

#12

Operations Manual

REGIONAL RESPONSE TEAM (RRT)

and

SPECIAL WEAPONS AND TACTICS TEAM (SWAT)



North Eastern Massachusetts Law Enforcement Council

March 2011

INTRODUCTION

PURPOSE

The primary purpose for the establishment of the NEMLEC RRT and SWAT Teams was to share equipment and manpower. Having been formed in 1967, the NEMLEC Chiefs of Police expressed a need for a large group of well - trained police officers to assist the NEMLEC Communities with law enforcement issues beyond the resources of the individual NEMLEC Police Agencies.

REGIONAL RESPONSE TEAM (RRT)

The Regional Response Team (RRT) is a tactical unit comprised of full-time, sworn police officers that consistently train to provide NEMLEC members with a highly trained and well-equipped tactical unit. The unit's main focus is to provide an adequate number of highly trained tactical officers to combat civil disturbances, to assist with man-made and natural disasters, to aid in search and rescue missions, and to assist the NEMLEC communities when additional resources are necessary.

SPECIAL WEAPONS AND TACTICS TEAM (SWAT)

The Special Weapons and Tactics Team (SWAT) is a unit that trains for and responds to critical incidents. This highly trained and well-equipped unit provides life saving assistance when NEMLEC communities must deal with active shooters, armed barricaded subjects, hostage takers and terrorists. The SWAT Team also provides assistance with high-risk warrant services and dignitary protection details.

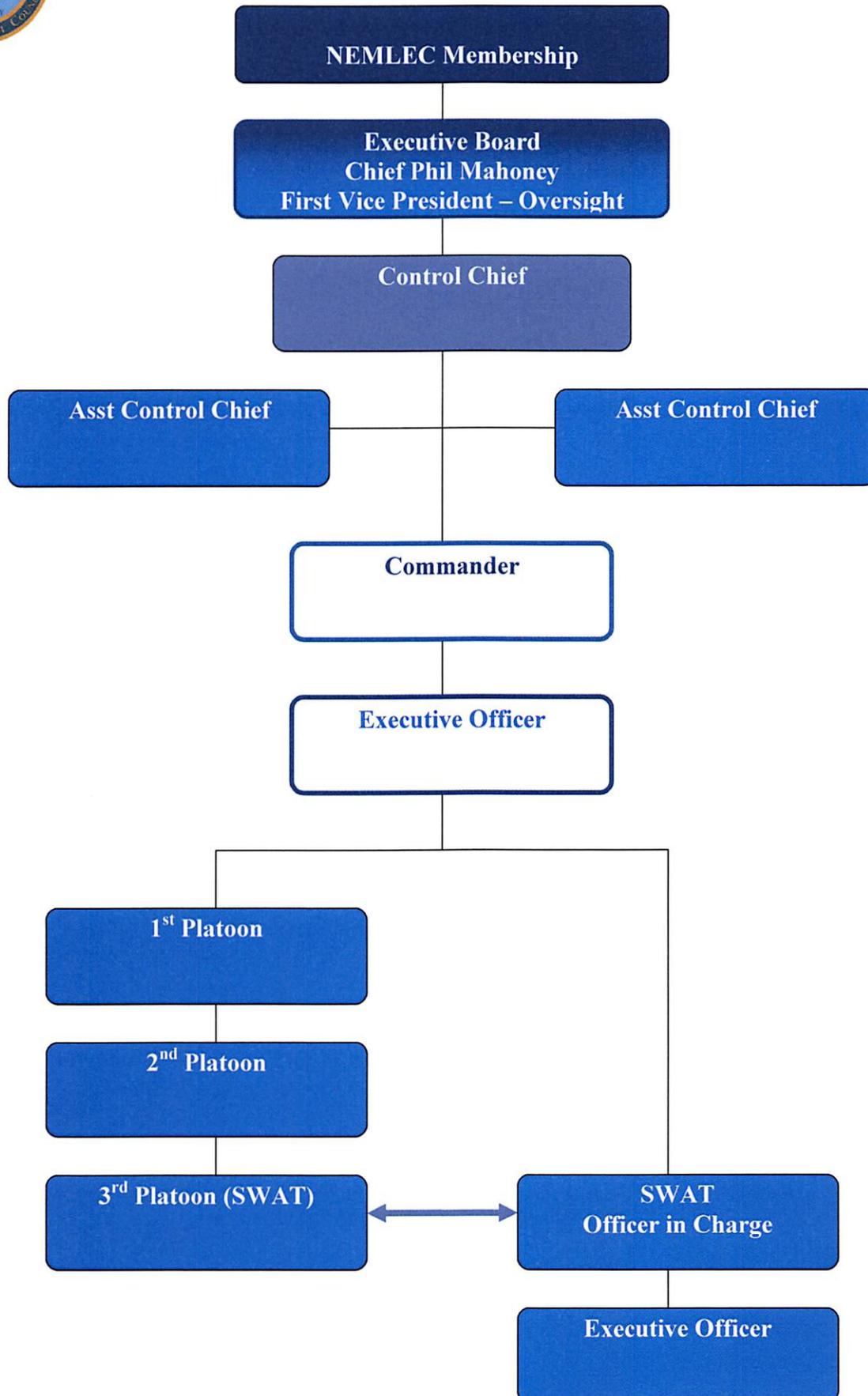
GOALS of the NEMLEC RRT and SWAT Teams

The goals of the NEMLEC RRT and SWAT Teams include:

- To maintain the highest level of readiness;
- To ensure that the proper training and equipment is afforded to the RRT and SWAT Teams;
- To prepare to respond to the NEMLEC communities immediately, 24 hours a day, 365 days a year.



