

It's real.

April 24, 2023

Honorable Mayor Dodgen, members of the Seguin City Council, and Manager Parker,

We currently participate in a combined SWAT team with the Guadalupe County Sheriffs Dept. We are proud of our partnership and relationship with the Sheriff's Department. Currently, however, the SWAT team consists of approximately only 12 members from both agencies. This is insufficient staffing to safely handle a major tactical incident. Trying to fully staff a tier 2 SWAT team from 2 small agencies is challenging and demanding of personnel and resources. The level of training and current standards of our team in my opinion do not meet best practices of the Texas Tactical Police Officers Association (TTPOA). Our Hostage Negotiators do not train in conjunction with the tactical officers. This means that potential negotiated peaceful solutions are not part of the current SWAT team's routine training. Being an accredited agency also requires stringent record keeping standards.

As a former SWAT operator and squad leader as well as a former hostage negotiations commander, in assessing our current team, I recommend that we join the Alamo Area Metro SWAT Team. This multi-jurisdictional team is comprised of specialized highly-trained officers who serve the citizens from Live Oak, Kirby, Converse, Cibolo, Universal City, Selma, Windcrest, and the Judson Independent School District Police Departments. The primary goal of the team is to provide peaceful resolutions and protect lives during high risk police situations. These officers are on call 24 hours a day to perform their team duties. Each participating city has assigned a high-ranking officer (chief, lieutenant, etc.) to serve as the incident commander over the team when operating in their respective city.

Officers assigned to the team receive extensive, continuing training in many areas including negotiations and crisis resolution, advanced special weapons and tactics, high risk warrant service, barricaded subjects, hostage situations, and active shooter scenarios.

While I highly value our partnership with the County, my primary responsibility is to the city of Seguin to insure the most professional responses to emergency situations that require highly trained operators working towards a peaceful resolution and towards my officers to ensure the highest safety standards are in place. I have already spoken to Sheriff Zwicke about the Seguin Police Department joining the Alamo Area Metro SWAT Team. Former Cibolo Chief Bryan Huggins had also left the Guadalupe team to join the Alamo Area Metro SWAT Team for the same reasons that concerned me. Schertz Chief of Police James Lowery is also going to be joining the Alamo Area Metro SWAT Team.

POLICE DEPARTMENT

On March 1st I met in Live Oak with the Alamo Area Metro SWAT Oversight Committee as a guest of the Chief of Police for Cibola. I made a request to join that team and spelled out what we had to offer including our range. My presentation was well received. We have attended some of their trainings and have been approved for membership. The advantage for our city will be the ability to tap into the resources of 9 other area agencies. These departments need find and contribute only a few officers who can meet the rigorous high standards of a modern SWAT operator. This also means an agency has less disruption with fewer officers out for SWAT training or out and collecting OT for actual call outs. The combined jurisdiction provides more opportunities for more call outs thus acquisition of real-life experience and skills. The cost per agency is \$6500 per year regardless of how many or few officers the agency contributes. This covers munitions and shared equipment that we would not have to pay for and is well within our current SWAT budget. Our agency would still cover our officer's personal equipment such as vests, weapons, which we already have for current members.

Currently the Alamo Area Metro Swat team has 23 tactical operators, 12 hostage negotiators (who train beside and work closely with the team), 1 medic and 2 general support officers. The addition of our officers could bring the entire team in to compliance for meeting the standards of a tier 1 tactical team. The fitness, tactical and marksman skills are very high and officers who do not meet this standard become immediately non-deployable until such time as standards are met. An officer who misses over 75% of team training in a year is similarly deemed non-deployable until sufficient training is met. There is a training calendar that is strictly followed throughout the year. All applicable TTPOA standards are met by the team. All officers involved in an actual call must document in a report their role regardless of how minor. The team owns a command vehicle. The city of Selma currently contributes an armored vehicle, but the team is saving to replace it when its usable end of life is near.

Attached is the ILA to be approved by all participating cities/entities. Currently Live Oak "administers" the finances but does not have any greater authority than any other participating agency. Chief Hopper of Live Oak was a former Seguin Police Chief and is still very supportive of our community. All participating chiefs comprise the Oversight Committee with equal weight. The Chief of the city where the incident occurs becomes the top decision maker for that particular incident.

Your support in this process is greatly appreciated.

Jason Brady

Chief of Police