

City of Fall River, Massachusetts Police Department

Legal Services Division

Captain Michael Duarte
Commander

May 17, 2013

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Attorney Laura Rotolo
ACLU of Massachusetts
211 Congress Street
Boston, MA 02110

Re: Emergency Services Unit Records Request

Dear Attorney Rotolo,

Please see enclosure for a copy of the Fall River Police Department's Standard Operating Procedure that governs our Emergency Response Unit (herein after "ESU"). The only redactions are on page 20, paragraph 9, sections: a. through h. The information redacted specifies the type, caliber and model of the weapons the Unit employs and it is my position that this information is exempt under exemption (f) –The Investigatory Exemption. Furthermore, please see enclosure for a recent training report. The information redacted in the training report deals with the type and caliber of ammunition the ESU possesses and again I cite exemption (f) for those redactions.

As for any records pertaining to 1033 or 1122 programs that we may participate in, the contact person will be: Captain Jeffrey Cardoza, tel. 508 676 8511 ext. 255. At this time we have no mutual aid or memorandums of understanding with any other agencies and there is no annual budget earmarked for the ESU. The Unit's equipment has been purchased over time through grants and in the event that they are activated they are paid on an overtime basis. If you have any further questions, please don't hesitate to contact me.

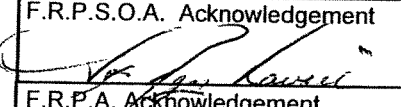
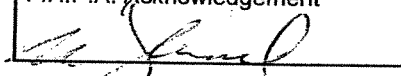
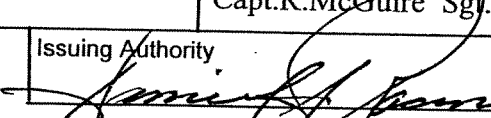
Thank you,

Captain Michael Duarte
Legal Services Division

Fall River

= Police =

Standard Operating Procedure

Subject EMERGENCY SERVICES UNIT-ACTIVATING COMPOSITION-TRAINING-EQUIPMENT		Book Operations Procedure	
MGL Reference N/A		<input type="checkbox"/> New <input checked="" type="checkbox"/> Amends <input type="checkbox"/> Rescinds Original SOP-OPER.01.7 issued 09-12-01	
F.R.P.S.O.A. Acknowledgement 	Accreditation Reference 33.6.2 46.2.2 46.2.3	Issued Date 09-12-01	Effective Date 09-22-01
F.R.P.A. Acknowledgement 	Author Accreditation	Review Date 11-1-13	Last Revision Date 11-1-12
		Pages 24	Appendix N/A
		Policy / Procedure or Other Reference N/A	
		Consultant Capt.R.McGuire Sgt.A.Silvia Sgt.K.Nowell	
		Issuing Authority 	Number SOP-OPER. 01.7

PROCEDURE DEFINITION

Procedure is a series of steps which are to be followed in a definite order. In a sense, a procedure is a checklist of things that must be said and/or done before a task is to be completed. Some steps may be "if/then" statements, for example, "If" one action occurs "then" a particular reaction is necessary. Steps may also be in the form of rules because organizational administrators may want the task to be performed each time in a uniform manner.

Procedure is the method that the Fall River Police Department specifies to adhere to organizational directives. Procedure is promulgated by the Chief of Police to provide guidelines to standardize methods and ensure operational uniformity throughout the Fall River Police Department.

POLICY STATEMENT

It is a statement of the attitude, philosophy of the Department Administrators.

* * * * *

All employees are allowed undisturbed time to read, understand, and inquire about this directive. Commanding officers and supervisors shall be responsible to promulgate this information to all personnel under their command pursuant to SOP.ADM.99.3 As of the effective date all personnel shall maintain compliance with this Standard Operating Procedure. All previous policies, procedures, rules and orders inconsistent herewith are hereby rescinded, per order of Chief of Police, Daniel S. Racine.

