



**1-92 SPECIAL WEAPONS AND TACTICS (SWAT) (CURRENTLY SPECIALIZED TACTICAL UNITS)**

**Related SOP(s), Form(s), Other Resource(s), and Rescinded Special Order(s):**

A. Related SOP(s)

- 1-5 Harassment/Sexual Harassment in the Workplace
- 1-42 Explosive Ordnance Disposal Unit (Formerly 6-7)
- 2-1 Uniforms
- 2-3 Firearms and Ammunition Authorization
- 2-8 Use of On-Body Recording Devices
- 2-20 Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments
- 2-52 Use of Force: General
- 2-53 Use of Force: Definitions
- 2-57 Use of Force: Review and Investigation by Department Personnel
- 2-70 Execution of Search Warrants
- 3-31 Physical Fitness Assessment

B. Form(s)

None

C. Other Resource(s)

Special Weapons and Tactics (SWAT) Handbook

D. Rescinded Special Order(s)

None

**1-92-1 Purpose**

The purpose of this policy is to outline the tactical duties and processes that are used in response to crisis negotiation team activities, hostage situations, barricaded and armed individuals, high-risk arrests, execution of search and arrest warrants with exigent or dangerous circumstances, major jail disturbances, civil disturbances, and specialized patrol functions.

**1-92-2 Policy**

It is the policy of the Albuquerque Police Department (Department) to use a specialized unit in response to certain critical events.

It is further the policy of the Department to conduct ongoing analysis and review of tactical operations, placing an emphasis on clear command and control protocols. In addition, the Department provides its personnel the requisite tools and capabilities to respond safely to



violent and highly dangerous situations in a way that upholds the law, protects the community, and safeguards the constitutional rights of those accused of criminal conduct.

**N/A 1-92-3 Definitions**

**A. Armored Vehicle**

A vehicle that allows the safe movement of individuals through dangerous areas due to hostile gunfire or a threat. An “armored vehicle” may also be known as the “BearCat” or a “ROOK”, which is an armored skid-steer with attachments.

**B. Precision Rifle Observer (PRO)**

A Department tactical officer with the additional responsibility of being assigned a precision rifle.

**1-92-4 Training and Assessment**

**7 A. General Training Requirements**

**1. SWAT sworn personnel shall:**

- a. Complete all Department-mandated in-service training;
- b. Conduct internal training on an on-going basis; and
- c. On an annual basis, topics that are outlined in the SWAT Handbook.

**B. Physical Fitness Assessment**

**1. On a biannual basis, the Health and Wellness Coordinator shall administer physical fitness assessments for each SWAT officer to ensure they meet the threshold performance requirements.**

- a. SWAT sworn personnel who do not satisfy the physical fitness assessment standards are allowed to re-test within one (1) month of failing the assessment.
  - i. If SWAT sworn personnel do not comply with the performance requirements within one (1) month, they shall be removed from SWAT, unless they have sustained a documented injury.
- b. SWAT sworn personnel at the rank of Lieutenant or above, and SWAT sworn administrative supervisors and personnel shall be exempt from the physical fitness assessment requirements outlined in this Standard Operating Procedure and in SOP Physical Fitness Assessment.
- c. The SWAT Sergeant shall be responsible for scheduling biannual physical fitness assessments.
- d. Physical fitness assessment standards will be outlined in the SWAT Handbook.

**1-92-5 Uniforms and Equipment**



**N/A** A. SWAT sworn personnel shall:

1. Abide by the Special Operations Division (SOD) uniform requirements outlined in SOP Uniforms (refer to SOP Uniforms for sanction classifications and additional duties);

**6** 2. Be dressed in the same daily uniform as directed by the SOD chain of command;

3. For tactical activations:

a. SWAT sworn personnel shall wear their green tactical/BDU style pants and matching top with shoulder patches, cloth badges, and cloth name tags or a green Nomex flight suit and green tactical shirt during tactical activations only. Green subdued patches will be worn on the uniform; including the OD green tactical carrier. Call sign patches will be displayed on the left shoulder directly above the APD patch and shall be subdued in OD green with black lettering for officers and gold lettering for supervisors. Any patches adorned on the external carrier will be in a specific fashion as dictated by the chain of command;

4. During day-to-day operations:

a. SWAT sworn personal shall wear a navy blue tactical/BDU top and tactical/BDU style pants, and black boots. SWAT shall wear the Department and unit patch with silver trim (black background) and supervisors shall wear the Department and unit patch with gold trim (black background). Call sign patches will be displayed on the left shoulder directly above the APD patch and shall be black in color with white lettering for officers and gold lettering for supervisors;

b. A black external tactical carrier will be used with the alternate uniform. Any patches adorned on the external carrier will be in a specific fashion as dictated by the SOD chain of command;

5. During training days:

a. The training uniform shall consist of a plain black t-shirt/long sleeve or green BDU top and green BDU style pants;

B. SWAT Unit Patch

SWAT sworn personnel shall be authorized to wear the SWAT patch after achieving the requirements that are outlined in the SWAT Handbook.

**7** **1-92-6** **Department-Issued SWAT Weapons**

A. SWAT sworn personnel shall only be issued Department-approved weapons.

B. SWAT sworn personnel shall be held responsible for securing their firearms in the locked vaults or in the trunk of their assigned Department vehicle.



C. Only certified Department armorers shall inspect, and provide parts and maintenance for SWAT-issued weapons and accessories.

1. Handguns

- a. Handguns shall meet the requirements set forth in SOP Firearms and Ammunition Authorization.
- b. Each SWAT officer may be issued two (2) handguns.

2. Rifles

- a. SWAT-issued rifles shall meet Department requirements and the needs of the Tactical Section as determined by the SOD chain of command.
- b. SWAT-issued weapons and accessories shall not be modified, painted, or altered in any way without prior approval from the SOD chain of command.

3. Authorized Ammunition

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- a. SWAT sworn personnel may carry military ball, soft point, or hollow point ammunition in their rifles, consistent with their training and the specific mission at hand as determined and authorized by the Tactical Commander.
- b. SWAT personnel may use armor piercing rounds for unique situations with pre-approval from the Tactical Commander.

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4. Weapons Training and Qualifications

- a. SWAT sworn personnel below the rank of Tactical Commander shall maintain proficiency with their assigned weapons, consistent with SOP Firearms and Ammunition Authorization.
- b. Firearms Range personnel shall conduct, score, and document SOD qualifications on a quarterly basis to include PRO weapons qualifications.
- c. Range armorers shall inspect PRO rifles on a quarterly basis and notify the SOD Chain of Command of any repairs or necessary placements in writing.
- d. Semi-annually, all SWAT sworn personnel shall fire 40-mm launchers at designated targets in order to verify continued proficiency based on Department standards.
  - i. The SWAT weapons qualification requirements shall be documented in the SWAT Handbook.
- e. For the New Mexico Department of Public Safety (NMDPS) daylight and low-light qualification:
  - i. A minimum overall score of ninety percent (90%) is mandatory;
  - ii. If the SWAT officer fails the first attempt, they shall be removed from operational duties. The SWAT officer shall be offered remedial training before a second attempt to score a ninety percent (90%) is made. The second attempt must be performed within one (1) week of the first attempt.



- iii. If the SWAT officer fails to achieve a minimum score of ninety percent (90%) on the second qualification, the SWAT officer shall be removed from Special Operations Division (SOD).
- iv. In the event that the first rifle or pistol firearm qualification is below a score of ninety percent (90%), the SWAT officer shall have an additional opportunity to achieve a minimum score of ninety percent (90%) on the same day, following immediate remedial training.
- v. A second consecutive failure to score a ninety percent (90%) score will result in automatic removal from SOD.

**1-92-7 Chain of Command and Duties**

A. The SOD Commander shall:

- 1. Hold the rank of Commander;
- 2. Oversee the SOD and fulfill all responsibilities of a Department Commander; and
- 3. Successfully complete a nationally recognized tactical command school program as soon as practical, based upon availability.

B. The SOD Deputy Commander shall:

- 1. Hold the rank of Deputy Commander;
- 2. Oversee SOD and fulfill all responsibilities of a Deputy Commander; and
- 3. Successfully complete a nationally recognized tactical command school program as soon as practical, based on availability.

C. The Tactical Commander shall:

- 1. Hold the rank of Lieutenant;
- 2. Control all tactical operations, critical incidents, and tactical activations;
- 3. Be directly responsible for the overall operations of the Tactical Section;
- 4. Coordinate all tactical operations and critical incidents, as well as the deployment of the tactical activations;

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- 5. Successfully complete a nationally recognized tactical command school as soon as practical, based upon availability; and

N/A

- 6. Actively recruit and mentor supervisors who are interested in becoming SWAT team members.



D. The SWAT Sergeant shall:

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1. Directly supervise SWAT sworn personnel during daily activities;
2. Be directly responsible to the Tactical Commander. Duties and responsibilities shall include, but are not limited to:
  - a. Notifying the Tactical Commander of any mission changes or conflict of missions as soon as possible;
  - b. Conducting formal monthly line inspections of all team members' appearance and equipment appropriation, maintenance, care, and inventory, including:
    - i. Issued and shared equipment;
    - ii. Necessary equipment replacements;
    - iii. Stored and secured equipment;
    - iv. Location of equipment necessary during an event; and
    - v. Maintenance and inspection of equipment.
  - c. Directly contacting the Emergency Communications Center (ECC) prior to a team's mission and advise them of the location of the assignment;
  - d. Being responsible for personnel who report to their assignments to ensure they are equipped and on time;
  - e. Working the same assignments and hours as team members;
  - f. Maintaining an up-to-date list of phone numbers and addresses for team members;
  - g. Actively instruct and direct subordinates in new methods and techniques to improve efficiency and effectiveness;
  - h. Ascertaining the capabilities and special skills of subordinates;
  - i. Ensuring the physical fitness of the team;
  - j. Monitoring team days off, compensatory time, and vacation time;
  - k. Scheduling physical training, physical fitness tests, recertification training, firearms qualifications, and Maintenance of Evaluation (MOE) assessment for all team members;
  - l. Training subordinates in their duties so they may assume command if necessary;
  - m. Assuming Tactical Commander duties if necessary;
  - n. Formulate all tactical planning, subject to the approval of the Tactical Commander;
  - o. Making team assignments, such as high-ground and entry teams, based upon member performance, availability, and needs of the team or Department;
  - p. Successfully completing a Basic SWAT Operator Course as soon as practical, based upon availability; and
  - q. Successfully completing a SWAT supervisor school program as soon as practical, based upon availability.
  - r. Immediately document, address and notify the SOD chain of command of any complaints or observations involving work conduct and behavior that is inconsistent with the City of Albuquerque Standards of Conduct and SOP Harassment/ Sexual Harassment in the Workplace.



- s. Actively recruit and mentor officers who are interested in becoming SWAT members.

E. SWAT Officer

- 1. A SWAT officer shall be directly responsible to the SWAT Sergeant. Duties shall include, but are not limited to:

- a. Engaging in conduct that is helpful, professional, mature, and free from hostility;
- b. Being assigned to SWAT on a voluntary basis only;
- c. Being prepared to carry out missions of long duration as determined by the Tactical Commander;
- d. Accepting assigned missions, including:
  - i. Maintaining communication between the on-scene supervisor and team members about relevant information in order to fulfill the mission; and
  - ii. Declining to discuss a mission assignment with personnel not assigned to the Team. The SOD Commander shall inform other divisions and personnel, as necessary.
- e. Standing for a formal or informal inspection of their equipment at the discretion of the SOD chain of command;
- f. On a quarterly basis, accounting for all Department-issued equipment by completing an SOD Property Inventory Sheet;
- g. Refraining from using the Department-issued equipment while off-duty, unless pre-approved by the Tactical Commander;
  - i. This shall not pertain to maintaining proficiency with Department-approved weapons on the firearms range.
- h. Immediately report any shortage, damage, or loss of equipment to the supervisor in order for the equipment to be replaced promptly;
- i. Responding to tactical activations, unless otherwise directed by the Tactical Commander;
- j. Actively assist the SWAT Sergeants in recruiting and mentoring other officers and cadets who are interested in becoming SWAT sworn personnel;
- k. Provide supplemental staffing for other divisions and aid other law enforcement agencies when designated and approved by the Tactical Commander;
- l. When not on an activation, training, or tactical assignments, assist Field Services Bureau (FSB) personnel;
- m. Respond to the following critical events:
  - i. Hostage situations;
  - ii. Barricaded individual(s) who meet the criteria outlined in SOP Hostage Situations, Barricaded individuals, and Tactical Threat Assessments;
  - iii. Sniper situations;
  - iv. Execution of high-risk search and/or arrest warrants,
  - v. Area searches involving violent, fleeing felons who are an active threat to others;
  - vi. Dignitary protection details;
  - vii. Major jail disturbances;
  - viii. Major civil disturbance support; and

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ix. Mass casualty incidents or active threats to crowds.

2. When a request for assistance is approved by the SOD chain of command, a SWAT officer may be assigned to assist tactical teams from other jurisdictions.

6 3. A SWAT officer shall participate in an annual appointment with a Behavioral Sciences Section clinician.

4. A SWAT officer shall not:

- a. Use abusive, insulting, or offensive language or actions toward the public or co-workers. This behavior is prohibited and shall be grounds for dismissal;
- b. Make offensive jokes or comments, use slurs, or act in a way that might embarrass or offend others. This behavior is prohibited and shall be grounds for dismissal;
- c. Harass others by making sexual advances or by creating an intimidating or offensive working environment or by making false accusations regarding such conduct (refer to SOP 1-5 Harassment/Sexual Harassment in the Workplace for sanction classifications and additional duties);
  - i. A SWAT officer shall be familiar with City of Albuquerque Personnel Rules and Regulations on harassment and sexual harassment and SOP Harassment/Sexual Harassment in the Workplace regarding such behavior.

5. A SWAT officer's flagrant or repeated violations of the Department's Standard Operating Procedures may result in discipline and/ or removal from SOD.

#### F. Precision Rifle Observer (PRO)

1. Selection

- a. An officer may be assigned as a PRO when they are an experienced tactical officer who is well-versed in SWAT operations and the legal requirements for using deadly force, and who has proven repeatedly in training and practical scenarios the ability to perform under pressure. PRO personnel shall be chosen by the SWAT Sergeant with final approval from the SOD Chain of Command.
- b. A PRO shall hold the rank of officer and a current member of SWAT.

2. Training

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- a. A PRO shall:
    - i. Attend and successfully complete a precision rifle school and consistently attend ongoing PRO team training, as well as Tactical Team training;
    - ii. Train a minimum of four (4) days a month. Any additional, requested training shall be at the discretion of the SWAT Sergeant and SOD chain of command. All training shall be documented by participating PRO members and evaluated by the SWAT Sergeant in consultation with the Tactical Commander.





