

# **SWAT Core Competencies and Training**

The Clovis Police Department SWAT team follows training guidelines set forth by the California Commission on Peace Officer Standards and Training (P.O.S.T.), the National Tactical Officers Association (N.T.O.A.) and the California Association of Tactical Officers (C.A.T.O.). Annually, the following core competencies are covered in regular mandatory trainings provided by the department. The SWAT team is required to train a minimum of 16 hours per month. Members of the Clovis Police Department SWAT team are required to attend an 80 hour P.O.S.T. approved SWAT School once selected for the team. Members of the Clovis Police Department SWAT team are also required to maintain a high level of physical conditioning and proficiency in core competencies included in the annual training outline listed below:

1. Weapons, Munitions, and Equipment
  - a. Armored rescue vehicle (ARV) operations
  - b. Equipment familiarization and maintenance
  - c. Firearm skills (live fire)
    - i. Handgun
    - ii. Low light/night training
    - iii. Shoulder-fired weapons
  - d. Individual uniform maintenance and wear
  - e. Ladder, rappelling and other high angle access
  - f. Lighting systems (personal, weapons, other)
  - g. Breaching Techniques
  - h. Munitions
    - i. Chemical agents: options and delivery systems
    - ii. Diversionary devices and delivery systems
    - iii. Less-lethal impact munitions and delivery systems
    - iv. Other less-lethal options
  - i. Night vision equipment
  - j. Use of ballistic shields
  - k. Weapons maintenance
2. Individual and Team Movement/Tactics
  - a. Active shooter response

- i. Contact Team
  - ii. Rescue Team
  - iii. Rescue Task Force
- b. Aircraft intervention
- c. Arrest and control
- d. Barricaded subject operations
- e. Booby traps
- f. Camouflage techniques
- g. Conducting evacuations
- h. Containment techniques
- i. Cover and movement
- j. Downed officer/civilian rescues
- k. Dynamic entry/clearing
- l. Emergency deployment techniques
- m. Entries
- n. High-risk warrant service
  - i. Contain & call-outs
  - ii. Distraction techniques
  - iii. Dynamic
  - iv. Remote takedowns
  - v. Ruses, etc.
- o. Homicide bombers
- p. Hostage rescue
- q. Immediate action drills
- r. Linear assaults (planes, trains, buses)
- s. Night movement
- t. Precision rifle-initiated assaults
- u. Rappelling and ascending (rural and urban)
  - i. Airborne (STABO Operations)
  - ii. Static
- v. Rescue operations

- w. Rural operations
- x. Scouting
- y. Searching techniques
- z. Slow and deliberate (stealth) entry/clearing
- aa. Small unit tactics
- bb. Tactical casualty care
- cc. Unique demand locations (schools, hospitals, multi-story structures, hazmat manufacturing sites, etc.)
- dd. Vehicle rescues
- ee. Active countermeasures

### 3. Planning and Decision-Making

- a. Barricaded subject/suspect
- b. Command Post
- c. High risk warrant (dynamic, contain & call-outs, etc.)
- d. Hostage situations
  - i. Confirmation incident is a hostage situation
  - ii. Criminal vs. Terrorist
  - iii. Hostage rescue
  - iv. Other
- e. Mission and tactical contingency planning
- f. Tactical Operation Center
- g. Training simulations (scenario-based training)

### 4. Policy and Legal Considerations

- a. Policy review
- b. Legal updates
- c. Case law and legal considerations
- d. Moral fitness and considerations

### 5. Crisis Negotiations Training

- a. De-escalation techniques
- b. Active listening and tone