DAVIS POLICE DEPARTMENT
SPECIAL WEAPONS AND TACTICS / HOSTAGE NEGOTIATIONS TEAM
(SWAT & HNT)
Policy and Procedure 2.39-A

DEPARTMENT MANUAL

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I. STATEMENT OF ISSUE

A Special Weapons and Tactics (SWAT) team is a designated unit of law enforcement officers that is specifically trained and equipped to work as a coordinated team to resolve critical incidents that are so hazardous, complex, or unusual that they may exceed the capabilities of first responders or investigative units including, but not limited to, hostage taking, barricaded suspects, snipers, terrorist acts and other high-risk incidents. The SWAT team may also be used to serve high-risk warrants, both search and arrest, where public and officer safety issues warrant the use of the team.

The Hostage/Crisis Negotiation Team has been established to provide skilled verbal communicators who may be utilized to attempt to de-escalate and affect surrender in critical situations where suspects have taken hostages, barricaded themselves, or have suicidal tendencies.

In accordance with the 2003 Yolo County Area Law Enforcement Agreement for an Area Law Enforcement Response Team (ALERT) sworn officers of the Davis Police Department have integrated with members of the West Sacramento Police Department in order to establish a regional SWAT team serving the needs of Yolo County.

Because situations that necessitate the need for a SWAT response vary greatly from incident to incident, the Operational Policy outlined here serves as a guideline to Department personnel allowing for appropriate on-scene decision-making.

This policy is written to comply with the guidelines established in the Attorney General’s Commission on Special Weapons and Tactics Report (September 2002) and the POST 2005 SWAT Operational Guidelines and Standardized Training Recommendations (Penal Code § 13514.1).

II. ADMINISTRATIVE PROCEDURES- SWAT

The overall management and supervision of the SWAT team shall be performed in accordance to the ALERT Agreement.

A. SWAT Team Commander

The SWAT Team Commander shall be selected and shall serve in accordance with the ALERT Agreement. This individual shall hold a sworn position with the Davis or West Sacramento Police Department.
B. Team Leader

The SWAT team will be directly supervised by a Team Leader in accordance with the JULY 2003 ALERT Agreement. The selection of a Team Leader, who is a member of the Davis Police Department, shall be made in accordance with the criterion established for such appointment under the “SWAT” section of the Davis Police Department’s Career Development Manual.

In addition to those duties imposed upon the Team Leader by the JULY 2003 ALERT Agreement, the Team Leader’s primary responsibility is to supervise the operations of the SWAT team to include deployment, training, on-scene supervision, and other duties as directed by the SWAT Team Commander.

C. Selection of Personnel

Selection of members to the SWAT team shall be made in accordance with the criterion established in the “SWAT” section of the Davis Police Department’s Career Development Manual, in addition to the criterion established by the JULY 2003 ALERT Agreement.

D. Training

1. Members of the SWAT team should participate in documented and verifiable monthly training in order to maintain their individual and team core competencies. These core competencies fall within three general categories:
   a. Weapons, munitions, and equipment training
   b. Individual and team movement and tactics
   c. Decision-making

2. SWAT Team Operators should not be deployed until they have successfully completed a POST approved Basic SWAT Course, or its equivalent, as determined by the Department.

3. SWAT Team Leaders should not be deployed prior to their successful completion of a POST approved SWAT Team Leader Course.

4. The SWAT Team Commander should not be deployed prior to their successful completion of a POST approved SWAT Team Commander Course. SWAT Team Commanders who do not have prior SWAT experience are also strongly encouraged to observe portions of a POST approved Basic SWAT Course to enhance their understanding of SWAT related tactics and procedures.

5. SWAT team members, including the SWAT Team Commander, should attend 24 hours of POST approved SWAT update or refresher training, or its equivalent, as determined by the Department, every 24 months.

E. Organization and Command Structure

The organization, command structure, and positional responsibilities of SWAT Team members shall be in accordance with the criterion established in the “SWAT” section of the Davis Police Department’s Career Development Manual.

III. ADMINISTRATIVE PROCEDURES- Hostage Negotiations Team (HNT)

A. Hostage Negotiations Team Commander

This individual shall hold a sworn position with the Davis or West Sacramento Police Department.
B. Selection of Personnel

Selection of members to the HNT shall be made in accordance to criterion established in the “HNT” section of the Davis Police Department’s Career Development Manual.

C. Training

Those officers selected as members of the HNT should attend the POST approved Basic Negotiators Course prior to assuming a primary role in an actual crisis situation. Untrained officers may be used in a support or training capacity. Additional training will be coordinated by the Team Commander.

1. HNT members will attend regular training sessions to practice specialized skills and develop their abilities to function effectively as a team.

2. Periodically, the HNT and the ALERT/SWAT Teams conduct joint tactical training. This training includes operational simulations. All training is documented and retained according to established procedures.

3. Continual evaluation of a team member’s performance and efficiency as it relates to the positive operation of the unit shall be conducted by the Team Commander. Performance and efficiency levels, established by the Team Commander, will be met and maintained by all team members. Any member of the Negotiation Team who performs or functions at a less than satisfactory level shall be subject to dismissal from the unit.

IV. OPERATIONAL GUIDELINES FOR RESPONSE

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Darren Pytel
Police Chief
11/10

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