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### 3. PRO Weapons and Ammunition Standards

- a. A PRO shall deploy with either a bolt action or semi- automatic .223, .308, .300, or .50 caliber rifles capable of 1 Minute of Angle (MOA) performance. The manufacturer, model, and accessories are determined by the Tactical chain of command based on the availability of weapons, replacement parts, and tactical inventory.
- b. A high-ground PRO shall maintain Data on Previous Engagement (D.O.P.E) logbooks for each issued precision rifle.
- c. On a weekly basis, the high-ground PRO shall provide documentation of PRO training days on a training sign-in sheet and a detailed completion of the SOD training narrative to the SOD Administrative Supervisor.
- d. On a quarterly basis, SWAT sworn personnel who are assigned to a high-ground PRO assignment shall be required to qualify with a score of ninety percent (90%) based on shooting at least twenty (20) rounds.
  - i. If a high-ground PRO officer does not achieve a score of ninety percent (90%), they shall be offered remedial training and allowed a second attempt to qualify within the same week but shall not be used operationally until they successfully pass the qualification with a minimum score of ninety percent (90%).  
If the high-ground PRO fails a second attempt to qualify, the member shall be removed from the high-ground team.
- e. Consistent with SOP Firearms and Ammunition Authorization, the Department Armorer/Gunsmith must authorize and perform modifications to precision rifles assigned to SOD personnel after receiving approval by the SOD Commander.
  - i. The modifications shall be performed by a certified Department Armorer/Gunsmith or licensed designee approved by the SOD Commander.

### 4. Call-Outs

During call-outs, a PRO shall provide precision rifle support, gather important information, and concisely relay that information.

### 5. Counter Sniper

- a. High-ground PROs may be deployed:
  - i. To counter potential attackers; and
  - ii. If necessary, with approval from the Tactical Commander, in vantage points that allow for quick observation, identification, and engagement of threats.

### 6. PRO Mission Support

- a. With approval from the Tactical Commander, PROs may be asked to provide over-watch for other units engaged in the performance of their duties, including but not limited to:
  - i. Over-watch for K-9 units;



- ii. Bomb Technicians;
- iii. Sworn personnel engaged in crowd management;
- iv. Undercover sworn personnel who are engaged in pre-approved undercover operations; and
- v. Any situation where the Tactical Commander deems it necessary to provide over-watch.

G. The Tactical Administrative Sergeant shall be responsible for ensuring that random or directed audits are conducted of all RAM Logs. The audits shall be conducted to ensure that all matrices are being used properly, consistent with SOP Execution of Search Warrants.

### **1-92-8 Deployments**

#### **A. Hostage Situations**

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1. SWAT shall be called as soon as a hostage situation occurs.
2. The objective of SWAT shall be to use a combined response of negotiations and tactics with the goal of the safe release of the hostage(s) and the apprehension of the offender(s).
3. SWAT may assist FSB personnel in containment and evacuation of endangered community members.
4. The SWAT Sergeant and Tactical Commander shall develop the plan to address the situation.
5. FSB personnel shall be responsible for maintaining the outer perimeter and shall coordinate their actions through the Tactical Commander.
6. SWAT shall maintain the inner perimeter and high-ground positions until relieved by the Tactical Commander.
7. The Public Information Officer shall issue media releases concerning the tactical activation, response, and/or resolution.
8. The Tactical Commander and CNT Team Leader shall:
  - a. Ensure current CNT personnel conduct negotiations with the individual(s); and
  - b. Assess established communication and/ or dialog with the individual by the initial on-scene sworn personnel.
    - i. A CNT team member shall assume the role of a Coach to assist in the conversation and relay pertinent information to the Tactical Commander and CNT Team Leader.

**N/A**

#### **B. Barricaded Individual(s)**



ALBUQUERQUE POLICE DEPARTMENT  
GENERAL ORDERS

**SOP 1-92 (Formerly 6-8)**

**P&P Draft 01/05/2022**

1. SWAT sworn personnel shall follow the requirements outlined in SOP Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments for individuals who meet the criteria for tactical deployment (refer to SOP Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments for sanction classifications and additional duties).
2. To reduce response and deployment time, SWAT should be called when the situation meets activation criteria:
  - a. Barricaded individual(s) shall be given time to surrender if safety allows.
  - b. Investigative units have been notified and required warrants are in process.
  - c. The Tactical Commander shall authorize the use of tactical tools and forced entry into a building.
3. SWAT may assist FSB personnel in evacuating endangered individuals..
4. SWAT shall maintain the inner perimeter and high-ground positions.
5. All commands shall be communicated from the SWAT Sergeant to SWAT sworn personnel after consultation with the on-scene Tactical Commander.
6. The Tactical Commander and CNT Team Leader shall:
  - a. Ensure current CNT personnel conduct negotiations with the individual(s);
  - b. Assess established communication and/ or dialog with the individual by the initial on-scene sworn personnel; and
  - c. Ensure the CNT team member assumes the role of a Coach to assist in the conversation and relay pertinent information to the Tactical Commander and CNT Team Leader.
7. Once the situation has been resolved, the Tactical Commander or their designee who is overseeing the activation shall prepare and submit an AAR within twenty (20) calendar days to the Special Operations Division (SOD) Commander or their designee. The SOD Commander shall complete their review within ten (10) calendar days.
  - a. The submitting Tactical Commander may request an extension up to seven (7) calendar days. The requesting Tactical Commander shall specify the reason(s) for the extension request via an email to the SOD Commander.
  - b. The SOD Commander may request an extension up to seven (7) calendar days. The SOD Commander shall specify the reason(s) for the extension request via an email to the Bureau Head.
8. SOD personnel shall receive approval from the chain of command prior to the initial deadline to be considered valid. For any unapproved extension requests, SOD



personnel shall adhere to the deadlines outlined in this Standard Operating Procedure (SOP).

C. Use of SWAT in Response to Barricaded or Suicidal Individual(s) and Barricaded Situations

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1. SWAT personnel shall respond to barricaded or suicidal and barricaded situations only when one (1) or more of the following conditions is present:
  - a. The individual has a confirmed violent felony warrant or is currently committing a violent felony crime;
    - i. Homicide;
    - ii. Armed robbery; or
    - iii. Kidnapping.
  - b. The individual currently is committing a non-violent felony crime or has a non-violent felony warrant and has a recent documented violent history;
  - c. The individual is armed with a firearm and an on-scene officer can confirm that the individual has discharged the firearm;
  - d. The individual is armed in a public area and displaying an immediate threat of violence; or
  - e. There is positive confirmation of the presence of an unwilling individual who is unable to leave the location of a suicidal and/or barricaded individual.
2. The Tactical Commander shall make the final determination on the use of SWAT on all situations.

D. Search Warrants and Arrest Warrants

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1. SWAT shall be responsible for entering any structure and securing individual(s) in order to permit the investigating unit to safely execute the warrant.
  - a. Pre-planned search warrants shall meet the established criteria of the Search Warrant Risk Assessment Matrix (RAM).

E. Armored Vehicle

1. Armored vehicles shall be deployed in emergency situations only with the authorization of the Tactical Commander.
2. Any damage incurred as a result of operating the vehicle shall be immediately reported to an SOD supervisor, in compliance with Department SOP.

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F. Dignitary Protection

To provide for the security and safety of visiting dignitaries, a written SWAT Operational Plan shall be developed for each visit by the Tactical Commander. The SWAT Operations Plan shall include:



**1-92-9 Use of Explosive Entries**

- A. When entry into a fortified structure is not feasible through other means, such as the robot or Rook, the Tactical Commander may authorize the use of explosive breaching charges to enter the structure.
- B. The SWAT Sergeant and Tactical Commander shall be responsible for supervising and directing the Breaching Program and Breaching Team.

**7** C. The SWAT Sergeant shall obtain authorization from the Tactical Commander prior to deploying any explosive breaching charge.

D. Criteria for Using Explosive Breaching Charges

The Tactical Commander may authorize explosive breaching charges in situations needed to preserve the lives and the safety of all persons, such as those in hostage situations.

E. Procedures for Using Explosive Breaching Charges

1. Construction of Charge:

- a. The explosive charge shall be designed, built, placed, and initiated only by breaching team personnel after consulting with the on-scene Tactical Commander.
- b. Only charges which have been successfully tested for the specific application shall be used.

**6** 2. Only trained breaching team personnel are authorized to build, test, and use explosive breaching charges.

3. Use of Explosive, Breaching Trained and Certified Sworn Personnel:

- a. An explosive, breaching trained and certified officer shall place and detonate the charge. They may use the appropriate explosive breaching charge, after advising the Tactical Commander in each circumstance.
- b. Precautions will be taken to minimize exposure to known individuals, located inside the structure or near the placed charge.

F. Bomb Technicians shall conduct render safe procedures for misfires during explosive breaching operations.

**7** G. Required Documentation

- 1. An explosive shot report shall be completed for each explosive breaching, for both practice and actual use.



2. Additional documentation protocols are outlined in the Breaching Handbook.

#### H. Security and Safety

1. The SWAT Sergeant shall ensure a secure perimeter shall be in place to ensure that no persons are allowed in dangerous proximity during the use of a breaching charge. The distance shall be determined by the type of charge. This shall include evacuating people inside the perimeter as necessary.
2. During a live operation, the Tactical Commander shall request and maintain Albuquerque Fire Rescue (AFR) equipment on-scene during the use of a breaching charge in order to provide fire and medical support.

### **1-92-10 Chemical Munitions and Noise Flash Diversionary Devices (NFDD)**

#### A. Chemical Munitions

1. The following chemical munitions may be used by the SWAT when authorized by the Tactical Commander:
  - a. CS Tri-Chamber;
  - b. CS Triple Chaser;
  - c. CS Hand Ball;
  - d. OC Vapor Aerosol;
  - e. 40-mm Ferret Barricade Round, OC; and
  - f. 40-mm Ferret Barricade Round, CS.
2. The deployment of chemical munitions shall be considered, at a minimum, a Level 2 use of force and shall be reported to and investigated by Internal Affairs Force Division (IAFD) personnel.
  - a. IAFD shall determine whether the deployment was a Level 2 or Level 3 use of force as defined by SOP 2-53 Use of Force: Definitions.
3. Despite the fact that a structure is vacant, the deployment of a chemical munition inside or outside of the structure shall be reported and investigated as a use of force.
4. Authorizing the use of Chemical munitions and NFDD use during a tactical activation shall not be considered the same as ordering force and does not automatically subject the supervisor to force investigations involving each individual SWAT officer who deploys force.

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#### B. NFDD



ALBUQUERQUE POLICE DEPARTMENT  
GENERAL ORDERS

**SOP 1-92 (Formerly 6-8)**

**P&P Draft 01/05/2022**

1. NFDDs shall only be deployed by SWAT personnel during a tactical activation. Any deployments outside of a tactical activation will be authorized by the Tactical Commander.
  - a. If there are exigent circumstances and a SWAT officer has to react immediately to prevent harm to sworn personnel or civilians, then the SWAT officer may deploy an NFDD without prior authorization from the Tactical Commander.
  - b. When a SWAT officer deploys an NFDD without prior authorization from the Tactical Commander due to exigent circumstances, the SWAT officer shall immediately notify the Tactical Commander when it is safe to do so..
  - c. The deployment of all NFDDs shall be documented. The documentation shall include:
    - i. A description of the reasons for deployment;
    - ii. A description of the exigent circumstances, if any, leading to the deployment of an NFDD without authorization;
    - iii. The method of deployment;
    - iv. The effects of the deployment;
    - v. A description of any injuries or property damage resulting from the deployment; and
    - vi. An assessment of the outcomes of the deployment.
    - vii. The serial number shall be noted in the deploying officer's report.
    - viii. The serial number of the deployed NFDD shall be reported to the on scene SWAT sergeant at the conclusion of the incident.
    - ix. The Tactical Commander will receive a copy of all narrative reports, where a NFDD is used, prior to the end of shift.
  - d. If an NFDD is deployed inside a structure or near a vehicle, or if using an NFDD causes injury, , or results in a complaint of injury, it shall be reported to and investigated by the Internal Affairs Force Division (IAFD) as a Level 2 use of force.
  - e. If using an NFDD results in serious physical injury, hospitalization, or death, it shall be reported to and investigated by IAFD as a Level 3 use of force.
  - f. NFDD deployments and structures:
    - i. NFDD deployments inside a structure are considered uses of force.
    - ii. If an NFDD is deployed outside a structure and is used as a means to gain the attention of an individual, it shall not be considered a use of force.
  - g. NFDD deployments and vehicles:
    - i. NFDD deployments inside a vehicle are considered a use of force.
    - ii. NFDD deployments used near a vehicle without an intermediate barrier are considered a use of force. If an NFDD is used as a means to gain the attention of an individual that is inside a vehicle or recreational vehicle, it shall not be deployed close enough for the pressure from the NFDD blast to affect the individual. Such a deployment shall be considered a Level 1 use of force unless the individual complains of pain or exhibits signs or symptoms of pain.
  - h. If an NFDD fails to detonate, the Bomb Squad shall be contacted immediately and shall respond to employ render safe procedures.



ALBUQUERQUE POLICE DEPARTMENT  
GENERAL ORDERS

**SOP 1-92 (Formerly 6-8)**

**P&P Draft 01/05/2022**

- i. An NFDD shall not be deployed unless the area for which the device is intended to deploy can be safely cleared of innocent people who can be injured by the device.
- j. NFDD's shall not be used in areas that do not have containment established.
- k. NFDD's shall not be used solely for the reason of fleeing suspects.
- l. Tactical personnel shall be clearly identified per Department policy as law enforcement officer(s) when deploying NFDD's.

**1-92-11 SOD Annual Report**

- A. Every January, Tactical Section supervisors shall conduct a meeting to analyze the successes or deficiencies of the previous year.
  1. During the meeting, Tactical Section supervisors shall discuss policies, procedures, legal developments, training updates, and Force Review Board recommendations.
  2. After the meeting, the SOD Commander shall finalize the annual report.
    - a. If any changes are required, those changes shall be implemented as soon as practical.





**1-92 SPECIAL WEAPONS AND TACTICS ~~at~~ (SWAT) (CURRENTLY SPECIALIZED TACTICAL UNITS)**

**Related SOP(s), Form(s), Other Resource(s), and Rescinded Special Order(s):**

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- ~~2-3 Firearms and Ammunition Authorization~~
- ~~2-8 Use of On-Body Recording Devices~~
- ~~2-20 Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments~~
- ~~2-52 Use of Force: General~~
- ~~2-53 Use of Force: Definitions~~
- ~~2-57 Use of Force: Review and Investigation by Department Personnel~~
- ~~2-70 Execution of Search Warrants~~
- ~~3-31 Physical Fitness Assessment~~

B. Form(s)

~~(Placeholder: SOD Property Inventory Sheet)~~ None

C. Other Resource(s)

Special Weapons and Tactics (SWAT) Handbook

D. Rescinded Special Order(s)

None

**1-92-1 Purpose**

The purpose of this policy is to ~~explain~~ outline the tactical duties and processes that are used in response to crisis negotiation team activities, hostage situations, barricaded and armed individuals, high-risk arrests, execution of search and arrest warrants with exigent or dangerous circumstances, major jail disturbances, civil disturbances, and specialized patrol functions.