RRT/SWAT Organizational Chart



I. Organizational Structure

A. NEMLEC Control Chief and Assistant Control Chief

The NEMLEC Mutual Aid Agreement executed by all members upon acceptance in NEMLEC defines the Control Chief and Assistant Control Chief as:

Control Chief: Police Chief chosen by the Executive Board of the Council to manage and direct the activities of a particular operational component. Each and every operational component of the Council shall have at least one Control Chief designated to manage and direct the component.

Assistant Control Chief: Police Chief chosen by the Executive Board of the Council to provide administrative assistance to the Control Chief of an operational component of the Council for which he was selected. In the absence of the Control Chief, it shall be the Assistant Control Chief who acts as Control Chief's designee in managing and directing the operational component for which he has been selected.

The Control Chief of the RRT is a chief of police who will have direct responsibility and control of the RRT and SWAT units, with assistance from the Assistant Control Chief(s).

The Control Chief has overall control of the administrative and operational aspects of the NEMLEC RRT and SWAT teams and is responsible for deciding whether the RRT and/or SWAT teams should or should not be deployed after receiving a request from a NEMLEC agency's Chief or Designee pursuant to the NEMLEC Mutual Aid Agreement and NEMLEC policy #3, *Agency Jurisdiction and Mutual Aid*.

B. RRT Commanding Officer

The RRT Commanding Officer reports directly to the NEMLEC Control Chief and/or Assistant Control Chief(s). In the absence of the NEMLEC Control Chief or Assistant Control Chief(s), he will report to the Chief of Police or his designee of the requesting NEMLEC Police Department.

The RRT Commanding Officer shall be responsible for the operations, planning, development, implementation and evaluation of training, as well as for the overall readiness of the RRT and SWAT teams. He shall ensure that all team members are properly and adequately uniformed and equipped. He shall also maintain a close working relationship with the NEMLEC School Threat Assessment and Response System (STARS) Team and the NEMLEC Motor Unit.

The RRT Commander shall maintain a high level of unit discipline and morale. He shall at least annually submit a written report to the NEMLEC Executive Board describing the readiness of the RRT and SWAT teams and describing any deficiencies that must be addressed.

C. RRT Executive Officer

The RRT Executive Officer reports directly to the RRT Commanding Officer and assumes the duties of RRT Commanding Officer in his absence.

The RRT Executive Officer is responsible for maintaining the RRT's administrative filing system. He is responsible for recording and communicating the units' attendance records for trainings and activations to the NEMLEC office. He shall coordinate the efforts of the various specialized teams, i.e. mountain bikes, chemical agent team, hostage negotiators, medics and the supply officer. He is responsible for the inventory and cataloguing of all RRT--assigned equipment and vehicles. At least once each year, the RRT Executive Officer shall conduct an inventory of all RRT-assigned equipment and shall provide copies of the accounting and findings of the inventory to the Control Chief, Commanding Officer, Finance Committee, the Executive Board and a copy to the NEMLEC office for filing.

During a tactical operation, the RRT Executive Officer shall assist the RRT Commander in providing emergency services to the requesting NEMLEC community. He shall perform other duties and responsibilities as directed by the RRT Commander.

D. Officer-in-Charge (OIC) SWAT Team

The OIC of the SWAT Team reports directly to the NEMLEC RRT Commander or his designee and assumes the duties of the RRT Executive Officer in his absence.

The OIC is responsible for acting as liaison with the members of the SWAT Team. He is responsible to provide a high level of specialized SWAT training for the SWAT Team. He shall maintain a high level of unit discipline and morale. He shall ensure that the SWAT Team is properly and sufficiently equipped. He shall record the SWAT Team attendance and report and deficiencies to the RRT Commanding Officer. He shall submit a unit status report to the RRT Commanding Officer at least once annually or as often as necessary. He shall provide a full complement of SWAT Officers and have in place a program to evaluate and test applicants for the SWAT Team.

The SWAT OIC is responsible for the inventory and cataloguing of all SWAT-assigned equipment and vehicles. At least once each year, the OIC shall conduct an inventory of all SWAT-assigned equipment and shall provide copies of the accounting and findings of the inventory to the Control Chief, Commanding Officer, Finance Committee, the Executive Board and a copy to the NEMLEC office for filing.

E. RRT Platoon Leaders

A RRT Platoon Leader reports directly to the RRT Commander or his designee and is responsible for maintaining discipline and proper conduct within his assigned unit.

RRT Platoon Leaders shall ensure that all members within a Platoon are ready for duty and properly equipped.