If any conflicts are found or clarification is needed, please make this known to the office of the Chief of Police, through the chain of command.

EMERGENCY SERVICES UNIT ACTIVATING-COMPOSITION-TRAINING-EQUIPMENT

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EMERGENCY SERVICES UNIT ACTIVATING-COMPOSITION-TRAINING-EQUIPMENT

ANNUAL REVIEW:

1. An annual review has been completed on this Standard Operating Procedure during November 2012. Several changes have been made to the original document issued on September 12, 2001.
2. All changes are highlighted.

2012 REVIEW PERSONNEL: Lieutenant David Gouveia

PURPOSE:

1. The purpose of the directive is to establish guidelines for the utilization of the Emergency Services Unit and to establish criteria for the selection and training of its members, including the use of department-provided specialized equipment.

BACKGROUND:

1. The Fall River Police Department's Emergency Services Unit is comprised of specially trained individuals who utilize expertise, training and specialized equipment to subdue or overcome dangerous overt threats to public safety. The concept was first established by this department in 1975; at the time, it was called "The Heavy Weapon/Drill Team." The Emergency Response Team became the Emergency Services Unit in January 2011.

POLICY:

1. It shall be the policy of the Fall River Police Department to maintain an Emergency Services Unit to assist in resolving situations of a high-risk nature.

2. The team must be well-disciplined and trained in order to have the ability to neutralize situations involving unusual hazards or exceptional risks.
3. It is the responsibility of the Fall River Police Department to provide equipment and the necessary training so the Emergency Services Unit has the ability to achieve preeminent performance in all assigned tasks.
 - a. The team leader is responsible to ensure every member of the team is properly trained, disciplined, and highly proficient in the use of tactics and specialized weapons. (33.6.2)

PROCEDURE:

Team Composition:

1. The composition of the Emergency Services Unit and the assignment of its leader are at the discretion of the Chief of Police. However, no team member will be permitted to participate in any team activation without complete training and proficiency in tactical deployment and the use of specialized weapons. (46.2.2)

Chain of Command:

1. The team leader reports directly to the Uniform Division Captain in routine occurrences.
2. During an activation, the team leader (or, in his/her absence, substitute team leader) is responsible to the officer in charge of the operation.

Role of the Emergency Services Unit:

1. The Emergency Services Unit is trained to respond to critical situations wherein the likelihood of the use of force, including deadly force, may be necessary to resolve an incident. Some examples of such situations include the taking of a hostage, armed assault on the public, an armed barricaded subject, or tactical entry into a potentially hostile environment, such as a raid on a drug house.

2. It is paramount and mandatory that the Emergency Services Unit strives to resolve any situation with the minimal amount of force necessary to affect an arrest or defuse a violent confrontation.

Emergency Services Unit Utilization:

1. The Emergency Services Unit may be utilized in situations requiring specialized equipment and expertise. These situations include, but are not limited to:
 - a. The execution of arrest or search warrants involving suspects with a background or criminal history that would suggest a propensity for violence, or in situations involving barricaded entrances where officer safety may be in jeopardy.
 - b. The apprehension of armed suspects in areas of containment or established perimeters, i.e., wooded areas, buildings, etc.
 - Searching for lost or missing endangered person.
 - c. During disorders or in riot situations, such as crowd control.
 - d. Dignitary protection.
 - e. Formidable evacuation operations.
 - f. Counter-protection in the transportation of drugs or extreme valuables used as evidence or earmarked for destruction.
 - g. Used in any event that overwhelms the resources of the Uniform Division.

Guidelines for Emergency Services Unit Activation:

1. These guidelines are established so that unnecessary delay is eliminated and so that the Emergency Services Unit will be promptly notified and provide a speedy and responsible deployment.