**1-92-2 Policy**

It is the policy of the Albuquerque Police Department (Department) to ~~utilize~~ use a specialized unit in response to certain critical events.



It is further the policy of the Department to conduct ongoing analysis and review of tactical operations, placing an emphasis on clear command and control protocols. In addition, the Department provides its personnel the requisite tools and capabilities to respond safely to violent and highly dangerous situations in a way that upholds the law, protects the community, and safeguards the constitutional rights of those accused of criminal conduct.

N/A

### 1-92-3 Definitions

#### ~~A. Barrier Round~~

~~A round chosen for and designed to penetrate intermediate barriers, such as glass, while retaining a large portion of the round.~~

#### ~~B. Coordinated Fire~~

~~When two or more Precision Rifle Observers (PROs) fire simultaneously in an effort to defeat a barrier, ensure immediate incapacitation, or address multiple targets at the same time.~~

#### ~~C. Groups or Grouping~~

~~A series of three to five rounds fired from the same position using the same aiming point. Discharging a rifle in this fashion is a means to show how consistent a rifle is performing or to diagnose a shooter's performance.~~

#### ~~D. Match Grade Ammunition~~

~~Ammunition that is suitable for a competitive match. This type of ammunition is designed and manufactured in a way that leads to extremely tight tolerances, a high level of accuracy, and rigid quality control.~~

#### ~~E. Minute of Angle (MOA)~~

~~An angular unit of measure, which is equal to 1" at 100 yards, 2" at 200 yards, 3" at 300 yards, and so on.~~

#### A. Armored Vehicle

A vehicle that allows the safe movement of individuals through dangerous areas due to hostile gunfire or a threat. An "armored vehicle" may also be known as the "BearCat" or a "ROOK", which is an armored skid-steer with attachments.

#### ~~0. Terminology~~

- ~~MRAP Mine Resistant Ambush Protection~~
- ~~BearCat armored vehicle~~
- ~~ROOK armored skid steer with attachments~~



~~0. The general purpose of these vehicles is to allow the safe movement of individuals through areas made dangerous by hostile gunfire or threat thereof.~~

~~M.~~

~~N.B.~~ Precision Rifle Observer (PRO)

A Department tactical officer with the additional responsibility of being assigned a precision rifle.

~~O. Tactical Units~~

~~Tactical units shall consist of Special Weapons and Tactics (SWAT), Canine (K-9), and Bomb Squad (formerly Explosive Ordnance Disposal (EOD) Unit) (EOD/Bomb Squad).~~

~~P. Unwilling Individual~~

~~An individual who is unable to remove themselves from a location due to an extenuating circumstance, such as their proximity to the barricaded/suicidal individual; due to the belief that leaving may escalate the situation; or because the individual cannot physically remove himself or herself/hemself/hemselfes from a location without assistance.~~

1-92-4 Training and Assessment

7

A. General Training Requirements

1. ~~All~~ SWAT sworn personnel shall:

~~a. are required to Complete participate in all Department-mandated required Department in-service training;~~

~~b. Conduct. In addition, internal training will shall be conducted on an on-going basis;~~ and

~~A.c. aAt a minimum, Oen an annual basis, in the following topics which that are to be outlined in the SWAT Handbook. areas:~~

B. Physical Fitness Assessment

~~On a biannual basis, the Health and Wellness Coordinator shall administer~~

~~0. Command and control;~~

~~0.~~

~~0. Containment;~~

~~0.~~

~~0. Entry;~~

~~0.~~

~~0. Apprehension;~~



~~0. Rescue;~~

~~0. Weapons proficiency;~~

~~0. De-escalation;~~

~~0. Use of force;~~

~~0. Crisis intervention;~~

~~0. Defensive tactics; and~~

~~0. Other topics as determined by the Tactical Commander.~~

~~1. Physical fitness assessments will be administered bi-annually for each SWAT and K-9 officer to ensure that each officer they meets the threshold performance requirements. This policy does not address the physical assessment requirements for Bomb Squad EOD officers sworn personnel; personnel shall refer to SOP 1-42 Explosive Ordnance Disposal Unit (Bomb Squad) (Formerly 6-7). These assessments will include the following, as follows:~~

~~1. SWAT and K-9 officers will sworn personnel shall run the SWAT obstacle course wearing Battle Dress Uniform (BDU) pants, duty/call-out boots, a tactical vest, and a helmet. These officers must sworn personnel shall complete the obstacle course within four minutes and thirty five seconds (4:35) or less to pass this aspect of the assessment.~~

~~1. SWAT, K-9, and EOD officers will sworn personnel shall participate in the Department physical fitness assessment. Tactical officers must sworn personnel shall complete each category of the assessment with an overall rating of eighty percent (80%), with no less than sixty percent (60%) in any one category, except for the 1.5 mile run.~~

~~1. SWAT and K-9 officers must sworn personnel shall complete the 1.5 mile run in twelve minutes and twenty seconds (12:20) or less.~~

~~1. A Maintenance of Effort (MOE) assessment may be substituted which meets the equivalence of the aerobic and anaerobic measures of the SWAT obstacle course and department assessment standards. The assessment will be approved by the SWAT Sergeant prior to being administered.~~

~~The SWAT Sergeant will be responsible for scheduling bi-annual physical fitness assessments evaluation requirements.~~



- ~~a. Officers Sworn~~ SWAT sworn personnel who do not satisfy the ~~SWAT~~ physical fitness assessment standards are allowed to re-test within one (1) month ~~three months~~ of failing a ~~physical fitness~~ the assessment.
  - ~~i. If~~ SWAT officers ~~sworn personnel~~ do not comply with the performance requirements within one (1) month ~~three months~~, they ~~will~~ shall be removed from SWAT, unless they have sustained a documented injury. ~~;~~

~~2. Physical Fitness standards will be outlined in the SWAT Handbook. and~~

~~2. SWAT Officers Sworn~~ sworn personnel at the rank of Lieutenant or above, and sworn SWAT sworn administrative supervisors, and sworn SWAT sworn administrative and personnel will shall be exempt from the ~~above~~ physical fitness assessment requirements outlined in this Standard Operating Procedure and in SOP Physical Fitness Assessment. ~~This exemption also applies to administrative sworn supervisors and administrative officers~~ sworn personnel.

~~b. Department personnel shall refer to SOP Bomb Squad for physical assessment requirements for Bomb Squad sworn personnel.~~

~~c. The SWAT Sergeant shall be responsible for scheduling biannual physical fitness assessments.~~

~~d. Physical Fitness assessment standards will be outlined in the SWAT Handbook.~~

~~2. All personnel will shall maintain proficiency with their assigned weapons, in accordance with SOP 2-3 Firearms and Ammunition Authorization. On a quarterly basis, team members assigned to high ground team, will shall be required to qualify with a score of ninety percent (90%) based on shooting at least ten rounds. If a member does not reach a score of ninety percent (90%), the member will shall be retrained and allowed a second attempt to qualify. If the member fails the second attempt to qualify, the member will shall be removed from the high ground team. Members will shall shoot from varying distances, positions, and lighting conditions. Members will shall be issued ammunition for this purpose.~~

~~2. Semi-annually, all team members will shall fire 40 mm launchers at designated targets in order to ensure continued proficiency in using these weapons based on Department standards.~~

~~2. Team members will shall maintain firearms proficiency and qualify semi-annually with their assigned handguns, M-4, shotguns, and any other firearm they are authorized to carry. This requirement is in addition to other Department qualifications, in accordance with SOP 2-3 Firearms and Ammunition Authorization.~~

~~Y. Training in Barricaded Operations~~



- ~~3. On at least an annual basis, Department shall train tactical units conducting barricaded individual(s) operations on competencies and procedures that include:
 
  - ~~a. Threat assessment in determining the appropriate response and necessary resources;~~
  - ~~a. Mission analysis;~~
  - ~~a. Determining criminal offense;~~
  - ~~a. Determining if the individual(s) present suffers from mental illness;~~
  - ~~a. Requirements for search warrant prior to entry;~~
  - ~~a. Communication procedures; and~~
  - ~~a. The role of the Crisis Negotiation Team (CNT).~~~~
- ~~3. This training willshall be completed with a scenario approved by the Tactical Commander and willshall include SWAT, K9, EOD, and CNT.~~

1-92-5 Uniforms and Equipment

7  
N/A

A. SWAT sworn personnel shall:

1. ~~A~~ abide by the Special Operations Division (SOD) uniform requirements outlined in ~~The uniform for SODSWAT sworn personnel shall be consistent with SOP Uniforms (Refer to SOP Uniforms for sanction classifications and additional duties);~~

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2. ~~SWAT~~Tactical Section team memberssworn personnel willshall ~~B~~ be dressed in the same daily uniform as directed by the SOD ~~C~~Chain of command;

3. For ~~t~~Tactical ~~a~~Activations:

~~A. SOD~~SWAT sworn personnel shall wear their ~~g~~Green tactical/BDU style pants and matching top with shoulder patches, cloth badges, and cloth name tags or a ~~g~~Green Nomex flight suit and green tactical shirt during tactical activations only. ~~G~~Green subdued patches will be worn on the uniform; including the ~~OD~~ green tactical carrier. Call sign patches will be displayed on the left shoulder directly above the APD patch and shall be subdued in ~~OD~~ green with black lettering for officers and gold lettering for supervisors. Any patches adorned on the external carrier will be in a specific fashion as dictated by the chain of command;

~~a.~~ ~~SOD~~sSworn personnel shall wear the Department and unit subdued patch (green) with black trim and supervisors shall wear the Department subdued patch (green) with gold lettering. ~~Green subdued cloth badges shall be worn with this uniform; The APD patch with gold lettering can be purchased at Kaufman's.~~



~~B. Hats are optional for the tactical uniform, but if worn, they shall be consistent with the standards set forth in Standard Operating Procedure (SOP);~~

~~Baseball Style Hat: Sworn personnel shall wear a baseball style hat that is in serviceable condition, OD green or black, with a cloth front and/or a cloth or mesh style back. The hat may be plain or shall have affixed to the front of the cap a small, one and seven eighths inch by two and three eighths inch (1 7/8" x 2 3/8"), Department patch. The patch for sworn personnel shall have silver trim, while the patch for supervisors shall have the gold trim. Other writing, insignias, or pins shall be approved by the chain of command.~~

~~Personnel shall remain aware that there are instances, locations, and situations where wearing a baseball style hat is unprofessional, and shall use appropriate discretion; and.~~

~~The CNT/Administrative Sergeant shall wear tactical/BDU style pants (Green, Tan, Black, or Gray) and a black polo with shoulder patches, cloth badge, and cloth name tags. A black or OD green external tactical carrier will be used with the uniform. Any patches adorned on the external carrier will be in a specific fashion as dictated by the chain of command.~~

4. During day-to-day operations:

~~During day to day operations or when working calls for service, K-9 sworn personnel shall wear black, long or short sleeve polo shirts with colored patches, and cloth badges and name tags. K-9 sworn personnel shall wear a black tactical/BDU top and tactical/BDU style pants, and black boots. K-9 personnel shall wear the Department and unit patch with silver trim (black background) and supervisors shall wear the Department and unit patch with gold trim (black background). Call sign patches will be displayed on the left shoulder directly above the APD patch and shall be black in color with white lettering for officers and gold lettering for supervisors;~~

~~a. During day to day operations or when working calls for service, SWAT and Explosive Ordnance Disposal (EOD) Unit (Bomb Squad) sworn personnel shall wear navy blue long or short sleeve polo shirts or tactical shirts with colored patches, cloth badges, and cloth name tag. SWAT sworn and EOD Bomb Squad personal shall wear a navy blue tactical/BDU top and tactical/BDU style pants, and black boots. SWAT and Bomb Squad EOD personnel shall wear the Department and unit patch with silver trim (black background) and supervisors shall wear the Department and unit patch with gold trim (black background). Call sign patches will be displayed on the left shoulder directly above the APD patch and shall be black in color with white lettering for officers and gold lettering for supervisors;~~

~~A black external tactical carrier will be used with the alternate uniform. Any patches adorned on the external carrier will be in a specific fashion as dictated by the SOD chain of command;~~

~~The CNT/Administrative Sergeant shall wear tactical/BDU style pants (Green, Tan, Black, or Gray) and a black polo with shoulder patches, cloth badge,~~



~~and cloth name tags. A black external tactical carrier will be used with the uniform if working calls for service. Any patches adorned on the external carrier will be in a specific fashion as dictated by the chain of command. If working calls for service/downtown tact plan the CNT/Admin Sergeant shall wear the FSB uniform or department approved alternate uniform.~~

~~All sworn personnel shall be required to wear the duty uniform (FSB uniform) at the direction of the unit sergeant or during a special event at the direction of the chain of command. Sworn personnel shall wear the Department and unit patch with silver trim (black or blue background) and supervisors shall wear the Department and unit patch with gold trim (black or blue background). External carriers shall not be worn with the duty uniform.~~

~~Hats are optional for the duty/alternate duty uniform, but if worn, they shall be consistent with the standards set forth in SOP.~~

- ~~b. Baseball Style Hat: Sworn personnel shall wear a baseball style hat that is in serviceable condition, black in color, with a cloth front and/or a cloth or mesh style back. The hat may be plain or shall have affixed to the front of the cap a small, one and seven eighths inch by two and three eighths inch (1 7/8" x 2 3/8"), Department patch. The patch for sworn personnel shall have silver trim, while the patch for supervisors shall have the gold trim. Other writing, insignias, or pins shall be approved by the chain of command.~~

~~Personnel shall remain aware that there are instances, locations, and situations where wearing a baseball style hat is unprofessional, and shall use appropriate discretion.~~

~~No facial hair other than a mustache is authorized.~~ and

~~All members of each tactical section will be dressed in the same daily uniform as directed by their supervisor.~~

#### 5. During Training days:

- ~~a. The training uniform shall consist of a plain black t-shirt/long sleeve or green BDU top and green BDU style pants.~~

~~Hats are optional for the training uniform, but if worn, they shall be consistent with the standards set forth in SOP.~~

~~Baseball Style Hat: Sworn personnel shall wear a baseball style hat that is in serviceable condition, OD green or black, with a cloth front and/or a cloth or mesh style back. The hat may be plain or shall have affixed to the front of the cap a small, one and seven eighths inch by two and three eighths inch (1 7/8" x 2 3/8"), Department patch. The patch for sworn personnel shall have silver trim, while the patch for supervisors shall have the gold trim. Other writing, insignias, or pins shall be approved by the chain of command; and.~~

~~Personnel shall remain aware that there are instances, locations, and situations where wearing a baseball style hat is unprofessional, and shall use appropriate discretion.~~





~~C. Tactical team members shall wear uniforms that clearly identify them as law enforcement officers sworn personnel as follows:~~

- ~~1. Standard Department uniform;~~
- ~~1. Tactical operation uniform as dictated by assignment and determined by the Tactical Commander;~~
- ~~1. Training uniform as determined by the Tactical Commander; or~~
- ~~1. Team members may wear civilian clothes with approval from tactical chain of command (mode dictated by mission requirements such as dignitary protection).~~

~~D.B. SWAT Unit Patch~~

~~1. Officers Sworn personnel assigned to the Tactical Section, including SWAT team members, are sworn personnel shall be authorized to wear the SWAT patch after achieving the requirements that are outlined in the SWAT Handbook.~~

7

~~2. Wearing the Patch~~

- ~~a. The patch will shall be worn in accordance with SOP 2-1 Uniforms.~~
- ~~a. The patch size will shall vary based on the uniform and fatigue hat.~~
- ~~a. The patch may be sewn on or embroidered, affixed to either the uniform or hat.~~
- ~~a. The olive drab, SWAT patch may be worn on the tactical uniforms of high-ground and team members, as deemed necessary by the Tactical Commander.~~

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~~E. Equipment~~

~~0. Each tactical officer will shall possess the following a basic equipment inventory:~~

- ~~• Department approved helmet;~~
- ~~• Department approved entry vest;~~
- ~~• Department approved gloves;~~
- ~~• Eye protection;~~
- ~~• Department issued on-body recording device (OBRD);~~
- ~~• Department issued rifle;~~
- ~~• Department issued handgun; and~~
- ~~• Department issued communications.~~

1-92-6 Department-Issued SWAT Weapons

A. SWAT Tactical Section sworn personnel will shall only be issued Department-approved weapons.



B. SWAT sworn personnel shall be held responsible for securing their firearms in the locked vaults or in the trunk of their assigned Department vehicle.