RRT Platoon Leaders shall record attendance prior to and after an operation or training session and submit attendance records to the Commanding Officer.

F. Specialized Units

In addition the SWAT Team, specialized Units within the RRT also currently include a Crisis Negotiation Team (CNT), a Mountain Bike Unit (MBU), a K-9 Unit and an All-Terrain Vehicle (ATV) Unit. All personnel assigned to specialized units shall be qualified and receive ongoing training. The RRT Commander shall be responsible for establishing the appropriate level of certification and training for these members. The RRT Commander shall be responsible for maintaining adequate staffing levels in these specialized units.

II. Activation Procedures

The purpose of these activation procedures is to provide a procedure for activating the NEMLEC RRT/SWAT Teams.

Only a NEMLEC Police Chief or Sheriff, or his designee, may request activation of the RRT and/or SWAT Team. The authorized person from the requesting NEMLEC Department must contact the North Andover Police Department @ (978) 683-3168. North Andover Police Department will contact the Control Chief of the RRT or his designee who will decide what resources, if any, will be activated after consultation with the officials from the requesting NEMLEC Department.

The activation of the RRT and/or SWAT will be done by the officials at the North Andover Police Department dispatch center, using a notification system established for RRT/SWAT group activation. The Boston Area Police Emergency Radio Network (BAPER) radio system, using Tac 3, and the telephone will be used if necessary. RRT/SWAT officers are required to notify their respective departments and follow their department's protocol before responding. RRT/SWAT officers shall contact the North Andover Police Department and advise if they are responding.

III. Response Procedures

While responding to and from a request for assistance, RRT and/or SWAT officers shall operate their vehicles pursuant to the NEMLEC policy #8, *Use of NEMLEC Vehicles*, and in all cases with due regard for the safety of all persons. When operating a NEMLEC-owned vehicle, department-owned vehicle or personal vehicle, the officer shall operate the vehicle in a safe and reasonable manner for the circumstance, including the use of warning lights and/or sirens during emergency response, while obeying all laws and in accordance with member policies and procedures.

NEMLEC recognizes that the rapid response and presence of a highly trained operational unit can resolve dangerous situations with a minimal use of force. Sound tactics, planning and teamwork frequently result in the resolution of serious situations with a minimum of danger to the public, police officers and offenders. Reasoned restraint when appropriate, coupled with the capability of a sound and immediate response and the ability to provide life saving measures when necessary, are the hallmarks of and reasons for the existence of the NEMLEC RRT and SWAT teams. As such, all RRT and/or SWAT officers shall adhere to the NEMLEC policy #4, *Use of Force*.

IV. Operation Command & Control

During an RRT and/or SWAT activation, the requesting NEMLEC Chief of Police or Sheriff, as the case may be, shall retain overall authority and responsibility for the situation. The NEMLEC Control Chief or his designee will have the authority and responsibility for the planning and execution of the RRT and/or SWAT's response to the special threat situation. The requesting NEMLEC department shall be kept abreast of all actions taken and planned by the RRT and/or SWAT. The requesting department shall have the authority to deactivate the unit at any time. The RRT and/or SWAT shall perform all reasonable duties that the requesting department requires.

REGIONAL RESPONSE TEAM APPLICANTS and MEMBERS

Selection of RRT Members

The purpose of this section is to explain the process used to select members of the RRT.

Applicants

1. Applicants for the RRT must be volunteers.
2. Applicants must be able and willing to respond on short notice to activations.
3. Applicants must have an alphanumeric pager issued by his/her Department.
4. Applicants must complete and sign an Application for Membership on a NEMLEC Operational Unit, which is attached as **Addendum A** to this policy.
5. Applicants shall be approved for assignment to the RRT by their respective Police Chief or Sheriff, as the case may be.
6. Applicants must pass and complete the following physical conditioning requirements, adopted from the Cooper Institute, for entrance to the RRT:

Males	Sit Ups in 1 minute	Run – 1.5 mile	Push ups in 1 minute
20-29	40	12:18	33
30-39	36	12:51	27
40-49	31	13:53	21
50-55	26	14:55	15
Females			
20-29	35	14:55	20
30-39	27	15:26	14
40-49	22	16:27	13
50-59	17	17:24	9

7. Applicants must be qualified with their department issued firearm by his or her own department and must submit documentation to that effect to the RRT Commander or his designee.

Records shall be maintained by all persons administering the physical conditioning tests detailing the success or failure of each applicant to the RRT and these records shall be forwarded to the NEMLEC office for filing.

