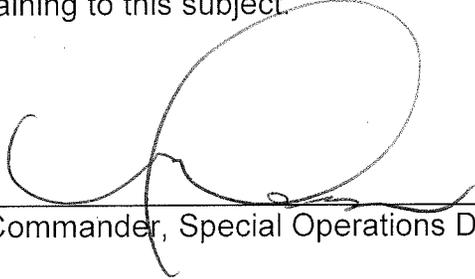


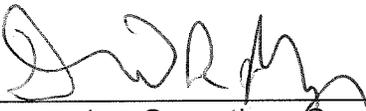
[Redacted text block]

[REDACTED]



This SOP becomes effective February 11, 2015, and rescinds all previous rules and regulations pertaining to this subject.

Approved By: 
Commander, Special Operations Division

Approved By: 
Commander, Operations Support Bureau

TITLE: SWAT Team SOP
Command and Control

EFFECTIVE DATE: 02-11-15

REPLACES/RESCINDS: 02-23-09



I. PURPOSE

This Standard Operating Procedure will establish the responsibilities and the command and control structure of the SWAT Team during deployment. It will provide a resource to police personnel wishing to understand the team's activation procedures, assignments, tactical planning, and resources.

II. POLICY

Once SOD personnel have been committed to action on an incident they shall be under the exclusive command and control of the Operations Support Bureau/Special Operations Division (OSB/SOD) Chain of Command.

Unless immediate action is necessary to protect life, it is the policy of this Department to utilize the resources of the Special Operations Division (SOD) when confronted with hostage or barricaded person situations. In all hostage/barricade situations the Special Operations Division will adhere to FCPD SOP 13-048.

III. DEFINITION

The Fairfax County Police Department's SWAT Team (SWAT) exists to provide a specialized tactical response to any critical incident within Fairfax County and some adjacent jurisdictions. The SWAT team is a group of law enforcement officers who are specially selected, trained, and equipped to work as a coordinated team to resolve high-risk incidents that are extremely hazardous, complex or unusual, and typically exceed the capabilities of first responders or investigative units.

The SWAT Team is comprised of [REDACTED] and a supplemental group of De-centralized SWAT (D-SWAT) officers.

IV. CHAIN OF COMMAND

Management and control of any incident where SOD personnel are deployed will be the responsibility of the Operations Support Bureau commander or designee. The Special Operations Division's SWAT Team will be responsible for the

implementation of any tactical plan involving advanced tactics.

The following is the basic tactical command structure on SWAT Team activations:

- **Operations Support Bureau Commander – Incident Commander**
The command person responsible for all decisions and tactics at a scene is the Operations Support Bureau Commander or their designee. In most incidents, the Incident Commander will be the Operations Support Bureau Commander.
- **Special Operations Division Commander – SWAT Team Commander(s)**
The SWAT Team Commander has overall command of the SWAT Team. In most incidents, the SWAT Team Commander will be the Special Operations Division Commander or Assistant Commander. The SWAT Team Commander is responsible for approving the deployment of SWAT.
- **SWAT Team Supervisor – Second Lieutenant**
A second lieutenant assigned to the SWAT Team who is responsible for overall SWAT deployment and planning of the operation. The team supervisor ensures the team is mission capable at all times. In addition, the team supervisor will prepare and brief the SWAT Team Commander(s) on the tactical plan.
- **SWAT Team Assistant Supervisor – Sergeant**
A sergeant assigned to the SWAT Team whose duties and responsibilities are similar to the team supervisor. The Team Assistant Supervisor – Sergeant will be in charge of the reaction team and will be responsible for the initial development and implementation of the surrender plan and a rapid deployment plan.
- **SWAT Team Leader – Non-Supervisory**
An informal team leader who is selected to provide leadership and guidance at the officer level. This person will be nominated by their team members and submitted to the SWAT Team supervisors for approval. This position is open to all full-time team members. Duties and responsibilities will include daily training and team management under the guidance of the SWAT Team supervisors. The SWAT Team Leader – Non-Supervisory should maintain a leadership position on all operations.

V. MOBILIZATION PROCESS

Call-outs:

For the purpose of this SOP, the SWAT Team consists of all on-call Full-Time (FT-SWAT) and De-centralized (D-SWAT) SWAT officers, Tactical Paramedics, and Tactical K9 handlers.

Any sworn supervisor shall have the authority to request the SWAT Team mobilization in the event of a high-risk in-progress incident. Once DPSC receives the mobilization request, they should contact the OSB Commander or their designee for mobilization approval. The OSB Commander should approve all hostage/barricade requests. The SOD Commander should approve all high-risk warrant services (i.e. search and arrest warrants) by utilizing the Risk Assessment Matrix. The OSB and SOD commanders may ask for additional resources on approved events. Once approval is granted, DPSC will page the SWAT Team which will initiate the call-out process. DPSC should identify [REDACTED] on the initial page.

Response:

SWAT Team activations or “call-outs” should take precedence over normal duty assignments for all tactical officers assigned to the on-call list. The following list identifies the positions expected to respond when activated. Additional D-SWAT officers already on shift may respond with their supervisor’s approval.



All on-call operators assigned to a call-out will immediately respond to the staging area. This timely response will ensure the SWAT Team supervisors can make swift team assignments and there is no delay in replacing patrol assets on the inner perimeter.



Mutual Aid:

On occasion DPSC receives mutual aid requests from neighboring jurisdictions. These requests include the sharing of tactical equipment or resources, assistance in tactical planning, and/or the ability to provide tactical team relief. As DPSC receives the request, they should immediately notify the OSB Commander or their designee for approval. If the request is approved, DPSC will follow the procedures stated above. The activation of the SWAT Team for Mutual Aid will be covered by the National Capital Region (NCR) Coordinated Tactical Response Plan (2014).