~~A.~~

C. Only certified Department armorers will shall inspect, and provide parts and maintenance for SWAT-service issued weapons and accessories.

1. Handguns

- a. Handguns ~~must~~ shall meet the requirements set forth in SOP ~~2-3~~ Firearms and Ammunition Authorization.
- b. Each SWAT tactical officer may be issued two (24) handguns.

2. Rifles

- a. ~~Issued SWAT-issued~~ Urban rifles must shall meet Department requirements and the needs of the Tactical Section as determined by the SOD chain of command.
- ~~a. Counter Sniper Rifles~~ SWAT-
- ~~ii. PRO~~ These rifles must shall meet Department requirements and the needs of the Tactical Section as determined by the SOD chain of command.
- ~~In this role, officers will sworn personnel shall be issued standard ammunition quantities for training and qualifications.~~
- b. Issued weapons and accessories shall not be modified, painted, or altered in any way without prior approval from the SOD chain of command.

3

~~iii.1.~~

~~nly certified department armorers will inspect, provide parts and maintenance for service issued weapons and accessories.~~

3. Authorized Ammunition

3

- a. SWAT Tactical sworn officers sworn personnel may carry military ball, soft point, or hollow point ammunition in their rifles, consistent with their training and the specific mission at hand as determined and authorized by the Tactical Commander.
- b. SWAT personnel may use armor piercing rounds may be used by SWAT Tactical Section officers sworn personnel for unique situations after approval with pre-approval once approved by from the supervisor Tactical Commander.

3 3

4. Weapons Training and Qualifications

- a. All SWAT sworn personnel below the rank of Tactical Commander shall maintain proficiency with their assigned weapons, consistent with ~~as defined~~



~~below in addition to expectations outlined in 2-3-SOP Firearms and Ammunition Authorization.~~

- ~~b. Firearms Range personnel shall conduct, score, and document SOD Quarterly qualifications will be conducted by the range staff on a quarterly basis to include PRO weapons qualifications.~~
- ~~c. Range armorers shall inspect PRO rifles on a quarterly basis and notify the SOD Chain of Command of any repairs or necessary placements in writing.~~
- ~~d. Semi-annually, all SWAT sworn personnel shall fire 40-mm launchers at designated targets in order to verify continued proficiency based on Department standards.~~
  - ~~i. The SWAT weapons qualification requirements shall be documented in the SWAT Handbook.~~

For the

~~A.) SWAT Team Member Qualifications~~

- ~~e. New Mexico Department of Public Safety (NM DPS) Daylight and Low-Light Qualification (Daylight and Low Light)~~

- ~~i. A minimum overall score of ninety percent (90%) is mandatory;~~
- ~~ii. If the SWAT officer fails the first attempt, they shall be removed from operational duties. The SWAT officer shall be offered remedial training before a second attempt to score a ninety percent (90%) is made. The second attempt must be performed within one (1) week of the first attempt.~~
- ~~iii. If the SWAT officer fails to achieve a minimum score of ninety percent (90%) on the second qualification, the SWAT officer shall be removed from Special Operations Division (SOD).~~
- ~~i. The SWAT qualification requirements shall be documented in the SWAT Handbook.~~

- ~~iv. In the event that the first rifle or pistol firearm qualification is below a score of ninety percent (90%), the SWAT member officer will shall have an additional opportunity to achieve a minimum score of ninety percent (90%) on the same day, following immediate remedial training.~~

- ~~v. A second consecutive failure to score a ninety percent (90%) score will result in automatic removal from SOD.~~

~~If the member SWAT officer scores below an eighty percent (80%) with any handgun, they shall be provided immediate remedial training before a second attempt to qualify. Failure of a second attempt to score an eighty percent (80%) will shall result in the member officer being placed on immediate assignment to the West Range, will shall relinquish their Department issued vehicle, and their handgun to Firearms Range Staff personnel and the member will officer shall be immediately be removed from SWAT immediately. The rRequirements outlined in SOP section 2-3Firearms and Ammunition Authorization shall apply.~~

~~SWAT Weapons 2.) Tactical Qualification (SWAT Qualification)~~



~~A minimum overall score of ninety percent (90%) is mandatory.~~

~~If a member the SWAT officer fails the first attempt, they shall be removed from operational duties. The member SWAT officer will shall be offered remedial training two (2) four-hour blocks of remedial training before a second attempt to score a ninety percent (90%). The second attempt must be performed within one (1) week of the first attempt.~~

~~If the SWAT officer fails to achieve a minimum score of ninety percent (90%) on the second qualification attempt also fails to achieve a minimum score of ninety percent (90%), the member SWAT officer shall be removed from SOD. The SWAT qualification requirements shall be documented in the SWAT Handbook.~~

~~3.) Semi-annually, all SWAT sworn personnel team members shall fire 40-mm launchers at designated targets in order to ensure verify continued proficiency based on D department standards.~~

#### B.) High Ground (PRO) Members

~~1). On a quarterly basis, team members SWAT sworn personnel who are assigned to a high ground (PRO) assignment shall be required to qualify with a score of ninety percent (90%) based on shooting at least twenty (20) rounds.~~

~~If a high ground PRO member officer does not reach achieve a score of ninety percent (90%), they member shall be offered remedial training and allowed a second attempt to qualify within the same week but shall not be utilized used operationally until they member successfully passes the qualification with a minimum score of ninety percent (90%).~~

~~If the member fails a second attempt to qualify, the member shall be removed from the High Ground Team.~~

~~The high Ground Qualification Requirements shall be documented in the SWAT Handbook.~~

~~Consistent with SOP Firearms and Ammunition Authorization, (The Department Armorer/Gunsmith must authorize internal modifications to precision rifles assigned to SOD personnel after receiving approval by the SOD Commander. The modifications will shall be performed by a certified Department Armorer/Gunsmith or licensed designee approved by the SOD Commander.~~

~~• Prior to duty carry, each officer will shall demonstrate proficiency in the ability to properly function the weapon, clear malfunctions, and pass qualification shoots at ranges out to 100 yards.~~

~~• Officers will Sworn personnel shall train throughout the year in various situations, distances, and lighting conditions.~~

~~• Officers will Sworn personnel shall qualify twice a year (every six months).~~

~~• The SWAT Training Coordinator will shall facilitate and maintain training records, qualification scores, and training courses.~~



4. Security

Officers will

6 ~~Sworn personnel shall be held responsible for securing their weapon firearms in the locked vaults or in the trunk of their assigned police Department vehicle unit.~~

~~1-92-16~~ 1-92-7

Chain of Command and Duties

A. The ~~Special Operations Division (SOD)~~ Commander shall:

1. ~~Hold~~ Will ~~be~~ shall be the rank of Commander;
2. ~~Will~~ shall ~~oversee~~ oversee the SOD and fulfill all responsibilities of a Department Commander; and
3. ~~Must~~ shall ~~successfully~~ successfully complete a nationally recognized tactical command school program as soon as practical, based upon availability, ~~within one year of appointment.~~

B. The SOD Deputy Commander shall:

1. Hold the rank of Deputy Commander;
2. Oversee SOD and fulfill all responsibilities of a Deputy Commander; and
3. Successfully complete a nationally recognized tactical command school program as soon as practical, practical, based on availability.

C. The Tactical Commander shall:

1. Hold the rank of Lieutenant;
- 7 2. Control all tactical operations, critical incidents, and tactical activations ~~team~~ deployments;
3. Be directly responsible for the overall operations of the Tactical Section;
4. Coordinate all tactical operations and critical incidents, as well as the deployment of the tactical ~~team~~ activations; ~~and~~

- N/A 5. ~~The Tactical Commander must~~ shall ~~successfully~~ successfully complete a nationally recognized tactical command school as soon as practical, based upon availability, ~~within one year of transfer into this position;~~ and



~~5.6. Actively recruit and mentor supervisors who are interested in becoming SOD SWAT team members.~~

~~The SWAT Breaching Team Leader shall:~~

~~Be at the rank of officer, a current member of SWAT, and selected by the SWAT Sergeant with the approval of the SOD Chain of Command;~~

~~Attend the acting sergeant course and Tactical FTO Course, as soon as practical, depending on course availability; and~~

~~Certified in a Department approved breaching course.~~

D. The SWAT Sergeant shall:

~~1. The Sergeant is~~ Directly supervise ~~Be the direct supervisor of SWAT sworn personnel during tactical operations activations~~

~~1. and daily activities.~~

2. ~~The Sergeant shall~~ Be directly responsible to the Tactical Commander. Duties and responsibilities shall include, but are not limited to; ~~the following. The SWAT Sergeant shall:~~

a. Notifying the Tactical Commander of any mission changes or conflict of missions as soon as possible;

b. Conducting formal monthly line inspections of all team members' appearance and equipment appropriation, maintenance, care, and inventory, including:

i. Issued and shared equipment;

ii. Necessary ~~needed~~ equipment ~~replacements of equipment;~~

iii. Stored and secured equipment;

iv. Location of equipment necessary during an event; and

v. Maintenance and inspection of equipment.

~~b.c.~~ Directly c Contacting the Emergency Communications Center (ECC) ~~directly~~ prior to a team's mission and advise ~~him or her~~ them of the location of the assignment;

~~e.d.~~ Being responsible for personnel who reporting to their assignments to ensure they being are equipped and being on time;

~~d.e.~~ Working the same assignments and hours as team members;

~~e.f.~~ Maintaining an up-to-date list of phone numbers and addresses for team members;

~~f.g.~~ Actively instruct and direct subordinates in new methods and techniques to improve efficiency and effectiveness;

~~e.h.~~ Ascertaining the capabilities and special skills of subordinates;

~~h.i.~~ Ensuring ~~e~~ the physical fitness of the team;

~~h.j.~~ Monitoring team days off, compensatory time, and vacation time;

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- ~~j.~~ k. Scheduling physical training, physical fitness tests, recertification training, firearms qualifications, and Maintenance of Evaluation (MOE) assessment for all team members;
- ~~k.~~ l. Training subordinates in ~~SWAT Sergeant~~ their duties so they may assume command if necessary;
- ~~l.~~ m. Assuming ~~e~~ Tactical Commander duties if necessary;
- ~~m.~~ n. Formulate all tactical planning, subject to the approval of the Tactical Commander;
- ~~n.~~ o. Making team assignments, such as high-ground and entry teams, based upon member performance, availability, and needs of the team or Department;
- ~~o.~~ p. Successfully completing a Basic SWAT ~~Officers~~ Sworn personnel Operator Course as soon as practical, based upon availability, within one year of transfer into this position, subject to course availability; and
- q. Successfully completing a SWAT Supervisor ~~s~~ School program as soon as practical, based upon availability.
- r. Immediately document, address and notify the SOD chain of command of any complaints or observations involving work conduct and behavior that is inconsistent with the City of Albuquerque Standards of Conduct and SOP Harassment/ Sexual Harassment in the Workplace.
- ~~p.~~ s. Actively recruit and mentor officers who are interested in becoming SWAT members, within one year of transfer into this position, subject to course availability.

~~D.~~ E. A ~~SWAT Officer~~ Officer shall:

1. A SWAT officer shall ~~The SWAT officer shall~~ be directly responsible to the SWAT Sergeant. Duties shall include, but are not limited to, ~~the following:~~
  - a. Engaging in conduct that is helpful, professional, mature, and free from hostility;
  - ~~a.~~ b. Being assigned to SWAT on a voluntary basis only;
  - ~~b.~~ c. Being prepared to carry out missions of long duration as determined by the Tactical Commander;
  - ~~c.~~ d. Accepting assigned missions, including; ~~and;~~
    - i. Maintaining ~~Understanding the goal of the mission goal before beginning an assignment;~~ Communication ~~between~~ between the on-scene supervisor and team members about all relevant information in order to fulfill the mission; and;
    - ~~i.~~ Communicating ~~to the supervisor their progress and the results of their actions while carrying out a mission; and~~
    - ~~i.~~ Explaining ~~to the supervisor any reason to modify a mission assignment;~~
    - ~~f.~~ ii. Declining ~~to discuss a mission assignment with personnel not assigned to the Team. The SOD Commander will~~ shall inform other ~~d~~ Divisions and personnel of the Department, as necessary;
  - ~~g.~~ e. Standing ~~for a formal or informal inspection of their equipment at the discretion of~~ the SOD cChain of cCommand ~~the supervisor;~~

