PURPOSE:

Jail Special Operations Group establishes the guidelines governing the selection and training of team members, equipment, standards and the activation and operation of the Jail Special Operations Group.

DEFINITION:

COMPOSITION AND STRUCTURE

The JSOG team is a specially equipped and trained team designated to respond to situations that may require additional manpower, equipment, skills, or teamwork capabilities outside the regular resources and training of line detention staff. JSOG is considered to be a Jail function and falls under the authority of the Jail Division Chief. The team is organized in the following manner:

- **Team Commander**: Responsible for the overall command and management of the JSOG team. Authorizes team activation for critical incidents. Responsible for contacting the Division Chief prior to the activation of the team. Ensures that necessary reports are complete and on file. Works with Team Leaders to plan and schedule training for all team members.

- **Team Leader**: Responsible for preparing and submitting operation plans the Team Commander for approval. Assigns duties and supervises the activities of the team members. Provides training for all team members.

- **Team Member**: Directly supervised by the Team Leader. Performs duties necessary to resolve issues associated with critical incidents. Follows plans and instructions prepared by the Team Leaders and Team Commander.
COMMAND AND CONTROL STRUCTURE

The JSOG Team Commander is selected and assigned by the Sheriff. When activated, the Team Commander initially reports directly to the Incident Commander or on-scene supervisor to obtain a briefing. The JSOG Team Commander is responsible for deployment of the team, decision making, and resolution of the incident. The JSOG Team Commander must coordinate with the Incident Commander in terms of when and if a tactical option will be initiated rather than how it will be performed.

PROCEDURE:

ACTIVATION PROCESS

Any division within the Adams County Sheriff’s Office may request the assistance of the JSOG team to participate in planning or appropriate operations. An Incident Commander/scene supervisor has the authority to request immediate team activation for critical incidents occurring within Adams County jurisdictional boundaries. The process begins by first contacting the JSOG Team Commander and providing a briefing of the facts relating to the incident. The Team Commander will determine if team activation is appropriate. When the team is activated the Team Commander will notify the Jail Division Chief.

Some examples of when the JSOG may be activated:

- Large scale disruptions within the Detention Center
- Hostage situation within the Detention Center
- Trapped, barricaded or armed suicidal inmates
- Security sensitive court proceedings
- Security sensitive transport of an inmate
- Other high-risk assignments, both inside and outside the Detention Center

POLICY:

SELECTION PROCESS

The application criteria for available JSOG team positions will include:

- Candidate application submitted through Human Resources
- Candidate must be POST certified with a minimum of one year law enforcement experience at the Sheriff’s Office
- Minimum 85% firearms qualification proficiency for the previous twelve months
- Satisfactory physical fitness level
- Satisfactory job performance in present and previous assignments
- No sustained major disciplinary actions for the previous twelve months

JSOG team members will be selected from an eligibility list created through an established testing process. Testing will consist of a JSOG specific and validated test. The process will include, but may not be limited to:

- An oral assessment by a representative board selected by the Team Commander and approved by the Jail Division Chief
- A physical evaluation intended to assess a candidate’s strength, flexibility, endurance and cardiovascular condition. A portion of the testing must be designed to simulate genuine tasks that tactical team members may be required to perform.
- Any other reasonable process determined necessary by the Team Commander, Jail Division Chief or the Sheriff.

Once accepted and assigned to the JSOG team, all operational team members, regardless of rank or position, must maintain acceptable standards of performance. Failure to meet minimum acceptable standards will result in a team member being placed in a temporary non-deployable status for an appropriate period of time, to be determined by the Team Commander. Failure to meet the minimum acceptable standard within the designated period of time will result in removal from the team. If a team member is placed on temporary, non-deployable status twice within three years, he will be removed from the team.

A team member may voluntarily withdraw from the team at any time. A team member may be removed when necessary and in the best interests of the team. Any removal recommendations will be made by the Team Commander, and forwarded to the Jail Division Chief for approval/ disapproval.

TRAINING STANDARDS

The JSOG Team will conduct a minimum of four hours training each month. Training subjects will be related to the mission of JSOG. All training will be documented and the Sheriff’s Office Training Unit will permanently maintain records.

The Team Commander will develop and maintain a document that identifies the standards of performance for the team and team members. Each team member will participate in a physical assessment once per year. Failure to meet the established minimum standards will result in an immediate focus on remediation of basic skills. Continued failure will result in removal from the team. The training program will include periodic legal updates relating to JSOG operations.

EQUIPMENT STANDARDS

The JSOG team will provide each member with the following equipment at a minimum:

- Tactical Vest with various pouches
- TASER holster
- Helmet
- Uniforms
- Ballistic eye protection

SPECIALTY EQUIPMENT

JSOG operations often occur in a hazardous environment. The safety of citizens, deputies and subjects is often jeopardized by dangerous conditions. It is the intent of the Adams County JSOG Team to use special equipment in an attempt to reduce the risk of injury or death to all involved during a JSOG operation.

- Less Lethal Impact Devices: projectiles intended to cause pain to a subject with minimal potential for causing death or serious bodily injury.
- Flash/Sound Diversionary Devices: designed to divert the attention of a subject by utilizing a bright flash of light accompanied by a very loud noise.
- Conducted Electrical Weapons: commonly known as the TASER, are used to incapacitate an individual who poses an immediate risk of health or harm to himself or another person.

MISSION PLANNING

The JSOG Team will use an organized planning process for all operations whether they are proactive or anticipatory, or reactive in nature. The process will include a format that determines how the operation is to be conducted, command/control/communication, and support required. A written log of events and a communications log will be maintained for all JSOG operations.

DOCUMENTATION

The JSOG Team Commander will cause an agency after-action report to be generated detailing the activation and operation of the team. The report will be a standard law enforcement type document that details the operation and necessary information for subsequent investigations.

AFTER-ACTION CRITIQUE

At the completion of all operations and significant training events, the JSOG Team Commander or designee will conduct an after-action review. The purpose of the review is to create a forum for team members and other participants to provide information for improvement of team operations. The after-action review will be designed to identify positive factors, negative factors and solutions to the negative factors.