



TYPE OF ORDER	NUMBER/SERIES	EFFECTIVE DATE	ISSUE DATE
General Order	380.07	06-07-2009	06-04-2009
SUBJECT TITLE		PREVIOUSLY ISSUED DATES	
Special Response Unit			
REFERENCE		RE-EVALUATION DATE	
SUBJECT AREA		DISTRIBUTION	
Law Enforcement Operations		All Personnel	

I. PURPOSE

The purpose of this policy is to establish control over and abate a situation requiring the use of the Special Response Unit (S.R.U.) in a manner most likely to minimize the loss of life, injury, or property damage when a traditional police response would be inadequate or ineffective. The S.R.U. will be comprised of members who display the highest standards of professionalism.

II. POLICY

Most police work is of a general nature in that organizational efforts are directed to problems of a recurring nature. Effective deployment of personnel based upon a careful analysis of many social and organizational variables will usually bring about a desired effect.

Occasionally, it may be necessary to execute special plans at particular or irregular intervals. These temporary interruptions in normal business are of such a serious nature that they may require an overwhelming concentration of department resources at a particular place to meet a distinct set of problems.

The S.R.U. will be available to all units of the Department and Commanding Officers should consider it as an additional available option. Commanding Officers should not hesitate to contact the S.R.U. for assistance if they believe it is necessary.

III. DEFINITIONS

- A. COMMAND POST: The location that serves as the coordination center for incident management.
- B. OFFICER-IN-CHARGE (O.I.C.): The on-duty ranking division, patrol, or shift supervisor, or member otherwise designated as the incident commander.
- C. CRISIS NEGOTIATION UNIT: Members of the Department training in dealing with subjects in emotionally charged situation. i.e. (hostage situations, suicidal subjects etc.)
- D. PERIMETER CONTROL SUPERVISOR: Member appointed by the Incident Commander whose responsibility is to manage the inner and outer perimeter of the incident scene.
- E. PUBLIC INFORMATION OFFICER (P.I.O.): The Incident Commander or designee, will serve as the department's liaison with the media.
- F. STAGING AREA: Specified location for the purpose of mobilizing department members and members of the S.R.U.
- G. S.R.U.: Comprised of department members who have received training in the use of Special Weapons and Tactical Situations.
- H. S.R.U. Commanding Officer: A S.R.U. member appointed by the Chief of Police for his/her expertise in Special Weapons and Tactical Operations. The S.R.U. Team leader will have complete authority over all members of the S.R.U.

IV. PROCEDURES

A. ROLE OF THE S.R.U. TEAM

1. The S.R.U. is responsible for responding when requested to critical situations wherein the likelihood of the use of force to resolve an outcome is present. Examples of such situations include the taking of a hostage, a barricaded subject, or tactical entry to a potentially hostile environment. The S.R.U. will strive to resolve any situation with only the force necessary, in accordance with G.O. # 300.01 Use of Force.
2. Personnel assigned to the S.R.U. will engage in training and readiness exercises, as conducted by the department. Documentation of such training will be recorded by and retained by the Departments' Weapons Bureau.
3. The S.R.U. is activated by notice to the Commanding Officer of the Unit or designee who, in turn, will notify the Chief of Police of its intended use.

When circumstance allows, sufficient time should be given to the S.R.U. supervisor to organize and preplan, as practical.

4. The O.I.C. in Patrol and Investigative Division will keep an up-to-date list of all S.R.U. supervisors and their contact numbers. The on-duty Uniform Division O.I.C. will have the authority to call out the unit. The O.I.C. authorizing the call out will advise the Chief of Police of the S.R.U. call out and the reason for the call out.

5. S.R.U. Team

a. The S.R.U. Team will respond to the following situations as requested:

- (1) Hostage situations.
- (2) Barricaded subjects.
- (3) Threatened suicide where deadly weapons may be involved.
- (4) High-risk warrant service; search and arrest.
- (5) Manhunts, rural or municipal.
- (6) High-risk raids and high-risk drug interdictions.
- (7) High-risk surveillance and stakeouts.
- (8) Rescue situations, which may require special equipment or expertise.
- (9) Mutual aid to other agencies.
- (10) Dignitary protection.
- (11) Prisoner security.
- (12) Active shooter situations

b. Upon arrival of the department's S.R.U. to a situation in which the department holds primary jurisdiction, the S.R.U. leader will take authority in the deployment of personnel and the assessment of a plan of action. The Incident Commander will be consulted to ensure that all concerns are taken into account.

B. SELECTION PROCESS

1. The selection process for the S.R.U. is a rigorous process that is intended to produce the best-qualified applicants for selection as team members. The selection process described herein is designed to standardize the means by which all selections are made to the department's S.R.U.

C. VACANCY NOTICE

1. When the S.R.U. Team leader authorizes the filling of the department's S.R.U., a vacancy notice must be posted, per Article V Section 4 of the 2001-2004 collective bargaining agreement.
2. When vacancies occur, the S.R.U. leader's responsibilities will include:
 - a. Conducting a review of applications and oversee subsequent physical testing, firearms proficiency, and the personnel review.
 - b. Ensuring that all candidates are notified of final decisions as soon as practical.

