



# Tactical Response & Operations Standard (T.R.O.S.) for Law Enforcement

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NATIONAL TACTICAL OFFICERS ASSOCIATION

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“Drifting standards is a condition that results in a lack of enforcement of minimum qualifications. Regardless of whether it is marksmanship, physical fitness or some other perishable skill, once an exception is made, even a small or temporary one, a new ‘minimum’ has been established and so the standard begins to ‘drift’ and diminishes in value.”

- Sid Heal



# Learning Objectives

- History and Purpose of Standardization
- Scope of the Standards
- Defining Tactical Law Enforcement Operations
- Tactical Capabilities
- Governing Policy
- Operational Planning
- Multi-Jurisdictional and Regional SWAT Operations
- Glossary of Standardized Terms



# History

- Original 2008
- Revision #1  
2011
- Revision #2  
2015



NTOA SWAT Standard

## Standard Review Committee

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# Why Have Standards?



# NTOA Mission Statement

- The Mission of the National Tactical Officers Association is to enhance the performance and professional status of law enforcement personnel by providing a credible and proven training resource, as well as a forum for the development of tactics and information exchange. The association's ultimate goal is to improve public safety and domestic security through training, education, and tactical excellence. The NTOA operates in accord with the principles of *Veritas, Probitas, et Virtus* (Truth, Honesty and Integrity)



# T.R.O.S. Standards

It is the position of the NTOA that the decision to form a SWAT Team carries with it the responsibility to provide the ongoing training, equipment, leadership and financial support necessary to create and maintain an effective team.



# Scope of Standards

The scope of these standards include policies, procedures, training and tactics related to SWAT team organization, operations, personnel, and equipment.





# Why?

- **Recommendations!**
- Better us, than legislators
- Solve your own problems
- Standards protect SWAT



# Why?

- Many have no policy for minimum requirements on topics such as selection, training, equipment, qualifications, when to use SWAT, etc.



# Why?

- Are there teams that should not exist in their current capacity?
- SWAT as an incentive
- Training issues and concerns
- Standardization of use of SWAT Teams



# Goals

- Great responsibility comes with making the decision to form a SWAT Team
- Consistency among teams with flexibility
- Core concepts, principles and policies



# Goals

- Improve standards and expectations for SWAT
- Improve SWAT capability
- Address concerns of teams that can't meet the standards



# What's in the *Tactical Response and Operations Standards?*



# NTOA Standards

- Define SWAT
- Have a policy
- Must train
- Must have adequate numbers of personnel



# SWAT Definition

A designated law enforcement team, whose members are recruited, selected, trained, equipped and assigned to resolve critical incidents involving a threat to public safety, which would otherwise exceed the capabilities of traditional law enforcement first responders and/or investigative units.





# Requirements

- Basic SWAT course – minimum 40 hours
- Monthly training (16 – 40 hours minimum)
- Specialty training above monthly training if cross trained as entry
- Annual 40 hour block of training



# Personnel Tier 1

A stand-alone team or a combination of teams through an MOU

All mission capabilities listed in the standard and is capable of serving as a primary SWAT mutual aid team to another Tier 1 or 2 team

## Personnel (26)

1 Team Commander

3 Team Leaders

4 Snipers

18 Operators



# Personnel Tier 2

All mission capabilities listed in the standard, except planned deliberate Hostage Rescues

Emergency Rescue operations only

## Personnel (19)

1 Team Commander

2 Team Leaders

4 Snipers

12 Operators



# Tactical Response Team

Can conduct any single or combination of capabilities listed in the standard under Section 3.1.2 – 3.1.6

- Warrants
- Vehicle Takedowns
- Sniper Operations
- Hi-Risk Apprehensions

## Personnel (15)

1 Team Commander

2 Team Leaders

12 Operators



# Perimeter Control & Containment Team

All capabilities listed in the standard under Section 2.3

- Tactical Command
- Perimeter and Containment
- Immediate Action Team
- Request SWAT

Any number of appropriately trained personnel



# Tactical Capabilities

- **Chapter 3**
- List of minimum collective tasks associated with various missions that must be trained to accomplish the respective missions.
- Shows associated NTOA classes that support these collective tasks.



# Governing Policy

- **Chapter 4**
- Minimum basis of policies that should be maintained by a team for sound management.
- Training standards listed in 4.2.3



# Operational Planning

- **Chapter 5**
- Appropriate levels of planning for preplanned events.
- All team members should be trained in planning concepts to support in progress events.





# Multi-Jurisdictional Teams

- **Chapter 6**
- Brief orientation to considerations for Multi-Jurisdictional and Regional teams and operations.



# Glossary of Tactical Terms

- **Chapter 7**
- Designed to create a common language.



# What's the Future?



# Future of Standards

- Will continue to evolve
- Federal or other organizational oversight?
- NTOA will not testify against you!
- NTOA Academy and Certifications



# Future of Standards

- No standard, yet we are the special operations of LE
- Most professional groups have standards!



# Who has them?

- Home builders, accountants, mechanics, etc.
- Hair stylist (1,000 hours)
- CALEA?



# Who has them?

## How to get your WA cosmetologist license: Graduate of a school or apprenticeship program

### Licensing requirements

- **To get your license** as a cosmetologist, barber, manicurist, esthetician, or master esthetician you must:
  - Be at least 17 years of age.
  - Graduate from a school approved and licensed by the Department of Licensing with the minimum required state hours.
- **or**
  - Successfully complete a state approved apprenticeship training program.
  - Pass the state-approved written and performance examinations.
- **After you get your license**, you must post it at your work station.

### Education requirements

#### Minimum required school hours

- Cosmetologist—1,600 hours
- Barber—1,000 hours
- Manicurist—600 hours
- Esthetician—750 hours
- Master esthetician—1,200 hours

#### Minimum required apprenticeship program hours

- Cosmetologist—2,000 hours
- Barber—1,200 hours
- Manicurist—800 hours
- Esthetician—800 hours
- Master esthetician—1,400 hours



# Do the Math!

- 16 per month x 12 months x 7 years = 1,344 hours
- When could your team be exposed to a Hostage Rescue?





# Industry Credibility

- The term “SWAT” creates expectations for the public
- If a team can't meet standards, don't use the term “SWAT”



# Questions?



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