

SPECIAL OPERATIONS

SELECTION AND TRAINING

Purpose: This directive establishes the procedures for selecting and training the North Little Rock Police Department's special operations members, defines the requirements for selection, and establishes the basic training policies for the teams.

Policy Statement: The department recognizes that some circumstances and situations require specially trained and equipped officers to respond to particular police service needs of the community. It is the policy of the North Little Rock Police Department to select and train members for the special operations teams to handle high risk situations in as safe a manner as possible.

Summary of Changes: New format. Haz-mat training requirements for SRT were removed.

Procedures

1 Selection of Members

- 1.1 Membership in the teams is voluntary.
 - 1.1.1 Members interested in applying for one of the teams shall send an interdepartmental communication to the appropriate team leader and the Special Operations commander.
 - 1.1.2 All qualified and interested officers are encouraged to apply for open positions.
- 1.2 General Selection Criteria [CALEA 46.2.2]
 - 1.2.1 Selection of officers to join SWAT, CNT, and the SRT, will be based on criteria developed by the team leaders and approved by the Special Operations commander.
 - 1.2.2 Selection criteria can include, but is not limited to, disciplinary history, firearms ability, physical agility, previous training and experience, etc.
 - 1.2.2.1 Selection Criteria for SWAT and CNT members shall include a psychological clinical interview by a Department authorized psychologist or psychiatrist for those candidates that have passed all other selection criteria only and are at the top of the list to be selected for the team.
 - 1.2.3 Selection criteria shall be published at the time tryouts/openings are announced.
- 1.3 Selection of the Special Operations Commander
 - 1.3.1 The Commander of Special Operations shall be appointed by the Chief of Police.
 - 1.3.2 Minimum requirements for the commander of Special Operations shall be determined by the Chief of Police.
 - 1.3.3 Current membership in Special Operations is not required for appointment to Special Operations Commander.
- 1.4 The Deputy Commander shall be appointed by the Special Operations Commander.
 - 1.4.1 Current membership in Special Operations is not required for appointment to the deputy commander position.

2 Team Selection Criteria

- 2.1 SWAT selection criteria includes, but is not limited to:
 - 2.1.1 Push ups - 1 minute - 35 minimum,
 - 2.1.2 Sit ups - 1 minute - 30 minimum,
 - 2.1.3 One (1) mile run - 10 minutes or less,
 - 2.1.4 Pull Ups - 4 overhand minimum, and
 - 2.1.5 Firearms - State speed and Accuracy Course - minimum score - 460,
 - 2.1.5.1 Additional handgun and sniper related testing.
 - 2.1.6 Structured interview, and
 - 2.1.7 An employment review including disciplinary history and use of force record.
- 2.2 Minimum requirements for applying for SWAT
 - 2.2.1 Three (3) years with the NLRPD, or
 - 2.2.1.1 Two (2) years with the NLRPD and prior military or police experience, or
 - 2.2.1.2 One (1) year with the NLRPD and prior experience in military special operations or police SWAT.
 - 2.2.2 An officer may try out a maximum of three times in a three (3) year period.

2.3 SRT selection criteria includes, but not limited to:

2.3.1 One (1) year with the NLRPD,

2.3.2 An employment review including disciplinary history and use of force record.

2.4 CNT selection criteria includes but is not limited to: [CALEA 46.2.4]

2.4.1 Three (3) years with the NLRPD, or

2.4.1.1 One (1) year with the NLRPD and one (1) additional year of law enforcement experience and specialized training directly related to the crisis negotiations field.

2.4.2 An employment review including disciplinary history and use of force record.

2.4.3 Structured Interview, and

2.4.4 A live negotiations scenario test.

3 Training of Members

3.1 Regular training for SWAT, SRT and CNT members shall be conducted.

3.1.1 Attendance by team members is mandatory unless excused by the team leader.

3.1.2 The amount of annual training each team is responsible for shall be determined by the Special Operations Commander in consultation with the team leaders.

3.1.3 SWAT and CNT shall participate in a joint training session a minimum of one time yearly.

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3.2 Training Coordination

3.2.1 To avoid training conflicts, team leaders are responsible for coordinating training schedules with the Special Operations Deputy Commander.

3.2.2 The Deputy Commander shall be responsible for submitting a joint training schedule to the Special Operations Commander and the Training Unit to avoid conflicts with other scheduled training.

3.2 Haz-mat Training

3.2.1 All officers whether in special operations or not shall attend Haz-mat awareness level training [OSHA 29CFR1910.120 (q) (6) (I)] within one year of employment and yearly refresher training thereafter. [29CFR1910.120 (q) (8)] [CALEA 46.3.4]

4 Responsibility

4.1 Team members shall notify their team supervisors when they will be unavailable for training as far in advance as possible.

4.2 Team commanders shall notify the Special Operations Commander whenever they are unable to conduct the necessary training for their team.

4.3 Failure to attend training unless excused by the team leader or his designee may be cause for disciplinary action and can result in removal from the team.

4.3.1 Removal from the team is not a disciplinary action but rather an action necessary to insure the team(s) maintain a minimum level of proficiency to safely carry out their duties.