

# WATERTOWN POLICE DEPARTMENT GENERAL ORDER



JOANNA W. VITEK  
CHIEF OF POLICE

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| Effective Date:<br>January 1, 2010           | Rescinds:<br>Amends: C-150 (January 28, 2008) | Number:<br>C-150                 |
| Subject:<br>Special Weapons and Tactics Team |   | Re-evaluation Date: January 2013 |
| Distribution:<br>ALL PERSONNEL               | Related CALEA Standards:                      |                                  |

This order consists of the following numbered sections:

1. Purpose
2. Policy
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5. Selection Process
6. Training Standards
7. Equipment Standards
8. Special Equipment
9. Oleoresin Capsicum
10. Chemical Agent
11. Mission Planning
12. Documentation of Action
13. After Action Critique/Report

## 1. PURPOSE

The purpose of this policy is to establish the governing regulations in the selection, training, equipping, and use of the WPD's SWAT Team. Recognizing that the presence of a well trained, better skilled law enforcement tactical unit has been shown to substantially reduce the risk of injury or loss of life to citizens, law enforcement officers and suspects; and recognizing that a well managed "team" response to critical incidents usually results in successful resolution of those incidents, it is the intent of the Special Weapons and Tactics Team, hereinafter "SWAT" to provide a well trained and skilled tactical unit as a resource for the Watertown Police Department, hereinafter "WPD" in the handling of critical incidents.

## 2. POLICY

The policy of the SWAT is to support the WPD and any other requesting law enforcement agency within Codington County or any agency with a mutual aid agreement, with a tactical response to critical incidents.

## 3. DEFINITIONS:

- a. **BARRICADE SITUATIONS** - The stand-off created by an armed or potentially armed suspect in any location, whether fortified or not, who is refusing to comply with police demands for surrender.
- b. **COMMAND POST** - Designated location for command persons during a critical incident.
- c. **CRISIS NEGOTIATIONS TEAM (CNT)** - A division of the SWAT Team specifically trained in diffusing critical incidents through the negotiation process.
- d. **CRITICAL INCIDENTS** - Incidents that require a response over and above the normal patrol/investigative response (e.g., hostage, barricade, sniper, or terrorist situations, on-going situations involving armed perpetrators, and any prolonged incident with a high potential for serious bodily harm to civilians, law enforcement officers or suspects).
- e. **HIGH RISK APPREHENSION** - The arrest or apprehension of armed or potentially armed suspects, or fugitives where the likelihood of resistance is high.
- f. **HIGH RISK INCIDENT COMMANDER (HRIC)** - A police officer, with the assignment of detective, corporal or higher, who, by either action or word, assumes command of a high risk incident.
- g. **HOSTAGE SITUATIONS** - The holding of any person(s) against their will by a suspect who, by either action or threat, places that person(s) in harms way.
- h. **INNER PERIMETER** - The area within which suspects are isolated during a critical incident. The inner perimeter is designated and the responsibility of the SWAT Team Commander.

- i. OUTER PERIMETER - The area immediately outside of the inner perimeter. The outer perimeter is designated by and is the responsibility of the Incident Commander.
- j. PERSONAL PROTECTION - The security of persons, such as VIP's, witnesses, or suspects, based on threat or potential threat to the well being of those persons.
- k. SNIPER SITUATIONS - The firing, or threatened firing, of weapons upon citizens and/or law enforcement by a suspect, whether stationary or mobile.
- l. SPECIAL ASSIGNMENTS - Any assignment, approved by the Chief or their designee.
- m. SPECIAL WEAPONS AND TACTICAL TEAM (SWAT) - A designated unit of the Watertown Police Department trained to handle critical incidents which require specialized weapons or extraordinary tactical procedures.
- n. SWAT TEAM COMMANDER - A Watertown Police Department Police Officer, with the assignment of detective, corporal or higher, who is assigned the responsibility of the overall supervision of the SWAT Team.
- o. TACTICAL DISPATCHER – Communications Officer that is specially trained to collect and document data during a tactical incident.
- p. TACTICAL OPERATIONS CENTER (TOC) - A staging area for tactical team members, normally separate from the Command Post.
- q. WARRANT SERVICE - The service of search or arrest warrants where General Orders of the Watertown Police Department either requires or recommends the use of the SWAT Team.

