


PBP FORM 290  PITTSBURGH BUREAU OF POLICE <i>"...honor, integrity, courage, respect, and compassion."</i>		SUBJECT: "PITTSBURGH SWAT POLICY AND OPERATING GUIDELINES"	ORDER NUMBER: 42-11
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1.0 POLICY AND PURPOSE

- 1.1 The purpose of this policy is to set forth the structure and function of the Pittsburgh Bureau of Police Special Weapons and Tactics Unit (SWAT), as well as to establish regulations in the selection, training, equipment, and use of the Pittsburgh Bureau of Police SWAT Team.
- 1.2 TOS MEMORANDA- Memoranda are issued on the approved form to clarify, inform or inquire. They may or may not convey a command but shall not conflict with General, Special or Personnel Orders. MEMORANDA may be issued by the members of the Tactical Operations Section to SWAT Team personnel with the approval of the SDD Commander or his/her designee.

2.0 PITTSBURGH BUREAU OF POLICE SPECIAL WEAPONS AND TACTICS TEAM MISSION STATEMENT

- 2.1 The mission of the Pittsburgh Bureau of Police SWAT Team is the preservation of life and to provide a comprehensive tactical response to unusual special problems or situations requiring a concentration of specialized/skilled personnel.

3.0 DEFINITIONS

- 3.1 Anti-Terrorism and Critical Infrastructure Protection- The protection of critical infrastructure as it relates to Homeland Security Operations and Directives or operations in support of Region 13.
- 3.2 Apprehension- To arrest or take into custody individual(s), where there is a likelihood of armed resistance.
- 3.3 Barricaded Situations-The standoff created by an armed or possibly armed suspect, or emotionally disturbed or suicidal person(s) in any location, whether fortified or not, who is refusing to comply with police demands for surrender.
- 3.4 Compromised Authority- Conditional authority that is granted to any member of the SWAT Team by the on-scene commander within the Incident Command System (ICS) model.
- 3.5 Element- A group of SWAT Operators assigned for a specific task.
- 3.6 Hostage Situations- The holding of any person(s) against their will by an armed or possibly armed suspect, or innocent bystanders who are trapped as a result of an armed or potentially armed suspects actions.
- 3.7 Personnel Protection- The security of special persons, such as VIP's, witnesses, or suspects, based on threat or potential threats to the well-being of those persons.
- 3.8 Threat Assessment Matrix- An evaluation shall be conducted by using a risk assessment tool. The tool is a guide to evaluate the need to deploy the SWAT team/members to ensure that it meets the risk potential.
- 3.9 Sniper/Active Shooter Situations- The firing upon citizens and/or police by an armed suspect, whether stationary or mobile.
- 3.10 Special Assignment- Any assignment, approved by the Chief of Police or his/her designee, based on the level of threat or the need for special expertise.
- 3.11 S.W.A.T. - Special Weapons and Tactics.

- 3.12 Tactical Operation- A mission that is supervised, planned, and executed by trained and qualified SWAT team members within the Incident Command System. All equipment, weapons, devices, and tactics utilized are utilized by trained and qualified SWAT team members under the supervision of a member of the Tactical Operations Section.
- 3.13 TEMS PARAMEDIC- A City of Pittsburgh EMS Bureau paramedic that has been selected after successful completion of a Pittsburgh SWAT TEMS Paramedic course. TEMS shall provide medical threat assessments, render immediate medical care in austere environments, and provide logistical support to further the health and safety of law enforcement personnel and reduce the incidences of injury, illness, disability and death associated with training and tactical operations.
- 3.14 TEMS- Tactical Emergency Medical Support is the provision of preventative urgent and emergent medical care during high-risk, extended duration and mission-driven law enforcement special operations.
- 3.15 Warrant Service- The service of search or arrest warrants of possibly armed suspect(s) and the potential for armed resistance.