Acknowledgement:

Following activation, all SWAT Team personnel will contact the DPSC Supervisor at [REDACTED] to acknowledge the call-out and to obtain any additional pertinent details.

VI. RESPONSE AND ARRIVAL

RESPONDING SWAT OFFICERS

Radio Procedures:

All responding SWAT officers shall mark enroute by voice and monitor the affected district station's main dispatch radio channel for the assigned event. Once the incident command structure is in place and the SWAT Team has control of the inner perimeter, the SOD Commander will transfer the radio channel from the affected district station's main channel to an internal tactical radio channel. This process ensures involved units will receive all pertinent information while the transition to tactical control takes place.

This procedure does not preclude utilizing cell phones, switching of channels, or adding additional channels as needed.

ARRIVAL AND ASSIGNMENTS

SWAT Team Supervisor:

The SWAT Team supervisors' main responsibility following the tactical call-out is to coordinate assignments, equipment, and available resources. While driving to the staging area, both SWAT Team supervisors should ensure all D-SWAT on-call operators are aware of the mobilization of the team. The D-SWAT officers are responsible for [REDACTED]

Once the SWAT Team arrives on scene, the first SWAT officer should coordinate a [REDACTED]

[REDACTED] In the absence or delayed response of the SWAT Team supervisors, a SWAT Team Leader – Non-supervisory (TAC 3, 4, or 5) should assist in delegating assignments so there is limited delay in taking over the inner perimeter.

The following assignments should be made either during response or upon arrival at the incident:

[REDACTED]

Additional positions will be necessary in the event of a hostage incident. These assignments should include, but not limited to:

[REDACTED]

SWAT Briefing:

Immediately following the SWAT team's arrival, the SWAT Team supervisor should obtain a quick briefing from the on scene supervisor or incident commander. The SWAT Team supervisor should attempt to brief arriving SWAT officers, but the briefing should not impede assignments and/or ensuring a [REDACTED] is in place. Once the [REDACTED] is established and set, the remaining SWAT officers will be used to relieve patrol from the inner perimeter, [REDACTED]

Command and Control:

As the patrol officers are relieved and the SWAT officers are in place. The SWAT Team supervisor will notify the SOD Commander that the SWAT transition has been completed and the incident is stabilized and contained. In addition, the SWAT Team supervisor will make sure the SOD Commander is aware of the [REDACTED]

Once this takes place, the OSB Commander or their designee will establish control of the incident and announce over the radio frequency that they have taken control of the incident. Following this statement, the SOD Commander will request all SWAT officers transition from the district station main channel to the assigned tactical channel. This transition will allow for immediate communication between all SWAT officers, team supervisors, and commanders.

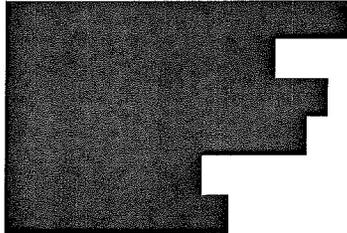
V. RESOURCES

The SWAT team relies heavily on departmental resources to successfully resolve any incident. These resources are listed as, but not limited to:

[REDACTED]

VI. TACTICAL PLANNING

After the incident has been contained and stabilized. There are several options available to the SWAT Team to safely and successfully resolve the event. The successful resolution requires a team approach from all involved units working in a coordinated effort. The basic options are listed as, but not limited to:



The tactical plan is developed by the SWAT Team supervisors and presented up the chain of command for approval.

VII. AFTER-ACTION DEBRIEF

The after-action debriefing is a two-fold process. The first stage incorporates all the units and officers who were involved in the incident. The debriefing should take place soon after resolving the incident and in a location that is secure and relatively close. The [REDACTED] usually provides an appropriate location for the after-action debriefing. The debriefing will commence with the Incident Commander providing the background of the event, which includes feedback from first-line supervisors and on scene patrol operators. Once this is completed, the Incident Commander will then organize a round table discussion including all involved units. This process allows each participating unit to provide the positive and negative aspects to their response.

Once this has concluded, the SWAT Team will separate from the group to discuss their tactical plan and coordinated response to the event. The purpose of this team debriefing is to create a forum for all SWAT officers and team resources to provide their individual input, which often leads to an improved tactical response. The debriefing policy should include, but is not limited to:

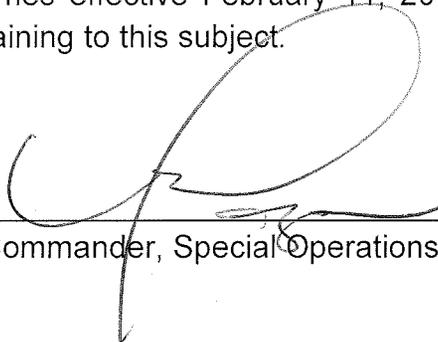
- Open and honest assessment
- Rank plays no role
- Professionalism is a must
- No personal attacks
- Intended to share information and ideas
 - Positive and negative aspects
 - Improvement and concerns
 - Solutions and problem solving
 - Equipment needs

VIII. DOCUMENTATION

Following the conclusion of all barricade incidents, the SWAT Team supervisor should assign a FT-SWAT officer to complete the After-Action Report (AAR). The purpose of the AAR is to provide a retrospective account of the incident. The AAR should be reviewed by a SWAT Team supervisors prior to submission to the SOD Commander.

This SOP becomes effective February 11, 2015, and rescinds all previous rules and regulations pertaining to this subject.

Approved By:



Commander, Special Operations Division

Approved By:



Commander, Operations Support Bureau

Attachment: Chain of Command Diagram