#### 4. PROCEDURES

- a. Command and Control Structure
  - i. The SWAT Team is commanded by a police officer with the assignment of detective, corporal or higher. When activated for an operation, the SWAT Commander, or the Acting Commander, will report directly to the on-scene supervisor. The SWAT Commander is responsible for deployment of the SWAT Team, tactical decision-making, and tactical resolution of the incident. The SWAT Commander is subordinate to the High Risk Incident Commander only in terms of when and if the tactical option will be initiated, not how it will be performed. All tactical plans will be provided to the HRIC prior to their execution unless the incident dictates otherwise. Unless the SWAT Commander relinquishes his/her control to another person outside the SWAT, no other non-SWAT Team member, who is not in a leadership position within the SWAT, will attempt to direct, supervise, or control any element or member of the SWAT, unless approved by the Chief of Police or Assistant Chief of Police.
- b. Team Assignments and Positions
  - i. Commander: Will be recommended, through a consensus vote by the SWAT Team, and approved and assigned by the Chief of Police. The Commander will be a police officer with the assignment of detective, corporal or higher. There may be more than one Commander approved by the Chief of Police, however, upon activation, the approved Commander on duty will be the Commander of the operation unless otherwise directed by the Chief of Police
  - ii. Team Leaders: Will be designated by the SWAT Team Commander and subject to review by SWAT Team members.
  - iii. Assistant Team Leaders: Will be designated by the SWAT Team Commander and SWAT Team Leaders and subject to review by SWAT Team members.
  - iv. SWAT Team Members: Police Officers assigned to the SWAT Team. Assignment to the SWAT Team will be based on the criteria outlined in this general order.
  - v. Specialist Assignments: Tactical Specialist such as snipers, forward observers, medics and special weapon users will be designated by the SWAT Team Commander.
  - vi. Negotiators: Will be selected through a Review Board Process and subject to approval of SWAT Team members. The standards for negotiators will be unique to the negotiating team.
- c. Activation Process
  - i. SWAT activations take precedence over all other assignments within the WPD. SWAT Team members are assigned and subordinate to the SWAT Team Commander until the SWAT Team Commander determines that the activation is over.
  - ii. A police officer with the assignment of detective, corporal or higher has the authority to request immediate activation of the SWAT team for any critical incident within jurisdictional boundaries. The activation will commence when the requesting officer contacts the Chief of Police, Assistant Chief of Police or designee and briefs her/him on the incident. The SWAT Team Commander will then be notified and briefed about the incident. This contact can be made through the communications division of the WPD. The Commander will then take responsibility for the conduct of the activation. When it is determined to be necessary, any police officer assigned to the SWAT team is authorized to initiate team activation.

- iii. Before the actual deployment of the SWAT team, the department shall evaluate the necessity for this deployment by using a risk assessment matrix tool. This tool is a guide to evaluate the need to deploy the most heavily armed unit within the department to ensure that it meets the risk potential of the incident.
- iv. A risk assessment matrix should be completed prior to determination that a “high risk” exists.
- v. This type of specialized unit is designed to operate as a team. When deployed, the team should be at full complement. Individual members, however, may be used in other police field incidents to enhance the police operation by virtue of his/her specialized equipment. In any case where the use of an individual member is considered, the SWAT commander shall be notified for assessment and approval.
- vi. The WPD SWAT Team is available to assist with any critical incident (as previously defined). Situations that are not specifically covered by this definition will exist, and it will be the decision of the on-scene supervisor to request SWAT Team activation.
- vii. SWAT is available, with the approval of the SWAT Team Commander or Acting Commander, to any requesting law enforcement agency within Codington County or within the boundaries of any area that a memorandum of understanding is on file (i.e. the City of Aberdeen). When a request for the team is received, it shall be immediately forwarded to the SWAT Team Commander who will determine if in fact the situation warrants the activation of the team. If the situation warrants the activation of the team, the SWAT Team Commander will contact the Chief of Police and/or designee and will request permission to activate the team. Once permission is granted, the activation will follow standard procedures.
- viii. When the agency is requested to assist another jurisdiction by the deployment of the SWAT team in a jurisdiction other than that policed by this agency, the operational aspects and decisions will be made by this department’s unit commander in consultation with the on-duty supervisor of the requesting agency. The manner of operational deployment will conform to this agency’s policy on the use of this specialized tactical unit.
- ix. When this agency requires the assistance of another jurisdiction’s SWAT team for either assumption of the mission or deployment with this department’s tactical team, the policy of this department shall be considered. It is still the decision of this departments on duty commander to deploy any tactical unit within this agency’s jurisdiction.
- x. Request for Mutual Aid will be governed by compliance with the 34-48 Statewide Mutual Aid Request Among Public Agencies.
- xi. Any Division or Bureau within the police department may request the assistance of the SWAT Team in planning or conducting appropriate operations. The Division Commander or his representative will contact the SWAT Team Commander with the request. The SWAT Team Commander, if approving the request, will then follow the above described procedures for team activation. Applicable department guidelines concerning the executions of search/arrest warrants will be adhered to when unit/division requests that the SWAT Team serve a warrant.
- xii. The CNT is available to assist/support other units of the WPD. If a requesting supervisor requests the specific use of the CNT, the following procedure will be utilized.
  - 1. The request for utilization of the CNT will immediately be reported to the SWAT Team Commander. This can be done through the WPD Communications Center or through direct contact with the SWAT Team Commander.
  - 2. The CNT, the SWAT Team Commander and/or the Commander’s designee will respond to the incident location.
  - 3. The SWAT Team Commander will assess the situation, prior to deployment of the CNT, to determine if there exists a need for a tactical response from the SWAT Team.
    - a. If it is determined that there is no need for a tactical response, the CNT will be deployed to assist with the incident. The SWAT Team Commander and/or his designee will remain at the scene and monitor the progress until such time that the incident is concluded.
    - b. If it is determined that there is a need for a tactical response, the SWAT Team Commander and/or his designee will initiate the activation according the procedures outlined in this general order.
  - 4. The CNT is available to assist/support other law enforcement agencies within Codington County or the City of Aberdeen upon request. If a requesting agency requests specific use of the CNT, the following procedure will be utilized.

