

BLOOMINGTON POLICE DEPARTMENT

GENERAL ORDER: Critical Incident Response Team

Original Date of Issuance: May 19, 2003
Dates of Review: May 19, 2003; Jan. 12, 2016; March 15, 2017;
 June 19, 2018
Current Effective Date: June 19, 2018

I. Purpose.

The purpose of this General Order is to establish the formation and procedures for use of the Critical Incident Response Team by the Department.

II. Policy.

It is the policy of the Department that the Critical Incident Response Team may be called upon to handle especially hazardous police duties.

III. Definition(s).

A. Critical Incident Response Team (CIRT). A special operations group whose members are sworn employees of Bloomington Police Department and employees of other agencies assigned through a Memorandum of Understanding (MOU). The CIRT Team is comprised of members of the tactical team, who have extensive training in special weapons and tactics, members of the Department's Crisis Negotiation Team (CNT), the Department's Canine Officer(s), and Paramedics from IU Health Bloomington Hospital Ambulance Service. The overall direction and supervision of the team will be under the authority of the Team Commander of CIRT, which shall be a BPD supervisor.

The primary mission of CIRT is to preserve life and protect property. CIRT achieves this by the utilization of specially equipped officers who have received tactical training in the handling of especially hazardous police duties.

Some examples of these duties are:

1. To de-escalate situations by conducting negotiations via the use of specifically trained personnel to resolve highly dangerous events;
2. To dislodge barricaded suspects;
3. To conduct rescue operations for persons held hostage, citizens or police officers endangered by gunfire, injured citizens, or police officers in areas inaccessible to normal rescue operations;
4. To neutralize and capture snipers or armed suspects by use of tactical operations and/or deployment of special weapons;

5. To pre-plan strategies in the event of an unusual occurrence;
 6. To provide V.I.P. and dignitary escorts; and
 7. To complete high risk warrant service.
- B. Significant Disciplinary Action.** An action that results in an officer being suspended without pay for any time period for conduct found to be in violation of any Rule and Regulation or General Order, except those that relate to officer-involved traffic collisions. This also includes any reprimand for a use of force violation or violations regarding the use of weapons.
- C. Emergent Event:** An event that occurs of which there is no prior warning and has exceeded the ability of on-duty resources to handle which necessitates a tactical unit to resolve (e.g. barricaded suspect or hostage situation).
- D. Pre-Planned Event:** An event where there is knowledge that it will occur at a given time and place or is to take place at a time and place determined by law enforcement (e.g. large sporting event or high risk warrant service).
- E. Armored Rescue Vehicle (ARV):** A specially designed vehicle that is armor-plated to protect the occupants from bullets or other destructive devices and that can perform rescues due to its ability to navigate difficult terrain.
- F. Risk Assessment Matrix:** A Departmentally approved document that assigns point values to pre-determined variables regarding a suspect or situation that is used to evaluate the need for utilizing Departmental resources for a pre-planned event, up to and including the Critical Incident Response Team (CIRT).
- G. Operations Plan:** A written document that serves as a guiding plan of action during Pre-Planned Events. The Operations Plan is used to brief officers who are tasked with resolving the event.
- H. Concept of Operations:** A verbal synopsis of the tactics which are proposed for the resolution of an Emergent Event.
- I. Command Staff:** Those sworn officers with the rank of Captain or above.
- J. Partial Call Out:** CIRT activations that do not utilize the entire Team, but only those members who are selected for their specific skill sets. Partial Call Outs are authorized in the same manner as a 'Full Call Out'. Partial Call Outs may only be used for Pre-Planned Events.
- K. Full Call Out:** CIRT activations that require all members of the Team to respond.
- L. Incident Commander:** The ranking officer on the scene of an incident who has established overall control over that event. For CIRT activations, a sworn officer with the rank of Lieutenant or above shall serve as the Incident Commander.

- M. **CIRT Leadership:** Sworn officers assigned to the CIRT Team with the rank of Sergeant or above.