Expectations of Active RRT Members

All active RRT members must maintain the following:

1. All RRT Officers must attend at least seventy-five percent (75%) of all training sessions per year, unless otherwise excused after a review and determination by the Control Chief. In the event an RRT officer has three (3) or more unexcused absences in one calendar year, the Control Chief shall notify the officer and his or her Chief or Sheriff, as the case may be, that the officer is no longer a member of the RRT.
2. To ensure that proper physical conditioning is maintained, each RRT officer shall pass an annual, mandatory physical conditioning test. Such test shall be identical to the physical conditioning requirements set forth above for applicants to the RRT. This annual recertification shall be documented with each member's success or failure by the Control Chief or his designee, and all records shall be forwarded to the NEMLEC office for filing.
3. All RRT Officers shall provide sufficient contact information in order to be included in the NEMLEC paging system as established by the North Andover Police Department dispatch center.
4. All RRT Officers must perform all other duties and responsibilities as directed by the RRT Commander, Control Chief, and/or the NEMLEC Executive Board.
5. All RRT Officers shall be a member in good standing of his or her police department. To ensure the maintenance of the highest degree of integrity and ethics, all RRT officers will report to the Control Chief and Commander any civil or criminal complaint filed against them alleging violation of any municipal, state or federal regulation or criminal statute, including the issuance of a restraining order, that would adversely impact their ability to carry out their duties in a manner consistent with the high standards of the RRT and/or public confidence and trust expected of members of the RRT.

RRT Equipment

The purpose of this section is to provide NEMLEC chiefs, sheriffs and officers with reasonable expectations with regard to the uniforms and equipment that each officer and his or her department must provide. All RRT Officers must have the necessary equipment to accomplish their mission. **Addendum B** to this manual contains a current list of items that each RRT officer shall possess upon acceptance on the RRT. The cost of the specified items shall be paid by the officer's own department. In addition to the items specified in Addendum B, each RRT officer shall be supplied by his or her own Department with the following: a portable radio, a firearm, and a gas mask/respirator. See recommendations relative to the gas mask/respirator at Addendum B.

The RRT Executive Officer shall be responsible for the maintenance, inventory, and cataloging of all equipment and vehicles issued and assigned to the RRT. At least once each year, the RRT Executive Officer shall conduct an inventory of all RRT-assigned equipment and shall provide

copies of the accounting and findings of the inventory to the Control Chief, Commanding Officer, Finance Committee, the Executive Board and a copy to the NEMLEC office for filing

SPECIAL WEAPONS and TACTICS TEAM APPLICANTS and MEMBERS

Selection of SWAT Members

The purpose of this section is to explain the process used to select members of the SWAT Team.

Applicants

1. Applicants for the SWAT Team shall meet all of the above-specified requirements for RRT officers.
2. Applicants for the SWAT Team must be a current member in good standing of RRT for not less than one year. At the discretion of the unit control chief, this requirement may be waived for specified personnel of incoming member agencies only if they have previously served on a SWAT Team with similar requirements and operational procedures. These potential members must be named at the time of acceptance into membership.
3. In addition to the above requirements, applicants shall submit to an interview with the Control Chief, or his designee, the RRT/SWAT Commander and the SWAT Officer in Charge.
4. Applicants shall undergo and pass a one-on-one interview and psychological examination with a licensed psychologist identified by NEMLEC. All costs associated with such interview and examination shall be paid by the applicant's department.
5. Applicants shall undergo a controlled substance abuse screening and shall authorize the Control Chief or his designee to receive the results of such screening. Applicants who refuse to be tested, test positive, or tamper with the test will not be eligible for membership on SWAT. All costs associated with such screening shall be paid by the applicant's department.

Expectations of Active SWAT Members

All active SWAT members must maintain the following:

1. All SWAT members must attend at least eighty percent (80%) of all training sessions held each year, unless otherwise excused after a review and determination by the Control Chief. In the event a SWAT officer has twenty percent (20%) or more unexcused absences in one calendar year, the Control Chief shall notify the officer and his or her Chief or Sheriff, as the case may be, that the officer is no longer a member of the SWAT Team.
2. To ensure that proper physical conditioning is maintained, each SWAT officer shall pass an annual, mandatory physical conditioning test. Such test, at a minimum, shall be identical to the physical conditioning requirements set forth above for applicants to the RRT, but shall also include SWAT Physical Standards listed in Addendum C of this

manual. This annual recertification shall be documented with each member's success or failure by the Control Chief or his designee, and all records shall be forwarded to the NEMLEC office for filing.

3. Each SWAT member shall be a member in good standing of his or her police department. Given the high level of authority empowered in the position of a NEMLEC SWAT officer, and the requirement of maintaining the highest degree of integrity and ethics, all SWAT members will report to the Control Chief and Commander any civil or criminal complaint filed against them alleging violation of any municipal, state or federal regulation or criminal statute, including the issuance of a restraining order, that would adversely impact their ability to carry out their duties in a manner consistent with the high standards of SWAT and/or public confidence and trust expected of members of SWAT.

SWAT Equipment and Weapons

The purpose of this section is to provide NEMLEC chiefs, sheriffs and officers with reasonable expectations with regard to the uniforms, equipment, and weapons that each officer and his or her department must provide. Each SWAT officer shall possess all items and equipment referenced above in "RRT Equipment". In addition to those items, each SWAT officer shall be provided by his or her Department with: a Nomex jump suit, hood and gloves; knee and elbow pads; a pair of NOMEX cut resistant gloves; two sets of camo fatigues; one field jacket; two SWAT t-shirts and one long-sleeved t-shirt; and one SWAT black soft cap.