- a. The request for utilization of the CNT will immediately be reported to the SWAT Team Commander. This can be done through the Communications Center or through direct contact with the SWAT Team Commander.
    - b. The CNT will respond to the established location and attempt to make contact with the suspect involved in the incident.
  - xiii. Tactical Dispatcher will be available when requested to be the contact point for all units involved in a tactical response incident.
    1. The SWAT team Commander will request the response of a Communications Officer to respond to the scene of a tactical incident.
    2. The Tactical Dispatcher will be the main communications point for all units involved in a tactical incident.
    3. The Tactical Dispatcher will collect and document information as it is received during the tactical incident.
    4. The Tactical Dispatcher will relay pertinent information to the appropriate unit as information is received.
- d. Hostage/Barricade Situations
  - i. Patrol Officer Duties.
    1. Except in the event of an in progress violent situation, patrol officers should not initiate immediate tactical actions other than those necessary to protect the lives and safety of others.
    2. Make notification to patrol supervisor regarding the incident and circumstances.
    3. Contain and isolate the incident scene to as small an area as is safe and practical by establishing a perimeter of containment. As time and resources permit, outer perimeter containment, to control pedestrian and vehicular traffic, should be established.
    4. When possible and applicable, evacuate injured persons or those in immediate danger.
    5. Evacuation of affected residents and businesses within sight and range of the suspect should be accomplished as soon as practical.
  - ii. Patrol Supervisor Duties.
    1. Request activation of the SWAT team.
    2. Assume command of the incident until otherwise relieved by competent authority.
    3. Ensure that the command staff has been notified.
    4. Select an initial command post site (consideration should be given to location, accessibility, and safety).
    5. Make provisions for recording personnel assignments and developing a chronological record of events.
    6. If applicable, ensure that fire/rescue services are available near the command post area.
    7. Provide a detailed briefing for the SWAT Team Commander, including suspect's actions and personnel assignments.
  - iii. High Risk Incident Commander Duties.
    1. Assume command of the incident.
    2. Coordinate and direct the activities involved in the situation.
    3. Maintain communications with all operational components involved.
    4. Coordinate all media releases utilizing the established Public Information Officer.
    5. Ensure that further notifications in the chain of command have been made.
    6. Establish and maintain an outer perimeter.
    7. Establish the appropriate chain of command for the incident.
    8. Ensure that appropriate communications exists with all other agencies involved with the incident.
    9. Identify logistical requirements and coordinate/delegate the appropriation of specific logistical items.
    10. Request and place on stand-by, appropriate fire and EMS personnel.
    11. Ensure that at the conclusion of the incident, a thorough preliminary investigation is conducted.
  - iv. SWAT Team Commander Duties.
    1. Evaluate the situation to determine the SWAT Team staffing and equipment needs.
      - a. If the situation is a prolonged incident or beyond the capabilities of the SWAT Team, the SWAT Team Commander should notify other agencies and request their assistance in resolving the incident.
    2. Formulate tactical resolution options and communicate these options to the High Risk Incident Commander.