2. In situations where the potential has been identified for Emergency Services Unit use, notification will be made as soon as possible. Early notification is essential for a timely response.
 - a. The cancellation of the Emergency Services Unit is more appropriate than allowing escalation of risk to innocent people by failing to make the decision to call out the team.
3. A prudent evaluation of the circumstances and potential danger to public safety should be factored into the decision to activate the Emergency Services Unit.
4. The following factors should be considered in determining the need to activate the Emergency Services Unit:
 - a. Need for personnel having specialized knowledge in tactical operations and the need for specialized equipment, i.e., tear gas, long range weapons, etc.
 - b. Safety of citizens and officers from injury due to armed subjects.
 - c. Volatile or potentially volatile situation when the threat of serious injury is present.
 - d. Keep in mind the delay in calling the Emergency Services Unit. The delay at minimum is forty-five to sixty (45-60) minutes to assemble on scene.

**Activation Of The
Emergency Services
Unit:**

**Also (See Automatic
Activation)**

1. The Chief of Police authorizes the Deputy Chiefs, Uniform Division Commander, and Uniform Division Watch Commanders to mobilize the Emergency Services Unit in potentially hazardous or abnormal situations.

- a. Members of the Fall River Police Department's Emergency Services Unit are primarily delegated to duty within the Patrol or Detective Division. The team members, regardless of current assignment, will act as a unit detached from ordinary responsibilities, upon activation.
2. The person authorizing the activation will advise the Chief of Police through the chain of command of the Emergency Services Unit activation and other pertinent information as soon as feasible.
 - a. The list of team members contacted by the Uniform Division Clerk will be given to the team leader upon his arrival.

**Full Activation
Rapid Notification
System:**

1. In the event of an Armed Barricaded Subject, Hostage Situation, or Active Shooter/Sniper Attack, the full team shall be activated.
2. The Fall River Police Department working with the Plymouth County Sheriff's Department developed a Rapid Notification System. Once activated, all Emergency Services Unit members will receive an automated notification to his/her cell phones and home phones. This eliminates the need for a clerk to call each member individually.
3. When activation is necessary, the Watch Commander shall contact the Emergency Services Unit Commander and notify him/her of the circumstances.
4. In the event, the Emergency Services Unit Commander is unavailable; the Watch Commander shall contact the next senior Emergency Services Unit Supervisor and notify him/her of the circumstances. A list of Emergency Services Unit members and their seniority shall be kept in the Uniform Division Watch Commander's Office.
5. The Uniform Division Watch Commander will then call 1-508-830-6200 and request a CODE RED.

6. The Uniform Division Watch Commander will then FAX an Emergency Services Unit Activation Form to 508-830-6015.
 - a. The Emergency Services Unit Commander will inform the Watch Commander which form to fax.
 - b. The fax forms are behind the Uniform Division Fax machine in the Watch Commander's office.

**Non-Emergency
Partial
Activation:**

1. The Uniform Division Watch Commander or Division Commander shall contact the Emergency Services Unit Commander and inform him/her of the circumstances.
2. The Emergency Services Unit Commander and the Watch Commander/Division Commander will determine the number of team members required to safely accomplish the objective.
3. The Emergency Services Unit is divided into four teams:
 - a. Alpha
 - b. Bravo
 - c. Charlie
 - d. Delta
4. The Emergency Services Unit Commander will inform the Watch Commander which team to call, or inform him/her to call down the seniority list until the required number is filled.
5. The Uniform Division Clerk shall make the proper phone calls and document which members are responding.

**Automatic
Emergency Services
Unit Activation:**

1. The Chief of Police, either Deputy Chief, the Uniform Division Commander or Watch Commander shall call the Emergency Services Unit in all situations determined to have "automatic" activation.

