

SPRINGFIELD POLICE DEPARTMENT

Standard Operating Guideline

Effective Date: 01/23/2020	Supersedes Policy Dated: 10/06/2015	Rescinds:	SOG Number:
Accreditation Index: 22.2.2 ¹			411.1
Part Title: Operations		Chapter Title: Special Response Team	
Chief of Police:			

Special Response Team

I Policy

The presence of a highly trained, highly skilled police tactical unit has been shown to substantially reduce the risk of injury and loss of life to citizens, police officers, and suspects, when called upon to assist in the resolution of critical incidents.

It is the intent of the Springfield Police Department to have such a unit as a tactical resource to resolve difficult police situations outside the realm of ordinary patrol response through the use of developed skills, tactics, and specialized equipment and capabilities. These situations include but are not limited to hostage situations, barricade situations, sniper situations, high risk apprehension, high or unknown risk search warrant service, high risk surveillance, personal protection, acts of terrorism and other significant events as assigned.

II Definitions

Barricade Situations – A stand-off created by an armed or potentially dangerous person, in any location, fortified or not, who is refusing to comply with police demands for surrender/compliance.

CBRNE – Acronym standing for Chemical, Biological, Radiological, Nuclear and Explosives hazards.

Chemical Munitions – HRPT involving the use of chemical agents, (CN/CS/OC) in furtherance of an operational objective.

¹ Accreditation Index, removed reference to 5th edition throughout the document, per Policy Change Order 19-0021.

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Diversion/Distracted Deployment Officer (3DO) - Officer assigned to deploy the NFDD or chemical munitions.

Explosive Techniques – HRPT involving the use of explosives to assist in furtherance of an operational objective.

High Risk Apprehension – The arrest or apprehension of armed or potentially dangerous suspects, where the likelihood of armed or violent resistance is high, or where potential risk to involved officers is higher than normal.

High Risk Operation - Police operation in which the circumstances indicate the potential for violence being directed towards officers/involved persons is higher than normal.

High Risk Police Tactics (HRPT) – Police tactics, which by their nature have an increased potential of causing injury than conventional police tactics.

High Risk Surveillance – Surveillance and/or stake out operations involving suspects/operations with a high potential for armed encounter or violence.

High or Unknown Risk Search Warrant Service – Search warrants requiring, or likely requiring, forced entry/dynamic room clearing techniques.

Hostage Situations – The holding of any person(s) against their will by an armed or potentially dangerous person(s).

Noise/Flash Diversion Device (NFDD) – HRPT device that produces a loud report and bright flash. Also referred to as a distraction device.

Personal Protection – The security of special persons (i.e. visiting dignitaries, VIP's, witnesses/suspects), based on threat or potential threat to their safety and/or security.

Point of Compromised Authority - That point where an entry/rescue team may first be visually compromised or come under fire. It is the point where the command post has relinquished decision making authority to the Team Leader and/or their designee in the entry rescue team.

Primary Explosive Breacher - Officer assigned to prepare and deploy the explosive element of the operation.

Sniper Situations – The firing upon citizens and/or police by an armed suspect, stationary or mobile.

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Special Response Team (SRT) – The primary tactical unit of the Springfield Police Department.

Terrorist Acts – The unlawful use of force or violence against persons or property to intimidate or coerce a government, the civilian population, or any segment thereof, in furtherance of political or social objectives.

III Procedure

1 UNIT STRUCTURE

1.1 The Special Response Team unit structure consists of the following:

1.1.1 Unit Commander-Lieutenant.

1.1.2 Red Team members (full time SRT assignment), one Sergeant/Team Leader, one Corporal/Assistant Team Leader, and 5 patrol officers.

1.1.3 Blue Team members (members whose primary assignment is to other units within the department).

1.1.4 SRT Chain of Command includes the Uniform Operations Bureau Commander (or their designee) and the Chief of Police.

2 DUTIES AND RESPONSIBILITIES

2.1 SRT Commander

2.1.1 Responsible and accountable for the overall operation of the SRT.

2.1.2 The direct line supervisor of the Team Leader, and commander of all officers assigned to the SRT.

2.2 Team Leader

2.2.1 Direct line supervisor of the Red Team and operational supervisor of the Blue Team.

2.2.2 Coordinates and directs activities involving the SRT and other units/organizations.

2.2.3 Ensures that team members maintain (and document) an adequate level of training, consistent with their duties and responsibilities. Red Team members are authorized and encouraged to dedicate 25% of their duty time to training.