Training for RRT and SWAT Members

All officers assigned to the RRT and/or SWAT shall receive sufficient training to accomplish their mission. All officers shall be given a copy of this manual and shall be provided training at least once annually in its content. Officers shall acknowledge receipt of this manual and the training by signing an acknowledgment form. The Control Chief and RRT Commander shall be responsible for coordinating this training, collecting acknowledgement forms and filing same with the NEMLEC office.

NEMLEC RRT SPECIFICATIONS

REV 4

12/23/2014

COMPANY CONFIDENTIAL

PG. 1 OF 4

STOCK #	DESCRIPTION	COMMENTS	UNIT PRICE	QTY ISSUED
SHIRTS-CHOICE OF:				
ST350	3.8 OZ. 100% POLYESTER BLACK SHORT SLEEVE RRT T-SHIRT	RRT T-SHIRT SCREENPRINTED		1
ST350LS	3.8 OZ 100% POLYESTER BLACK LONG SLEEVE RRT T-SHIRT	RRT T-SHIRT SCREENPRINTED		1
72002-019	5.11 TDU LONG SLEEVE- BLACK	ADD PATCH AND ROCKER-LEFT SLEEVE-1 @ \$4.00 EACH NAMETAPE- LAST NAME ONLY,SILVER LETTERING EMB-\$5.00 APPL-\$2.00		1
PANTS:				
74003-019	5.11 TDU PANTS- BLACK			1
SWEATSHIRT:				
S700BK	9 OZ. 50/50 POLY/COTTON CHAMPION BLACK HOODED SWEATSHIRT	LEFT CHEST NEMLEC LOGO SCREENED		1
SWEATPANTS:				
P900BK	9 OZ50/50 POLY COTTON CHAMPION SWEAT PANTS- BLACK	SWEATPANTS ARE BLANK		1
RAINCOAT:				
3101 PONCHO-ROT	ATLANCO - RAIN PONCHO	BLACK		1
WINTER JACKETS:				
48001-019	5.11 3-IN-1 PARKA- BLACK	<p>PRICE INCLUDES:</p> <p>LEFT CHEST: NEMLEC BADGE PATCH</p> <p>LEFT SLEEVE: NEMLEC PATCH WITH RRT ROCKER</p> <p>RIGHT SLEEVE: SWAT PATCH IF ON SWAT TEAM</p> <p>BACK FULL FLAP-"NEMLEC POLICE" 10.5" WIDE X 5" TALL- REFLECTIVE SILVER</p> <p>ADDED CHARGES:</p> <p>NAMETAPE AND APPLICATION ON POCKET FLAP</p> <p>SGTS: SUBDUED BLACK AND SILVER CHEVRONS ADDED TO BOTH SLEEVES</p> <p>LIEUTENANTS: LT BAR PATCHES ADDED TO FRONT ZIPPER FLAP ACROSS FROM THE LEFT CHEST POCKET FLAP</p>		1
HI-VIS VEST				
71510	FLYING CROSS	<p>LEFT CHEST: HEAT TRANSFER "POLICE" IN BLACK LETTERING BADGE PATCH APPLIED OVER TABS</p> <p>RIGHT CHEST: HEAT TRANSFER NEMLEC IN BLACK LETTERING</p> <p>BACK : HEAT TRANSFER "NEMLEC" ON LEFT AND "POLICE" ON RIGHT APPLIED VERTICALLY IN BLACK LETTERING</p> <p>NOTE: K-9 OFFICERS CAN HAVE K9 PLACED VERTICALLY BELOW NEMLEC ON THE RIGHT CHEST</p>		

CANTEEN: 4711- CANTEEN	ATLANCO CANTEEN			1
CANTEEN COVER 4788-BLACK	ATLANCO- CANTEEN COVER	BLACK		
GLOVES LR25	HATCH REACTOR GLOVES			1
BATON: MON- MON-2502	MONADNOCK RIOT EXPANDABLE BATON			1
BATON HOLDER: MON-3011	MONADNOCK BATON HOLDER			1
HAT: 101CB 621KB	100% COTTON BRUSHED TWILL BLACK VELCRO CAP WITH RRT/SWAT BADGE BLACK ACRYLIC KNIT FOLD BEANIE PACIFIC-STOCK	EMBROIDERED WITH NEMLEC BADGE ON FRONT		1 1
SOFT BODY ARMOR CPX-2500	HATCH CPX SOFT BODY ARMOR			1
GROIN PROTECTOR: GP 300	HATCH CENTURION GROIN PROTECTOR			1
SHIN GUARDS TS-70	HATCH CENTURION HARD SHELL SHIN GUARDS			1 SET
FOREARM PROTECTOR FP-100	HATCH CENTURION FOREARM PROTECTOR			1 SET
ID TAGS 6595	ID TAG READS-"POLICE"	QTY-2		2
HELMET DELTA 4	LEVEL IIIA BALLISTIC RIOT HELMET			1
FACE SHIELD DK-6-H	RIOT FACE SHIELD FOR HELMET			1
OPTIONAL ITEMS:	NYLON DBL MAG CASE NYLON CUFF CASE NYLON RADIO HOLDER NYLON THIGH HOLSTER/ LEFT OR RIGHT OR STANDARD HOLSTER	CUSTOMER HAS OPTION OF STYLE		
MISSION BAG M-2	HATCH MISSION GEAR BAG- BLACK	PATCH/ROCKER NAMETAPE EMBROIDERY AND APPLICATION		
SUSPENDERS BH-35LBS-1BK	BLACKHAWK LOAD BEARING SUSPENDERS WITH SUSP. AND ATTACHMENTS			1
	SWAT ITEMS ONLY			
SHORT SLEEVE TEE: 1216028-MOD-SCR	UNDERARMOUR FOREST GREEN NEMLEC SWAT SHORT SLEEVE TEE	S-XXL		1
LONG SLEEVE TEE: G240 1248196 (OPTIONAL)	SWAT GILDAN LONG SLEEVE TEE UNDER ARMOUR(NEED PRICING)	G240 S-XL G240 2 XL G240 3XL UA S-3XL		1
G180 8OZ 50/50 HEAVY BLEND (OPTIONAL)	GILDAN LONG SLEEVE SWEATSHIRT WITH LEFT CHEST EMBROIDERED AND FULL BACK SCREEN FOREST GREEN	S-XL 2XL 3XL		1