IV. Legal & Other Reference(s).

- A. **Bloomington Police Department General Order, Use of Armored Rescue Vehicle**
- B. **Bloomington Police Department General Order, Crisis Negotiations Team**
- C. **Bloomington Police Department General Order, Canine Unit**
- D. **Bloomington Police Department General Order, Risk Assessment Matrix**

V. Procedure(s).

A. Call Out Procedures, Pre-Planned Event:

1. All Pre-Planned Events where forced entry into a home, structure, or the forcible stopping of a vehicle is intended require a Risk Assessment Matrix to be filled out and submitted through the Chain of Command indicating whether CIRT is being requested or not.
2. Should the Risk Assessment Matrix indicate that CIRT is either permitted or indicated based upon the final matrix 'score,' the Shift or Detective Supervisor should contact the Chief's Designee who will then review the Risk Assessment Matrix and the circumstances of the event to determine if the Chief should be contacted to request activation of the Team.
3. The Chief's Designees shall be contacted in the following order:
 - a. Captain of Operations
 - b. Deputy Chief of Police
4. If the activation of CIRT is approved by the Chief of Police, the Chief's Designee shall contact the CIRT Team Commander or his/her Designee to inform them of the approval.
5. The CIRT Team Commander, or his/her Designee, shall contact Dispatch to send out a Team activation message with instructions concerning what type of event the Team is responding to resolve and any other instructions as necessary. The CIRT Team Commander shall denote if this is a Partial Call Out or Full Call Out. If the activation is for a Partial Call Out, the rest of the Team shall be placed on standby alert should a further need arise.
6. Partial Call Outs shall only be authorized when there is not a need for the entire team to be present due to the nature of the pre-planned action in terms of tactics or the size of the expected area of operation (e.g. high risk pedestrian or vehicle stop, forced entry into a small space such as a hotel/motel room, etc).
7. Partial Call Outs shall be governed in the same method as a Full Call Out in all respects other than the number of personnel required.

B. Call Out Procedures, Emergent Event: Should the shift supervisor determine that there is an ongoing event that has exceeded the ability of the Patrol or Detective Division to resolve and that CIRT is required, the procedure described below shall be followed in the order listed unless exigent circumstances exist which necessitate the immediate deployment of CIRT:

1. Call the Chief's Designee and provide the circumstances of the event to request CIRT be activated.
2. The Chief's Designees shall be contacted in the following order:
 - a. Captain of Operations
 - b. Deputy Chief
3. The contacted Chief's Designee shall then determine if there is a need to contact the Chief to either approve or deny the request for the deployment of CIRT.
4. If approved, the Chief's Designee shall contact the CIRT Team Commander or his/her Designee to inform them of the approved CIRT activation.
5. The CIRT Team Commander, or his/her Designee, shall contact Dispatch to send out an activation message with instructions concerning what type of event the Team is responding to resolve and any other instructions as necessary.
6. In order to provide for adequate supervision of an incident as well as ongoing patrol operations, additional supervisory personnel may be called to duty.
7. Partial Call Outs are not authorized for Emergent Events.

C. CIRT Response Procedures: When officers who are assigned to CIRT receive a call-out for the team, they shall notify the Department in the following procedures:

1. If the officers are on duty when they receive the call-out, they shall immediately notify their shift supervisor(s); shift supervisors shall release these officers upon notification.
2. If the officers are off duty when they receive the call-out, they shall immediately contact Dispatch to confirm that they received the page and are responding.

D. Preliminary Actions for Officers On Scene During CIRT Activation.

1. In any situation wherein emergency action is needed, the non-CIRT officers shall not hesitate to take necessary and appropriate action.
2. Steps shall be taken to implement basic incident command and determine a location for such.
3. CIRT officers on scene shall provide tactical advisement to the Incident Commander until relieved by CIRT Leadership.

4. Every reasonable effort shall be made to contain the suspect(s) in one location prior to CIRT arrival.
5. If tactically feasible, all bystanders and anyone who may possibly interfere with the operation or be at risk shall be evacuated prior to the arrival of CIRT.
6. The Incident Commander shall assign officers to take positions as perimeter guards in the following manner:
 - a. The Inner Perimeter and Outer Perimeter shall be designated and staffed at the direction of the CIRT Team Commander.
 - i. Officers shall be assigned to points in the immediate vicinity of the building or scene location.
 - ii. These positions shall be at locations which provide the greatest visibility along with the most protective cover for the officers.
7. Traffic Perimeter: additional officers shall be assigned to this position to block off all traffic into the area (vehicular and pedestrian). Officers assigned to perimeter traffic control positions shall have the following duties:
 - a. To seal off the area.
 - b. To deny entry into the area to any unauthorized person.
 - c. To check all vehicles and pedestrians leaving the perimeter to ensure that the suspect does not escape.