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- ~~f. On a quarterly basis, accounting for a~~ All Department-issued equipment by completing will be accounted for quarterly on an SOD Property Inventory Sheet;
  - ~~g. Signing a property receipt inventory for all issued equipment and~~ Refraining from using the Department-issued equipment while off-duty, except unless pre-approved by the Tactical Commander;
  - ~~i. This does shall not pertain to maintaining proficiency with Department-approved weapons on the firearms range while maintaining proficiency with the equipment;~~
  - ~~j.h. Maintaining and furnishing to the supervisor a complete inventory of all items carried in his/hert heir assigned vehicle. Immediately~~ Report any shortage, damage, or loss of equipment to the supervisor so that in order for the equipment can to be replaced promptly replaced;
  - ~~k. Informing the supervisor of their location if they are away from home for an extended time while on days off leave;~~
  - ~~l. Participating in all in-service training programs and instructing other members in areas of personal expertise; and~~
  - ~~i. Responding to tactical activations, unless otherwise directed prior approval to refrain has been approved by the Tactical Commander, SWAT supervisor;~~
  - ~~j. Actively assist the SWAT Sergeants in recruiting and mentoring other officers and cadets who are interested in becoming SWAT sworn personnel;~~
  - ~~k. Provide supplemental staffing for other divisions and aid other law enforcement agencies when designated and approved by the Tactical Commander;~~
  - ~~l. When not on an activation, training, or tactical assignments, assist Field Services Bureau (FSB) personnel;~~
  - ~~m. Respond to the following critical events:~~
    - ~~i. Hostage situations;~~
    - ~~ii. Barricaded individual(s) who meet the criteria outlined in SOP Hostage Situations, Barricaded individuals, and Tactical Threat Assessments;~~
    - ~~iii. Sniper situations;~~
    - ~~iv. Execution of high-risk search and/or arrest warrants,~~
    - ~~v. Area searches involving violent, fleeing felons who are an active threat to others;~~
    - ~~vi. Dignitary protection details;~~
    - ~~vii. Major jail disturbances;~~
    - ~~viii. Major civil disturbance support; and~~
    - ~~ix. Mass casualty incidents or active threats to crowds.~~
2. When a request for assistance is approved by the SOD chain of command, a SWAT officer may be assigned to assist tactical teams from other jurisdictions.
3. A SWAT officer shall participate in an annual appointment with a Behavioral Sciences Section clinician.
4. A SWAT officer shall not: members.  
~~Engage in conduct that is helpful, professional, mature and free from hostility.~~  
~~Abusive, insulting or offensive language or actions toward the public or co-workers is prohibited and will be grounds for dismissal.~~

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- ~~— Offensive jokes, slurs or other comments or actions that might embarrass or offend others are prohibited and will be grounds for dismissal.~~
- ~~— Employees shall not harass others by making sexual advances or by creating an intimidating or offensive working environment or by making false accusations regarding such conduct.~~
- ~~m. Officers shall be familiar with SOP Harassment/ Sexual Harassment in the Workplace and other City Rules and Regulations regarding such behavior.~~

Use 2. ~~Flagrant or repeated violations of SOP may result in discipline and/ or removal from SOD.~~

- ~~a. Engaging in conduct that is helpful, professional, mature and free from hostility;~~
- ~~a. Abusive, insulting, or offensive language or actions toward the public or co-workers. This behavior is prohibited and will shall be grounds for dismissal;=~~
- ~~b. Make ~~o~~Offensive jokes or comments, use slurs, or other comments or act in a wayions that might embarrass or offend others. This behavior is are prohibited and will shall be grounds for dismissal;=~~
- ~~c. Employees shall not hHarass others by making sexual advances or by creating an intimidating or offensive working environment or by making false accusations regarding such conduct (refer to SOP 1-5 Harassment/Sexual Harassment in the Workplace for sanction classifications and additional duties);=~~
- ~~i. A SWAT officer ~~Officers~~ shall be familiar with City of Albuquerque Personnel Rules and Regulations on harassment and sexual harassment and SOP Harassment/-Sexual Harassment in the Workplace and other City Rules and Regulations regarding such behavior.~~

5. A SWAT officer's flagrant or repeated violations of the Department's Standard Operating Procedures may result in discipline and/ or removal from SOD.

~~1. Be disciplined and may be removed from SWAT for any flagrant and/or repeated violation of the rules outlined in the SOP.~~

~~G. Team Leader and Assistant Team Leader~~

~~0. The team leader is the rank of officer, a current member of SWAT and is selected based on his/herttheir performance and experience in assisting the SWAT Sergeant with mission planning, deploying officerssworn personnel during incidents, and acting as a tactical advisor prior to and during tactical activation.~~

~~0. The assistant team leader is the rank of officer, a current member of SWAT and is selected based on his/herttheir performance and experience to assist the SWAT Team Leader, as necessary, and substitute for the SWAT Team Leader in the SWAT Team Leader's absence.~~

~~0. The SWAT Sergeant willshall supervise the team leader and assistant team leader.~~



~~0. The team leader and assistant team leader Officer(s) must shall:~~

- ~~• Have completed two (2) or more years of service with the Department SWAT team, unless waived by the Tactical Commander;~~
- ~~• Be assigned to the position by the SWAT Sergeant and with approval from the Tactical chain of command commander;~~
- ~~• Have exemplary performance on call out tactical activations, and critical incidents, and incidents that result in a use of force;~~
- ~~• Have a satisfactory or higher rating on all Employee Work Plans;~~
- ~~• Successfully complete acting sergeant and Tactical FTO Training requirements as soon as practical, based upon course availability;~~
- ~~• Conduct themselves in a positive and professional manner, as well as possess leadership skills and the ability to guide others;~~
- ~~• Be willing to assist the supervisors in carrying out the goals and mission of the Tactical Section; and~~
- ~~•~~
- ~~• The team leader and assistant team leader will shall be responsible for assisting the SWAT Sergeants in tactical planning for critical incidents.~~
- ~~• Successfully complete a SWAT Team Leader development course within one year of transfer to the position(s), subject to course availability.~~

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~~The PRO Team Leader shall:~~

- ~~• Be the rank of officer and a current member of SWAT and, based on their performance and experience, is selected to be responsible for SWAT's high-ground element;~~
- ~~• The PRO Team Leader shall bBe selected by the SWAT Sergeant, with approval from the SOD cChain of cCommand; and~~
- ~~• The PRO Team Leader shall cSuccessfully complete acting sergeant and Tactical FTO courses as soon as practical, based upon course availability.~~

~~BB.F. Precision Rifle Observer (PRO))~~

1. Selection

- a. An officer may be assigned as a PRO when they are an experienced tactical officer who is well-versed in SWAT operations and the legal requirements for using deadly force, and who has proven repeatedly in training and practical scenarios the ability to perform under pressure. PRO personnel shall be chosen by the SWAT Sergeant with final approval from the SOD Chain of Command.
- b. A PRO shall hold the rank of officer and a current member of SWAT.

2. Training



~~1. All PROs currently must shall be the rank of officer and a current member of SWAT assigned to the Department tactical team.~~

~~==~~  
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a. A PRO shall:

i. Attend and successfully complete a precision rifle school and consistently attend ongoing PRO team training, as well as Tactical Team training;

~~2. The PRO shall train a minimum of four ~~two~~ (42) days a month. Any additional, requested training shall be at the discretion of the SWAT Sergeant and SOD chain of command.~~

ii. All training shall be documented by participating PRO members and evaluated by the SWAT Sergeant in consultation with the Tactical Commander.

~~==~~  
Call Outs

~~During call outs, a PRO shall provide precision rifle support, gather important information, and concisely relay that information;~~

~~==~~  
Selection

~~2.~~

~~0. All PROs will shall complete a 20 round qualification each quarter.~~

~~2.~~ Selection

~~An officer may be assigned as a PRO when they are an experienced tactical officer who is well versed in SWAT operations and the legal requirements for using deadly force, and who has proven repeatedly in training and practical scenarios the ability to perform under pressure. PRO personnel shall be chosen by the SWAT Sergeant with final approval from the SOD Chain of Command Tactical Commander and Commander. The Sergeant will shall rely heavily on the recommendation from the current PRO Team Leader, as he is they are the subject matter expert. If there is a difference of opinion on who the next PRO is to be, this will shall be documented in a memorandum, stating the reasons for the Sergeant's decision.~~

~~2.~~ Expectations

~~During call outs, PROs are expected to provide precision rifle support, gather important information, and concisely relay that information.~~

~~a.~~



~~b. A In preparation for these call-outs, PROs are expected to pass all unit firearms qualifications including the PRO qualification. They PRO is required to attend and successfully complete a precision rifle school and consistently attend ongoing PRO team training, as well as Tactical Team training.~~

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3. PRO Weapons and Ammunition Standards

a. A PRO will shall deploy with either a bolt action or semi- automatic .223, .308, .300, or .50 caliber rifles capable of 1 Minute of Angle (MOA) performance. The manufacturer, model, and accessories are determined by the PRO Team and are subject to the approval of the SWAT Commander. by the Tactical chain of command based on the availability of weapons, replacement parts, and tactical inventory.

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b. A high-ground PRO shall maintain DData on Previous Engagement (D.O.P.E) log-books shall be maintained by each high ground PRO for each issued precision rifle.

c. On a weekly basis, the high-ground PRO (someone) shall provide documentation of PRO training days will be documented by on a training sign-in sheet and a detailed completion of the SOD tTraining narrative which will be turned in weekly to the SOD Administrative Supervisor.

d. On a quarterly basis, SWAT sworn personnel who are assigned to a high-ground PRO assignment shall be required to qualify with a score of ninety percent (90%) based on shooting at least twenty (20) rounds.

i. If a high-ground PRO officer does not achieve a score of ninety percent (90%), they shall be offered remedial training and allowed a second attempt to qualify within the same week but shall not be used operationally until they successfully pass the qualification with a minimum score of ninety percent (90%).

ii. If the member high-ground PRO fails a second attempt to qualify, the member shall be removed from the Hhigh-g- Ground tTeam.

~~(Someone) shall document Tthe high g Ground Qqualification Rrequirements shall be documented in the SWAT Handbook.~~

e. Consistent with SOP Firearms and Ammunition Authorization, the Department Armorer/Gunsmith must authorize and perform modifications to precision rifles assigned to SOD personnel after receiving approval by the SOD Commander.

i. The modifications shall be performed by a certified Department Armorer/Gunsmith or licensed designee approved by the SOD Commander.

4. Call-Outs

During call-outs, a PRO shall provide precision rifle support, gather important information, and concisely relay that information.

4. Equipment



~~The minimum equipment necessary to deploy as a PRO is a rifle, ammunition, a handgun, police identification, and a police radio. PRO officers/sworn personnel are encouraged to develop their own pack based on mission and personal needs.~~

#### ~~5. Fire Orders~~

~~The standing order for PROs is that officers/sworn personnel are expected to make personal observations, conclusions, and use of force decisions as any other officer would in similar circumstances.~~

~~PRO's will follow federal and state laws, as well as Department SOPs pertaining to the use of force.~~

#### ~~5. Callout Deployment Procedures~~

~~The first arriving PRO will/shall assess whether there is a deployable PRO position and deploy to that position after a brief consultation with the SWAT on-scene Sergeant and Tactical Commander.~~

~~The first deployed PRO is expected to begin providing information that will/shall aid in the deployment of the remainder of the team, as well as provide an immediate over watch for those officers/sworn personnel moving into position.~~

#### ~~5. PRO Search Warrant Operations~~

~~During the service of a search warrant, PROs may be deployed in advance of the entry team to provide intelligence and over watch. They may also be deployed during the approach or withdrawal of the entry team if necessary with approval from the Tactical Commander.~~

#### ~~6.5. Counter Sniper~~

~~a. Department SWAT High-ground PROs may be deployed:~~

~~i. to counter these potential attackers; and High-ground Department PROs may be deployed i~~

~~ii. If necessary, with approval from the Tactical Commander, in vantage points that allow for quick observation, identification, and engagement of these threats, if necessary, with approval from the Tactical Commander.~~

#### ~~7.6. PRO Mission Support~~

~~a. With approval from the Tactical Commander, PROs may be asked to provide over-watch for other units engaged in the performance of their duties, including but not limited to: This may include~~

~~i. over Over-watch for K-9 units;~~

~~ii. Bomb Technicians;~~

~~iii. officers Sworn personnel engaged in crowd management; or~~



~~iv. Undercover officers~~ sworn personnel ~~while~~ who are engaged in pre-approved undercover operations; and

~~v. They may also be deployed in a~~ Any situation where the Tactical Commander deems it necessary to provide over-watch.

~~a.~~

G. The Tactical Administrative Sergeant shall be responsible for ensuring that random or directed audits are conducted of all RAM Logs. The audits shall be conducted to ensure that all matrices are being used properly, consistent with SOP Execution of Search Warrants.

~~BB. PRO Team Leader~~

~~The PRO Team Leader is shall be the rank of officer and a current member of SWAT and based on his/her their performance and experience, is selected to be responsible for SWAT's high ground element.~~

~~The PRO Team Leader shall be selected by the SWAT Sergeant, with approval from the SOD Chain of Command.~~

~~0. The PRO Team Leader shall successfully complete acting sergeant and Tactical FTO courses as soon as practical, based upon course availability.~~

~~0. The PRO Team Leader coordinates SWAT training and maintains SWAT training records and coordinates with the SWAT Sergeant on high ground officer deployment during activations.~~

~~1-92-8~~ SWAT Tactical Team Duties

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~~In addition to their assigned duties and responsibilities, SWAT the tactical teams will shall provide supplemental staffing for other divisions as they may be assigned and aid other law enforcement agencies when designated and approved by the Tactical Commander. If the services provided will shall be tactical in nature, the operation will shall be pre-planned and approved by the Tactical Lieutenant Commander.~~

~~0. When not on an activation, training, or tactical assignments, the tactical teams will shall be used to respond assist Field Services Bureau (FSB) personnel to calls for service. Dispatchers are authorized to direct calls for police service to Team Officers. Sworn personnel.~~

~~0. A Tactical Team Sergeant is responsible for assigning teams to specific Area Commands.~~

~~When a request for assistance is approved by the SOD cCommander, Tactical Commander, or SWAT Sergeant chain of cCommand, SWAT may be assigned to assist tactical teams from other jurisdictions.~~

**6** ~~0. All SWAT sworn personnel shall participate in an annual Behavioral Science appointment.~~



6 A. ~~SWAT tactical teams will~~ shall be requested to respond to the following critical events:

- ~~0. Hostage situations;~~
- ~~0. Barricaded individual(s) who meet the criteria outlined in of SOP 2-20 Hostage Situations, Barricaded individuals, and Tactical Threat Assessments;~~
- ~~0. Sniper situations;~~
- ~~0. Execution of high risk or potentially dangerous search and/or arrest warrants, in accordance with the Standard Operating Procedure(s) indicated in the above section "Related SOP(s)";~~
- ~~0. Execution of high risk search/arrest warrants, as described in this SOP;~~
- ~~0. Area searches involving violent, fleeing felons who are an active threat to others;~~
- ~~0. Dignitary protection details;~~
- ~~0. Major jail disturbances; and~~
- ~~0. Major civil disturbance support; and~~
- ~~0. Mass Casualty incidents or active threats to crowds.~~

**1-92-89 Deployments**

A. Hostage Situations

- 6
1. SWAT ~~will~~ shall be called as soon as a hostage situation occurs.
  2. The ~~goal~~ objective of SWAT ~~the team will~~ shall be to ~~utilize~~ use a combined response of negotiations and tactics ~~and deployment~~ with the goal of ~~to ensure~~ the safe release of the hostage(s) and the apprehension of the offender(s).
  3. SWAT ~~The team~~ may assist Field Services Bureau (FSB ) ~~personnel~~ in containment and evacuation of endangered ~~citizens~~ community members.
  4. The ~~Team~~ SWAT Sergeant and Tactical Commander ~~or team leader will~~ shall develop the plan to address the situation.
  5. ~~Field Services will~~ FSB personnel shall be responsible for maintaining the outer perimeter and ~~will~~ shall coordinate their actions through the Tactical Commander.
  6. ~~The team members~~ SWAT will shall maintain the inner perimeter and high-ground positions until relieved by the Tactical Commander.