2. Automatic activation occurs only after a supervisor on the scene of an incident has determined that a need exists for the Emergency Services Unit.
 - a. The on-scene supervisor may determine that immediate action is necessary to preserve life and that waiting for the Emergency Services Unit would make the situation worse.
 - b. The Automatic Activation Clause does not relieve any supervisor from his/her responsibility to duty, unless relieved by a superior officer.
 - c. In the interim, the on-scene supervisor shall take any immediate police action necessary. The activation of the Emergency Services Unit should still be requested so not to cause unnecessary delay in their response.
3. To activate the Emergency Services Unit, under the auspices of the automatic activation, the process shall be the same procedure as set forth under subtitle "Activation of Emergency Services Unit."
 - a. Barricaded, armed suspects
 - b. Hostage situations
 - c. Sniper attacks
 - d. Rescue operations in police-related situations, i.e. isolated citizens or officers endangered by gunfire
 - e. A person or person threatening to explode a weapon of mass destruction
 - f. When deployment of special weapons and/or chemical agents are or could be necessary.
4. To activate the team the process shall be the same procedure as set forth under subtitle "Activation of Emergency Services Unit."
5. The Chief of Police will be notified as soon as feasible through the chain of command once the Emergency Services Unit has been activated.

**Non-Emergency
Emergency Services
Unit Request:**

1. Unit or Division Commanders may, on occasion, have a need to request Emergency Services Unit members to participate in search warrants, other high risk situations, or any situation which overwhelms the Uniform Division resources.
2. The Unit or Division Commander shall request permission from the Deputy Chief of Operations to use the Emergency Services Unit.
3. If approved, the Unit or Division Commander is responsible to contact the Emergency Services Unit leader for a briefing.
 - a. Briefing of the Emergency Services Unit leader is mandatory so the necessary intelligence is supplied and preparations can be implemented.
 - b. Security of the location named in a search warrant location may be a critical issue. It is up to the Unit or Division Commander to work out a plan with the team leader so that the actual location is kept confidential until it is necessary to reveal it.

**Team Leader
Responsibilities:**

1. An Emergency Services Unit leader is appointed by the Chief of Police for his/her expertise in special weapons and tactical operations. The Emergency Services Unit leader will have complete authority over all members of the Emergency Services Unit regardless of rank. In absence of the designated team leader, the substitute leader will perform the same functions as the team leader.
2. It is the continuous responsibility of the team leader to:
 - a. Maintain a sufficient complement of active team members who are proficient.
 - b. Submit reports as the Chief of Police, Deputy Chief, or Uniform Division Captain shall determine.
 - c. Maintain a roster of potential team members so there is constant availability.

- d. Post a current team roster-activation sheet with the Division Commander of the Uniform Division, no later than the 1st day of each month. This list shall contain the date posted and comply with all aspects mentioned in this Standard Operating Procedure.
- e. Schedule training sessions on a regular basis not less than eight (8) hours per month so the team is in a state of readiness at all times. The capability of the team will depend on frequent and detailed training which shall include, but not be limited to:
 - Firearms Training
 - Tactical Training
 - Use of Force Training
 - Less-Lethal Weapons Training
 - Defensive Tactics
 - Physical Fitness Training
 - Crowd Control/Riot Tactics
 - Gas/Smoke Training
 - Lost/Endangered Missing Persons
 - Inter-Department Unit Coordination
 - Outside agency coordination
- f. Request approval from the Chief of Police, through the chain of command, to remove a member not up to team criteria standards.
- g. Maintain department-issued equipment in perfect condition. This shall include rotating gas stock and sufficient supplies to overcome any civil disorder.
 - A contingency plan to obtain additional gas/ammunition in an emergency from another police department shall be in place.

- h. To work with superior officers and accreditation staff to develop operational plans for hostage, bomb and other public safety threats.
- i. Maintain complete and detailed training records of all team members and forward them to the training officer, through the chain of command, as training is completed.
- j. Develop a team training schedule for each calendar year, commencing January 1, 2011 and annually thereafter.
- k. Maintain floor plans of municipal buildings that could be subject to public disorder (including deployment, plans in the event of a disorder in such building).
- l. Consult with Tactical Teams in other police departments to enhance training.
- m. Hold try-outs once a year for potential team members.
- n. Develop and maintain on file application for membership on the Emergency Services Unit.
- o. Comply with equipment sub-section in this procedure.
- p. Comply with reports sub-section in this procedure.
- q. Comply with training-sub section in this procedure.