3. Assume responsibility for the inner perimeter.
  4. Coordinate the deployment of SWAT Team personnel.
  5. Maintain contact with the High Risk Incident Commander.
  6. Coordinate intelligence information with the CNT.
    - a. Ensure that a primary and secondary negotiator has been assigned.
    - b. Initiate appropriate intelligence gathering to provide information regarding the suspect(s), hostages, and/or location.
    - c. Designate a location to interview witnesses, released hostages, and any other persons having pertinent information.
    - d. Coordinate any professional assistance (Psychiatrist, Psychologist, etc.) or third party negotiator, if necessary.
  7. Ensure that at the conclusion of the incident, appropriate briefings are conducted and that applicable after action reports are completed.
- e. Use of Force
- i. The level of force used by officers will be consistent with agency policy and state statute.

## 5. SELECTION PROCESS

- a. The SWAT team will select all prospective members from a valid selection roster created through applicant testing. Criteria for application will be based on the following; time in service of a certain length, satisfactory job performance in present and previous assignments, and satisfactory physical fitness levels. Testing will consist of SWAT Team specific and validated tests.
  - i. Recruitment, Applications, Process Examinations
    1. Recruitment of candidates for SWAT team positions will be carried out through appropriate postings to insure that all segments of the law enforcement divisions of the WPD have an opportunity to apply and to be considered for such positions.
    2. Such positions should be posted at least three weeks prior to the testing date.
    3. Applications must be received by the SWAT Team Commander one week prior to testing.
    4. Applicants will be recruited on the basis of the minimum requirements established by the SWAT Team.
      - a. Applicants must be currently assigned as a law enforcement officer within the WPD.
      - b. Applicants must, at the time of the testing, have two (2) years of law enforcement experience with the WPD.
      - c. The methods utilized to examine applicants may consist of any, all, or a combination of the following:
        - i. Letter of interest
        - ii. Weapon proficiency testing
        - iii. Physical tests
        - iv. Oral interview
        - v. Evaluation and rating of training and experience.
        - vi. Quality of work and/or length of service.
        - vii. Other criteria which have been determined to be a fair and impartial measure of an applicant's ability and fitness to perform the duties associated with the SWAT Team.
      - d. Any decision taken by the SWAT Team relative to selection of applicants will be made by the Commander and SWAT Team Leaders.
      - e. Officers selected for SWAT Team participation are being granted a privilege, not a right, and team participation will not result in any change in pay or grade, and any decision on continued participation or removal from the team is solely the discretion of the Chief of Police and not subject to any grievance procedure.
  - ii. Establishment of Eligibility Lists
    1. The SWAT shall establish and maintain an eligibility list when necessary to meet the needs of the team.
    2. Each list shall contain the names of applicants who have been determined qualified by the examination process.
      - a. Names of applicants shall remain on this list for a period of one (1) year from the date of placement on the list, provided the applicants maintains the application standards set forth by the team.
      - b. The SWAT Team, at its discretion, may choose for appointment to the team, any name from the list.

3. All selections of personnel for assignment to the SWAT Team will be subject to final approval by the Chief of Police or his/her designee.
- iii. Leave of Absence
  1. A SWAT Team member can be allowed up to six (6) months leave of absence. Any request for a leave of absence or an extension of an existing leave of absence will be reviewed on a case by case basis. The following are acceptable criteria for requesting a leave of absence:
    - a. Temporary medical disability.
    - b. Job transfers which do not allow or limit a SWAT Team member's contact with department members or availability for activation and training.
    - c. Long Term specialty schools.
    - d. Military obligations.
    - e. Personal hardships.
    - f. Other circumstance which in the opinion of the Chief of Police justifies granting a leave of absence. A team member may voluntarily withdraw from the team at any time, for any reason. A team member may be removed from the team, without cause, when deemed necessary for the good of the team by a consensus of the leadership elements of the team and approval by the SWAT Team Commander.
- iv. Technical Support
  1. The SWAT Team Commander may, at his discretion, and with the approval of the supervisory elements of the team, assign specific individuals to the team. This type of assignment will only be utilized for technical and medical support personnel. These type of assignments include, but are not limited to:
    - a. Equipment monitor.
    - b. Audio/Video technicians.
    - c. Communication specialists.