2.2.4 Determines minimum team physical performance standards.

2.2.5 Determines minimum team marksmanship standards.

2.2.6 Maintains a sufficient level of tactical problem solving knowledge/skills, to manage situations the SRT is likely to be called upon to resolve.

2.2.7 Determines the equipment needs of the team, and ensures that team members are adequately equipped to meet the requirements of their job.

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- 2.2.7(a) The Team Leader or their designee will conduct a quarterly inspection of all equipment assigned to each SRT member. The Team Leader or their designee will ensure an SRT Operator Equipment Inspection form, SPD Form # 04-OP-0501 is completed for each SRT member.
- 2.2.8 Causes an inventory of all team equipment to be maintained.
- 2.2.9 Ensures that the unit commander is fully apprised of team activities, including, but not limited to:
 - 2.2.9(a) Equipment/training needs;
 - 2.2.9(b) Personnel matters.
- 2.2.10 Determines the selection criteria for officers assigned to the SRT.
- 2.2.11 Responsible for the day-to-day operations of the SRT.
- 2.3 Assistant Team Leader
 - 2.3.1 The assistant team leader is the Red Team Corporal or Red Team member who acts as the team leader in the absence of the corporal or unit supervisor.
- 2.4 Red Team Members
 - 2.4.1 Officers assigned to the SRT in a full time capacity.
 - 2.4.2 Direct line supervisor is the SRT Team Leader. All questions/comments requiring supervisory acknowledgement will be directed to him. The Team Leader will be apprised of all duty-related activities involving team members.
 - 2.4.3 Primary responsibility is the timely completion of assigned tasks, demonstrating the high standard of performance expected of all SRT members.
 - 2.4.4 Required to maintain the performance standards (fitness, marksmanship, etc.) established by the Team Leader.
 - 2.4.5 Required to maintain all equipment, vehicles, and work areas in good condition, subject to inspection at any time.
 - 2.4.6 May be required to act as the assistant team leader in the absence of the SRT Team Leader or Corporal.
- 2.5 Blue Team Members
 - 2.5.1 Personnel assigned to the SRT in a non-full time capacity.
 - 2.5.2 Direct line supervisor is their unit/division/bureau supervisor, with the SRT Leader having operational authority during SRT operations and training days.
 - 2.5.3 Primary responsibility is to their full time assignment, being subject to emergency call outs by the SRT. Primary SRT operation responsibility is the timely completion of assigned tasks and demonstrating the high standard of performance expected of all SRT members.
 - 2.5.4 Required to maintain SRT performance standards.
 - 2.5.5 Required to attend and participate in all scheduled SRT full-team training days.
 - 2.5.6 Required to maintain all assigned equipment in good condition, subject to inspection at any time.

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[REDACTED]

3 PROCEDURE FOR ACTIVATING SRT

- 3.1 SRT activation to a critical incident will take precedent over all other non-emergency assignments within the Springfield Police Department. Within the Springfield Police Department, the SRT can be requested by the watch commander or their designee. Requests should be directed to the SRT Commander or SRT Team Leader.
 - 3.1.1 An exception to this would be a hostage situation, which would authorize any officer on scene the ability to request an SRT response.
- 3.2 Requests for the SRT by outside agencies should be directed through the same SRT chain of command, with authorization for such use being decided by the Chief of Police, or in their absence, the acting Chief.
- 3.3 SRT activation requests, outside of emergency situations, will be made through the SRT Team Leader, SRT Commander, or Uniform Operations Bureau Commander. This will include, but not be limited to, activations for search warrants, felony arrests, surveillances, etc.

4 SEARCH WARRANT POLICY

- 4.1 All search warrants requiring, or likely requiring, forced entry/dynamic room clearing techniques shall be served by the SRT. This is due to the fact that the SRT has the necessary training and equipment to serve the warrants in the safest manner possible.
- 4.2 Notification

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4.2.1 When another agency or unit within the department develops information for a search warrant to be served by the SRT, they will notify the SRT Team Leader. Basic information to be given shall include:

4.2.1(a) Address and description of place to be searched.

4.2.1(b) Item(s) to be searched for.

4.2.1(c) Any known intelligence information.

4.2.2 Upon notification, the Team Leader will:

4.2.2(a) Determine the proper time for the warrant service (considering SRT manpower, timeliness of warrant service, other unit needs and priorities, etc.)

4.2.2(b) Assign an SRT member to the pre-incident investigation.

4.2.2(c) Determine level of tactics to be used.