FLEECE- 9501 OPTIONAL	CHARLES RIVER 1/4 ZIP FLEECE	BLACK WITH LEFT CHEST EMBROIDERY		1
JACKET: OPTIONAL 54101A	FLYING CROSS	BLACK WITH LEFT CHEST EMBROIDERY		
RAINCOAT- 2007-H20 PROOF ECWS GEN-2- PARKA	TRU SPEC- DIGITAL WOODLAND CAMMO	LEFT CHEST EMBROIDERED WITH NEMLEC SWAT LOGO		1
JUMPSUIT: OPTIONAL 2656	TRU SPEC - 27-P BASIC FLIGHT SUIT - SAGE	PATCHES DISTRIBUTED BY STEVE OD GREEN SWAT PATCH ON RIGHT AND LEFT SLEEVE ABOVE POCKET AND EQUAL DISTANCE DOWN ON OPPOSITE SLEEVE VELCRO REGULAR OD GREEN FLAG PATCH ON LEFT CHEST		
2632	TRU SPEC - XFIRE 27-P FLIGHT SUIT - SAGE	OPTION FOR FIRE RETARDENT		
2635	TRU SPEC - TRU XTREME ASSAULT SUIT	OD GREEN		
2649	TRU SPEC - TRU XTREME ASSAULT SUIT	SAGE WITH NOMEX		
TRU SHIRT: 1267	TRU SPEC - WOODLAND DIGITAL	LEFT SLEEVE: GREEN AND BLACK NEMLEC PATCH RIGHT SLEEVE : GREEN AND BLACK NEMLEC SWAT PATCH LEFT CHEST: POLICE EMBROIDERED ON NAME TAPE - ABOVE POCKET/ LENGTH OF POCKET RIGHT CHEST: NAME TAPE - ABOVE POCKET/ LENGTH OF POCKET		
TRU PANT: 1268	TRU SPEC - WOODLAND DIGITAL			
TRU EXTREME COMBAT SHIRT: OPTIONAL FOR TRAINING 2580	TRU SPEC - OD GREEN			
BODY ARMOR: TITAN ASSAULT 2113MC-3	SAFARILAND TITAN ASSAULT ENHANCED VEST WITH MOLLE ATTACHMENT LEVEL IIIA BR01 BALLISTIC PACKAGE	TACTICAL GREEN BALLISTIC COLLAR- TACTICAL GREEN BALLISTIC THROAT- TACTICAL GREEN BALLISTIC SHOULDER INSERTS- TACTICAL GREEN BALLISTIC UPPER ARM PROTECTION- TACTICAL GREEN 6"X10" SIDE PROTECTION- TACTICAL GREEN GROIN PROTECTOR- TACTICAL GREEN SPACER MESH INSERTS MODULAR SET OF POUCHES- TACTICAL GREEN RIFLE PLATE LEVEL III, MULTI CURVE, SHOOTERS CUT, 10"X12"		1 1 1 1 1 1 1 1 1

ID PANELS AND PATCHES FOR VEST				
FRONT		POLICE-1" TACTICAL GREEN W/ VELCRO		1
BACK		NEMLEC SWAT- 2" TACTICAL GREEN W/ VELCRO		1
SHOULDER		NEMLEC SWAT CUSTOM PATCH- TACTICAL GREEN W/ VELCRO		2
NAME TAPES		CUSTOM WRAP AROUND THE HANDLE- TACTICAL GREEN		1
IR FLAGS		IR FLAGS WITH VELCRO- TACTICAL GREEN		1
SPECIAL NOTES: WHEN AN RRT MEMBER BECOMES MEMBER OF SWAT				
	Black BDU shirt brought in and RRT and SWAT patch applied to right shoulder			1
	5.11 3 in 1 jacket brought in and SWAT patch applied to right shoulder ALL PRICES VALID UNTIL December 31, 2014			1



North Eastern Massachusetts Law Enforcement Council

RRT/SWAT Operations Manual Addendum C

This addendum is composed of three parts, (1) SWAT Physical Standards, (2) SWAT Obstacle Course, and (3) SWAT Firearms Qualification. A sample training itinerary is included in this addendum.