**APPLICATION AND
TESTING FOR THE
EMERGENCY
SERVICES UNIT: (46.2.2)**

1. Due to the requirements and responsibilities demanded of Emergency Services Unit members the assignment is voluntary. A rigorous testing procedure has been established to ensure that applicants who can meet or exceed the selection criteria shall be in the position to be selected as team members. Any officer who meets the initial requirements will be provided the opportunity to participate in the testing process. (46.2.2)

**Applying for
Vacancies:**

1. The Commander of the Emergency Services Unit will hold tryouts for the team on an annual basis or as determined by vacancies.
2. Any officer interested in applying to the Emergency Services Unit may do so at anytime via an Officer's Report to the commander of the team. Eligible officers are encouraged to forward reports of interest at any time regardless if any vacancies exist.
3. The Officer's Report should include law enforcement experience, commendations received, military experience (if applicable), life experience, and any other skills/experience that would be beneficial to the team.
4. Officers that have submitted an Officer's Report will be eligible for the consideration to the team.

Qualifications:

1. All applicants shall have a minimum of three (3) years of service with the Fall River Police Department, as a sworn officer, prior to appointment on the Emergency Services Unit.
 - a. Although participation in the selection process is voluntary, those choosing to participate must attend all phases of the process at the times and places specified to be considered for selection.
 - Attendance is voluntary therefore, overtime is not an option. However, if the applicant is working at any step of the process, their Division or Unit Commander shall make provisions for them to attend.
 - b. Applicants must have knowledge of the Emergency Services Unit team's function and possess a positive motivation to further the interest and goals of the department. (46.2.2)

Process:

1. The multi-faceted selection process is designed to standardize the methods in which candidates are selected for the Emergency Services Unit. This process will include all of the following steps: (46.2.2)

**Administrative
Review By The
Team Leader:**

1. The purpose of the administrative review is to assess the applicant's potential intellectual suitability for tactical assignments.
 - a. The team leader shall gain approval from the Chief of Police to review applicant personnel files to facilitate this process of review.
 - b. Review of prior evaluations.
 - c. Review of disciplinary actions.
 - d. Review of commendations and citizen letters.
 - e. Review of training files.
 - f. Conduct inquiries with current and former supervisors and superior officers of the applicant to obtain their input of suitability for this position. (46.2.2)

**Physical
Fitness: (46.2.2)**

1. Applicants must successfully perform fifty (50) push-ups in one (1) minute.
 - a. Hands must be directly below the shoulders or one hand width outside of the shoulders.
 - b. In the down position, the applicant's upper arms must be parallel with the floor.
2. Applicants must run forty-two (42) flights of stairs, while wearing a twenty-three pound (23) Assault Vest, in under twelve (12) minutes.
 - a. The test will be conducted at the Cardinal Medeiros Towers, 1197 Robeson Street, with the permission of the Fall River Housing Authority.

- b. Applicants must start at the ground floor, run to the top fourteenth (14th) floor, return to the ground floor, return to the fourteenth (14th) floor, return to the ground floor, make one last run to the fourteenth (14th) floor and finish at the ground floor.
3. Applicants will have to pick up a ninety-pound (90) heavy bag from the floor and up onto his/her shoulders as many times as they can in one minute. Minimum of one (1) lift to pass.
4. Applicants can choose which order they will perform the tests. They will have one (1) minute of rest between each test.

