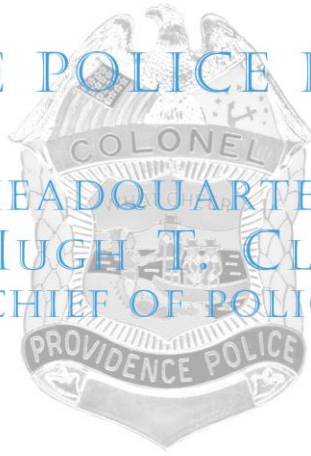


# PROVIDENCE POLICE DEPARTMENT

HEADQUARTERS  
COLONEL HUGH T. CLEMENTS, JR.  
CHIEF OF POLICE



TYPE OF ORDER	NUMBER/SERIES	ISSUE DATE	EFFECTIVE DATE
General Order	380.07	5/22/2020	5/22/2020
SUBJECT TITLE		PREVIOUSLY ISSUED DATES	
Special Response Unit (SRU)		6/4/2007	
REFERENCE		RE-EVALUATION DATE	
N/A		5/20/2022	
SUBJECT AREA		DISTRIBUTION	
Law Enforcement Operations		All Sworn Personnel	

## PURPOSE

The purpose of this policy is to establish control over situations requiring the use of the Special Response Unit (SRU) in a manner most likely to minimize the loss of life, injury, or property damage when a traditional police response may be inadequate or ineffective.

## POLICY

Most police work is of a general nature in that organizational efforts are typically directed toward the effective deployment of personnel based upon a careful analysis of many social and organizational variables in order to bring about a desired effect.

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

## DISCUSSION

Not all situations can be anticipated, and emergencies or unusual circumstances may require the use of specialized equipment and officers with advanced training. The evaluation of each situation must consider the totality of circumstances, with the goal of safely resolving critical incidents. The SRU will be available to all segments of the Department and Commanding Officers should consider it as an additional resource.

For the purpose of this General Order, the following definitions shall apply:

*Brief Back:* The formal process wherein an operator will recite back to the operational leader his specific assignment and tactical/equipment responsibilities for a pending operation.

*Command Post:* The location that serves as the coordination center for incident management.

*Crisis Negotiation Team (CNT):* Members of the Department trained in dealing with subjects in emotionally charged situation. i.e. (hostage situations, suicidal subjects, etc.). The CNT is managed by the CNT Commanding Officer.

*Immediate Reaction Team:* A team prepared to respond to unplanned events at the crisis site. Including making an emergency entry into a location when there is an imminent threat of death or serious bodily injury to civilians or law enforcement personnel. This team may also be tasked with Arrest Team responsibilities based upon personnel available.

*Incident Commander:* The on-duty ranking division, patrol, or shift supervisor, or member otherwise designated as the incident commander.

*Perimeter Control Supervisor:* Member appointed by the Incident Commander whose is responsible for managing the inner and outer perimeter of the incident scene, performing evacuations as necessary, and forming an immediate reaction team if appropriate.

*Public Information Officer (PIO):* The Incident Commander or designee, will serve as the department's liaison with the media.

*Staging Area:* Specified location for the purpose of mobilizing department members and members of the SRU.

*SRU Officers:* Selected members of the department who have received training in the use of Special Weapons and Tactics.

*SRU Commanding Officer:* An SRU member appointed by the Chief of Police for his/her expertise in Special Weapons and Tactical Operations. The SRU Commander will have complete authority over all members of the SRU.

*SRU Assistant Commander:* An SRU supervisor chosen by the SRU Commanding Officer, who in the absence of the SRU Commanding Officer shall be responsible for the SRU.

## **PROCEDURE:**

### **I. ROLE OF THE SRU**

- A. The SRU is responsible for responding when requested to critical situations wherein the potential 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 SRU will strive to resolve situations with objectively reasonable force, in accordance with General Order 300.01 *Use of Force*.

- B. Personnel assigned to the SRU will engage in training and readiness exercises, as conducted by the department. Documentation of such training will be recorded and retained by the Departments' Weapons Bureau.
- C. The SRU is typically activated by notice to the Commanding Officer of the Unit or designee, who will in turn notify the Chief of Police of its intended use. When circumstances allow, sufficient time should be given to the Commanding Officer of the Unit or designee to organize and preplan.
- D. The Officers-In-Charge (OICs) of the Uniform and Investigative Divisions will keep an up-to-date list of all SRU 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 SRU call out and the circumstances for justifying the action.
- E. The SRU will respond to the following situations as requested:
- Hostage situations.
  - Barricaded subjects.
  - Threatened suicide where deadly weapons may be involved.
  - High-risk warrant service; search and arrest.
  - Fugitive operations.
  - High-risk surveillance and stakeouts.
  - Mutual aid to other agencies.
  - Dignitary protection.
  - Prisoner security.
  - Active shooter situations.
  - Public or private events requiring heightened security.
  - Maritime security operations.
  - Counter-terrorism operations.
  - Bomb threats and/or suspicious packages.
- F. Upon arrival of the SRU to a situation in which the department holds primary jurisdiction, the SRU supervisor shall have authority in the deployment of SRU personnel, and the assessment of a plan of action. The Incident Commander will be consulted to ensure that all concerns are taken into account.

## **II. SELECTION PROCESS**

The selection process for the SRU is rigorous, and is intended to produce well-qualified candidates for selection as unit members. The selection process described herein is designed to standardize the means by which all selections are made to the department's SRU.

### **A. Vacancy Notice**

1. When the SRU Commander authorizes the filling of a vacancy within the SRU, a vacancy notice must be posted in accordance with "Article V, Section 4, "Limitations Upon Transfers, Details, and

Assignments”, of the 2007 through 2015 Collective Bargaining Agreement By and Between the City of Providence and Providence Lodge #3, Fraternal Order of Police.”