(1) SWAT PHYSICAL STANDARDS

<i>Years</i>	Under 29	30 – 39 Yrs	40 – 49 Yrs	50 Over
<i>Event</i>	Repetitions			
Bent Leg Sit-ups: in 1 minute	41	31	21	15
Push-ups: in 2 minutes	41	31	21	15
Squat Bender – 4 count: in 2 minutes	30	25	20	15
Squat Thrust – 4 count: in 2 minutes	30	25	20	15
	Minutes			
Run: 1.5 miles	11:50	12:20	13:20	14:20

Officers should have exercised regularly for 10 weeks; at least four times per week, plus run 3 – 4 miles three times per week, before taking this test.

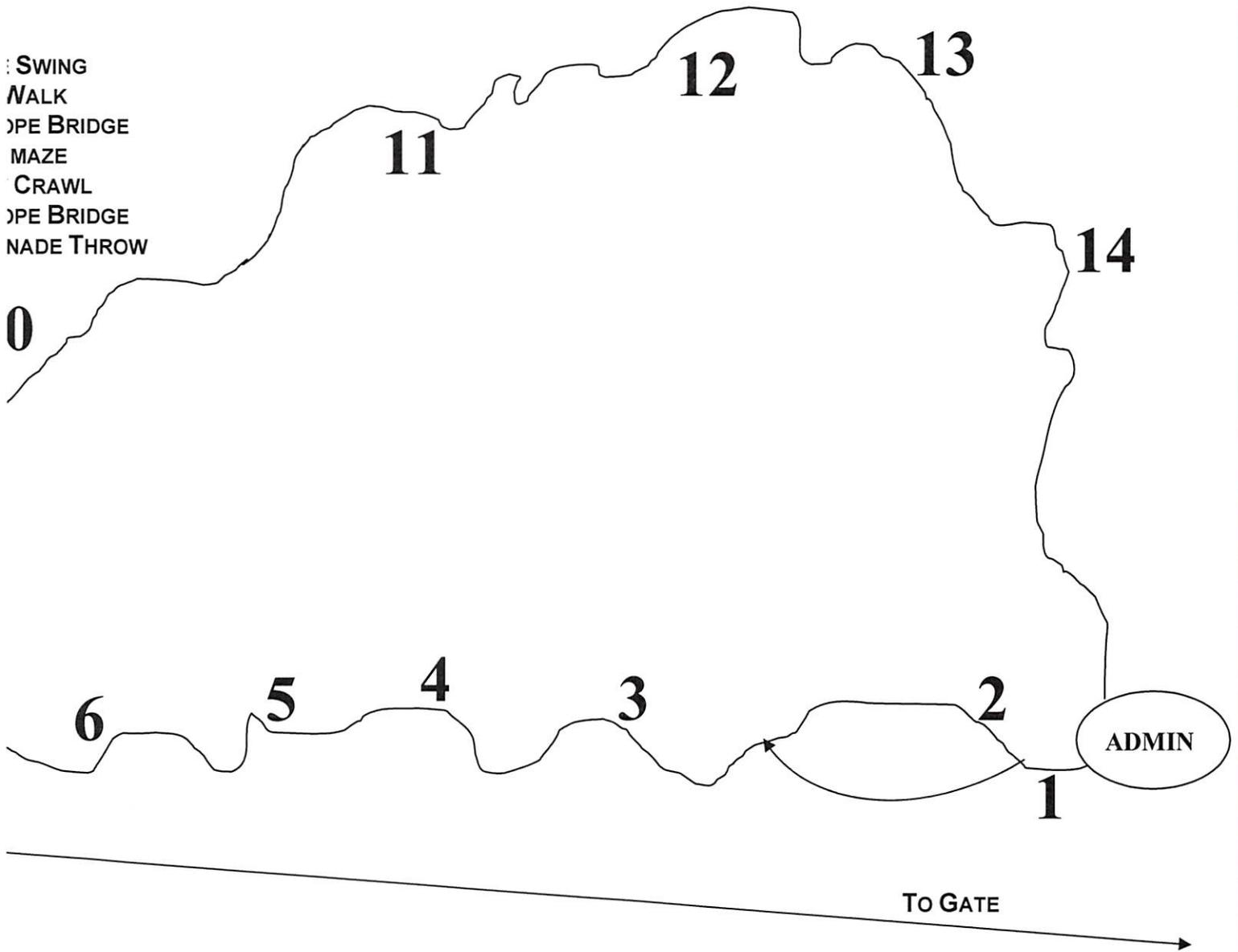
Officers who have a history of medical problems or are over 40 years old **MUST NOT** participate in the above test unless they have been examined and certified medically fit to do so. **Certification must be provided prior to testing.**

Officers should be advised that black combat boots will be worn during the testing.

