
	<b>LOWER MERION TOWNSHIP POLICE DEPARTMENT</b> <b>Ardmore, Pennsylvania</b>	
	<b>Policy 3.18.1</b>	
Subject:		Distribution:
<b>Emergency Response Team</b>		<b>All Personnel</b>
Date of Issue:	Expiration Date:	Rescinds:
<b>06-01-2014</b>	<b>Until Amended or Rescinded</b>	<b>Directive: 13-15</b>
References:		
<b>CALEA: 33.6.2; PLEAC: 1.10.6</b>		
By Authority of:		
		<b>Superintendent of Police</b>

## POLICY

The Lower Merion Township Emergency Response Team (ERT) is composed of a group of specially trained and equipped officers. This Policy outlines the guidelines for the activation and deployment of the Team, and establishes selection, retention and dismissal criteria for team members.

The Emergency Response Team may be utilized in the following situations:

1. Hostage Incidents.
2. Barricaded Person(s) Incidents.
3. Armed Confrontation Incidents.
4. High Risk Warrant Service.
5. High Risk Arrest Situations.
6. Any incident as directed by the Superintendent of Police or his/her designee.

The basic guidelines for determining if the Emergency Response Team may be utilized are any of the following:

- A. The probable encounter with a suspect who is believed to be armed and has committed a serious criminal act.
- B. The probable encounter with a suspect who is believed to be armed and has exhibited dangerous and/or threatening behavior.
- C. By nature of the incident, an unacceptable risk is presented to officers and/or the public.

## **COMPOSITION AND STRUCTURE**

- A.** The Emergency Response Team will be composed of a cross-section of personnel selected from various units in the Police Department. The rank structure will consist of a Unit Commander and a Team Leader(s).
- 1.** Unit Commander
    - a.** Appointed by the Superintendent of Police
    - b.** Minimum training and experience:
      - i).** Five (5) years experience on the Emergency Response Team preferred
      - ii).** Experience as a Team Leader preferred
      - iii).** Advanced level SWAT tactics
      - iv).** SWAT Commander's course(s)
  - 2.** Team Leader(s)
    - a.** Appointed by the ERT Unit Commander
    - b.** Minimum training and experience:
      - i).** Three (3) years experience on the Emergency Response Team
      - ii).** Advanced SWAT training.
- B.** Two members will be designated precision marksman who will receive specialized training. All other team members will be cross-trained to perform any duties called upon for the team to complete.

## **PROCEDURE**

If an ERT incident is initiated, the on-duty/on-call Watch Commander will be notified and briefed regarding the incident. The Watch Commander will make a determination based on this briefing and/or an on-scene evaluation. If a response by the ERT is necessary, communications personnel will adhere to the following:

- A.** When a telecommunicator receives an order to activate the Emergency Response Team they shall contact the Team Commander or Team Leader(s) by cell phone. The Team Commander / Leader shall notify the team by utilizing a group text of the member's cell phones. ERT members may also be contacted via a pre-established cell phone list.
- B.** ERT personnel who are able to respond will telephone the Communications Center. They will report that they are responding and give an estimated time of arrival. ERT members will call in on the 610-649-1000 line.

- C.** The Communications Center will maintain a log of ERT personnel as they telephone in to Headquarters. The ERT personnel will be notified of the incident location and designated assembly point.
- D.** The Communications Center will attempt to make telephone contact with the residence of any ERT member who fails to respond to the group text or initial cell phone call, after ten (10) minutes.
- E.** Pre-selected members of the team are designated to respond directly to Headquarters to transport equipment to the incident scene.
- F.** A call out for the Emergency Response Team will include all available team members. Only the ERT Commander or a member of the command staff can decide to activate a limited number of team members.
- G.** Through the chain of command, the Superintendent of Police will be notified on all ERT activations.

## **RESPONSIBILITIES**

The Operation Division Commander or Watch Commander will be the Incident Commander. Activation of the emergency response team will result in the initiation of an ERT assignment. The team's operation will be the responsibility of the ERT Commander.