- 7. ~~The Public Information Officer shall issue media releases concerning the tactical situation activation, response, and/or resolution will shall be issued by the Public Information Officer, Tactical Commander or the senior officer at the scene.~~ Media releases concerning the tactical situation activation, response, and/or resolution will shall be issued by the Public Information Officer, Tactical Commander or the senior officer at the scene.
- 8. ~~Current CNT personnel shall conduct negotiations with individual(s) will shall be conducted by tactical personnel or the current CNT personnel, unless otherwise approved by the Tactical Commander or Team Leader.~~
- 8. The Tactical Commander and CNT Team Leader shall:
  - a. Ensure current CNT personnel conduct negotiations with the individual(s); and in addition to the following:
  - b. Assess established communication and/ or dialog with the individual by the initial on-scene sworn personnel.
    - a. ~~A If prior to the arrival of tactical units and CNT personnel, Field SB officers sworn personnel have established positive communication and/or dialog with the individual, the Tactical Commander and CNT Team Leader will shall assess the direction of the communication.~~
    - i. Should it be determined that the an FSBfield officer continued the dialog, a current CNT team member will shall assume the role of a Coach to assist in the conversation and relay pertinent information to the Tactical Commander and CNT Team Leader.

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- 8. ~~Once the situation has been resolved, the Tactical Commander shall prepare and submit an After Action Review (AAR) will shall be prepared and submitted by the Tactical Commander, or hisa designee.~~

N/A

B. Barricaded Individual(s)

- ~~B.1.~~ SWAT sworn personnel shall follow the requirements outlined in SOP Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments for individuals who meet the criteria for tactical deployment (Refer to SOP 2-20-Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments for sanction classifications and additional duties).
- ~~4.2.~~ To reduce response and deployment time, the SWAT Tactical team Section should be called as soon as the situation occurs when the situation meets activation criteria:
  - ~~b.a.~~ Barricaded individual(s) will shall be given time to surrender if safety allows.
  - ~~e.~~ Chemical agents are authorized and recommended for deployment when a barricaded individual(s) refuses to surrender. If chemical agents are to be used, the Albuquerque Fire Department will shall be notified to stand by at the outer perimeter.





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- ~~b. Investigative units have been notified and required warrants are in process.~~  
~~d.c. The Tactical Commander shall authorize the use of Additional Tactical tools and forced ee or entry into a building will shall be used authorized only upon the authorization of the tactical team on scene by the Tactical Commander.~~
- ~~2.3. The Team Tactical Section personnel SWAT may assist Field Services FSB personnel in evacuating endangered individuals citizens community members.~~
- ~~2. The Team will Tactical Section personnel shall develop a tactical plan and implement it when necessary.~~
- ~~3.4. The Team will Tactical Section personnel SWAT shall maintain the inner perimeter and high-ground positions.~~
- ~~4.5. All commands will shall be communicated by from the SWAT Team Tactical Section Sergeant to the SWAT sworn personnel Team Leader team members after consultation deliberation with the on-scene Tactical Commander.~~
6. The Tactical Commander and CNT Team Leader shall:
- a. Ensure current CNT personnel conduct negotiations with the individual(s); ~~in addition to the following:~~
  - b. Assess established communication and/ or dialog with the individual by the initial on-scene sworn personnel; and;
  - c. Ensure the CNT team member ~~shall~~ assumes the role of a Coach to assist in the conversation and relay pertinent information to the Tactical Commander and CNT Team Leader.
- ~~4. Negotiations with individual(s) will shall be conducted by tactical personnel or the current CNT personnel, unless otherwise approved by the Tactical Commander or the team leader.~~
- ~~— If prior to the arrival of tactical units and CNT personnel, field FSB officers sworn personnel have established positive communication and/or dialog with the individual, the Tactical Commander and CNT Team Leader will shall assess the direction of the communication.~~
  - ~~— Should it be determined that the field an FSB officer continued the dialog, a current CNT team member will shall assume the role of a Coach to assist in the conversation and relay pertinent information to the Tactical Commander and CNT Team Leader.~~
7. Once the situation has been resolved, the Tactical Commander or their designee who is overseeing the activation shall prepare and submit an AAR within twenty (20) calendar days to the Special Operations Division (SOD) Commander or their designee. The SOD Commander shall complete their review within ten (10) calendar days.



- a. The submitting Tactical Commander may request an extension up to seven (7) calendar days. The requesting Tactical Commander shall specify the reason(s) for the extension request via an email to the SOD Commander.
- b. The SOD Commander may request an extension up to seven (7) calendar days. The SOD Commander shall specify the reason(s) for the extension request via an email to the Bureau Head.

8. SOD personnel shall receive approval from the chain of command prior to the initial deadline to be considered valid. For any unapproved extension requests, SOD personnel shall adhere to the deadlines outlined in this Standard Operating Procedure (SOP).

~~4.~~

C. Use of SWATTactical Units in Response to Barricaded or Suicidal Individual(s) and Barricaded Individual(s)-Situations

~~The tactical team will~~

1. SWATTactical Section personnel shall respond to barricaded or suicidal and barricaded situations only when one (1) or more of the following conditions is present:

- a. The individual has a confirmed violent felony warrant or is currently committing a violent felony crime;
  - i. Homicide;
  - ii. Armed robbery; or
  - iii. Kidnapping.
- ~~a.~~
- b. ~~The individual is currently committing a violent felony crime;~~
- ~~e.b.~~ The individual is currently is committing a non-violent felony crime or has a non-violent felony warrant and has a recent documented violent history;
- ~~d.~~ The individual has a non-violent felony warrant and has a documented violent history;
- ~~e.c.~~ The individual is armed with a firearm and an on-scene officer can confirm that the individual has discharged the firearm;
- ~~f.d.~~ The individual is armed in a public area and displaying an immediate threat of violence; or
- ~~e.e.~~ There is positive confirmation of the presence of an unwilling individual who is unable to leave the location of a suicidal and/or barricaded individual.

2. The Tactical Commander ~~will~~shall make the final determination on the use of ~~tactical units~~SWAT on all situations.

D. Search Warrants and ~~#~~Arrest Warrants

~~The tactical team will~~

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1. ~~Tactical Section personnel~~ SWAT shall be responsible for entering any structure and securing individual(s) in order to permit the investigating unit to safely execute the warrant ~~under any of the following conditions:~~

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- a. ~~Pre-planned~~ search warrants ~~must~~ shall meet the established criteria of the Search Warrant Risk Assessment Matrix (RAM).
- b. ~~The location has been fortified against entry by law enforcement;~~
  - ~~Fortifications and modifications made with the specific intent to deny or significantly delay law enforcement entry into the primary access points of a structure and~~
  - ~~Primary access points include the front door, back door, garage door or side door;~~
- b. ~~There is reason to believe the individual(s) is armed and will~~ shall ~~use weapons against law enforcement officers~~ sworn personnel;
- b. ~~The individual's(s') background reveals a propensity toward violence;~~
- b. ~~There is no practical way the individual(s) can be arrested outside the location;~~
- b. ~~The target location is believed to be a drug manufacturing point or a large scale drug distribution center; or~~
- c. ~~The individual is in a location where neighborhood empathy could cause hostile reaction to police.~~
  - ~~Sympathetic Individual(s): Verified credible information of individual(s) who are sympathetic to the individual(s) and will~~ shall ~~attempt to impede law enforcement objectives.~~

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~~D. The Tactical Administrative Sergeant~~ SOD will ~~shall~~ be responsible for ensuring that random or directed audits are conducted of all RAM Logs. The audits will ~~shall~~ be conducted to ensure that all m ~~m~~ Matrices are being utilized used properly.

E. Armored Vehicle

~~E.~~

1. Armored vehicles shall be deployed in emergency situations only with the authorization of the Tactical Commander.

0. Emergency Use

- ~~The armored vehicle may be used to rescue citizens who are stranded in a dangerous position by hostile gunfire or threat thereof.~~
- ~~The vehicle may be used to lessen the risk of loss of life and to quickly deploy officers during the resolution of a high risk tactical situation.~~
- ~~Prior to deployment of the armored vehicle, the Tactical Commander at the scene should be briefed on:~~
  - ~~The history of the incident, including deaths, injuries, and property damage;~~
  - ~~The potential danger posed by the individual(s); and~~
  - ~~Specific reasons to deploy an armored vehicle.~~

4.2. Any damage incurred as a result of operating the vehicle shall be immediately reported to an SOD supervisor, in compliance with Department SOP. ~~Non-Emergency Use~~



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- ~~— An armored vehicle will be used periodically in training operations to familiarize officers with its capabilities.~~
- ~~a. An armored vehicle may be used periodically in static displays for educational or community purposes.~~
- ~~a. Use of an armored vehicle for either of the above two non-emergency purposes must be approved by the Tactical Commander.~~

~~1. Operational Procedures~~

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- ~~— A police escort should be used when moving the MRAP armored vehicle.~~
- ~~— The vehicle should have a Department radio on board during operation.~~
- ~~— Travel routes should be chosen to minimize the impact on traffic.~~

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~~2. Armored vehicles will~~shall ~~be deployed in emergency situations only at the authorization of the Tactical Commander.~~

- ~~2. The vehicle will~~shall ~~be operated in the safest manner possible consistent with the situation at hand.~~
- ~~2. Armored vehicles will~~shall ~~only be driven by officers~~sworn personnel ~~who have received proper training in operating these vehicles.~~
- ~~2. Prior to returning the vehicle, it will~~shall ~~be refueled to capacity and cleaned.~~
- ~~0. Any damage incurred as a result of operation of the vehicle will~~shall ~~be immediately reported to an SOD Supervisor, in compliance with Department SOP.~~

~~H.F.~~ Dignitary Protection

~~4.~~ To provide for the security and safety of visiting dignitaries, a written SWAT Operational Plan ~~will~~shall be developed for each visit by the Tactical Commander. The ~~Tactical Section~~ SWAT Operations Plan ~~will~~shall include the following elements:

- ~~— Situation: A brief description of the dignitary and the date of his or her~~their ~~arrival;~~
- ~~— Policy: A description of the Department's commitment;~~
- ~~— Command: Identify Tactical Commander, supervisor, officers~~sworn personnel ~~and their responsibilities;~~
- ~~— Communications: Frequency to be used and provisions for an operator;~~
- ~~— Logistics:~~
  - ~~— Equipment to be carried by each officer;~~
  - ~~— Staffing requirements;~~
  - ~~— Designated ambulance service; and~~
  - ~~— Designated wrecker service.~~
- ~~e. Tactics and Deployment:~~
  - ~~— Designation of post assignments;~~



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- ~~i. Location of command posts; and~~
- ~~i. Manning of command post and hours of operation.~~
- ~~g. Personnel assignments attached to the plan for each location or motorcade route.~~
- ~~g. Escorts:~~
  - ~~— Detailed explanation of routes to be used by the motorcade;~~
  - ~~— Alternate routes designed in advance of event;~~
  - ~~— Number and type of vehicles to be used; and~~
  - ~~— Escort routes to be assessed by a supervisor prior to the event.~~
- ~~h. Medical Services:~~
  - ~~— Primary hospital to be used; and~~
  - ~~— Arrangements for fire department, paramedic unit, or private ambulance.~~

~~1. As part of preparing and planning for hosting dignitaries, the following elements willshall be considered:~~

- ~~— Equipment requirements: specialized vehicles, body armor, or other equipment;~~
- ~~— Advance inspections of sites and facilities;~~
- ~~— Liaison with Criminal Intelligence Unit for information; and~~
- ~~— Coordination of operations within Department and with other agencies.~~

~~H. Special Events Plan~~

~~1. Special events, parades, and sporting events require advance planning to ensure public safety.~~

~~1. A Tactical Section SWAT Operations Plan willshall be prepared, detailing the plan for each event by the Tactical Commander. The plan willshall include the following components:~~

- ~~— Situation:~~
  - ~~— A detailed explanation of the event to include dates of occurrences; and~~
  - ~~— Any special problems anticipated, to include such things as large crowds, traffic.~~
- ~~a. Mission: Detailing the objectives of the Department;~~
- ~~a. Command: Designation of Tactical Commander and supervisors, with responsibilities;~~
- ~~a. Logistics:~~
  - ~~— Equipment to be carried by each officer;~~
  - ~~— Staffing requirements;~~
  - ~~— Designated ambulance service;~~
  - ~~— Designated wrecker service; and~~
  - ~~— Tactics and Deployment:~~
    - ~~0. Designation of post assignments;~~
    - ~~0. Location of command posts; and~~
    - ~~0. Manning of command post and hours of operation.~~
- ~~d. Personnel Assignments: Noted on annex attachments to the plan.~~

~~1-92-10 Crisis Negotiation Team (CNT)~~



~~A. Purpose~~

~~The purpose of CNT is to assist in safely resolving tactical activations in a manner that avoids unnecessary risk of harm to the individual of the crisis incident, victims, community, and officers sworn personnel.~~

~~A. CNT Composition~~

~~0. CNT is comprised of supervisors and officers sworn personnel who serve in an additional/collateral duty capacity. They are specialists who focus on, and employ, verbal de-escalation techniques in an effort to reasonably and safely defuse dangerous, life-threatening situations or specific crisis incidents.~~

~~0. CNT is comprised of a minimum of one (1) CNT Team Leader Sergeant, Primary Negotiator, Coach, Scribe, and Equipment Officer.~~

~~A. CNT Members~~

~~0. The CNT Lieutenant's duties include:~~

- ~~— Develop and implement CNT training curricula and lesson plans.~~
- ~~— Coordinate CNT training schedules, including annual, semiannual, and joint training exercises.~~
- ~~— Coordinate and work with crisis negotiation teams from federal, state and local law enforcement agencies.~~

~~0. CNT Team Leader Sergeant's duties include:~~

- ~~— Develop and implement CNT training curricula and lesson plans.~~
- ~~— Coordinate CNT training schedules, including annual, semiannual, and joint training exercises.~~
- ~~— Coordinate and work with crisis negotiating teams from federal, state and local law enforcement agencies.~~

~~0. CNT Officers Sworn personnel and Team Members must shall:~~

- ~~— Be in a non-probationary status as of the date of application.~~
- ~~— Successfully complete enhanced crisis intervention training, or be scheduled to participate in such training during the next scheduled crisis intervention certification course. Successful completion of this training course is a prerequisite for final selection as a CNT member.~~
- ~~— Successfully complete oral board interview. The oral board will shall consist of, at a minimum, one CNT supervisor, one primary negotiator, one secondary negotiator and a Tactical Supervisor or team leader.~~



- ~~a. Successfully completed a term as a scribe or intern. This requirement does not apply to officers/sworn personnel who have previously served in a CNT capacity.~~

