# POLICY & PROCEDURE

STURGEON BAY POLICE DEPARTMENT

SUBJECT: **TACTICAL/NEGOTIATOR TRAINING** NUMBER: 12.06

ISSUED: 05/12/2022

SCOPE: All Department Personnel
DISTRIBUTION: Policy & Procedure Manual

EFFECTIVE: 05/12/2022
☐ RESCINDS
☐ AMENDS

REFERENCE:

WILEAG 6TH EDITION
STANDARDS: 12.2.7, 13.1.3, 13.1.5

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INDEX AS: Negotiator Training
Tactical Training

PURPOSE: The purpose of this Policy & Procedure is to provide guidelines for all aspects of training for members of the Sturgeon Bay Police Department's tactical and/or negotiator teams.

This Policy & Procedure consists of the following numbered sections:

I. POLICY

II. PROCEDURE

## I. POLICY

A. It is the policy of the Sturgeon Bay Police Department that all members of the Department's tactical and/or negotiator teams receive training in their respective units prior to performing any duties in these units and also receive continuous training as a member of either team.

## II. PROCEDURE

A. Tactical unit

1. Training

a) Newly assigned officers to the tactical SWAT team will undergo a basic SWAT school as soon as possible following their assignment to the team.

b) Officers assigned to SWAT will receive on-going training during their assignment through attendance at regularly scheduled in-house training, off-site schools/training and attendance at conferences/seminars. The SWAT Commander is responsible for coordinating the training of the unit.

Training will also include skill building and readiness exercises to function as a team. Role playing and operational simulations, as well as joint training with hostage negotiators will be part of this training.

c) On an annual basis, the SWAT Commander will supply the Training Division with the total number of hours each officer has completed in that calendar year.

d) The SWAT Commander is responsible for completing and maintaining all syllabuses describing each training session.

2. Removal from the SWAT Unit

a) Tactical SWAT members may be removed from their role within SWAT upon promotion or re-assignment to another area of the Department or at the Chief's request.

b) SWAT members failing to perform their normal duties with above acceptable performance ratings or failing to receive assigned training can be removed or suspended from this assignment.

B. Negotiator team

1. Training of Negotiators

a) Officers assigned to SWAT as negotiators will undergo basic hostage negotiator training as soon as possible following their assignment. Officers previously assigned to the SWAT as negotiators will receive on-going training during their assignment through article reviews, attendance at negotiation related seminars/conferences and on-site Department training.

Training will also include skill building and readiness exercises to function as a team. Role playing and operational simulations, as well as joint training with SWAT will be part of this training

b) The SWAT Commander is responsible for coordinating the training of the negotiators.

c) On an annual basis, the SWAT Commander will supply the Training Division with the total number of hours each officer has completed in that calendar year.

d) The SWAT Commander is responsible for completing and maintaining all syllabuses describing each training session.

3. Removal from the Negotiator position or team

a) Negotiators or team members may be removed from their role within SWAT upon promotion or re-assignment to another area of the Department or at the Chief's request.

b) Negotiators or team members failing to perform their normal duties with above acceptable performance ratings or failing to receive assigned training can be removed or suspended from this assignment.

Clinton Henry
Chief of Police

This Policy & Procedure cancels and supersedes any and all written directives relative to the subject matter contained herein.

Initial 06/23/2020