



DEPARTMENT NOTICE

22-055
06/23/22

Position Opening: Specialist Team Tryouts

This Department Notice is based on the Specialist Team 2009 Administrative and Operational guidelines manual.

The Specialist Team is accepting applications from Q2 police officers for the annual entrance test. Applying to the specialist team is a voluntary request to participate in the selection process to become a specialist team member. This is a collateral assignment in addition to your current assignment and affords you additional training. The specialist team is a cohesive part of SOG, which regularly works directly with the Tactical unit. Specialist team members are readily available for a coordinated response to assist in many varying assignments, including, but not limited to the duties listed below.

There are multiple collateral assignment positions available.

Specialists' Duties include but are not limited to:

- Responding to [REDACTED]
- Responding to [REDACTED]
- Responding to [REDACTED]
- [REDACTED] warrants
- [REDACTED] assignments
- Special event assignments
- Waterborne operations
- In-service/roll call training of patrol

Collateral assignment schedule:

- The Specialist Team will be a collateral assignment.
- [REDACTED]
- [REDACTED]
- [REDACTED]
- [REDACTED]
- Members may be contacted both on and off duty.
- The Specialist members must be willing to work some weekends, overtime, and extended hours.

Note:

If selected as a Specialist, the member may be reassigned to any assignment within the Operations Bureau or watch dependent upon the needs of the Department.

Minimum Qualifications:

- Hold the rank of Officer.
- Must have completed probation as an Officer with SFPD.
- Must have a minimum of 2 years sworn law enforcement patrol experience.
- Must successfully pass an initial and thereafter annual Respiratory Fitness Test administered by the Department of Public Health. This is a CAL OSHA requirement for personnel wearing a gas mask and other respirators.

Desirable Qualifications include:

- A positive personnel history including supervisory recommendations, performance evaluations, DABOR record, Internal Affairs disciplinary record, EEO history, DPA complaints, and lawsuit history.
- Leadership skills
- Ability to be a team player
- Oral and written communication skills
- Street crimes/investigative unit experience (35 car, Narcotics, GTF, etc.) experience involving critical incidents and other stressful law enforcement situations/events
- Military and specialized experience (Special Forces, Rangers, SEALs, force recon, pararescue, etc.)
- Firearms instructor, Active shooter instructor, Officer safety/field tactics instructor
- EMT/medical training, waterborne training, dive training, EOD training
- Patrol experience – full-time law enforcement experience that is not patrol (Sheriff in jail, Department of Corrections, administrative assignments, etc. may be relevant)
- Firearms & tactical related experience
- CIT Training

Selection Procedures:

Step 1: Deadline

- **The application deadline will be Friday July 22nd.**

Step 2: How to apply

- Email Application (attached): to [REDACTED] Subject: SPEC Team.
- Once your application is received, you will receive a confirmation email within five business days.

Note:

- Resumes are optional and may include work experience, education, POST coursework, awards, special skills, and references.
- Applicants who previously applied for positions within this unit and who were not selected shall re-apply if still interested in the positions.

Step 3: Selection Process

The selection process will consist of:

1. A review of submitted applications and resumes (if included) to ensure all applicants meet the minimum requirements.
2. Candidates who meet the minimum qualifications will be invited to participate in the Specialist Team entrance test:

PT Test	Pass/Fail
Live Fire Timed Obstacle Shooting Course	Pass/Fail
Written Test	Pass/Fail
Marksmanship Course	Pass/Fail

Note: Staff Services will email Specialist Team entrance test and practice session times and location information to all qualified applicants. This is tentatively scheduled for the week of [REDACTED], [REDACTED] but is subject to change.

3. Candidates who successfully pass all components of the entrance test will be invited to an oral interview. You will receive an email from Staff Services.
4. Once a candidate(s) is selected, the process is complete. If additional positions in the unit become available, a new notice will be issued.
5. **Questions** - Please email [REDACTED]

Special Operations Bureau Specialist Team Tryouts

Information: Practice Sessions & Basic Course

Practice Sessions for the Timed Obstacle and Marksmanship Courses:

Qualified applicants will have the opportunity to participate in practice sessions designed to familiarize themselves with the [REDACTED]

Note: Staff Services will email practice session times and location information to all qualified applicants. The practice session and tryouts are tentatively scheduled for the week of [REDACTED] but are subject to change.

130 Hour Specialist Team Basic Course

Qualified Applicants selected to attend the 130 Hour Specialist Team Basic Course are required to score a minimum of 70% during the course to be considered for appointment to the Team. The scores are comprised of each applicant's performance on written examinations, firearms qualifications, and critical incident scenarios evaluations. Scoring is weighted as follows:

Written Examinations:	200 Points (20%)
Range Qualification	300 Points (30%)
Critical Incidents	500 Points (50%)
Total	1,000 Points (100%)
(Required Minimum)	700 Points (70%)

While 70% is the minimum threshold to be considered for appointment to the Team, achieving the minimum is not a guarantee that an applicant will be appointed to the Specialist Team. The final decision regarding an applicant's consideration for appointment will be made by the Officer in Charge of the Specialist Team based upon the recommendations of the training staff.

The scores will be comprised of each applicant's performance on written examinations, firearms qualifications, critical incident scenario evaluations, and the candidates' ability to successfully follow instructions while working as a team throughout the basic course.

Applicants for this assignment must be able to perform the essential job functions of a sworn member with or without reasonable accommodation. [REDACTED]

[REDACTED] with any questions regarding the essential job functions of a sworn member as they relate to reasonable accommodations.

William Scott

WILLIAM SCOTT

Chief of Police

Per DN 20-150, all sworn & non-sworn members shall electronically acknowledge this Department document in PowerDMS. Members whose duties are relevant to this document shall be held responsible for compliance. Any questions regarding this policy should be made to sfpd.writtendirectives@sfgov.org who will provide additional information about the directive.