**Firearms
Proficiency:**

1. A score of 90% or higher on a approved Massachusetts Municipal Police Training Council daytime handgun qualification course.
2. A score of 90% on a approved Massachusetts Municipal Police Training Council nighttime qualification course.
(46.2.2)

Oral Interview:

1. Oral interview will be conducted immediately following successful compliance of the Physical Fitness Test.
2. Participation in an oral board interview with structured questions. The oral board will be comprised of at least three (3) people listed below.
 - a. The commander of the team
 - b. At least one member of the team
 - c. Additional personnel deemed appropriate by the Chief of Police.
2. Factors on which candidates will be evaluated may include, but are not limited to, the following:
 - a. Supervisor's evaluation reports. (46.2.2)

Recommendation:

1. The team leader shall submit his/her recommendation of an applicant to the Chief of Police after all testing is completed.
 - a. The team leader shall maintain a completed review of each applicant not selected on file. This application/review is considered confidential and is only for reference by the team leader. (46.2.2)

**Approval/
Disapproval:**

1. The Chief of Police shall have final approval or disapproval of any applicant.

**Applicant
Notification:**

1. The team leader shall promptly notify all applicants of the final decision in writing. There is no appeal to this decision.
 - a. The team leader must be able to justify to the Chief of Police upon request his/her reason not to process an applicant to the final phase.

TRAINING:

1. The Chief of Police authorizes the team leader to conduct team-dedicated training one day per month.
 - a. Team members may adjust his/her schedule to attend training by a change of day or request for a comp-day.
 - b. These changes will be allowed providing Departmental procedures are followed for minimum manpower and authorizing comp-time.
 - c. The team leader will schedule the training day and post the notice at least two weeks in advance.

- d. Team members shall make schedule adjustments as soon as possible, according to Departmental procedures for minimum manpower and authorizing comp-time.
 - e. In the event sufficient team members cannot attend training due to manpower issues in the Uniform Division. The team leader may schedule a second training day during that month.
 - f. Members attending training days on his/her free time will be compensated with Administrative comp-time.
2. The team leader shall document the extent and purpose of each training and readiness exercise.
- a. The team leader is mandated to develop a lesson plan for each training session. All lesson plans and the results of the training exercise are to be forwarded to the department training officer as permanent records of the department.
 - b. The team leader should conduct operational simulations, activation practice and other possible scenarios as possible.
 - c. Department hostage negotiator, K-9 unit and Emergency Services Unit co-training shall be conducted periodically. (33.6.2)

Equipment: (46.2.3)

1. The Department shall supply equipment necessary to provide members with proper protection and to facilitate successful resolution of tactical operations.
 - a. The team leader shall make any request for equipment in writing through the chain of command to the Chief of Police, giving a detailed explanation for the need of such equipment.
2. The team leader is directly responsible for all Department equipment issued to the team. The team leader shall maintain inventory records of all such equipment.

3. The team leader shall ensure Department weapons are never left unattended in the Emergency Services Unit van, any other vehicle, or other unsecured place where they could be stolen.
 - a. The Emergency Services Unit van is restricted to the use of Emergency Services Unit members due to the nature of the vehicle's contents. The vehicle will not be utilized for any other purpose without permission of the Chief of Police.
 - b. It will be the responsibility of the Emergency Services Unit leader, or leader's designee, to ensure that the Emergency Services Unit van is maintained, serviced and ready for deployment at all times.
 - c. It will be the responsibility of the Emergency Services Unit leader, or leader's designee, to maintain an inventory of all the equipment stored in the Emergency Services Unit van.
 - d. Inventory of the Emergency Services Unit equipment stored in the van will be taken on a semi-annual basis and a report maintained by the Emergency Services Unit leader.
4. It will be the responsibility of the Emergency Services Unit leader to ensure that each Emergency Services Unit member is equipped with special equipment and proper protection.
5. The Emergency Services Unit leader, or leader designee, shall maintain an inventory of all special equipment assigned to each Emergency Services Unit member and to the team itself.
 - a. The inventory will be maintained by the Emergency Services Unit leader and made available to the Chief of Police upon request.
6. The team leader is responsible to ensure that members who use special equipment (i.e. rifles, stun grenades, etc.) are trained and, when necessary, certified in the use of such equipment.