4.0 SPECIAL DEPLOYMENT DIVISION/TACTICAL OPERATIONS SECTION ADMINISTRATIVE FUNCTION AND DUTIES

- 4.1 The Tactical Operations Section is a full-time assignment within the Operations Branch in the Special Deployment Division. Members assigned to this section have special qualifications and expertise relating to Special Weapons and Tactics in the following areas.
 - 4.1.1 Special weapons and tactics equipment
 - 4.1.2 Research and development of equipment and tactical doctrine
 - 4.1.3 Special weapons and tactics entry operations
 - 4.1.4 Manual, mechanical, ballistic, exothermic and explosive breaching operations
 - 4.1.5 Tactical waterborne operations and dive operations
 - 4.1.6 Marksman observer operations
 - 4.1.7 Chemical, Biological, Radiological and Nuclear Operations (CBRN)
 - 4.1.8 Tactical rope access and rescue operations
- 4.2 The Tactical Operations Section will coordinate as a collective group supervising and managing the day to day operations of the SWAT team and any special assignments assigned to the Tactical Operations Section.
 - 4.2.1 Tactical Operations Section Subject Matter Experts (SME's) are assigned by the Chief of Police or his/her designee to ensure the effectiveness and readiness of the Pittsburgh Bureau of Police specialized tactical units as stated above in Section 4.1
- 4.3 Subject Matter Experts (SME) assigned to this section must possess and/or be willing to obtain the following minimum qualifications:
 - 4.3.1 Currently assigned with at least two years of service as a SWAT Team member, in addition to the minimum three years of service with PPB.
 - 4.3.2 Must maintain and be current with all qualifications and standards contained within section 6.0.
 - 4.3.3 Must possess or be able to attend and complete an accepted Instructor Development Certification, Firearms Instructor Certification and Team Leader development course within one (1) year or as soon as practical. Must be willing to develop SME knowledge referenced in section 4.1 by attending ongoing training.
- 4.4 The Subject Matter Experts (SME) are responsible for the following tasks as they may relate to their assigned section:

- 4.4.1 The day-to-day function as it relates to the individuals assigned to the section.
- 4.4.2 Formulates lesson plans and schedules training for assigned section.
- 4.4.3 Attend meetings related to the deployment, training, and/or the coordination of the section.
- 4.4.4 Serve in a command and/or a leadership role as it relates to the deployment of the section.
- 4.4.5 Endeavor to train with outside agencies to ensure interoperability and mutual aid assistance.
- 4.4.6 Monitor National Incident Management System (NIMS) requirements for compliance purposes for the assigned section.
- 4.4.7 Serve as a technical expert for the section, relating to the equipment; selection of personnel; technical and tactical doctrine; deployment procedures; and mitigation and resolution of critical incidents.
- 4.4.8 Engage in research and development as it relates to practices, equipment, standards and doctrine for the assigned section.
- 4.4.9 Documentation of training and operations for the assigned section.
- 4.4.10 Reviews practices and procedures of the section for compliance with nationally recognized standards and practices.
- 4.4.11 Conduct inventory, tracking, and maintenance of all equipment, vehicles, weapon systems, special munitions, and explosive ordnance for the section.
- 4.4.12 Assist other entities of the Bureau with training and/or conducting tactical training for those entities at the request of the SDD Commander or his/her designee.
- 4.4.13 Conducts community presentations and education programs at the direction of the SDD Commander or his/her designee.
- 4.4.14 Participate in special assignment as directed by the SDD Commander or his/her designee.

5.0 SELECTION PROCESS FOR SWAT TEAM MEMBERS

- 5.1 Individuals will be selected in the following manner when vacancies for SWAT are announced by the Chief of Police or his/her designee.
 - 5.1.1.1 Individuals must have a minimum of three years of continuous service with PBP.
 - 5.1.1.2 Sergeants will be considered at the SDD Commanders discretion. If a Sergeant is allowed on the team he/she will be paid their current rate, but will not operate in a supervisor capacity when on the SWAT team.
 - 5.1.1.3 Lieutenants are not permitted on the team and if promoted to Lieutenant when on the team he/she must leave the team.
- 5.1.2 Assignment to the SWAT Team is voluntary.
- 5.1.3 Individuals will have their personnel files reviewed and an interview will be conducted by the Special Deployment Division Commander and/or his/her designee.
 - 5.1.3.1 Have no record of serious discipline action at least one year prior to application.
 - 5.1.3.2 Officer's attendance record cannot reflect any unauthorized absences within the one year period.
- 5.1.4 Individuals must meet at least the minimum standard during the one-day pre-qualification assessment.
- 5.1.5 The pre-qualification assessment may include but not be limited to any or all of the following: Firearms, Physical fitness, knowledge of General Orders, swim test and a panel interview.

