



# University of California, San Francisco Police Department General Orders

## 10.1 Special Operations

### 10.1.14 UCPD Regional Negotiations Entry Team Selection (Issued: 2/6/17)

#### A. General Information

The UCSF Police Department is formalizing procedures for participating in a University of California Police Department (UCPD) Regional Negotiations Entry Team (NET) with the University of California, Berkeley Police Department (UCB PD) to respond to critical events in either agency's jurisdiction requiring specially selected and trained hostage negotiations, special weapons or tactics teams. Until the UCPD Regional NET Team is trained and activated, the SFPD will respond to all critical events as the specialized response team for the UCSF Police Department, as articulated in General Order 10.1.2, "Special Operations."

This policy establishes criteria for the selection of officers assigned to the NET. Officers assigned to the NET, whether full- or part-time, shall be carefully selected. The assignment is voluntary; prior law enforcement experience in a field assignment, physical fitness and agility and ability to function as a member of a team are all desirable qualities of prospective candidates.

The submission of a letter of interest, an oral interview, a physical agility test, a clinical interview and testing by a licensed psychologist or psychiatrist to assess mental suitability, a comprehensive background investigation and abundant problem-solving abilities are required.

Openings in the UCSF Police Department NET will be publicized to ensure that all qualified and interested officers will have an equal opportunity to apply for the positions.

#### B. Interested sworn personnel, who are off probation, shall submit a letter of interest to the UCSF NET supervisor. Qualified applicants will then be invited to participate in the testing process. Tests will be given in the order determined by the NET Commander. The testing process will consist of an oral board, physical agility test, SWAT basic handgun test, psychological exam and overall performance evaluation.

1. Oral board: The oral board will consist of personnel selected by the NET Commander. Applicants will be evaluated on the following criteria:
  - a. Recognized competence and ability as evidenced by performance
  - b. Demonstrated good judgment and understanding of the critical role of a NET member
  - c. Special skills, training, or appropriate education as pertains to the NET assignment
  - d. Commitment to the unit, realizing that the additional assignment may necessitate unusual working hours, conditions, and training obligations.



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2. Physical agility: The physical agility test is designed to determine the physical capabilities of the applicant in relation to the performance of NET-related duties. The testing and scoring procedure will be established by the UCB PD NET Commander. A minimum qualifying score must be attained by the applicant for him/her to be considered for the position.
3. SWAT basic handgun: Candidates will be invited to shoot the SWAT Basic Drill for the handgun. A minimum qualifying score of 400 out of a possible score of 500 must be attained to qualify.
4. A list of successful UCSF Police Department applicants shall be submitted to the UCSF Police Department Chief of Police by the NET Commander for final selection.
5. All NET officers will serve at the discretion of the Chief of Police.

### **C. Evaluation**

Continual evaluation of NET team members' performance and efficiency, as related to the positive operation of the unit, shall be conducted by the NET Commander or Sergeant. The performance and efficiency level, as established by the team supervisor, will be met and maintained by all NET Team members. Any member of the NET Team who performs or functions at a level below satisfactory shall be subject to dismissal from the team.