D. QUALIFICATIONS

1. A minimum of three (3) years of service with the department as of the closing date of the vacancy notice.
2. The three (3) year requirement may be waived if the applicant can prove prior tactical experience.
3. Although participation in the selection process is voluntary, those choosing to participate must attend all phases of the process at the times and places specified to be considered for selection.
4. Members must be self-motivated, possess a positive attitude, and be able to perform in stressful situations.
5. Members must be in good physical condition and have no pre-existing conditions that could preclude them from carrying out their duties.
6. Members must be willing to report to work in emergency call back situations, where little or no advance notice is given.

E. PROCESS

1. The multi-faceted selection process is designed to standardize the methods in which candidates are selected for the S.R.U. Reaction Unit and Sniper/Counter Sniper Unit. This process will include:
 - a. Phase #1 - Physical Fitness Test
 - (1) Applicants must achieve a minimum score of 50 percentile of the standards established by the Cooper Institute for Aerobic

Research as is currently utilized by the Providence Police Academy. This is a pass or fail phase.

b. Phase #2 - Firearms Proficiency Test

- (1) There are two (2) courses of fire. Candidates are tested for accuracy during a standard combat qualification course and then tested for their accuracy, judgment, and decision-making under stressful conditions.
- (2) Both course scores will be totaled for one (1) complete score for this phase.
- (3) This is a pass or fail phase.

c. Phase #3 - Application Board - Panel Interview

- (1) The application board will consist of three (3) members. These members will be selected by the S.R.U. Commanding Officer and will have at least one supervisor who will be the chairman of the Application Board.
- (2) Factors on which candidates will be evaluated may include, but are not limited to, the following:
 - (a) Job related skills
 - (b) Ability to follow directions
 - (c) Detail retention
 - (d) Judgment
 - (e) Motivation for the position
 - (f) Supervisors evaluation report
 - (g) IOD and Sick time use
 - (h) Complaints
- (3) The selection process for the Crisis Negotiations Unit will only consist of Phase #3 - "Application Board - Panel Interview".
- (4) S.R.U. members serve at the discretion of the Chief of Police.
- (5) Any changes in this S.R.U. Team selection process must be approved by the S.R.U. Commanding Officer.

F. TEAM CONFIGURATION

1. Members of the S.R.U. Team are under the control of the S.R.U. Commanding Officer. The S.R.U. Team will consist of the following:
 - a. A Commanding Officer appointed by the Chief of Police.
 - b. The overall S.R.U. Team configuration is divided into three (3) sections:
 - (1) Reaction Unit's
 - (2) Sniper/Counter Sniper Unit
 - (3) Crisis Negotiations Unit

G. RESPONSIBILITIES

1. S.R.U. Commanding Officer
 - a. Is the supervisor and is ultimately responsible for any decisions or actions that the team makes.
 - b. Will keep the Uniform O.I.C. advised of the options available to him/her at any given time.
 - c. Will be responsible for the training and equipping of team members.
 - d. Will ensure that the training sessions are in accordance with the mission of the S.R.U. Team and comply with department's goals and objectives.
2. Team Members
 - a. Will be responsible for the execution of orders as given by the team leader and unit O.I.C.'s.
 - b. Will be aware of, and follow the methods and guidelines in the "S.R.U. Operational Procedures Manual" and "General Policies and Procedures".

H. EQUIPMENT

1. It will be the responsibility of the S.R.U. Commanding officer to ensure that each S.R.U. member is equipped with special equipment and proper protection.

2. The S.R.U. Commanding officer's designee will maintain an inventory of all special equipment assigned to each S.R.U. member. Inventories will be maintained by the Weapons Bureau.
3. S.R.U. members are responsible for the condition of the equipment issued to them and for its storage in an accessible location.
 - a. Listing of basic equipment for Unit members will be developed and kept as a separate attachment.

I. SPECIAL PURPOSE VEHICLE (S.R.U. Vehicles)

1. Specialized vehicles assigned to the S.R.U. will be operated by those members who are authorized.
2. S.R.U. vehicles are restricted to the use of S.R.U. and tactical operations due to the nature of the vehicle's contents. The vehicle will not be utilized for any other purposes.
3. It will be the responsibility of the S.R.U. Commanding officer's designee, to ensure that the S.R.U. vehicles are maintained and serviced.
4. It will be the responsibility of the S.R.U. Commanding officer's designee, to maintain an inventory of all the equipment stored in the S.R.U. vehicles.
5. All S.R.U. Team personnel are trained and authorized to use the equipment assigned and stored in the S.R.U. vehicles.

An inventory of equipment assigned to and stored in the S.R.U. vehicles will be developed and maintained on a separate attachment.

APPROVED:

DEAN M. ESSERMAN
COLONEL
CHIEF OF POLICE