Western Massachusetts Law Enforcement Council

(2) SWAT Physical Standards Test – Obstacle Course

Facility 5 – 1.5 miles





North Eastern Massachusetts Law Enforcement Council

(3) SWAT PHYSICAL STANDARDS – FIREARMS QUALIFICATIONS

Testing Procedures – Tryout:

Firearms qualifications are conducted utilizing standards developed by the Massachusetts Police Training Council (MPTC). SWAT candidates must hit 80% of their shots on a target during two variable distance qualifications courses: pistol and rifle OR shotgun (determined by instructors).

QUALIFICATION COURSE: PISTOL			
Yards	Fire	Position	Time
15	10	5 Standing 5 Kneeling	20 seconds
10	2	Standing/Holster	3 seconds
	3	Standing/Ready	4 seconds
	5	Standing/Ready	7 seconds
7	10	Standing/Holster	9 seconds
5	2	Standing/Holster	3 seconds
	2	Standing Holster	3 seconds
	6	Standing/Shoulder	5 seconds
3	2	Standing/Holster	3 seconds
	3	Standing/Holster	3 seconds
	2	Standing/Holster	2 seconds
	3	Standing/Shoulder	3 seconds
QUALIFICATION COURSE: RIFLE			
Yards	Fire	Position	Time
10	5	Standing	10 seconds
15	5	Standing	15 seconds
25	5	Standing/Kneeling	20 seconds
25	5	Standing/Prone	25 seconds
QUALIFICATION COURSE: SHOTGUN			
Yards	Fire	Position	Time
15	2	Standing/Load 1	
	1	Standing	
10	2	Kneeling/Load 1	
	1	Kneeling	
7	2	Standing/Load 1	
	1	Drop/Kneeling/Load 1	
	1	Kneeling	

(3) SWAT PHYSICAL STANDARDS – FIREARMS QUALIFICATIONS – cont'd

Requalification – SWAT Team Members:

Scenarios for all range exercises are selected by firearms instructors and are drawn from three sources: the MPTC, the National Tactical Officers Association (NTOA) and the LAPD Law Enforcement Advanced Development/SWAT.

SWAT team members must participate in range exercises 8 – 10 times annually:

- Basic marksmanship drills with revolver and semi-automatic pistol
- Qualifications course with revolver and semi-automatic pistol
- Use of cover drills
Shotgun fundamentals
- Shotgun qualifications and patrol rifle qualifications

All officers must score 90% at each exercise by the next training day, one to two months after tryouts. The overall score is composed of the following criteria:

- 90% score/Marksmanship – officers must hit 90% of their shots
- Pass/Fail – officer performance will be assessed in movement, tactics, decision-making, and technique

Selected/Authorized team members will also be expected to learn and qualify with submachine guns and will complete the following drills:

	RANGE	DRILL	ROUNDS	TIME
Semi	10 yds N	Dbltap	2	1.5
	10 yds N	Reload	2, reload, 2	7.0
	10 yds	Stoppage	Dry fire, backup fire 2	4.0
	10 yds	Body armor	2 body, 3 rd head	2.5
	10 yds	Multiple (2)	2 body each target	2.5
Auto	10 yds N	Auto	3 rd burst body	1.5
	10 yds	Body Armor	3 body, 1 head	2.5
	10 yds N	Multiple (2)	3 body each target	2.5
Semi	15 yds	Dbltap	2	2.0
	25 yds	Dbltap kneeling	2	2.5
	50 yds	Dbltap prone	2	3.0

Continued Membership:

All SWAT officers must sustain a 90% pass rate to remain on the team.



North Eastern Massachusetts Law Enforcement Council

SWAT TEAM TRYOUTS SAMPLE ITINARARY

- 0800 FORMATION AT RANGE CONTROL GATE
- 0815 WARM-UP EXERCISES
- 0830 3 MILE BOOT RUN WITH TEAM
- 0915 OBSTACLE COURSE WALK THROUGH
- 0930 SWAT TEAM RUNS OBSTACLE COURSE
- 1015 CANDIDATES P/T TEST
- 1) 2 MIN. PUSH-UPS
 - 2) 1 MIN SIT_UPS
 - 3) 2 MIN SQUAT THRUSTS
 - 4) 2 MIN SQUAT BENDERS
- 1045 CANDIDATES 1.5-MILE QUALIFIING BOOT RUN
- 1130 CANDIDATES RUN 0-COURSE FOR TIME
- 1230 LUNCH
- 1330 CANDIDATES STRESS HANDGUN COURSE
ACCOMPLISHED IN FULL GEAR. COURSE BEGINS WITH 20 PUSH-UPS, 20 SIT-UPS, and 20 SQUAT THRUSTS. ONE LAP AT PORT ARMS, (SHOT-GUN) W/OUT MASK, ONE LAP AT PORT ARMS WITH GAS MASK ENDING WITH 50 ROUND Q-COURSE.
- 1430 CANDIDATES STRESS SHOTGUN COURSE.
SAME AS HANDGUN COURSE EXCEPT ENDS WITH SHOTGUN Q—COURSE.
- 1600 TEAM/CANDIDATE DEBRIEF