- 5.1.6 An announcement will be sent out bureau wide a minimum of 90 days prior to pre-qualification testing. The announcement will contain the minimum standards the applicants must meet.
- 5.1.7 Individuals must complete any and all interview or testing processes set forth by the Chief of Police.
- 5.1.8 Individuals who pass the minimum standards will be selected at the discretion of the Chief of Police and/or by his/her designee.
- 5.1.9 In addition to the forgoing, individuals must also pass the minimum standard set forth in the SWAT basic and advanced courses.
- 5.1.10 Individuals who pass the minimum standard set forth in the SWAT basic and advanced courses may be selected for SWAT assignment at the discretion of the Chief of Police and/or by his/her designee.
- 5.1.11 Placement on the eligibility list is not a guarantee assignment to the SWAT team.
- 5.1.12 Selection from the eligibility list will be subject to current operational needs of the SWAT team.

6.0 RETENTION STANDARDS FOR SWAT TEAM MEMBERS

- 6.1 Once an officer is assigned to the Pittsburgh SWAT Team all operational team members, regardless of rank or position, must maintain those standards of performance set forth in lesson plans and qualification courses.
- 6.2 Failure to meet the minimum standard, or in the event the officer shows a documented failure or pattern of failure within a six month period, will result in the immediate review of the officer's status as a team member by the Special Deployment Division Commander or his/her designee.
- 6.3 Upon that review, the Special Deployment Division Commander will determine if the officer is to be immediately removed from the team.
- 6.4 Being on non-operational status twice in one twelve month period will be grounds for automatic review of the team member's status and possible removal from the team. A team member may be removed from the team where documented instances have shown that the member is insubordinate or demonstrates an unwillingness to work with the team or for any other reason that may call into question the individual's fitness for this assignment.
- 6.5 The Pittsburgh SWAT Team will conduct training consistent with national standards for a part-time SWAT Team or 192 hours per year (averaging 16 hours per month). Training will be based off the needs of the teams duties and responsibilities.
 - 6.5.1 Operators may be assigned to additional specialties within the SWAT Team (Marksman/Observer, Explosive Breach, Tactical Rope Access and Rescue, CBRNE, etc.). Operators will be required to attend additional training to maintain proficiency. The hours of training will be in accordance with the accepted national standards for each specialty.
 - 6.5.2 Additional training will be scheduled to enhance SWAT Team readiness and interoperability in accordance with National Incident Management System (NIMS) and the National Tactical Officers Association (NTOA) established best practices.
- 6.6 SWAT Members will be required to meet a **minimum 80%** attendance rating at training per quarter in order to maintain operational status. Those operators failing to meet the minimum training hours will be placed on non-operational status until the Special Deployment Division Commander and/or his/her designee approves their operational status.
- 6.7 SWAT Members will be required to respond to a **minimum of 50%** of the call outs for which he/she is eligible. Those operators failing to meet the minimum percentage of call outs for which he/she is eligible will be placed on non-operational status until the Special Deployment Division Commander and/or his/her designee approves their operational status.
- 6.8 At the discretion of the Chief of Police or his designee, operators that are promoted to the rank of Sergeant may remain a member of the SWAT Team provided he/she is able to maintain an 80% training attendance, respond to 50% of the call outs for which he/she is eligible, and continue to carry out his/her duties as a supervisor at his/her assigned location.
- 6.9 Operators that are promoted to the rank of Lieutenant or above are no longer eligible to remain operational with the SWAT Team.

