

Carlsbad Police Department Special Weapons And Tactics Team
Expectations of SWAT Members

Every SWAT member was chosen based upon their proven performance and the belief in their long-term potential to be a vital asset to the team. As a SWAT member, you will be held to higher standards than others. These standards will be reasonable, but not necessarily easy, nor should they be.

The following is a list of some of the expectations of all SWAT personnel:

- Maintain high degree of firearms proficiency (safety & accuracy)
- Maintain high degree of physical fitness
- Exercise sound judgment and tactical awareness
- Remain committed to the concept of being a team player
- Exercise professional behavior and a strong degree of self-discipline

The following **will** result in removal from the team:

- Failure to meet the above expectations
- Excessive unavailability to assist in call-outs/operations
- Missing more than three monthly training sessions in any 12 month period
- Negligent discharge of a weapon

SWAT members are expected to have **all** of their team-issued gear with them while on duty. Team members are responsible for the proper maintenance and secure storage of their equipment. In order to provide secure storage at the police station, police SWAT members shall be assigned an additional locker for their gear. If you have equipment that is in need of repair or replacement, please bring it to the attention of Lt. Lehan

Safety is everyone's responsibility. If you observe an unsafe practice or tactic, it is your duty to immediately bring the issue to the attention of the appropriate person (such as range staff, instructor, case agent, team leader, etc.).

Remember that we need to look and act professional at all times. We need to be on time for mission briefings and training. We also need to be in full uniform that is properly tailored and pressed. Command presence is our first level of force. If we look and act professional we should be taken as what we are: professional tacticians.