- A.** The patrol supervisor at the scene will be responsible for the following:
  - 1. Inner perimeter.
  - 2. Outer perimeter.
  - 3. Command post.
  - 4. Staging area.
  - 5. Preliminary intelligence gathering.
  - 6. Initiate evacuations as necessary.
- B.** Upon arrival of the ERT Commander, the Incident Commander will brief the ERT Commander on the incident, as soon as is practical.
- C.** The ERT Commander will be responsible for the development and implementation of a tactical operations plan that is based on sound police practice and congruent with the objectives of the Incident Commander.
- D.** The activities of the Emergency Response Team will be documented in accordance with existing policies, procedures and training.

## **MUTUAL AID**

Other law enforcement agencies may request assistance from this department's Emergency Response Team. When this occurs, the Watch Commander shall inform their representative of our policies and the following operational guidelines:

- A.** Mutual aid requests require the approval of the Superintendent of Police or his/her designee.
- B.** The request for aid is from the agency's Chief of Police or his/her designee.
- C.** The Team will be under the direct supervision of the Lower Merion Township Police ERT Commander or his/her designee.
- D.** The Team will operate in compliance with all Lower Merion Township Police Department policies, procedures and training.

## **SELECTION PROCESS**

**A.** Criteria for application to the team will be based on the following: length of service (minimum Grade "A" patrol officer, or five (5) years of law enforcement experience), performance (evaluation completed by immediate supervisor), discipline history, judgment, marksmanship, attendance, prior military experience, specialized training and fitness. Fitness testing will be task specific based on standards developed by the Cooper Institute for Aerobic Research from Dallas, Texas.

- 1.** The following tests will be administered by a certified Police Fitness Coordinator:

### Minimum Passing Score

- |   |                       |
|---|-----------------------|
| <b>a.</b> 300 meter run used to measure anaerobic power                           | 61.9 seconds or less  |
| <b>b.</b> Push-up tests used to measure dynamic upper body strength and endurance | 35 prior to failure   |
| <b>c.</b> 1-minute sit-up test to measure dynamic core strength and endurance     | 34 in one minute      |
| <b>d.</b> 1.5 mile run used to measure aerobic power and endurance                | 13.53 min/sec or less |

- 2.** Prior to testing, officers will be required to have a baseline blood pressure of 140/90 or less.
- 3.** Successful candidates must maintain the above acceptable standards of performance. The team will conduct annual physical fitness testing, along with incorporating physical fitness into scheduled training as appropriate. Failure to meet the minimum acceptable standards will result in the team member being placed in a grace period for thirty (30) days, after which time the member will be retested. Failure to meet standards a second time will result in the team member

placed in a temporary, non-deployable status for a thirty (30) day period, after which time the member will be retested. Failure to meet the standards, at this time, will result in the removal of the member from the team. If said failure to meet these standards is related to a specific injury/illness, which has been medically documented, an evaluation of the members' status will be made by the ERT Commander.

4. Team composition will be continually evaluated and changes made as deemed appropriate by the Superintendent of Police.

### **DISMISSAL FROM TEAM**

- A. Team members will be removed from the Emergency Response Team for the following reason(s).
  1. Failure to meet training standards.
  2. Failure to qualify on equipment and firearms designated by the Team Commander.
  3. Failure to meet physical fitness requirements.
  4. Flagrant safety violations during training or deployments.
  5. Ongoing performance review by the Team Commander, including performance of primary assignment.
  6. At the discretion of the Superintendent of Police.

### **TRAINING STANDARDS**

- A. New ERT members will attend a basic SWAT operator's course prior to being available for deployment as a member of an entry team. All ERT members will attend at least one training day per quarter to maintain their deployment status. If a team member fails to attend quarterly training, he/she will be placed on non-deployment status until training requirements can be fulfilled. Team members who fail to attend training in a six (6) month period will be removed from the team. If said failure to meet these standards is related to a specific injury/illness, which has been medically documented, an evaluation of the members' status will be made the ERT Commander. **(CALEA 33.6.2) (PLEAC 1.10.6 a, b)**
- B. All members of the ERT Unit, including negotiators, will participate in in-service training and /or readiness exercises quarterly. The instructors will document all training exercises and the training results will be forwarded to the Staff & Inspection Unit. The Staff & Inspection Unit will maintain all training records. **(PLEAC 1.10.6 b)**

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