

COUNTER-TERRORISM AND SPECIAL OPERATIONS BUREAU

NOTICE

1.15

April 7, 2020

TO: All Concerned Department Personnel

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

SUBJECT: SPECIAL WEAPONS AND TACTICS SELECTION PROCESS

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.

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 enhancements to 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 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;
- Reduction of the 14-week training period to a 12-week training period; 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 PII who is PIII 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. If the applicant is a prior Gang

Enforcement Detail (GED) officer, applicant must also submit their GED/Consent Decree profile;

- Commanding Officer approval is required on the TEAMS Evaluation Report, Form 1.78.04;
- Submission of current Firearm Bonus Course qualification score of 365 (within one year of application submission).

SELECTION PROCESS

- Oral Interview;
 - * Oral boards will be comprised of a SWAT lieutenant, SWAT supervisor, partner agency SWAT supervisor (i.e., Los Angeles County Sheriff's Department, Burbank Police Department, Santa Monica, etc.), and an LAPD supervisor from outside of CTSOB command.
- 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 for a timed score
- 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 high-stress situations.

Note: A minimum of two SWAT-Platoon supervisors will be present to provide supervisory oversight during the discretionary engagement exercises.

PROPOSED STRUCTURE OF SWAT SCHOOL – OUTSTANDING CANDIDATE POOL ONLY:

- Loan into Metropolitan Division (if not already assigned to Metropolitan Division) for a 12-week period;
- Attendance of the 12-week SWAT School;
 - Weeks 1 through 4: Candidate must pass a baseline score following each block of instruction for the various weapon systems or deselection will occur;
 - Weeks 5 through 7: Instruction provided on various movement techniques;
 - Week 8: Testing on movement techniques;
 - Weeks 9 through 12: Enhanced training to include required skills pertaining to the Patriot System Self-Contained Breathing Apparatus, crisis negotiations, climbing,

and boat operations. Deselection 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 (stepping into another officer's field of fire, covering another officer with the muzzle of a firearm, etc.);
- Unsafe discharge of a weapon during live-fire movement exercises (i.e., shooting room-to-room, hallway to room, firing within one-meter of another);
- During Week-Eight, failure to assess and evaluate multiple stimuli, resulting in the use of deadly force on a "no-shoot" target (two maximum);
- Unintentional discharge of a weapon;
- Unsafe manipulation or deployment of a Noise-Flash Diversionsary Device.

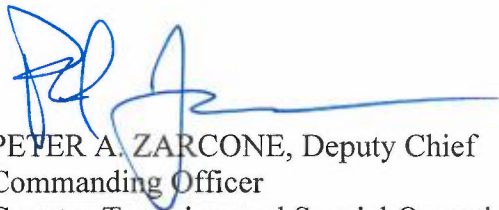
APPROVAL PROCESS:

- 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, OSO;
- Assignment to SWAT will depend on the number of open positions;
- A six-month evaluation/rating period will commence upon assignment to SWAT; 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.

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

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

APPROVED:



PETER A. ZARCONE, Deputy Chief
Commanding Officer
Counter-Terrorism and Special Operations Bureau



DOMINIC H. CHOI, Deputy Chief
Chief of Staff
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