- 6.10 The team members will be tasked to re-certify in numerous SWAT responsibilities to include, but not limited to firearms, less lethal devices, tactics, physical fitness standards, and diversionary devices. Failure to re-certify at any time in any area will require an immediate focus on the re-training of the officer's deficient skills.
- 6.10.1 Any team member that fails to complete any required qualification may not deploy during SWAT activations.
- 6.11 Continued failure after proper and documented re-training will be considered failure to meet the minimum standard and will require an immediate review of the officer's operational status by the Special Deployment Division Commander and/or his/her designee.
- 6.12 A team member may request to be removed from the SWAT Team for any reason by submitting a special through the SDD chain of command with no negative repercussions in his/her personnel jacket.
- 6.12.1 If a team member leaves the team voluntarily and wishes to return he/she may submit a special requesting reinstatement as long as it is no greater than 6 months from his/her separation date.
- 6.12.2 Any officer requesting to be re-instated after the 6 month window for a voluntary separation from the SWAT Team must re-apply as a new candidate and are subject to any and all testing procedures, as listed in the selection process.
- 6.12.3 If a team member is reassigned to a special detail, deployed on military orders, or on work or non-work related compensation or disability that is greater than 6 months; then the member will be required to attend equivalent hours of training missed for re-certification as determined by the Tactical Operations Section.
- 6.12.4 An operator wishing to suspend his/her operational status for special detail, family leave, military, or any other reason must submit a special through the SDD chain of command to maintain his/her position on the team during his/her absence.
- 6.12.5 Operators coming back from a leave of absence are subject to retraining curriculum as decided at the discretion of the Tactical Operations Section and based upon training requirements.

7.0 NOTIFICATION AND ACTIVATING THE SWAT TEAM

- 7.1 The SWAT Team shall be activated for ~~critical~~ incidents in accordance with General Order #42-5, Sniper/Hostage/Barricaded Subjects.
- 7.2 All SWAT operators shall be required to carry a cell phone for activation during off-duty hours and maintain that number with Emergency Operations Center (EOC) and the Tactical Operations Section.
- 7.3 There are two types of SWAT activations:
- 7.3.1 ON DUTY- Activation of any SWAT operator on duty, to include special assignments, details, court and/or training.
- 7.3.2 FULL TEAM- Activation of all SWAT operators regardless of duty status.
- 7.3.3 Operators responding to a SWAT Team activation are considered to be On-Duty from the time the operator acknowledges the activation.
- 7.3.4 Operators are authorized by the Chief of Police or his/her designee to respond to FULL TEAM activations in their personal vehicles.
- 7.4 The on-scene Incident Commander shall activate the SWAT team through the Emergency Operations Center (EOC) via radio.
- 7.4.1 The Incident Commander or any on-scene SWAT personnel can immediately authorize the activation of **on-duty** SWAT personnel to respond to an incident with permission from the on-scene Incident Commander.
- 7.4.2 Any requests for on-duty SWAT must be via radio, unless operational security dictates otherwise.

7.5 EOC will notify the Duty Commander, SDD Commander, and Tactical Operations Section personnel of the situation and of any activation for **on-duty** SWAT personnel.

7.5.1 The Duty Commander, the SDD Commander, or his/her designee may authorize the activation of **off-duty** SWAT personnel at his/her discretion.

7.5.2 The SDD Commander and/or Team Leader (assigned to the Tactical Operations Section) can activate **off-duty** SWAT personnel at his/her discretion.

7.6 EOC will activate the Tactical Alert System

7.6.1 The Tactical Alert System consists of the following:

7.6.1.1 EOC will contact all ON-DUTY SWAT operators by broadcasting the situation, location, and staging area on police channels 1, 2, 3, 4, 5 and 6; and generate a SWAT Team activation on the current system in use advising SWAT operators of the type of incident that is ongoing and the staging location.

7.6.1.2 EOC will contact all OFF-DUTY SWAT operators by generating a SWAT Team activation on the current system in use advising SWAT operators of the type of incident that is ongoing and the staging location.

7.6.1.3 EOC will notify all SWAT team members of any change in status of the incident.

7.7 All SWAT Team members will respond to SWAT activations and will check in on the designated channel by using their assigned "TAC" call-sign.