4.3 Assigned Officer Responsibilities

4.3.1 The team member assigned (referred to as "the officer") will obtain a Special Operations Group number, then proceed with the pre-incident investigation

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

4.4 Pre-Incident Briefing

4.4.1 The pre-incident briefing will be conducted by the Team Leader or their designee. The purpose of this briefing is to ensure that all officers involved have a clear understanding of the operation and their role in it. [REDACTED]

[REDACTED]

4.5 Warrant Service

4.5.1 The warrant will be served in the manner outlined and discussed in the pre-incident briefing unless circumstances at the search warrant site change, causing the need for an improvisation to the original plan.

[REDACTED]

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[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

5 HIGH RISK POLICE TACTICS

- 5.1 The use of HRPT will be regulated to ensure that proper procedures are followed to reduce the likelihood of injury.
- 5.2 Officers should recognize that definitions and tactics included in this policy are not all inclusive and many tactics, techniques and procedures beyond those listed in this policy could be considered HRPT's.
- 5.3 Certain HRPT require the completion of established training programs prior to their use. Specifically, no department member shall use the following HRPT without completion of their respective training programs.

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[REDACTED]

[REDACTED]

[REDACTED]

5.4 Authorization

5.4.1 The use of HRPT should be preceded with approval by the SRT Commander or the Uniform Operations Bureau Commander in all cases outside of emergency circumstances.

5.4.2 The SRT and/or Bureau Commander may elect to participate in the pre-incident process and oversee the actual operation. However, operational control is relinquished to the Team Leader/Unit Commander after the team has crossed the line of compromised authority.

5.5 Deployment

5.5.1 The use of high risk police tactics will be done with regard for the safety of all persons involved in the situation, considering the potential for injury to the involved persons should the tactics not be employed. They should be used when they will likely assist in resolving a potentially dangerous police situation, with a reduced potential of death or serious physical injury for those involved. These decisions will also be made based on the department recognized Safety Priorities.

5.5.2 The decision to deploy such tactics and a later determination of "correctness" will be based only on the information known prior to the operation.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

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[REDACTED]

5.7 The following equipment shall be used by officers involved in the use of the HRPT.

- 5.7.1 Eye protection
- 5.7.2 Body armor
- 5.7.3 Fire extinguisher (when appropriate)
- 5.7.4 Emergency medical kit (available at scene)
- 5.7.5 Gas Mask (when appropriate)
- 5.7.6 Ballistic helmet and Nomex hood/gloves.

5.8 A police report is required in all police operations in which HRPT are used. The report is the responsibility of the officer who actually used the tactic.

6 SRT SELECTION PROCESS

6.1 The nature of Special Response Team operations requires disciplined, physically fit, competent, and well trained professional police officers. Accordingly, the SRT will select team members through a fair and objective process, intended to measure those qualities deemed to be most important in meeting the unit's operational objectives.

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- 6.2 When openings occur on the Blue Team, a selection process will be conducted to establish an eligibility list for appointment to the SRT. This list will expire once the openings are filled.
- 6.2.1 Minimum Requirements for Applicants:
- 6.2.1(a) Rank of Police Officer or Corporal.
- 6.2.1(b) Have a minimum of 3 continuous years with the Springfield Police Department.
- 6.2.2 The selection process for Officers and Corporals will be conducted in the following order, with each step graded on a pass/fail basis.
- 6.2.2(a) Marksmanship
- 6.2.2(a.1) As a group, the applicants will be led by a Red Team member on a 2 mile run at an 8 minute and 30 second per mile pace.
- 6.2.2(a.2) Immediately following the run, the applicants will shoot a normal SPD handgun qualification course in which an 80% minimum score must be achieved.
- 6.2.2(b) PT Standards (Completed at the SDS gym) ² (CALEA 22.2.2)
- 6.2.2(b.1) Bench Press – applicant’s body weight twice.
- 6.2.2(b.2) Pull ups – 10 without stopping. ³
- 6.2.2(b.3) Push ups – 40 without stopping.
- 6.2.2(b.4) Sit ups – 50 in 2 minutes. ⁴
- 6.2.2(c) Obstacle Course – Each applicant must complete the obstacle course listed below with a time of 20 minutes and 15 seconds or less immediately following the PT standards portion. ⁵ (CALEA 22.2.2)
- 6.2.2(c.1) The test begins with an approximate 150-yard run to the O-course track from the east side of the Police Fire Training Center. The participant will be wearing a rifle plate carrier vest with a total of 20 pounds inside. This vest will be worn throughout the entire O-course.
- 6.2.2(c.2) Lap #1: Pick up a 30-pound sand bag and carry it like a bunker. Proceed counter-clockwise around the track to the 6-foot wall.
- 6.2.2(c.3) Go over the 6-foot wall with sandbag, then proceed to the 3-foot wall. (Participants can choose how they carry the sandbag for the remainder of lap #1.)
- 6.2.2(c.4) Go over 3-foot wall with sand bag, then proceed to window.