- a. All precautions must be taken when the use of specialized equipment is required, (e.g. Fire Department stand-by if a fire may result by the use of any burning projectiles).

7. The following is a list of department supplied equipment to individual members.

a. Service weapon

b. Department-issue vest

d. Nightstick

e. Gas mask

f. The following is a list of member-supplied equipment.

b. B D U uniform

c. Tactical pants

e. Uniform belt

- g. Nylon pistol belt and holder (i.e. pistol, mace, light, cuffs)
- h. Emergency Services Unit t-shirts, sweat shirts and pants
- i. Flashlight
- j. Rappelling harness
- k. Rappelling carabineer
- l. Rappelling gloves

- m. Cold weather gear
 - n. Rain gear
9. Emergency Services Unit Weapons Roster(1.3.9)(b)
- a. [REDACTED]
 - b. [REDACTED]
 - c. [REDACTED]
 - d. [REDACTED]
 - e. [REDACTED]
 - f. [REDACTED]
 - g. [REDACTED]
 - h. [REDACTED]
10. The Department supplies all specialized weapons to the team as a whole; this includes shotguns, rifles, automatic and semi-automatic weapons, gas guns, and related equipment.
- a. With the exception of department members trained in the use of shotguns and patrol rifle, only trained and qualified Emergency Services Unit personnel shall have access and use of the other specialized weapons. (46.2.3)
11. Personal Weapons:

- a. In the event of a major incident (ex. Active Shooter, North Hollywood Bank Robbery) where the Fall River Police Department armory does not maintain sufficient weapons for an adequate response, Emergency Services Unit members may utilize his/her personal weapons providing the following conditions are met:
- The weapon is of the same caliber and type currently within the Fall River Police Department Weapons Roster. (ex. 12 gauge shotgun, AR-15 semi-automatic rifle).
 - The Emergency Services Unit Commander has approved the weapon for use.
 - The weapon is inspected and test fired by the Fall River Police Department Armorer.
 - The weapon has a standard trigger weight and pull.
 - The officer has qualified with the weapon.
 - Department authorized ammunition must be used.
 - In the event of an officer involved shooting, SOP-ADM.05.2 shall be followed. The weapon shall be turned over to Professional Standards.

**Team Member
Responsibilities:**

1. Emergency Services Unit members are responsible for the condition of the equipment issued to them and for its storage in an accessible and safe location.
2. The member to whom the equipment item was issued is responsible for the proper maintenance of the item. Equipment which is found to be inoperable or malfunctioning should be returned to the team leader for replacement and repair. Equipment shall be inspected at regular intervals.

3. Personnel engaged in Emergency Services Unit operations will wear protective vests while in a tactical environment or as directed by the Emergency Services Unit leader or substitute leader.
4. All members assigned to the team, regardless of rank, must pass a Physical Fitness test each year in January. Failure to meet the standards shall result in that team member being placed in a non-active status for thirty (30) days. The team member will have thirty (30) days to re-take the test. If the team member cannot pass the test, he/she shall be removed from the team. The test is as follows:
 - a. Fifty (50) pushups in one (1) minute.
 - b. Twenty-eight (28) flights of stairs while wearing a twenty-three pound (23) Assault Vest in less than eight (8) minutes and fifteen (15) seconds.
 - c. Pick up a ninety pound (90) heavy bag from the floor and up onto his/her shoulder. Minimum of one (1) time to pass.
5. Members must contact the team leader if he/she is unable to attend a training day.
6. A member shall be removed from the team if he/she has more than two (2) unexcused absences from training.
7. A member may be removed from the team if any of the following interferes or conflicts with his/her responsibility to the team:
 - d. Primary assignment
 - e. Secondary assignment
 - f. Disciplinary issues
 - g. Promotion(s)
 - h. Personal issues
 - i. Injuries, or
 - j. Illnesses.