7.7.1 If a member cannot use a radio he/she will call EOC via telephone to provide his/her response notification.

7.8 All SWAT Team members activated for off duty operations, pre-planned events, or other special details shall notify the appropriate authority of the availability.

8.0 TACTICAL COMMAND STRUCTURE AND INCIDENT COMMAND

8.1 The Pittsburgh Bureau of Police Special Weapons and Tactics Team (SWAT) is comprised of members from all branches of the Pittsburgh Bureau of Police.

8.2 The following positions are the command and control structure of the SWAT team which ensures efficient and effective deployment, tactics, strategy, and communications for successful tactical resolution within the Incident Command System/National Incident Management System (ICS/NIMS).

8.2.1 Tactical Commander- The Tactical Commander is assigned from the Tactical Operations Section based upon the individual with the highest level of tactical training, tactical experience, and tactical competency; and not necessarily his/her rank, as it relates to the management and resolution of ~~critical~~ incidents and his/her availability to respond to the incident.

8.2.2 Tactical Liaison(s)- The Tactical Liaison is an individual assigned by the Tactical Commander. The Tactical Liaison serves as an advisor and/or assistant as it relates to the management and resolution of incidents.

8.2.3 Team Leader- The Team Leader is assigned by the Tactical Commander based upon the individual's tactical training, tactical experience, and tactical competency; and not necessarily his/her rank, as it relates to the leadership of SWAT operators during ~~critical~~ incidents. The Team Leader is responsible for assisting with operational planning, manpower deployment, execution of the tactical plan, and decision making under compromised authority from the Tactical Commander. The Team Leader also acts as the communication link between the Tactical Team and the Tactical Commander and/or Tactical Liaison.

8.2.4 Lead Scout- The Lead Scout is assigned by the Tactical Commander based upon the individual's tactical training, tactical experience, and tactical competency; and not necessarily his/her rank, as it relates to the leadership of SWAT operators during critical incidents. The Lead Scout is responsible for assisting with intelligence gathering for operational planning, and control of an element when the tactical team is divided for strategic purposes. The Lead Scout also acts as the communication link to the Team Leader when the entry element is divided.

- 8.2.5 Lead Marksman/Observer- The Lead Marksman/Observer is assigned by the Tactical Commander from the Tactical Operations Section, based upon the individual with the highest level of tactical training, tactical experience, and tactical competency; and not necessarily his/her rank, as it relates to the management and resolution of critical incidents. The Lead Marksman/Observer is responsible for coordination and deployment of Marksman/Observer elements. The Lead Marksman/Observer is responsible for communication between the Marksman/Observer elements and the Tactical Commander and/or the Tactical Liaison.
- 8.2.6 Marksman/ Observer- An operator that is specially trained and qualified in police tactical operations; with expertise in the use of precision firearms, surveillance techniques, and intelligence gathering methods to assist with resolving critical incidents.
- 8.2.7 Operator- An operator that is a specially trained SWAT Team member who has been specifically trained in police tactical operations; with expertise in special equipment, technologies, and tactics to assist with resolving critical incidents.

8.3 In the event that members of the Tactical Operations Section are unavailable to fill command and control positions, members of the SWAT team will be selected using the same criteria set forth in the sub-sections under 8.2

