



GENERAL ORDER

DURHAM POLICE DEPARTMENT
DURHAM, NC

NUMBER:

1023 R-7

SELECTIVE ENFORCEMENT TEAM

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INTRODUCTION

The Durham Police Department will respond to high-risk tactical situations with the Selective Enforcement Team (SET). The Selective Enforcement Team is a law enforcement team whose members are selected, trained and equipped to execute high risk law enforcement functions and respond to critical incidents that pose a threat to public safety which exceed the customary training and experience of traditional law enforcement first responders. The Selective Enforcement Team itself will be a full-time assignment, but the department will supplement staffing with a trained group of team reserves. The reserve SET will be a specialized assignment under G.O. [1020 – Specialized Assignments](#).

PURPOSE

The purpose of the Selective Enforcement Team is to increase the likelihood of safely resolving critical incidents by delivering a systematic approach to saving lives. The primary characteristic that distinguishes SET from other units is the focus of effort. When deployed operationally, SET is focused on incident resolution, as opposed to other functions, such as investigation. SET is comprised of officers and medics specially trained to respond to the following types of incidents: Terrorism, Hostage, Barricaded Subjects, Active Shooter/Sniper, Protective Security, High Risk Search Warrant or Arrest Warrant, High Risk Vehicle Apprehension, Surveillance, Chemical Agents, Biological Agents and/or Radiological materials (CBRN), High Risk Prisoner Transport, and other specialized, high risk incidents.

ADMINISTRATIVE RESPONSIBILITY

The SET supervisor will report to the Organized Crime Division Commander. The SET supervisor will also manage the Reserve Selective Enforcement Team.

OPERATIONAL RESPONSIBILITY

The Organized Crime Division Commander, or designee, may assume the role of the Selective Enforcement Team Commander. The SET Commander will be primarily responsible for establishing and operating a tactical operations center and coordinating with the Incident Commander at the command post.

The SET supervisor, or designee, will function as the Team Leader. The Team Leader will coordinate with the SET Commander, the on-scene Incident Commander, or with the supervisor of the unit requesting tactical support. The Team Leader will deploy with the team to the incident location. The Team Leader will be primarily responsible for developing and executing tactical options for incident resolution. Although the

Incident Commander or requesting supervisor may work with the Team Leader in developing operational objectives, the responsibility for developing and executing tactical options will rest with the Team Leader or Tactical Commander, who will brief the Incident Commander once a tactical plan has been developed.

SELECTION

To ensure fair and equitable opportunities for assignment, the criteria for determining eligibility shall be applied in a consistent and non-discriminatory manner and shall not be modified for different members in the same process. Members will be selected in accordance with G.O. [2014 - Transfers and Assignments](#), to include the following selection criteria:

- Completion of three years of continuous service as a regular sworn officer with the Durham Police Department, calculated from the date of release by the Police Training Officer program to the date of the application deadline.
- Attainment of an overall rating of meets or exceeds expectations on the last three annual Employee Performance Appraisals immediately preceding the application deadline.
- Having a record of no disciplinary suspensions for a period of one year, calculated from the date of the disciplinary action to the date of the application deadline.
- Must live within a 25-mile radius of Police Headquarters.

Members meeting the above criteria must participate in a competitive process made up of the following stations:

- A Physical Abilities Test based on the BLET Police Officers Physical Abilities Test (POPAT) but modified for SET duty – 20%
- A BLET Fitness Assessment (Cooper) used by the Durham Police Department's Training Division– 10%
- The BLET firearms daytime qualification course with a score of 90% or better for the assigned duty pistol – 10%
- Firearms Combat Course designed by current SET Firearms Instructors and approved by the Durham Police Department's Range Master– 20%
- An Oral Board comprised of members of the Durham Police Department -40%

Each station will be weighted as indicated and tallied to compile an overall score to generate a pool of eligible candidates for selection to the team.

Officers selected for assignment to the team will be required to submit to a drug screening test and a psychological evaluation as a condition of such assignment. All team members will have an annual psychological evaluation.

Officers selected for assignment to the team will be in a probationary status for a period of six (6) months from the date of selection. During the probationary period, prospective team members are subject to release from team assignment without cause and may voluntarily forfeit team assignment without cause. The probationary period may be extended beyond six (6) months by the Division Commander based on recommendation of the team leader.

ACTIVATION OF THE SELECTIVE ENFORCEMENT TEAM

The Selective Enforcement Team shall be available for activation 24 hours a day, every day of the year. SET may be activated for any Emergency or Non-Emergency Tactical Support Operation at the discretion of the OCD Commander.

Emergency Tactical Support refers to unplanned, spontaneous emergencies such as Terrorist, Hostage/Officer/Citizen Rescue, Barricaded Suspects, etc. The initial point of contact is the SET supervisor. (See Selective Enforcement Team Emergency Call Back Roster published in Power DMS.)

Non-Emergency Tactical Support refers to any pre-planned incident where the involvement of SET is reasonably anticipated to be needed such as High Risk Warrant Service, High Risk Vehicle Apprehension, or Protective Security Operations. The initial point of contact is the on-call Team Leader. (See Selective Enforcement Team Emergency Call Back Roster published in Power DMS.)

TRAINING

Newly assigned team members and supervisors must be certified according to the Selective Enforcement Team [SOP 3.2](#): New Member Certification and Supervisor Certification before continued assignment to SET will be granted.

All SET members will complete regular training as scheduled by the SET Supervisor.

Reserve SET Members will be expected to attend as many training days as allowed by their current assignment or commander, but must be permitted to attend a required minimum of two training days per month.

EQUIPMENT AND UNIFORMS

SET will have personally assigned vehicles. They must carry and maintain all their uniform and equipment items in operational readiness in the vehicle at all times. For this reason, the security system in the vehicle must be activated whenever the vehicle is left unattended.

Reserve Selective Enforcement Team members, if they are assigned a take home vehicle for their primary assignment, will continue to use that vehicle for SET activities. If the member does not have a vehicle in their current assignment, the Organized Crime Division will provide a vehicle.


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