

COUNTER-TERRORISM AND SPECIAL OPERATIONS BUREAU

NOTICE
1.15

October 5, 2021

TO: All Concerned Department Personnel

FROM: Commanding Officer, Counter-Terrorism and Special Operations Bureau

SUBJECT: SPECIAL WEAPONS AND TACTICS SELECTION PROCESS-REVISED

This Notice is intended to establish enhancements to the existing selection process for the Special Weapons and Tactics (SWAT) Platoon within Metropolitan Division. Determining the appropriate criteria and adequate evaluation period to select Department personnel for a position within SWAT has been an ongoing goal at Metropolitan Division.

Note: This Notice supersedes Counter-Terrorism and Special Operations Bureau (CTSOB) Notice, dated April 7, 2020 and other existing documents regarding the SWAT Selection process.

The process enumerated below includes enhancements that are expected to reduce the subjectivity of the process and strengthen the criteria for the selection of candidates to attend the SWAT School.

The process of selecting candidates for the SWAT School are as follows:

- A minimum score of 365 on the Department's Bonus Course as a prerequisite to apply to SWAT School;
- Force Option Simulator (FOS) testing and evaluation as a prerequisite for selection to SWAT School;
- Practical Combat Range testing and evaluation as a prerequisite for selection to SWAT School;
- Discretionary Engagement Exercise testing and evaluation as a prerequisite for selection to SWAT School;
- A 12-week training period (SWAT School); and,
- Establishment of a dedicated cadre of instructors to ensure consistency in the training and evaluations. Three supervisors will be assigned to the cadre. They will be comprised of a SWAT lieutenant, the senior SWAT sergeant, and an additional SWAT sergeant to provide supervisory oversight.

The following outline is a summary of the application process including the proposed enhancements:

DEPARTMENT-WIDE APPLICATION PROCESS:

- Open to current Police Officer III, Police Officer III+1, or Police Officer II who is Police Officer III eligible;

- Submission of a Transfer Applicant Data Sheet, Form 15.88.0, and two most recent Standards-Based Assessment Reports;
- Submission of most current Promotion, Paygrade Advancement and BOR Training Evaluation and Management System (TEAMS) Report;
- Commanding Officer approval is required on the TEAMS Evaluation Report, Form 1.78.04; and,
- Submission of current Firearm Bonus Course qualification score of 365 (within one year of application submission).

SELECTION PROCESS FOR PHASE I:

- Oral Interview;
 - * Oral boards will be comprised of a SWAT Lieutenant, SWAT supervisor, and a SWAT supervisor from a partner agency (i.e., Los Angeles County Sheriff's Department, Burbank Police Department, Santa Monica Police Department, etc.);
- Background investigations will be conducted for those applicants scoring in the outstanding pool;
- Candidate review/approval at the Divisional, Bureau, and Office levels;
- Minimum Physical Fitness Qualification (PFQ) scores;
 - * 1.5 mile run in under 12-1/2 minutes
 - * 40 push-ups
 - * 60 sit-ups
 - * 5 pull-ups
 - * Completion of the Ahmanson Recruit Training Center obstacle course (pass/fail)
- Pistol manipulation test – Department standard;
- Force Option Simulator;
- Practical Combat Range; and,
- Discretionary Engagement Exercise(s). Candidates will be required to exhibit sound decision-making skills during a high-stress scenario.

Note: A minimum of two SWAT supervisors will be present to provide supervisory oversight during each discretionary engagement exercise and FOS.

PROPOSED STRUCTURE OF SWAT SCHOOL - OUTSTANDING CANDIDATE POOL ONLY:

- Loan into Metropolitan Division (if not already assigned to Metropolitan Division);
- Attendance and completion of the 12-week period of training (Phase I);
 - Weeks 1 through 4: Candidate must pass baseline qualification scores following each block of instruction for the various weapon systems or deselection will occur;
 - Weeks 5 through 7: Instruction provided on various movement techniques and disciplines;
 - Week 8: Testing on movement techniques. This week will be the culmination of the preceding blocks of instruction with final testing to include Hostage Rescue Tactics. Unsafe movements, failure to function, unsafe weapons handling, or repeated use of deadly force on “no shoot” targets could result in deselection;

- Weeks 9 through 12: Enhanced training and exposure to disciplines, as well as skills germane to the team, which includes, but is not limited to, Crisis Negotiations, climbing, boat operations, technical equipment, and Patriot System Self-Contained Breathing Apparatus. De-selection would only be the result of a complete inability to perform a required task (i.e., claustrophobia, acrophobia, aquaphobia, etc.).

SWAT SCHOOL DISQUALIFICATION FACTORS:

Non-selection may include, but is not limited to:

- Failure to obtain a minimum shooting score on each weapon system (one remediation);
- Unsafe movement that results in a major safety violation (i.e., stepping into another officer's field of fire, covering another officer or instructor with a weapon system, repeatedly using deadly force on "no shoot target(s)");
- Unsafe discharge of a weapon during live-fire movement exercises (i.e., shooting room-to-room, hallway to room, or firing within one-meter of another);
- During Week-Eight, failure to properly assess and evaluate a deadly threat or "no shoot target(s)" under the stress of processing multiple stimuli;
- Exceeding the maximum of two incidents when using deadly force on a "no shoot target(s)";
- Unintentional discharge of a weapon;
- Repeated violations of the Basic Firearms Safety Rules; or,
- Unsafe manipulation, handling, or deployment of pyrotechnic devices.

APPROVAL PROCESS FOR THE SIX-MONTH PHASE (PHASE II):

- Upon successful completion of the 12-week SWAT School, candidates will be placed in a "Qualified Selection Pool." Candidates will not be ranked in this pool;
- Assignment to SWAT will follow the formal review/approval process through the chain of command with final approval from the Commanding Officer, CTSOB, and the Director, Office of Special Operations (OSO);
- Assignment to SWAT will depend on the number of open positions;
- A six-month evaluation/rating period will commence upon assignment to SWAT;
- The six-month evaluation period is designed to assess a candidate's ability to transition from a training environment to practical application in the field;
- Final appointment to SWAT requires successful completion of Phase I and Phase II;
- Completion of Phase I does not guarantee a permanent appointment within SWAT;
- A Special Standards-Based Assessment Report will be completed incorporating performance during Phase II prior to final appointment; and,
- The list of eligible candidates will remain viable for 12 months with a potential six-month extension at the discretion of the Commanding Officer, CTSOB, and Director, OSO.

The leadership within Metropolitan Division, CTSOB, and OSO is poised to ensure that all Department employees wishing to participate in the SWAT selection process experience a thorough, fair, and impartial process.

All Concerned Department Personnel

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If you have any questions regarding this Notice, please contact the Commanding Officer, Counter-Terrorism and Special Operations Bureau, at (213) 486-8780.



DAVID J. KOWALSKI, Commander
Commanding Officer
Counter-Terrorism and Special Operations Bureau

APPROVED:



DANIEL RANDOLPH, Deputy Chief
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DISTRIBUTION "B"