9.0 REQUEST PROCEDURES FOR HIGH RISK WARRANT SERVICE

9.1 To request the SWAT Team for a high risk warrant service the officer, detective, or supervisor proceed as follows:

- 9.1.1 The constable/officer/ detective will complete a Threat Assessment Matrix worksheet **located in Police Officer's Took Kit** and submit it to his/her unit supervisor for approval. Upon determining the Matrix Value the constable/officer/detective will submit the Threat Assessment Matrix to their Unit Supervisor for review and approval completing Section 4 and Section 5. The constable/ supervisor will E-mail [REDACTED] a copy of the completed Threat Assessment Matrix to the SDD Supervisor and all members of the Tactical Operations Section for recommendations and approval. The constable or unit supervisor should contact the SDD supervisor or a member of the TOS by phone to confirm receipt of the Threat Assessment Matrix.
- 9.1.2 For "in progress" or rapidly developing situations officers and supervisors are encouraged to contact a member of the Tactical Operations Section for guidance and an assessment of the situation to determine if SWAT is needed. Proceeding in this manner is not a substitute for completing the Threat Assessment Matrix. The Matrix must be filled out as soon as practical and may be filled out by a member of the Tactical Operations Section.
- 9.1.3 After determining that the need for SWAT assistance exists, the supervisor will immediately contact a member of the Tactical Operations Section, either directly or via EOC.
- 9.1.4 The Tactical Operations Section member(s) will analyze intelligence, conduct risk analysis, to determine appropriate manpower needs to address any known threats and potential needed contingencies.
- 9.1.4.1 Threat level (weapons, booby-traps, implied and/or overt threats, and criminal history);
 - 9.1.4.2 Number of persons inside the location to be served;
 - 9.1.4.3 Size, location and fortification of the structure;
 - 9.1.4.4 The importance of evidence preservation; and
 - 9.1.4.5 Other extenuating or special circumstances.
- 9.1.5 The Tactical Operations Section will assign available and qualified SWAT Team Leader(s) to develop an operational order, prepare equipment, and coordinate logistics for the tactical mission.

9.2 PROCEDURE FOR REQUESTING SWAT TEAM FOR A PRE-PLANNED TACTICAL OPERATIONS

- 9.2.1 Any Bureau of Police Supervisor requesting the assistance of the SWAT team for any tactical assistance not set forth in sections 7.0 (notification and activation) or 9.0 (high risk warrant service) shall contact the Tactical Operations Section and/or the SDD Commander for tactical/technical support.
- 9.2.2 Types of tactical assistance for Bureau-wide operations are as follows:
- 9.2.2.1 Support for Mobile Field Force operations;
 - 9.2.2.2 Dignitary/ witness protection operations;
 - 9.2.2.3 Anti-terrorism operations; and/or
 - 9.2.2.4 Any special assignment which requires tactical expertise.

9.3 REQUEST FOR ASSISTANCE FOR TACTICAL SUPPORT AND SPECIAL ASSIGNMENT OPERATIONS

- 9.3.1 Any Bureau of Police Supervisor requesting the assistance of any SWAT team members for tactical assistance for critical incidents, high risk warrant service, or pre-planned tactical operations shall make such requests via his/her chain of command and contact the SDD Commander or his/her designee. The Incident Commander will also notify the shift supervisor and/or Duty Commander.
- 9.3.2 Types of tactical support and special assignment operations :
- 9.3.2.1 Marksman/ Observer surveillance operations;
 - 9.3.2.2 Saturation patrols;
 - 9.3.2.3 Support for undercover operations;
 - 9.3.2.4 Community relations events and presentations; and
 - 9.3.2.5 Any special assignment requiring tactical expertise.
- 9.3.3 When SWAT team members are assisting in a non-tactical operation, the use of advanced SWAT tactics (i.e. ladder operations, window entry, and simultaneous entry) is prohibited. Prior to the use of such tactics, a Bureau of Police Supervisor must obtain authorization from the Tactical Operations Section.
- 9.3.4 When SWAT team members are assisting in a non-tactical operation, the use of special ordnance, diversionary devices, and special munitions is prohibited. Prior to the use of such tactics, a supervisor may authorize the use of such munitions or devices must obtain authorization from the Tactical Operations Section.
- 9.3.5 When a SWAT team member is deployed in any manner, the officer will deploy their issued weapon system(s) in accordance with his/her training and the tactical doctrine of the Pittsburgh Bureau of Police SWAT Team.
- 9.3.6 No Pittsburgh Bureau of Police Supervisor may order a SWAT team member to relinquish his/her weapon systems or special munitions to any non-qualified Pittsburgh Bureau of Police personnel for operational usage.
- 9.3.7 The formation of "ad-hoc SWAT teams" or the mixing of SWAT team members with Pittsburgh Bureau of Police personnel in lieu of completing the supervisory threat assessment worksheet for operational usage is prohibited.