E. Incident Supervision.

1. A Department supervisor shall remain in direct control of CIRT at all times irrespective of any mutual aid considerations or requests.
2. The Incident Commander shall remain in charge of the overall scene.
3. During Emergent Events the CIRT Team Commander shall provide to the Chief's Designee a Concept of Operations concerning the tactics which are proposed to resolve the event. The Concept of Operations must be approved prior to CIRT taking any actions which are not immediately necessary to save a life. As tactical events are fluid and rapidly unfolding it is acknowledged that the Concept of Operations is only a baseline plan of action which may need to be rapidly modified to resolve the event in a safe manner. There is no requirement to notify the Chief's Designee prior to responding to rapidly evolving events where the delay required by said notification jeopardizes the safe resolution of the event.
4. During Pre-Planned Events the CIRT Team Commander shall provide to the Chief's Designee an Operations Plan concerning the tactics which are proposed to resolve the event. The Operations Plan must be approved prior to CIRT taking any actions which are not immediately necessary to save a life. As tactical events are fluid and rapidly unfolding it is acknowledged that the Operations Plan is only a baseline plan of action which may need to be rapidly modified to resolve the event in a safe manner. There is no requirement to

notify the Chief's Designee prior to responding to rapidly evolving events where the delay required by said notification jeopardizes the safe resolution of the event.

F. Permission Requirements: CIRT members shall obtain permission from the Incident Commander before executing the following:

1. Deployment of Chemical Munitions:

- a. Chemical Munitions may be introduced into an incident when, in the best judgment of CIRT Commander as well as that of the Incident Commander, the munitions would likely dislodge the suspect from a barricaded position or would facilitate the apprehension of the suspect(s).
- b. In all but the most extreme circumstances, chemical munitions should not be used when there are hostages present other than immediately prior to CIRT entering a contested area in an attempt to rescue the hostages and apprehend the suspect(s).

2. Deployment of Noise Flash Diversion Devices:

- a. Diversion Devices, also known as Noise Flash Diversion Devices (NFDD), are those munitions constructed to temporarily create distraction and sensory overload in a suspect(s) so as to assist officers' entry into a contested location to facilitate the rescue of endangered persons and/or the apprehension of the suspect(s).
 - i. In all but the most extreme circumstances, NFDDs shall not be used when small children (under 5 years of age) or elderly adults are known to be present.
 - ii. No NFDD constructed with an ejecting sub-munition shall be used in an indoor environment.
 - iii. NFDDs shall be deployed with due regard to the safety of all persons by officers trained in their use who have visually scanned the targeted area prior to NFDD insertion.

3. Use of Controlled Explosives to breach into a contested location:

- a. Controlled Explosives may be used in circumstances when, in the judgment of CIRT Commander along with that of the Incident Commander, the immediate breaching of an obstruction is imperative to the safety of officers, hostages, or the suspect(s). Permission in all but exigent circumstances for the use of controlled explosives shall be secured from the Chief of Police or his/her Designee.
- b. Only that amount of explosives needed to defeat an obstacle shall be used.

- c. Controlled Explosives shall only be used by trained personnel.
- d. Consideration shall be given to the type of obstruction to be breached and to the possible effect to the structural integrity of the target area.

4. Use of a Counter-Sniper to resolve an incident:

- a. Counter-Sniper fire may be used to bring an incident to a close when:
 - i. The suspect(s) pose(s) a threat that would justify the use of deadly force; and
 - ii. When, in the judgment of the CIRT Commander, along with that of the Incident Commander, no other feasible option to safely neutralize the suspect remains.
- b. A pre-planned use of precision gunfire to resolve an incident must be approved as a tactical plan of action by the Incident Commander. However, the authority of CIRT officers acting in accordance with state and federal laws when they believe themselves or others to be in imminent risk of death or serious bodily harm shall not be infringed upon.

5. Use of the ram attachment of the Armored Rescue Vehicle:

- a. Use of the ram attachment for the Armored Rescue Vehicle requires specific authorization from the Chief or his/her Designee utilizing the same chain of command procedure used when seeking authorization of the CIRT Team for an event.
- b. An exception to this authorization requirement is when exigent circumstances exist where any delay in the use of the ram attachment places officers, civilians, or suspects at risk of serious bodily injury or death.
- c. Any tactical use of the ram attachment under the exigent circumstances exception shall be documented in a report prepared by the CIRT Team Commander and provided to the Chief within seventy-two hours (72) hours of the conclusion of the CIRT event. The report shall describe the exigent circumstances that existed and why the decision was made to immediately use the ram attachment.

G. Training.

- 1. CIRT officers shall maintain themselves in physical condition so as to be able to carry out their assigned duties.
- 2. Time shall be made available to CIRT officers each month so that they may train together as a unit. Each officer shall receive duty time to complete this training.