~~1. Team Leaders' Selection and Responsibilities~~

~~Probationary Status for Team Leader~~

- ~~• Newly selected team leaders will/shall serve a six month probationary period after they have been selected.~~
- ~~• Newly selected team leaders will/shall be placed in a scheduled on-call status and will/shall respond to CNT activations and complete the assignments and responsibilities of a team leader.~~
- ~~• Newly selected team leaders will/shall perform the responsibilities of a team leader, including participating in all required monthly and quarterly training, as well as CNT practical exercises.~~

~~a. Successful Completion of Probationary Period by a Team Leader~~

- ~~• Upon completion of the six month probationary period, the CNT board will/shall meet and evaluate the newly selected team leader's performance during the CNT training, CNT practical exercises and SWAT activations. This evaluation will/shall assess and determine if the newly selected team leader demonstrated the required knowledge, skill and ability to successfully and effectively perform the duties and responsibilities of a team leader.~~
- ~~• The probationary team leader will/shall no longer be considered probationary when the CNT board determines that the probationary team leader has successfully completed the probationary process and that he or she possess/they possess the ability to successfully and effectively perform the responsibilities of a team leader.~~

~~1. Team Members' Probationary Status and Selection~~

~~Probationary Status for CNT Member~~

- ~~• Newly selected team members will/shall serve a six month probationary period after their appointment.~~
- ~~• Newly selected team members will/shall be placed on a scheduled on-call status and will/shall respond to CNT activations as a team member in the role of a scribe, information resource officer/intern, as needed.~~
- ~~• Newly selected team members will/shall be assigned and expected to perform the responsibilities of a CNT member. These responsibilities may be assigned by the team leader and will/shall include participation in all required monthly or quarterly training and CNT activation practical exercises.~~

~~a. Successful Completion of Probation for Team Member~~

- ~~• The CNT board will/shall meet upon the completion of the team member's six month probationary period to evaluate the team member's performance during the CNT training, CNT practical exercises and SWAT activations. The CNT board evaluation will/shall determine if the newly selected team~~



~~member demonstrated the required knowledge, skill, and abilities to perform the duties and responsibilities of a CNT member.~~

- ~~Should the CNT board determine that the newly selected team member successfully completed the probationary process, and as a result possesses the ability to perform the responsibilities of a CNT member, the newly selected team member's status willshall be changed from probationary to non-probationary.~~

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~~C. Psychological Evaluation~~

- ~~0. All CNT personnel willshall submit to a yearly psychological evaluation.~~

~~D. Responsibilities of CNT Members Upon Activation~~

- ~~0. Team Leader Sergeant responsibilities include:~~

- ~~— Contact on-call CNT members to advise them of the location of a crisis incident;~~
- ~~— Ensure that all CNT members respond to the location of the activation;~~
- ~~— Contact the Tactical Commander or Tactical Sergeant upon arriving to the location of a crisis incident;~~
- ~~— Establish a mobile CNT command post at the scene;~~
- ~~— Contact the Real Time Crime Center (RTCC) to initiate the receipt and dissemination of all information concerning the crisis incident and tactical activation;~~
- ~~— Assign duties and responsibilities to CNT members and ensure completion of assigned duties;~~
- ~~— Monitor and provide the necessary responses to tactical team and Field Services radio transmissions;~~
- ~~— Provide CNT input during joint Field Services Bureau, tactical and CNT debriefing of a crisis incident;~~
- ~~a. Provide the Tactical Commander or their representative with the tactical activation sheet, scribe log, reports, photos of the board and all other related paperwork within forty-eight (48) hours of the crisis incident being resolved;~~
- ~~a. Maintain primary responsibility for all CNT related activities during the course and scope of the crisis incident activation;~~
- ~~a. Provide a self-assessment of CNT activities to the Tactical Lieutenant. The Tactical Lieutenant willshall address any concerns or deficiencies of CNT during the activation in the AAR; and~~
- ~~a. In the event that a tactical activation is cancelled prior to CNT arriving, the CNT team leader Sergeant willshall still arrive on scene and meet with the Tactical Commander to be briefed.~~

- ~~0. Primary Negotiator responsibilities include:~~

- ~~— Responsible for direct communication with the individual in crisis, to include all oral, electronic, or written contact; and~~





- ~~a. Coordinate with the team leader Sergeant on appropriate responses to the individual in crisis, negotiate tactics and strategies intended to de-escalate, and diffuse the situation;~~
- ~~Debrief the individuals involved in the crisis incident.~~

~~1. Secondary Negotiator responsibilities include:~~

- ~~• Gives public announcements from the BearCat;~~
- ~~• Serves as a highly trained communicator, in the event that the situation develops into a face to face negotiation;~~
- ~~• Provides surrounding neighbors/neighborhoods with public service announcements during the course of an activation; and~~
- ~~• Provides public service information to surrounding neighbors and neighborhoods, as appropriate, at the conclusion of an activation.~~

~~1. Coach responsibilities include:~~

- ~~• Trains to the level of a Negotiator;~~
- ~~• Acts as a liaison and facilitator between the Negotiation Team and Primary Negotiator;~~
- ~~• Channels pertinent information, questions, and directionality of the conversation to the Primary Negotiator;~~
- ~~• Assists in the development of communication tactics, and provides moral support for the Primary Negotiator;~~
- ~~• Controls access to the Primary Negotiator during the course of negotiations between the individual in crisis and the primary negotiator;~~
- ~~• Maintains a record of telephonic contacts with the individual(s), as well as a summary of each telephonic communication between the individual(s) in crisis and the primary negotiator; and~~
- ~~• Serves as the liaison between the Primary Negotiator and the CNT.~~

~~1. Scribe responsibilities include:~~

- ~~• Keep a written or electronic record of the negotiations. These records will shall include the date, time, and demands made by the individual(s), any responses to those demands, and other significant negotiation tactics or strategies during the course of a crisis incident;~~
- ~~• Keep a written or electronic record of relevant intelligence information provided to or obtained by the primary and secondary negotiators; and~~
- ~~• Keep written or electronic records that may be used to supplement and/or complete a post activation de-briefing.~~

~~1. Equipment Officer responsibilities include:~~

- ~~• Drive the mobile command post to a crisis incident activation scene;~~



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- ~~a. Activate and maintain the electronic equipment utilized during the course of a crisis incident activation and any negotiations between the individual of the crisis incident and the primary and secondary negotiators;~~
- ~~a. Assist in gathering information and intelligence on the individual(s) involved in the crisis incident, to include the nature, background, or potential cause of the crisis; and~~
- ~~a. Assist with interviews of family, friends, witnesses, and any hostages released by the individual in crisis.~~

~~1. Behavioral Sciences Section (BSS) Mental Health Consultant responsibilities include:~~

- ~~— Provides analysis and on scene consultation to CNT primary and secondary negotiators and CNT members during the course of a crisis incident activation; and~~
- ~~— Provides analysis and on scene consultation to the Tactical Commander during an activation.~~

~~E. Procedures~~

- ~~0. The CNT will shall employ reasonable and safe techniques in an effort to de-escalate crisis situations requiring a tactical activation or responding to individuals who are in crisis in an elevated position (i.e., threatening to jump from a bridge or building where a full tactical activation would not meet the threat assessment or matrix). The techniques will shall include, among other things, crisis and individual assessment, verbal de-escalation techniques, crisis/suicide intervention, active listening, and non-threatening, nonjudgmental communication intended to reduce tension, lower rising emotions, and calm the individual(s) and crisis situation.~~

~~F. Deployment~~

- ~~0. Trained, on call CNT personnel will shall be deployed to attempt to resolve crisis incidents requiring tactical activation, including, but not limited to:~~

- ~~— Hostage incidents;~~
- ~~— Barricaded individuals that meet the criteria of SOP 2-20 Hostage Situations, Barricaded Individuals, and Tactical Threat Assessments;~~
- ~~— Sniper situations;~~
- ~~— Execution of search or arrest warrants in exigent circumstances;~~
- ~~— Major disturbances at jails or detention facilities; and~~
- ~~— Mass civil disturbances or demonstrations.~~

- ~~0. Whenever SWAT is activated and deployed to respond to a situation, CNT is used in conjunction with SWAT.~~

- ~~0. At the discretion of the on scene supervisor, trained on call CNT personnel may also respond to individual(s) who are in crisis at an elevated position (i.e.,~~



~~threatening to jump from a bridge or building, where a full tactical activation would not meet the threat assessment or matrix).~~

- ~~— CNT response to this request will shall be approved through the Tactical Commander or Special Operations Division (SOD) Commander only after the Crisis Intervention Unit Detective has been contacted and has responded to the scene.~~
- ~~— Response will shall not be considered a tactical activation but only another resource to assist units in these types of situations. Incident command is maintained by the Incident Commander at the scene and not the Tactical Section.~~

~~1-92-11 Tactical Emergency Medical Support (TEMS)~~

~~— TEMS Rules and Responsibilities~~

- ~~0. TEMS will shall be primarily responsible for supporting the Tactical/Open Space Section in resolving situations requiring a tactical emergency medical response. TEMS will shall respond to all tactical activations, or when requested by the EOD Sergeant to EOD activations at the direction of the Tactical Commander.~~
- ~~0. At the direction of the Tactical Commander, TEMS may be utilized for the following assignments:
 
  - ~~— Public events involving significant numbers of spectators;~~
  - ~~— Dignitary protection details; and~~
  - ~~— As requested by the Chief of Police or designee.~~~~

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- ~~0. TEMS personnel will shall not be used as part of the entry team during SWAT activations or as supplemental personnel during tactical activations. TEMS personnel will shall not perform any duties not part of the TEMS' job description.~~
- ~~0. TEMS personnel will shall maintain communication with the supervisor or team members while on assignment.~~
- ~~0. TEMS personnel will shall communicate by using the call number assigned to them, or be properly logged on to the KDT system.~~

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- ~~0. TEMS personnel will shall not discuss mission assignment details with personnel not assigned to the team.~~

N/A  
N/A

- ~~0. TEMS personnel are expected to keep themselves in good physical condition.~~

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~~1. TEMS personnel will shall provide their supervisor a written inventory of property (Departmental and personal) that is carried in their assigned vehicle.~~

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~~2. TEMS personnel will shall immediately report any loss of Department property to their supervisor so that it can be replaced.~~

~~2. Any violation of the rules set forth above will shall result in disciplinary action and/or removal from TEMS.~~

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~~2. TEMS personnel will shall be prepared to stand for formal and informal inspections of their person and equipment upon request by their supervisor.~~

~~A. TEMS Organization~~

~~2. The Tactical Commander will shall oversee TEMS supervisors and officers, sworn personnel. The TEMS will shall be comprised of a medical director/physician, one collateral EMT-B certified supervisor, and collateral EMT-B certified officers, sworn personnel.~~

~~2. Medical Director~~

~~The Medical Director for TEMS will shall be a residency trained, board certified emergency medicine physician who has completed an Emergency Medical Services (EMS) fellowship. The Medical Director will shall respond to call outs and attend training days when available. The Medical Director will shall provide both direct and indirect care while functioning as the onsite Medical Control and Emergency Physician (MCEP). The MCEP will shall coordinate with local EMS/Fire Services to provide safe and effective care to those individuals that are injured during tactical activations.~~

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~~2. TEMS Supervisor duties shall include, but are not limited to the following:~~

- ~~The TEMS Supervisor shall be directly responsible to the Tactical Commander.~~
- ~~The TEMS Supervisor shall be assigned to TEMS on a voluntary basis only;~~
- ~~The TEMS Supervisor shall be prepared to work alone if required;~~
- ~~The TEMS Supervisor shall maintain a professional working relationship with other members of TEMS as well as members of other Divisions of the Department in the interest of a coordinated police effort;~~
- ~~The TEMS Supervisor shall be responsible for the on-call schedule and ensure it is distributed to all other TEMS Officers Sworn personnel;~~
- ~~The TEMS Supervisor shall be responsible for personnel reporting to their assignments properly equipped and on time;~~
- ~~The TEMS Supervisor shall maintain an up-to-date list of phone numbers and addresses of team members; and~~



~~a. The TEMS Supervisor shall be responsible for training subordinates in leadership in the event of their absence.~~

~~A. Training~~

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~~2. All TEMS personnel willshall participate in required department in-service training.~~

~~2. Once a year, TEMS officers willsworn personnel shall participate in the Department's physical assessment to ensure that each officer meets the threshold performance requirements.~~

~~Personnel failing to meet minimum standards willshall be given three months to successfully complete the test. If the agility test is failed the second time, the officer willshall be removed from the team.~~

~~TEMS officers mustsworn personnel shall complete each category of the assessment with a minimum rating of sixty percent (60%).~~

~~TEMS officers willsworn personnel shall be allowed to re-test within three months of failing a physical fitness assessment. If TEMS officerssworn personnel do not comply with standards within three months, they willshall be removed from TEMS, unless there is a documented injury.~~

~~2. TEMS willshall be required to attend monthly specialized training or any other training as directed by the SOD Commander.~~

~~2. All personnel willshall maintain proficiency with their assigned weapons.~~

~~TEMS officers willsworn personnel shall be required to maintain proficiency on all assigned weapons in accordance with SOP 2-3 Firearms and Ammunition Authorization.~~

~~At a minimum, TEMS officers willsworn personnel shall be required to maintain a current NM EMT License and continuing medical education as set by State requirements.~~

~~A. Uniform~~

~~2. TEMS willshall follow the same uniform requirements as the Tactical Section. Refer to the Uniform Policy.~~

~~A. Cooperation and Coordination~~

~~2. TEMS personnel within the inner perimeter willshall function to allocate, manage, and provide intelligence to responding Fire/EMS services at the outer perimeter. Albuquerque Fire Rescue (AFR) personnel willshall remain on scene to transport officerssworn personnel in need of hospital medical care and coordinate Albuquerque Ambulance Service transport for non-city employees. Information provided willshall be:~~



- ~~— Ingress/egress routes;~~
- ~~— Number of victims;~~
- ~~— Nature of injuries;~~
- ~~a. Need for additional resources; and~~
- ~~a. Threat assessment.~~

~~2. When possible, the supervisor in charge of the operation will shall attend the appropriate briefing sessions in the concerned area command. Care must shall be used when disseminating information so that the integrity of the mission is not compromised.~~

~~A. Requirements and Selection~~

~~2. Must Shall maintain all medical licenses and certifications to include but not limited to:~~

- ~~— NM New Mexico medical licensure; or~~
- ~~— Emergency Medical License/Technician (EMT License ) licensure.~~

~~2. Maintain Yearly Continuing Medical Education:~~

- ~~— Meet the approval of the Tactical Section Sergeants, Commander, and Medical Director.~~
- ~~— Must Shall be willing to be on an on-call status.~~
- ~~— Candidate must shall be willing to adjust hours and workdays to fit the needs of the Department. The candidate must shall be willing to purchase additional uniforms required for the job and must shall stay in good physical condition.~~

~~2. EMTs will shall follow Bernalillo County EMS Protocols.~~

~~SWAT Breaching Team~~

~~Breaching Team Leader is the rank of officer, a current member of SWAT. Selected by the SWAT Sergeant with the approval of the SOD Chain of Command.~~

~~Must attend the acting sergeant course and Tactical FTO Course, as soon as practical, dependent on course availability~~

~~Certified in a Department approved Breaching course.~~

~~1-92-912 — Use of Explosive Entries~~

~~A. When the safety of team members and/or the public is in jeopardy, and/or w~~When ~~entry into a fortified structure is not feasible through other means, such as the robot or Rook, the Tactical Commander may authorize the use of explosive breaching charges to enter the structure.~~

~~A. This SOP is the standing document for the Special Weapons and Tactics Breaching Program/Team and will shall not be superseded by other Tactical Section SOPs.~~



B. ~~The Breaching Team Leader will~~ SWAT Sergeant and Tactical Commander shall be responsible for supervising and directing the Breaching Program and Breaching Team.