2. The SRU Commander’s responsibilities shall include conducting a review of applications; overseeing subsequent physical testing, firearms proficiency, and the personnel review; and ensuring that all candidates are notified of final decisions as soon as practicable.

B. Qualifications

1. A minimum of three (3) years of service with the department as of the closing date of the vacancy notice.
2. 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.
3. Members must be self-motivated, possess a positive attitude, and be able to perform in stressful situations.
4. Members must be in good physical condition and have no pre-existing conditions that could preclude them from carrying out their duties.
5. Members must be willing to report to work in emergency call back situations, where little or no advance notice is given.

C. Phases

The multi-faceted selection process is designed to standardize the methods in which candidates are selected for the SRU. This process will include:

1. Phase #1 - Physical Fitness Test.
  - a. Applicants must achieve a minimum score equal to the 50th percentile of the standards established by the Cooper Institute for Aerobic Research.
  - b. This is a pass or fail phase.
2. Phase #2 Firearms Proficiency Test
  - a. There are three courses of fire. Candidates are tested for accuracy during a standard combat qualification course and standard moving target qualification, and then tested for their accuracy, judgment, and decision-making under stressful conditions.
  - b. All course scores will be totaled for one (1) complete score for this phase.

- c. This is a pass or fail phase.
3. Phase #3 – Background Investigation / Interview Panel
    - a. A comprehensive background investigation to assess the officer's potential future performance and suitability for tactical assignment will include, but not limited to:
      - 201 file review
      - O.P.R. file review
      - Personnel Evaluations for the past three (3) years.
      - Officer's ethics, enthusiasm, motivation and ability to work well with others as a team, will also be taken into consideration.
    - b. The application board will consist of three (3) members. These members will be selected by the SRU Commanding Officer and will have at least one supervisor who will be the chairman of the application board.
    - c. Factors in which candidates will be evaluated may include, but are not limited to, the following:
      - Job related skills
      - Ability to follow direction
      - Detail retention
      - Judgment
      - Motivation for the position
      - Supervisors evaluation report
      - Attendance
      - Civilian complaints
  4. SRU members serve at the discretion of the Chief of Police.
  5. Any changes in this SRU selection process must be approved by the SRU Commanding Officer.

### **III. TEAM CONFIGURATION**

- A. Members of the SRU are under the control of the SRU Commanding Officer. The configuration will generally consist of the following:
  1. A Commanding Officer appointed by the Chief of Police.
  2. The overall SRU Team configuration is divided into two (2) functions:
    - a. Reaction/Entry
    - b. Sniper/Observer

#### **IV. RESPONSIBILITIES**

##### **A. SRU Commanding Officer**

1. Overall responsibility for management, operation, and deployment.
2. Will keep the Uniform O.I.C. advised of the options available to him/her at any given time.
3. Will oversee the training and equipping of team members by the Weapons Bureau.
4. Will ensure that the training sessions support the mission of the SRU and align with department's goals and objectives.

##### **B. Assistant Commander**

- a. Works directly with the Commander, Squad Leaders, and other involved department members or outside agencies. Acts in an administrative, tactical and operational capacity to coordinate and supervise training, planning and deployment activities.
- b. Develops operational plans and allocates resources as necessary.

##### **C. Squad Leader**

- a. Works directly with Team Leaders. Acts in an administrative, tactical and operational capacity to coordinate and supervise training, planning and deployment activities.
- b. Conducts pre-mission and post-mission checks of weapons/equipment.
- c. Conducts brief backs as necessary.
- d. Can assume function of the Assistant Commander if circumstances require.

##### **D. Team Leader**

- a. Works directly with team members. Acts in an administrative, tactical and operational capacity under the Squad Leader to coordinate and supervise training, planning and deployment activities.
- b. Can assume function of the assistant Commander if circumstances require.

##### **E. Team Member**

- a. Will be responsible for the execution of orders as given through the chain of command.

- b. Will maintain operational readiness.

**V. EQUIPMENT**

- A. It will be the responsibility of the SRU Commanding Officer to submit departmental requests, so that each SRU member is properly equipped.
- B. The Weapons Bureau will maintain an inventory of all special equipment assigned to each SRU member.
- C. The Weapons Bureau will provide ample notice to the SRU Commanding Officer of expiration or depletion of equipment, so that it can be replenished.
- D. SRU members are responsible for the condition of the equipment issued to them and for its storage in an accessible location.
  - 1. A listing of basic equipment for Unit members will be developed, maintained, and audited annually by the Weapons Bureau.

**VI. SPECIAL PURPOSE VEHICLES**

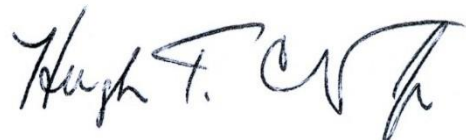
- A. Specialized vehicles assigned to the SRU will be operated by those members who are authorized.
- B. SRU vehicles are restricted to use by its members due to the nature of the vehicle's contents and need for availability.
- C. It will be the responsibility of the Weapons Bureau to ensure that the SRU vehicles are maintained, serviced, and in a state of operational readiness.
- D. It will be the responsibility of the Weapons Bureau to maintain an inventory of all the equipment stored in the SRU vehicles.
- E. All SRU personnel are trained and authorized to use the equipment assigned and stored in the SRU vehicles.

**APPROVED:**



STEVEN M. PARÉ  
COMMISSIONER  
DEPARTMENT OF PUBLIC SAFETY

**APPROVED:**



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COLONEL  
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