8. Officers with disciplinary problems, sick leave abuses, may be dismissed for cause by the Chief of Police.
9. Officers shall complete assignments and/or projects in a timely manner as determined by the team leader.
10. Team members that miss two (2) monthly training dates in a row will be placed on INACTIVE status. The team member will be ineligible for callouts during this period. The team member will be placed back on ACTIVE status when he/she completes the following month's training day.
11. Team members may request a Leave of Absence, for good reason, not to exceed four (4) months. The Leave of Absence must be requested in writing. The officer will not be eligible for team call-outs during the Leave of Absence. At the completion of the four (4) month leave of absence, the team member must return to active status and pass the physical fitness test, or resign from the team. The team member may return to the team prior to the four (4) month Leave of Absence if his/her situation changes.

REPORTS:

After-Action Reporting:

1. Following all Emergency Services Unit activations, whether emergency or proactive, the Emergency Services Unit leader will prepare an after action report. This report will be used in future planning and training. The report will include at least the following information:
 - a. Brief description of the circumstances surrounding the operation.
 - b. Review of the activities of the Emergency Services Unit.
 - c. Critique of Emergency Services Unit deployment.
 - d. Recommendation to correct errors or deficiencies.
 - e. Report shall be submitted to the Deputy Chief of Operations for review. The Deputy Chief of Operations shall, in turn, report to the Chief of Police with a recommendation.

UNIFORMS:

1. Emergency Services Unit members will utilize appropriate uniforms and footwear as approved by the team leader. Uniforms will display visible and identifiable placards, patches, badges and/or lettering that identifies the wearer as a law enforcement officer.
 - a. Personal accessories must be approved by the Emergency Services Unit Commander.
 - b. The "Emergency Services Unit" rocker is approved to wear on the right sleeve of member's long and short-sleeve shirts, winter jackets, and dress blouse.

Primary Uniform:

1. Navy Blue Tactical BDUs

Training Uniform:

1. Gray digital camouflage BDUs

**Physical Fitness
Uniform:**

1. Plain black sweatpants and plain black sweatshirt.
2. Plain black shorts and black Emergency Services Unit t-shirt.
 - a. Black t-shirt bearing FRPD on the front over the left side of the chest. The back of the t-shirt has the following insignia:

- **FRPD**
EMERGENCY
SERVICES
UNIT

FALL RIVER POLICE DEPARTMENT OFFICER'S REPORT

TO: Capt. Wayne Furtado
FROM: Lt. David A. Gouveia
RE: Emergency Services Unit
Monthly Training Report
DATE: March 5, 2013

Sir,

On March 5, 2013 the following Emergency Services Unit members attended this training day:

Lt. David A. Gouveia	Off. Rick Aguiar	Off. Rory McCoomb
Off. Glenn MacDonald	Off. James Elumba	Off. Kevin Bshara
Off. Jon Ferreira	Off. Luis Duarte	

February 18 to 23; Officers Athan Parousis, Glenn MacDonald, and Rick Aguiar attended a 5-day SWAT School put on by METROLEC SWAT.

On February 28, 2013 the team received the following munitions from CTS:

- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]

All munitions are stored in compliance with the regulations set by the Bureau of Alcohol, Tobacco, Firearms, & Explosives.

On March 1, Lt. Pleiss and I attended an Active Shooter roundtable session at Charlton Memorial Hospital.

On today's training date:

The team conducted Noise Flash Diversionary Device (Flashbang) and Explosive Actuated Tactical Device (gas/smoke grenade) training. The team trained in safety precautions, BATFE regulations & storage, and tactical use of the munitions.

The team conducted Reaction Drills with the [REDACTED]. The team fired [REDACTED] rounds and this averaged out to [REDACTED] rounds per member.

The team conducted sniper training with the [REDACTED]. The team trained at 100 yards with the "T" Targets. The team fired [REDACTED] rounds and averaged [REDACTED] rounds per team member.

Respectfully Submitted,