3. It is recognized that throughout the career of officers assigned to CIRT, each will be required to complete a variety of specialized training courses to ensure that the unit is maintained in the highest state of readiness. Requests for training shall be forwarded through normal Departmental channels for approval.
4. Yearly training and continuing readiness standards are to be set by CIRT Leadership. Topics shall include, but are not limited to:
 - a. Hostage Rescue
 - b. Barricade Situations
 - c. High Risk Warrant Services
 - d. Protective Details, including both VIP and Event
 - e. De-escalation and Negotiations
 - f. Less Lethal Options
 - g. Firearms
 - h. Vehicle Operations, including standard and armored vehicles
 - i. Emergency Trauma Medicine
 - j. Community Awareness
 - k. Implicit Bias
 - l. Officer Wellness

H. Readiness.

1. Officers assigned to CIRT agree to maintain themselves in an on-call status and agree to respond to call-outs as needed. Exemptions to this requirement may be granted by CIRT Leadership upon justification (e.g., vacation, injury, etc.).
2. Officers assigned to CIRT, due to their on-call status, shall refrain from consuming alcoholic beverages while off-duty. Officers may request exemption from this requirement two times per calendar month. Exemptions may be granted by CIRT Leadership.
3. CIRT officers agree to maintain themselves and their equipment in a constant state of readiness.
4. CIRT officers shall report any injury or illness that would cause them to be unable to respond in case of a call-out to CIRT Leadership.
5. CIRT officers shall notify CIRT Leadership when they are traveling any distance that would make their timely response to a call-out unreasonable.
6. The presence of one or more individual CIRT officers at the scene of any incident does not constitute the unit being present. No effort or request shall be made to use these officers to rectify an event without calling for the entire unit unless such an exigency exists that any delay would constitute an unacceptable risk to life.
7. Due to the special circumstances of CIRT deployments, officers acting within their capacity as CIRT officers are exempted from the standard maximum time on-duty.

I. Equipment.

1. It is recognized that CIRT officers will be issued equipment that is not available to other officers. CIRT officers shall maintain and use this equipment to the best of their ability. Any deficiency in equipment shall be immediately reported to CIRT Leadership.

J. Reporting Requirements.

1. Within seventy-two (72) hours of the conclusion of each CIRT activation, the CIRT Team Commander or his/her Designee will submit through the Chain of Command written documentation of the event to include:
 - a. The reason for the activation and justification for same;
 - b. The initial (approved) plan of action (tactics) which were to be employed to resolve the event;
 - c. Any deviations from the approved plan of action;
 - d. Evaluations of the equipment used during the incident;
 - e. Evaluation of the tactics used in the event; and
 - f. The total number and status of any officers, bystanders, or suspects injured during the event.
2. Using the report compiled and submitted by the CIRT Team Commander or his/her Designee, a member of the Command Staff will conduct a written administrative review of the overall event generating a companion document to the CIRT report.
3. The Command Staff report will review:
 - a. The justification which resulted in CIRT being deployed; and
 - b. Whether the tactics and equipment used in the event were warranted based upon the facts which were known to the officers at the time of the event.
4. The Command Staff review, in combination with the CIRT report shall be:
 - a. Forwarded to the Chief of Police for approval; and
 - b. Used as the basis of a statistical report on CIRT activity, including the use of the Armored Rescue Vehicle, that shall be submitted to the Board of Public Safety monthly.

K. Application to Fill Team Vacancies.

1. The Chief, or his/her Designee, shall appoint officers to CIRT based on the demonstrated skills and experience of those applicants who successfully meet

and maintain the following criteria:

- a. Endorsement of application by the officer's shift/division supervisor.
 - b. Minimum of two (2) years of experience as a full-time officer with the Department. No probationary officers shall be appointed to the unit.
 - c. Able to have a reasonable response time when off duty.
 - d. Satisfactory performance evaluations for the previous twelve (12) months.
 - e. Be free of Significant Disciplinary Action for a period of at least two (2) years prior to application.
2. All officers applying for CIRT shall be subject to a competitive selection process which is set out in writing prior to filling any team vacancy. This testing will, at a minimum, include a physical fitness test as well as an interview board to be made up of several senior team members, the Team Commander, and representatives of the Departmental Command Staff.
 3. Officers may be removed from the unit upon the request of the CIRT Commander with permission from the Chief.
 4. All officers assigned to CIRT shall be aware that CIRT is considered a duty assignment subject to the needs of the Department and is continuous only by permission of the Chief, which may be revoked at any time without cause.

VI. Statement of Belief. It is recognized that no policy can be so encompassing as to effectively be on point in all tactical situations. In support of this belief, during tactical operations where the lives of hostages, suspects or officers are deemed to be at risk, all standing policies are subordinate to the safe outcome of the incident. Any action taken by CIRT officers shall comply with all State and Federal laws.