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C. ~~The~~ SWAT Sergeants will shall obtain authorization from the Tactical Commander prior to deploying any explosive breaching charge.

D. Criteria for Using Explosive Breaching Charges

~~4. The Tactical Commander may authorize explosive breaching charges in situations. Explosive breaching charges can be used in situations when penetrating structural fortifications is urgently needed to preserve the lives and the safety of all persons, such as those in hostage situations.~~

~~1. With the approval of the Tactical Commander, explosive breaching charges can be used in high risk warrant services when fortifications cannot be safely breached by conventional means and when there is a reasonable threat of violence against officers/sworn personnel.~~

~~1. Prior to utilizing explosive breaching charges, alternate methods of forced entry will shall be evaluated.~~

~~H.~~ E. Procedures for Using Explosive Breaching Charges

1. Construction of Charge:

- a. The explosive charge ~~will~~ shall be designed, built, placed, and initiated only by breaching team personnel after consulting with the on-scene Tactical Commander.
- b. Only charges which have been successfully tested for the specific application ~~will shall be utilized~~ used.

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~~1. Only trained breaching team personnel are authorized to build, test, and utilize~~ use explosive breaching charges, ~~unless exigent circumstances exist, as outlined in "Use of EOD Technicians" below.~~

2.

~~2.3.~~ Use of Explosive, Breaching Trained and Certified Officers Sworn Personnel:

- a. An explosive, breaching trained and certified officer ~~will~~ shall place and detonate the charge. They may ~~utilize~~ use the appropriate explosive breaching charge, after advising the Tactical Commander in each circumstance.
- ~~a.b.~~ Precautions will be taken to minimize exposure to known individuals, located inside the structure or near the placed charge.



~~J. On a periodic basis, as determined by the Tactical Commander, EOD BOMB Unit Bomb Squad personnel will shall train with SWAT and K-9 personnel on explosive breaching operations.~~

~~F. EOD Bomb Technicians will shall~~ conduct render safe procedures for misfires during explosive breaching operations.

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~~M. G. Reporting Required Documentation~~

1. An explosive shot report ~~will shall~~ be completed for each explosive breaching, for both practice and actual use.
- ~~1. For live operations only, photographs will shall be taken of the post shot scene.~~
- ~~1. For live operations only, the explosive shot will shall be recorded in a Uniform Incident Report.~~
- ~~1. Pre shot photos will shall be taken only if doing so will shall will not jeopardize the investigation or safety of officers sworn personnel and citizens community members.~~
2. Additional documentation protocols are outlined in the Breaching Handbook.

~~N. H. Security and Safety~~

1. The SWAT Sergeant shall ensure A a secure perimeter ~~will shall~~ be in place to ensure that no persons are allowed in dangerous proximity during the use of a breaching charge. The distance ~~will shall~~ be determined by the type of charge. This ~~will shall~~ include evacuating people inside the perimeter as necessary.
2. During a live operation, the Tactical Commander Lieutenant will shall request and maintain Albuquerque Fire Rescue (AFR) rescue and fire equipment on-scene during the utilization use of a breaching charge in order to provide fire and medical support.

~~N. Storing Explosives and Breaching Charges~~

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- ~~0. The SWAT Sergeant shall ensure that All explosives will shall be stored in accordance with Bureau of Alcohol and Tobacco Firearms & Explosives (BATF & E) regulations.~~
- ~~0. Detonators will shall be stored in non shock sensitive containers and in an area separated from explosive breaching charges.~~

~~N. Transportation of Explosives~~





~~1. The SWAT Sergeant shall ensure Ttransportation of explosives and charges willshall be in accordance with BATEF & E standards, as administered by the BATEF & E Albuquerque office.~~

~~N. Research, Development and Testing of Explosive Breaching Charges~~

~~0. The SWAT Sergeant shall Ddual/redundant charge calculation sheets with pressure diagrams, photographs, and pertinent sketches willshall be completed prior to firing development charges.~~

**1-92-103 Chemical Munitions and Noise Flash Diversionsary Devices (NFDD)**

~~A. NFDD~~

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~~0. NFDDs willshall only be deployed by tactical personnel during a tactical activation. Any deployments outside of a tactical activation will be authorized upon authorization from by thea Tactical SupervisorCommander.~~

- ~~— If there are exigent circumstances and a tactical officer has to react immediately to prevent harm to officerssworn personnel or civilians, then the tactical officer may deploy an NFDD without prior authorization from a Tactical supervisorCommander.~~
- ~~— When a tactical officer deploys an NFDD without prior authorization from a Tactical Supervisor due to exigent circumstances, the tactical officer willshall immediately notify thea Tactical Supervisor Commander when it is safe to do so, and the Tactical officer willshall comply with the documentation protocols set forth herein.~~
- ~~— The deployment of all NFDDs willshall be documented. The documentation shall include:~~
  - ~~— A description of the reasons for deployment;~~
  - ~~— A description of the exigent circumstances, if any, leading to the deployment of an NFDD without tactical supervisory authorization;~~
  - ~~— The method of deployment;~~
  - ~~— The effects of the deployment;~~
  - ~~— A description of any injuries or property damage resulting from the deployment; and~~
  - ~~— An assessment of the outcomes of the deployment.~~
- ~~— The serial number shall be noted in the deploying officer's report.~~
- ~~— The serial number of the deployed NFDD shall be reported to the on scene SWAT sergeant at the conclusion of the incident.~~
- ~~— The Tactical Commander will receive a copy of all narrative reports, where a NFDD is utilizedused, prior to the end of shift.~~
- ~~— If an NFDD is deployed inside a structure or near a vehicle, or if using an NFDD causes injury, was reasonably expected to cause injury, or results in a complaint of injury, it shall be reported to and investigated by the Internal Affairs Force Division (IAFD) as a Level 2 use of force.~~



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- ~~• If using an NFDD results in serious physical injury, hospitalization, or death, it shall be reported to and investigated by IAFD as a Level 3 use of force.~~
- ~~• NFDD deployments and structures:
  - ~~• NFDD deployments inside a structure are considered uses of force.~~
  - ~~• If an NFDD is deployed outside a structure and is used as a means to gain the attention of an individual, it willshall not be considered a use of force.~~~~
- ~~• NFDD deployments and vehicles:
  - ~~• NFDD deployments inside a vehicle are considered a use of force.~~
  - ~~• NFDD deployments used near a vehicle are a use of force. If an NFDD is used as a means to gain the attention of an individual that is inside a vehicle or recreational vehicle, it shall not be deployed close enough for the pressure from the NFDD blast to affect the individual. Such a deployment willshall be considered a Level 1 use of force unless the individual complains of pain or exhibits signs or symptoms of pain.~~
  - ~~• If the pressure from the NFDD blast causes the individual to complain of pain or exhibit signs or symptoms of pain, or if the pressure causes damage to the vehicle, the use of the NFDD shall be reported and investigated as a Level 2 or 3 use of force, based on the criteria above.~~~~
- ~~• SWAT Sergeant OD supervisors willshall investigate Level 1 uses and shows of force in accordance with SOP 2-57 Use of Force Review and Investigation by Department Personnel.~~
- ~~• If an NFDD fails to detonate, EOD Bomb Unit willshall be contacted immediately and willshall respond to employ render safe procedures.~~
- ~~• Even if the structure or vehicle is vacant, the deployment of an NFDD inside a structure or inside or near a vehicle willshall be reported and investigated as a use of force.~~
- ~~0. Deployment of an NFDD outside of a tactical activation shall be pre-authorized by the Tactical Commander.
  - ~~• An NFDD shall not be deployed unless the area for which the device is intended to deploy can be safely cleared of innocent people who can be injured by the device.~~
  - ~~• NFDD's shall not be utilized used in areas that do not have containment established.~~
  - ~~• NFDD's shall not be utilized used solely for the purpose of fleeing suspects.~~
  - ~~• Tactical personnel shall be clearly identified per Department policy as law enforcement officer(s) when deploying NFDD's.~~~~

~~EE~~.A. Chemical Munitions

1. The following chemical munitions may be used by the SWAT when authorized by the Tactical Commander~~Department~~:
- a. CS Tri-Chamber;
- b. CS Triple Chaser;
- c. CS Hand Ball;
- d. OC Vapor Aerosol;
- e. 40-mm Ferret Barricade Round, OC; and



f. 40-mm Ferret Barricade Round, CS.

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2. The deployment of chemical munitions shall be considered, at a minimum, a Level 2 use of force and shall be reported to and investigated by Internal Affairs Force Division (IAFD) personnel.

~~2.a.~~ IAFD ~~will~~ shall determine whether the deployment was a Level 2 or Level 3 use of force as defined by SOP 2-53 Use of Force; Definitions.

3. ~~Despite the fact that when~~ ~~Even if the~~ a structure is vacant, the deployment of a chemical munition inside or outside of ~~a~~ the structure ~~will~~ shall be reported and investigated as a use of force.

4. Authorizing the use of Chemical munitions and NFDD use during a tactical activation shall not be considered the same as ordering force and does not automatically subject the supervisor to force investigations involving each individual SWAT officer who deploys force.

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B. NFDD

1. NFDDs shall only be deployed by SWAT ~~tactical~~ personnel during a tactical activation. Any deployments outside of a tactical activation will be authorized by the Tactical Commander.

a. If there are exigent circumstances and a SWAT ~~tactical~~ officer has to react immediately to prevent harm to sworn personnel or civilians, then the SWAT ~~tactical~~ officer may deploy an NFDD without prior authorization from ~~a~~ the Tactical Commander.

b. When a SWAT ~~tactical~~ officer deploys an NFDD without prior authorization from ~~a~~ the Tactical Command ~~Supervisor~~ due to exigent circumstances, the SWAT ~~tactical~~ officer shall immediately notify the Tactical Commander when it is safe to do so, ~~and the Tactical officer shall comply with the documentation protocols set forth herein.~~

c. The deployment of all NFDDs shall be documented. The documentation shall include:  
i. A description of the reasons for deployment;  
ii. A description of the exigent circumstances, if any, leading to the deployment of an NFDD without ~~tactical supervisory~~ authorization;  
iii. The method of deployment;  
iv. The effects of the deployment;  
v. A description of any injuries or property damage resulting from the deployment; and  
vi. An assessment of the outcomes of the deployment.  
vii. The serial number shall be noted in the deploying officer's report.



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- viii. The serial number of the deployed NFDD shall be reported to the on scene SWAT sergeant at the conclusion of the incident.
- ix. The Tactical Commander will receive a copy of all narrative reports, where a NFDD is used, prior to the end of shift.
- d. If an NFDD is deployed inside a structure or near a vehicle, or if using an NFDD causes injury, ~~was reasonably expected to cause injury~~, or results in a complaint of injury, it shall be reported to and investigated by the Internal Affairs Force Division (IAFD) as a Level 2 use of force.
- e. If using an NFDD results in serious physical injury, hospitalization, or death, it shall be reported to and investigated by IAFD as a Level 3 use of force.
- f. NFDD deployments and structures:
  - i. NFDD deployments inside a structure are considered uses of force.
  - ii. If an NFDD is deployed outside a structure and is used as a means to gain the attention of an individual, it shall not be considered a use of force.
- g. NFDD deployments and vehicles:
  - i. NFDD deployments inside a vehicle are considered a use of force.
  - ii. NFDD deployments used near a vehicle without an intermediate barrier are considered a use of force. If an NFDD is used as a means to gain the attention of an individual that is inside a vehicle or recreational vehicle, it shall not be deployed close enough for the pressure from the NFDD blast to affect the individual. -Such a deployment shall be considered a Level 1 use of force unless the individual complains of pain or exhibits signs or symptoms of pain.  
~~If the pressure from the NFDD blast causes the individual to complain of pain or exhibit signs or symptoms of pain, or if the pressure causes damage to the vehicle, the use of the NFDD shall be reported and investigated as a Level 2 or 3 use of force, based on the criteria above.~~  
~~The SWAT Sergeant shall investigate Level 1 uses and shows of force, consistent with SOP Use of Force: Review and Investigation by Department Personnel.~~
- h. If an NFDD fails to detonate, the Bomb Unit Squad shall be contacted immediately and shall respond to employ render safe procedures.  
~~Even if the structure or vehicle is vacant, the deployment of an NFDD inside a structure or inside or near a vehicle shall be reported and investigated as a use of force.~~
- i. An NFDD shall not be deployed unless the area for which the device is intended to deploy can be safely cleared of innocent people who can be injured by the device.
- j. NFDD's shall not be used in areas that do not have containment established.
- k. NFDD's shall not be used solely for the reason ~~purpose~~ of fleeing suspects.
- l. Tactical personnel shall be clearly identified per Department policy as law enforcement officer(s) when deploying NFDD's.

1-92-114

~~Annual Retention Review~~ SOD Annual Report



ALBUQUERQUE POLICE DEPARTMENT  
GENERAL ORDERS

SOP 1-92 (Formerly 6-8)

P&P Draft 01/05/2022

~~A. All SWAT Tactical Section team members sworn personnel will shall participate be subject into an annual review which will be comprised of: to ensure they meet the delineated criteria for their position.~~

~~B. The annual review shall be comprised of:~~

~~0. Review of the team member's Employee Work Plan by the chain of command;~~

~~0. Review of the team member's retained files Retention file review File review of the team member by the chain of command; and~~

~~0. Annual meeting with the Behavioral Sciences Division Section.~~

~~B. Should negative issues arise during this review; tThe team member will shall be subject to retraining, progressive discipline, and/or removal from the SWAT unit when negative issues arise during the annual review.~~

~~B. Every January, Tactical Section SOD Annual Report review~~

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~~A. The supervisors of the Tactical Section will shall -conduct an annual meeting every January to analyze the activities successes or deficiencies of the previous year.~~

~~1. The supervisors will shall review information regarding the number of activations/deployments, arrests, use of force, seizures, and weapons discharges, injuries to persons or domestic animals, and kinds of deployment. During the annual meeting, Tactical Section supervisors shall they will shall discuss policies, procedures, legal developments, training updates, and operational evaluations, Force Review Board recommendations.~~

~~2. s, and AARs. After the meeting, the Division SOD Commander will shall finalize the annual report.~~

~~3.a. -If any changes are required, those changes shall be implemented ~~90~~ days or less from the review date, if feasible as soon as practical.~~