10.0 SWAT MISSION PLANNING AND DOCUMENTATION

- 10.1 The Pittsburgh Bureau of Police SWAT Team will utilize an Operations Deployment Report (ODR) containing a written 5 paragraph operational order (SMEAC) for all tactical operations that are proactive or pre-planned in nature. The plan, which is also referred to by the acronym SMEAC, will consist of the following components:
- 10.1.1 Situation- Intelligence or information surrounding the event.
 - 10.1.2 Mission--The operation or task(s) that the SWAT team shall complete.

- 10.1.3 Execution- How the SWAT team plans to accomplish the mission, operation or task.
- 10.1.4 Administration and Logistics- Any support elements, equipment, or transportation needed for the operation. In addition, reporting of any damage, injuries, and/or accidents during the operation
- 10.1.5 Command, Control, and Communications- This component shall include the delineated chain of command, method of communication, and specialized communication signals.

10.2 Reporting Procedures

- 10.2.1 A member of the Tactical operations Section will complete the SWAT Operations Deployment Report (ODR) with a summary of the operation including notable actions. Notable actions will be transferred to a Supplemental Report as final documentation as directed by the investigative entity in accordance with General Order #40-19, Reports.

- 10.2.1.1 Tactical operators involved in the operation;

- 10.2.1.2 Notable actions taken on scene by operators;

- 10.2.1.3 The use of specialized equipment and munitions;

- 10.2.1.4 Any equipment failures or deficiencies;

- 10.2.1.5 Any personnel issues concerning, injuries and/or safety violations; and

- 10.2.1.6 Supplemental reporting procedures as outlined by bureau rules and regulations.

- 10.2.1 TOS will secure all copies of radio and CAD transmissions pertinent to the SWAT operation.

11.0 MUTUAL AID

- 11.1 The Pittsburgh Bureau of Police SWAT Team will provide mutual aid to any agency that requests assistance, at the discretion of the Chief of Police or his/her designee.
- 11.2 The Pittsburgh Bureau of Police SWAT Team will request mutual aid for tactical operations, when needed at the discretion of the Incident Commander and approved by the SDD Commander.

- 11.2.1 Mutual aid is governed by The Police Officers Municipal Jurisdiction Act and Region 13 Mutual Aid PACT.

12.0 ANNUAL REVIEW AND REVISIONS

- 12.1 The Pittsburgh Bureau of Police SWAT Team Standard Operating Guidelines will be reviewed by the Tactical Operations Section on an annual basis, to ensure that practices are compliant with Pittsburgh Bureau of Police Rules and Regulations and current practices of the tactical community.
 - 12.1.1 The supervisor of the Tactical Operations Section may promulgate an order or memorandum for any rule contained within this document for clarification, explanation, or temporary suspension or modification when deemed necessary by the Chief of Police or his/her designee.
 - 12.1.2 Any permanent changes, additions, and/or deletions to the Pittsburgh Bureau of Police SWAT Team Standard Operating Guidelines shall be forwarded to the Assistant Chief of Operations on an annual basis for review and approval.

13.0 TACTICAL EMERGENCY MEDICAL SUPPORT (TEMS)

- 13.1 Selection Process for TEMS Paramedic
- 13.2 TEMS Paramedics will be selected from the City of Pittsburgh EMS Bureau.

13.2.1 Individuals must be approved for selection by EMS Command.

13.2.2 Individuals must volunteer for TEMS duty.

13.2.3 Individuals must pass the minimum physical fitness standard during the one-day pre-qualification assessment. This standard will be the same standard applicants for SWAT shall meet. Paramedics shall successfully complete a Pittsburgh SWAT TEMS Paramedic course.

13.3 Retention Standard for TEMS Paramedic

13.3.1 Once a paramedic is assigned as a TEMS paramedic, regardless of rank or position, must maintain those standards of performance set forth in lesson plans and qualification courses.

13.3.2 TEMS paramedics must comply with all standards set forth within the Pittsburgh EMS Tactical EMS Division Standard Operating Guidelines.