2 Section 6.2.2(b), added location of SDS gym, per Policy Change Order 19-021.

3 Section 6.2.2(b.2), changed pullups from 8 to 10, per Policy Change Order 19-021.

4 Section 6.2.2(b.4), section following, 6.2.2(b.5) rope climb was deleted, per Policy Change Order 19-021.

5 Section 6.2.2(c), reduced time limit from 22 minutes and added requirement to complete immediately following the PT standards portion, entire obstacle course was redefined, all sub-sections revised to reflect new test, per Policy Change Order 19-021.

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- 6.2.2(c.5) Go through window then proceed to dummy drag.
- 6.2.2(c.6) Drop sandbag and drag dummy 10-yards, turn and drag dummy back 10-yards (20 yards total). Pick up sandbag and proceed to stairs.
- 6.2.2(c.7) Go up and then down the stairs without skipping any steps with sandbag. Proceed to where the sandbag was originally retrieved and drop it.
- 6.2.2(c.8) Lap #2: (NO sandbag) Run the second lap and complete all obstacles again except for the dummy drag.
- 6.2.2(c.9) Lap #3: Run the third lap without doing the original obstacles. At the window obstacle leave the track (marked by cone) and proceed to the tire obstacle. Complete 20-yards of tire flips. Proceed back to the track and run to the fire tower.
- 6.2.2(c.10) Leave the south end of the track (marked by cone) and run to fire tower. Once at the fire tower, climb ladder and enter fire tower through the second-story window. Proceed to stairs (exterior) on south side of the tower.
- 6.2.2(c.11) Once at the stairs, pick up a 50-pound sand bag and carry it to the top of the tower and then back down. Drop the sand bag. Continue down the stairs and run to concrete culverts west of the tower.
- 6.2.2(c.12) Once at the set of culverts (set of 3), pick up a 30-pound sand bag. Participant will crawl through the culverts with the sand bag. Place the sand bag back at the first culvert when the obstacle is complete. Proceed back to the track and complete lap #3.
- 6.2.2(c.13) Lap #4: Run a fourth lap without completing any obstacles
- 6.2.2(c.14) After completing lap #4, the participant will run the 150-yards back to the Police Fire Training Center then run up a flight of stairs. At the top of the stairs the participant will reassemble a Glock 17 that has been field stripped. Time will stop once the handgun has been reassembled and tested for function (one trigger pull).
- 6.2.2(d) Oral Board/Presentation
 - 6.2.2(d.1) Each applicant will participate in an interview in which a series of pre-determined questions will be asked. The SRT Commander will be responsible for selecting members for the interview panel.
 - 6.2.2(d.2) The interview will be scored on a point scale as determined by the SRT Commander.
- 6.2.2(e) Results of these tests will then be compiled and a list will be established. An Internal Affairs demeanor report will then be obtained on each remaining applicant. A performance evaluation review will also take place at this time.

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- 6.2.2(f) Final selections will be made by the Team Leader and SRT Commander with approval for the selected applicants occurring via the chain of command.
- 6.3 When openings occur on the Red Team, a selection process will be conducted to establish an eligibility list for appointment to the Red Team. This list will expire once the openings are filled.
 - 6.3.1 Minimum Requirements for Applicants:
 - 6.3.1(a) Hold the rank of Police Officer;
 - 6.3.1(b) Hold an assignment as an SRT Blue Team Member;
 - 6.3.1(c) Must have received positive performance evaluations for the past two years;
 - 6.3.1(d) History of demonstrating good judgment and professionalism.
 - 6.3.2 The Red Team selection process will consist of the following:
 - 6.3.2(a) Oral Board Interview
 - 6.3.2(a.1) Each applicant will participate in an interview in which a series of pre-determined questions will be asked. The SRT Commander will be responsible for selecting members for the interview panel.
 - 6.3.2(a.2) The interview will be scored on a point scale as determined by the SRT Commander.
 - 6.3.2(b) Performance Evaluation Review
 - 6.3.2(c) Results of the interview process will be compiled and a list will be established. After a review of each applicant's performance evaluation, final selections will be made by the SRT Team Leader and SRT Commander with approval for the selected applicants occurring via chain of command.

IV Attachments