



Effective: 01/30/2007  
Revised: 09/15/2019

**CSU FULLERTON POLICE DEPARTMENT  
GENERAL ORDER NUMBER 8-9**

**NORTH COUNTY SWAT**

**SUBJECT:** North County SWAT

**PURPOSE:** The purpose of this order is to establish selection criteria and operational guidelines for the North County Special Weapons and Tactics Team.

**POLICY:** It is the policy of this Department to be bound by the North County SWAT Guidelines and by the operational requirements set forth by the Placentia Police Department contingent to which selected California State University Fullerton Police Officers are assigned.

- I. Participation Agreement—The California State University Fullerton Police Department is a participant in the ‘North County SWAT’ team, and is a signatory to the agreement between the cities of Brea, Fullerton, La Habra, Placentia and La Palma for Joint Police Services. The agreement establishes a formal framework for cooperation between the law enforcement agencies for a multi-jurisdictional special weapons and tactics team.
- II. Tactical Team, Crisis Negotiator and Dispatcher Selection Criteria and Process  
[CALEA 46.2.2]
  - A. When an opening occurs for the Tactical Team, interested personnel who have completed probation shall submit a memorandum to the Chief of Police requesting assignment to SWAT. After review and approval, a copy of the memorandum will be forwarded to the Placentia SWAT supervisor. [CALEA 46.2.4]
  - B. Qualifying applicants will be invited to participate in the North County SWAT testing process. A series of tests will be given at the direction of the North County SWAT Commander. The Tactical Team selection process includes:
    1. An oral board
      - a. The oral board will consist of personnel approved by the North County SWAT Commander, to include SWAT team supervisors or team leaders from at least three team agencies.
      - b. Applicants will be evaluated on the following criteria:
        - 1) Recognized competence and ability as evidenced by performance in their duty assignments;
        - 2) Demonstrated good judgment and understanding of the critical role of a SWAT team member;
        - 3) Special skills, training, or education as it pertains to this assignment; and,
        - 4) Commitment to the unit, realizing that the additional

assignment may necessitate unusual working hours, conditions, and training obligations.

2. A physical agility test
  - a. The physical agility test is designed to evaluate the physical capabilities of the applicant as they relate to the performance of their SWAT duties.
  - b. The testing and scoring procedure will consist of the North County SWAT obstacle course.
  - c. Any applicant considered for the position shall attain, at minimum, the established qualifying score of 7 minutes 44 seconds.
3. SWAT basic handgun proficiency
  - a. Candidates will be invited to shoot the North County SWAT "Basic Drill for the handgun."
  - b. A minimum qualifying score of 400 out of a possible score of 500 must be attained to qualify.
4. A Team evaluation by current applicant agency team members to evaluate each candidate on their field tactics, teamwork, ability to work under stress, communication skills, judgment, and any special skills that would be beneficial to the team.

C. Crisis Negotiator & Tactical Dispatcher Selection Process [CALEA 46.2.4]

1. The testing process will minimally consist of an oral board and team evaluation.
2. The oral board will consist of personnel approved by the North County SWAT Commander, to include SWAT team supervisors or team leaders from at least three team agencies. Applicants will be evaluated on the following criteria:
  - a. Recognized competence and ability as evidenced by performance;
  - b. Effective communication skills;
  - c. Demonstrated good judgment and understanding of critical role of the tactical dispatcher and tactical dispatch process;
  - d. Special skills, training, or appropriate education as it pertains to the assignment;
  - e. Commitment to the unit, realizing that the assignment may necessitate unusual working hours, conditions, and training obligations.
3. A team evaluation by current applicant agency team members to evaluate the candidate on their teamwork, ability to work under stress, communication skills, judgment, and any special skills that would be beneficial to the team.

D. After testing has been completed for any of the above referenced team assignments, the North County SWAT Commander will submit a list of the successful applicants to the applicant's agency Staff for final selection.

III. Specialized Equipment

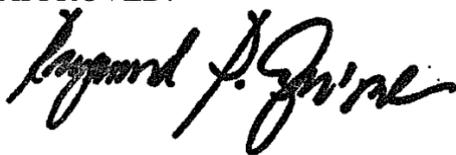
- A. SWAT assignments require the issuance of specialized equipment for proper protection and to facilitate a successful operation.
- B. The following equipment will be issued to SWAT Tactical Team personnel.

1. Two olive drab (OD) green BDU uniforms, w/o epaulets with agency shoulder patch on left sleeve, agency cloth badge on left chest, and North County SWAT shoulder patch on right sleeve. The officer's last name shall be embroidered on an OD green cloth name strip w/ black block letters above the right chest shirt pocket and above the left rear pants pocket.
  2. Two North County SWAT OD Green T-shirts.
  3. One Portable handheld transceiver radio w/ over ear communication system,
  4. One Concealed body Armor
  5. One Ballistic helmet,
  6. One Tactical vest,
  7. One Chemical agent mask,
  8. One Canvas equipment bag, black, and
  9. One AR-15 semi-automatic rifle w/ telescopic sight.
- C. The following equipment will be issued to SWAT Tactical Dispatcher personnel.
1. Two black BDU uniforms, w/o epaulets with agency shoulder patch on left sleeve, agency cloth badge on left chest, and North County SWAT shoulder patch on right sleeve. The officer's last name shall be embroidered on an OD green cloth name strip w/ black block letters above the right chest shirt pocket and above the left rear pants pocket.
  2. Two NCS black Shirts (one short sleeve, one long sleeve)
  3. Two NCS gray Shirts (one short sleeve, one long sleeve)
  4. One belt
  5. One pair of boots
  6. One radio holder

#### IV. Operational Procedures

- A. The 'North County SWAT Guidelines' provide an overview and in-depth description of the tactical team's policies and procedures. [CALEA 33.6.2]
- B. The guidelines describe the administration; selection process; training requirements for initial assignment, on-going training and readiness exercises; and procedures for operational activities. All agency personnel assigned to the team will engage in training and readiness exercises. [CALEA 33.6.2]
- C. The guidelines describe staffing levels for both planned and non-planned events mobilization of the team, as well as on-scene management responsibilities to ensure coordination and control. [CALEA 33.6.2, 46.2.1b]
- D. Equipment issued to Department personnel assigned to the team shall be stored and maintained in accordance with the 'North County SWAT Guidelines' and any additional policies established by the SWAT Commander.

APPROVED:

A handwritten signature in black ink, appearing to read "Raymund Aguirre". The signature is written in a cursive style with a large initial 'R' and 'A'.

Raymund Aguirre  
Chief of Police