#### 6. TRAINING STANDARDS:

- a. The SWAT Team will conduct training a minimum of 5 hours per month whenever practical to the mission of the WPD. The SWAT Team will train on appropriate subjects related to the mission of the SWAT Team. All training will be documented and training records will be maintained on file indefinitely. All training will be performance oriented and SWAT Team task specific. Specific criteria will be set for firearms and physical fitness standards. The firearms and physical fitness criteria will be documented and maintained in the SWAT Team files. Any changes in the curriculum will be justified in writing and will amend existing standards.

#### 7. EQUIPMENT STANDARDS:

- a. The SWAT Team will supply team members with at least the following safety equipment;
  - i. Ballistic Helmet
  - ii. Safety glasses or goggles
  - iii. Hearing protection
  - iv. Ballistic entry vest
  - v. Load bearing vest or duty belt for tactical equipment
  - vi. Special weapons as authorized
  - vii. Appropriate amount of ammunition for weapons training and qualification
  - viii. SWAT Team members will utilize appropriate utility type uniforms, of an approved color/pattern, and footwear. Except when otherwise authorized by the SWAT Commander, uniforms will utilize clearly visible and identifiable placards, patches, badges, or lettering that identifies the wearer of the uniform as a law enforcement officer. All other items of personal wear or equipment must be approved by the SWAT Team Commander.
  - ix. SWAT Team members are responsible for the care and maintenance of the equipment which is issued to them. No modifications or repair of any assigned equipment will be made without the authorization of the SWAT Team Commander. All modifications and repairs will be in accordance with corresponding Watertown Police Department General Orders. All equipment provided to SWAT team members will be paid for, and remain the property of the City of Watertown; and will be replaced by the WPD in the event of normal wear and tear.

#### 8. SPECIAL EQUIPMENT

- a. Recognizing that the missions of the SWAT Team are performed in a hazardous environment and recognizing that the safety of innocent citizens, officers, and suspects are often jeopardized by these hazardous conditions, the SWAT Team shall utilize special equipment. Special equipment, utilized by the SWAT Team, will include, but is not limited to the following:

- i. BREACHING TOOLS AND AMMUNITION: Items such as rams, pry bars, specialized lock-breeching 12 gauge ammunition, hydraulic or electronic machines, etc. which are designed to force entry into barricaded or secured areas.
  - ii. CHEMICAL AGENT: Synthetic chemical compositions such as Chloroacetophenone (CN) and Orthochlorbenzalmalononitrile (CS) that affect the lachrymal glands of the human eye. These effects are readily observed by profuse tearing which occurs when exposed to these agents.
  - iii. FLASH/NOISE DIVERSIONARY DEVICES: Devices which are designed to provide a distraction effect.
  - iv. HIGH CALIBER RIFLES: Selected rifles which allow SWAT team members to make highly accurate shots from relative distances.
  - v. LESS LETHAL WEAPONS OR AMMUNITION: Weapons or ammunition which propels a projectile or device that is not normally lethal in nature.
  - vi. OLEORESIN CAPSICUM (OC): Naturally derived substance refined from resins and various chili peppers. OC is classified as an inflammatory. This substance effects exposed tissue membranes causing them to become inflamed along with intense burning sensation to sensitive exposed tissue areas.
  - vii. PRIMARY ENTRY WEAPONS: Handguns, select fire weapons, shotguns, and rifles, which are capable of providing the SWAT Team with accurate and adequate firepower.
- b. The SWAT Team Commander and designated team leaders will ensure that only those team members properly trained in the use of the special equipment will utilize the equipment. Any and all chemicals utilized by the SWAT team will be routinely inventoried and inspected to ensure their viability remains within manufacturer's standards; and to ensure the passage of time has not rendered any chemical ineffective.

