

ORGANIZATIONAL COMPONENT – EMERGENCY RESPONSE UNIT (ERU) SELECTION AND TRAINING

POLICY:

It is the policy of the Omaha Police Department (OPD) to maintain an Emergency Response Unit (ERU) to respond to requests for assistance in situations requiring specially trained and equipped police officers. These situations may include, but are not limited to, hostage/barricade situations, high-risk warrant service, and VIP protection. The ERU is made up of both full-time assigned employees and As-Needed Component (ANC) (i.e. on-call) employees. See the OPD "[Emergency Response Unit Operations](#)" policy for procedures regarding ERU requests for services, authorization, deployment, etc.

PROCEDURE:

I. Selection

- A. Positions within the ERU are considered Specialty Positions and will be filled on an as-needed basis.
 - 1. Selection for ERU Specialty Positions will include an assessment of mental suitability (e.g. a review of Internal Affairs history, previous discipline, oral interviews, etc.).
- B. Criteria for the OPD SWAT team, Crisis Negotiations Team, Bomb Response Squad, and/or the Transportation Security Administration (TSA) Explosives Detection Canine Squad includes, but may not be limited to, the following:
 - 1. Applicants must have a minimum of three (3) years full-time employment with OPD as a sworn officer, or two (2) years full-time employment with OPD if hired as a lateral-entry officer.
 - 2. Applicants must be in "good standing" with the Department; they may not be on probation or suspension.
 - 3. Applicants must have a history of satisfactory performance appraisals/evaluations while employed with the Department.

NOTE: In addition, the applicant's discipline history with the OPD Internal Affairs Unit will be reviewed.

- C. Selection for the SWAT team is conducted biennially and will include submission of a Specialty Positions application packet and additional testing to be administered by SWAT command officer(s) including, but not limited to, a physical fitness test, firearm proficiency test, written examination, and an oral interview.
 - 1. Top candidates will be required to attend the SWAT Basic Tactical School.
 - 2. Officers who complete the selection process and the SWAT Basic Tactical School will be placed on a two-year eligibility list for openings within the SWAT Team.
- D. Selection for the Crisis Negotiations Team will include a written Specialty Positions application packet, oral interview, background check including Internal Affairs history, and a mock practical scenario (optional).
- E. Selection for the Bomb Response Squad is conducted as-needed and will include a submission of a written Specialty Position application packet as well as a testing process to be administered

by the Bomb Response Squad command officer(s) including, but not limited to a physical fitness test and an oral interview.

1. Officers who successfully complete the selection process will be placed on a two-year eligibility list for openings within the Bomb Response Squad.
 - a. As openings become available, the top three (3) highest-ranked candidates will be referred to the Chief of Police for final selection to the squad.
 - b. The selected candidate(s) will be required to complete the basic Hazardous Device School before they are certified as a Bomb Response Squad member.

NOTE: Bomb Response Squad candidates will not receive Specialty Pay until after successful completion of the Hazardous Device school. The candidates may still attend monthly squad training in preparation for the school.

- F. Selection for the Transportation Security Administration (TSA) Explosives Detection Canine Squad is conducted as-needed and will include submission of a written Specialty Position application packet as well as a testing process to be administered by the Bomb Response Squad command officer(s) including, but not limited to, a physical fitness test and an oral interview.

1. Officers who successfully complete the selection process will be placed on a two-year eligibility list for openings within the TSA Explosives Detection Canine Squad.
 - a. As openings become available, the top three (3) highest-ranked candidates will be referred to the Chief of Police for final selection to the Squad.
 - b. The selected candidate(s) will be required to complete the TSA Canine training course.

NOTE: The TSA Explosives Detection Canine Squad handler candidates will not receive Specialty Pay until after successful completion of the TSA Canine training course.

II. Training

- A. ERU members will be required to participate in regular training to maintain a state of readiness and proficiency.
1. The SWAT Team will complete training on a monthly basis.
 - a. SWAT Team members will be required to continue to meet all required physical fitness standards or face potential removal from the team.
 2. The Bomb Response Squad will complete training on a monthly basis.
 3. The TSA Explosive Detection Canine Squad will train on an ongoing basis as needed.
 4. The Crisis Negotiations Team will complete training on a monthly basis.
- B. Information Orders will be issued notifying all OPD employees of the ERU training schedule.
- C. ERU members will be required to obtain approval for Special Duty status through their chain of command via email prior to the required training.
- D. Additional training may be required as needed.

REFERENCES:

I. Previous OPD Orders

- A. Previous General Orders: #13-90, 4-17, 9-21, 79-24.
- B. Previous Information Orders: #179-22.

II. Accreditation Standards

- A. Relevant CALEA Accreditation Standards: 46.2.2 and 46.2.4.

III. Other

- A. PPM Monthly Updates: #11-2022.