13.4 Activating TEMS Paramedics for critical incidents

13.4.1 TEMS Paramedics are selected, trained and specially equipped to operate in forward positions within protective SWAT elements.

13.4.2 TEMS paramedics shall be requested through EOC by either Incident Command or Tactical Command upon activation of SWAT for any critical incident.

13.5 Activating TEMS Paramedics for warrant service and pre-planned Tactical Operations

13.5.1 TEMS paramedics shall be requested through the established EMS-TEMS chain of command.

13.6 TEMS Command Structure and Medical Command Authority

13.6.1 The TEMS component shall be governed by the joint command of the Tactical Commander and Medical Commander through the Tactical Operations Center (TOC).

13.6.2 The Tactical Commander will govern the staging, deployment and movement of TEMS resources based on the situation and ability to provide a measured level of protection to the TEMS support component.

13.6.3 The Medical Commander will govern all medical/patient issues and assist the Tactical Commander with matters of medical urgency balanced with the ability to provide protective measures to TEMS paramedics.

13.7 Pittsburgh EMS Tactical EMS Division Standard Operating Guidelines

13.7.1 Pittsburgh EMS will maintain internal Standard Operating Guidelines governing TEMS paramedics specifically.

13.7.2 Pittsburgh SWAT SOP will govern TEMS integration in SWAT operations and other conduct related to selection, retention, training, qualifications and etc.

13.8 TEMS Personal Protective Equipment (PPE)

13.8.1 TEMS paramedics will maintain issued tactical body armor, ballistic helmets and other related SWAT equipment to be utilized when activated for SWAT operations.

13.9 TEMS Firearms Policy

13.9.1 TEMS Paramedics receive specialized defensive training with an assigned handgun [REDACTED] This firearm is to be carried during SWAT/TEMS training or SWAT operations when deployed as a TEMS paramedic at the direction of the Tactical Commander.

- 13.9.2 TEMS paramedic's handguns will be assigned by the Tactical Operations Section and stored on the SWAT equipment vehicle. The Tactical Commander will authorize deployment of the assigned handgun to the qualified TEMS paramedic for the duration of the training or operation.
- 13.9.3 TEMS paramedics shall successfully complete a bi-annual qualification course on the assigned handgun.
- 13.9.4 TEMS paramedics shall receive training from qualified personnel on the proper care, maintenance and operation of the assigned handgun. Regular maintenance of the assigned handgun is the responsibility of the individual TEMS paramedic.
- 13.10 TEMS paramedics are recognized as a Subject Matter Expert (SME) in various areas of instruction. Qualified TEMS paramedics may contribute expertise at the direction of the Tactical Operations Section to provide requisite training to include but not be limited to:
 - 13.10.1 SWAT Operator level TEMS, buddy-aid, self-aid, etc.
 - 13.10.2 Tactical ropes access and rescue operations
 - 13.10.3 Self Contained Breathing Apparatus (SCBA) /Hazardous Materials (HAZMAT) / Personal Protective Equipment (PPE)
 - 13.10.4 General health and wellness

14.0 WEAPONS, EQUIPMENT AND TRAINING DOCUMENTS

- 14.1 SWAT personnel shall carry only department approved/qualified weapons.
- 14.2 The SWAT Commander shall ensure that only personnel qualified and trained are allowed to operate the vehicles and/or equipment. All equipment deployed shall be departmentally approved and may not be modified without written permission from the SDD Commander or the Chief of Police.
- 14.3 SWAT Team members are responsible for the routine maintenance of equipment including, but not limited to, weapons, protective vests, clothing, and other designated equipment. Equipment shall be properly and safely stored when not in use.
- 14.4 Training records will be maintained by the SDD Commander or his/her designee. A training report shall be submitted to the Training Academy documenting specific training and team members attending training.
- 14.5 All training conducted by the TOS/Swat team will have documentation available upon request.
- 14.6 All equipment shall be accounted for and regularly inspected. TOS shall maintain a record of all issued equipment and regularly inspect the equipment.

Approved By:



Scott Schubert
Chief of Police