## 9. OLEORESIN CAPSICUM

- a. Approval – The use of standard OC spray shall rest with the individual officer in accordance with the Watertown Police Department Use of Force general order governing its use. Delivery of OC by either 12 gauge ferret, 37 mm launcher, or 40 mm launcher shall be approved by the Incident Commander. The SWAT Team Leader may authorize the use of at his/her discretion non-pyrotechnic OC grenades in accordance with Watertown Police Department Use of Force general order. Non-pyrotechnic OC grenades shall be considered similar to standard OC spray.
- b. Deployment – Standard OC spray shall be governed by the current Watertown Police Department Use of Force general order. Deployment of OC in either grenade form, 12 gauge ferret, 37 mm launcher, or 40 mm launcher shall be governed by the following considerations:
  - i. The area is free of elderly or medically infirmed individuals and/or small children.
  - ii. The wind will not hinder the delivery of OC
  - iii. Team members likely to be effected are equipped with gas masks.
  - iv. Delivery is by non-flammable means.
  - v. Delivery by either 12 gauge, 37 mm, or 40 mm launcher is not likely to strike a person.
  - vi. Officers using either 12 gauge, 37 mm, or 40 mm launcher have been properly trained.
  - vii. Following the introduction of OC into a structure, and prior to releasing the scene, a notice will be posted on all points of entry that clearly warn persons of the presence of OC inside. This notice shall contain information about the chemical make-up of the OC used and the potential effects on a person if exposed. In addition, the notice will include relevant contact information in the event any future building occupant has any question regarding the chemical introduced.
    - 1. The SWAT Team Leader will attempt to notify the owner or occupier of the structure that OC was used, and provide that owner or occupier with decontamination instructions provided by the OC manufacturer. In the absence of actual notification, the SWAT Team Leader will post the decontamination instructions on, or in, the structure.

## 10. CHEMICAL AGENT

- a. Approval – Use of any chemical agent shall be only upon the approval of the Incident Commander or the Chief of Police.
- b. Plans
  - i. A fire suppression contingency plan must be made if a flammable delivery method is being used.
  - ii. A medical emergency contingency plan should be made.
- c. Deployment – The deployment area must be clear of flammables, or a non-flammable delivery method will be used.
  - i. If the deployment area is inside a building, a non-flammable delivery method will be used.
  - ii. Wind currents may hinder the use of airborne chemical agents and should be taken into consideration.
  - iii. The amount of chemical agent must be calculated for the deployment area.
  - iv. Team members and others likely to be affected must be properly equipped with gas masks.

- v. The presence of children, elderly persons and medically infirmed persons must be weighed against the necessity for use of chemical agents.
- vi. Following the introduction of a Chemical Agent into a structure, and prior to releasing the scene, a notice will be posted on all points of entry that clearly warn persons of the presence of a Chemical Agent inside. This notice shall contain information about the chemical make-up of the Chemical Agent used and the potential effects on a person if exposed. . In addition, the notice will include relevant contact information in the event any future building occupant has any question regarding the chemical introduced.
  - 1. The SWAT Team Leader will attempt to notify the owner or occupier of the structure that a Chemical Agent was used, and provide that owner or occupier with decontamination instructions provided by the Chemical Agent manufacturer. In the absence of actual notification, the SWAT Team Leader will post the decontamination instructions on, or in, the structure.

## 11. MISSION PLANNING

- a. SWAT will utilize a written planning process for all operations that are proactive or anticipatory in nature. The written process will be in accordance with current WPD General Orders.
- b. Before deployment of the SWAT team,, an operational planning session shall be conducted and must include:
  - i. A written operational plan identifying the mission given to the unit and the tasks assigned to each member.
  - ii. A reading of the warrant or description of the events leading to the decision to deploy the specialized unit
  - iii. Acknowledgment that current surveillance of the targeted location has been done.
  - iv. Identification of the subjects believed to be present at the targeted location.
  - v. A description of the violence potential and any weaponry that may be present.
  - vi. A schematic of the targeted location, if available, and any known tactical hazards.
  - vii. The stationing of medical support, when necessary.

## 12. DOCUMENTATION OF ACTIVATION

- a. The SWAT Team Commander will cause a department report to be generated detailing the activation and use of the team. This report will be a standard police report type document which details the operation and pertinent information required for follow-up investigators, prosecutors, etc.

## 13. AFTER ACTION CRITIQUE/REPORT

- a. At the completion of all operations and significant training events the SWAT Team Commander will conduct an after action review. The purpose of this review will be to create a forum for team members to offer information for the improvement of the team. The after action review will be formatted to develop the following information; positive factors, negative factors, solutions for the negative factors.
- b. An after action report on operations concerning hostage/barricaded person(s) will be submitted to the Chief of Police and the Assistant Chief of Police within 5 working days following the incident.

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JOANNA W. VITEK  
Chief of Police  
Watertown Police Department  
Watertown, South Dakota