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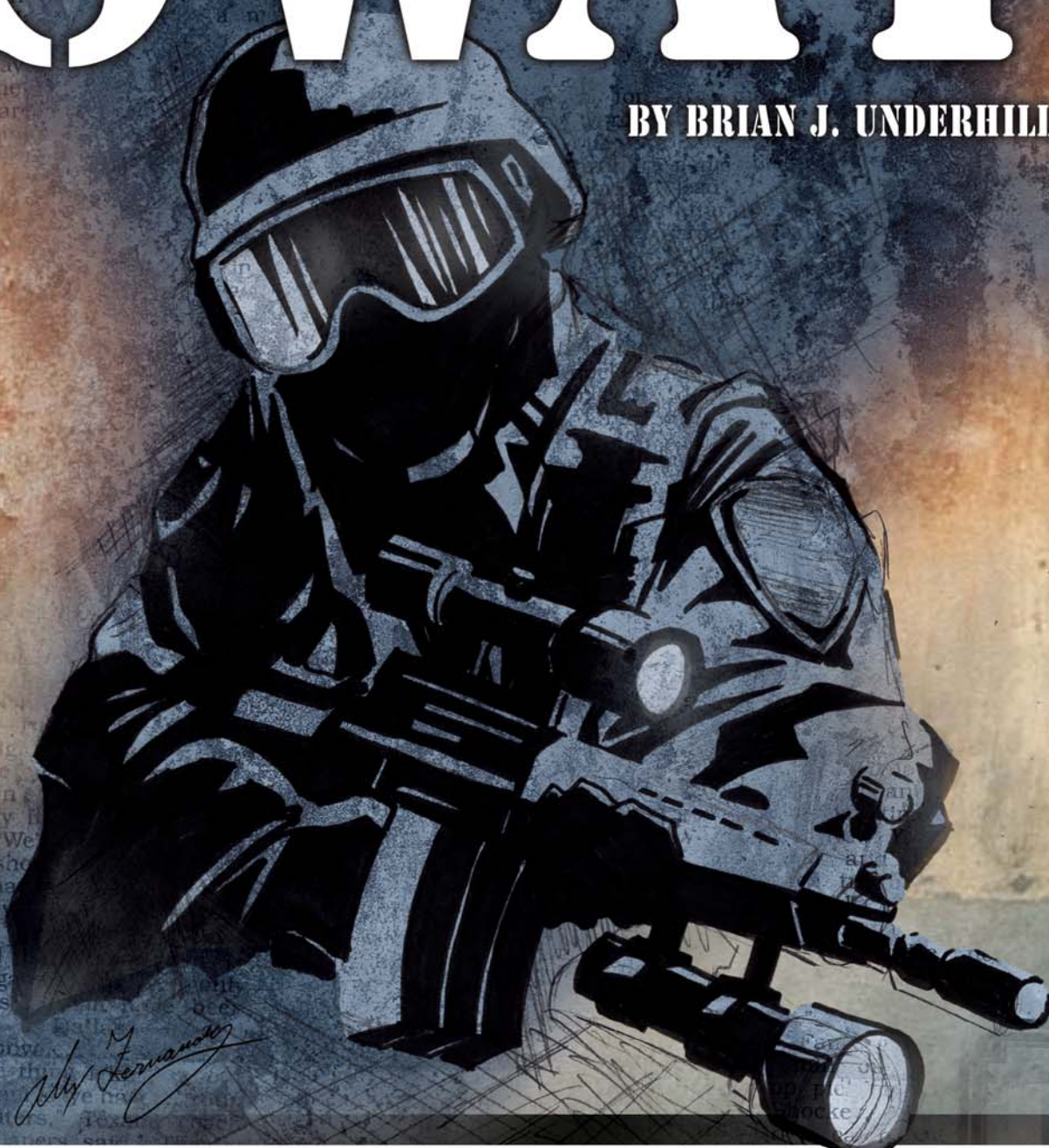
SWAT

BY BRIAN J. UNDERHILL

STEVE JACKSON GAMES

COURAGE UNDER FIRE

From small-town crisis units to the FBI's Hostage Rescue Team, from the urban sprawl of Berlin to the mountainous wilds of Idaho, *GURPS SWAT* covers the dangerous world of tactical police operations. Serve a warrant on a meth lab, protect a judge whose life is threatened, rescue hostages from international terrorists, or take down a barricaded suspect before he kills again! Establish perimeters and begin hostage negotiations. Perform a stealth entry if you can, or blow down the door in a swift dynamic assault!

- A look at the history and formation of tactical teams, including the original LAPD SWAT.
- Detailed information on SWAT around the world, including major United States cities, federal teams, and tactical teams.
- An overview of SWAT operations, from high-risk warrant service to hostage rescue.
- A look at the weapons and equipment of the modern-day SWAT team.
- Tips for running realistic or cinematic *SWAT, Cops,* or crossover campaigns.

The lives of innocent hostages are at stake. Do you have what it takes to be the best of the best?

Put on your armor, grab your weapon, and find out . . .

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GURPS Basic Set, *Third Edition Revised* and *GURPS Compendium I* are required to use this supplement in a *GURPS* campaign. The information in this book can be used with *any* game system.

GURPS
SWAT

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Introduction

We live in an increasingly dangerous world that requires increasingly skilled law enforcement officers. A new breed of cop has arisen in the last 50 years, risking their lives in crime prevention, hostage rescues, high-risk warrant service, and combating terrorism. They are the men and women of SWAT – Special Weapons and Tactics.

GURPS SWAT bridges the gap between *GURPS Cops* and *GURPS Special Ops*, detailing the dangerous, action-packed world of specially trained law enforcement personnel. *GURPS Cops* is frequently referenced in this book, and it is strongly suggested that anyone running a *GURPS SWAT* campaign own a copy. Other books that are helpful (but not required) include *GURPS Covert Ops, GURPS High-Tech, GURPS Modern Firepower,* and *GURPS Special Ops.*

Disclaimer

While researching and writing this book, the author spent countless hours interviewing and accompanying patrolmen, hostage negotiators, entry team personnel, and soldiers. In today's political environment, some tactics and procedures are best kept secret, and the author has made every effort to ensure that any confidential information remains confidential. The information found in *GURPS SWAT*, while timely and accurate, does not reflect any secret or confidential material. It is intended only to provide gamers with an overview of SWAT operations and tactics, and is to be used for roleplaying purposes only.

About the Author

Brian J. Underhill began writing for Steve Jackson Games over 15 years ago. His gaming interests range from miniature wargames to RPGs to computer games. It is the latter – especially too many hours playing Sierra's series of police and SWAT games – that led him to create *GURPS SWAT*.

Brian is best known as the author of *GURPS Cliffhangers* and several books in the *GURPS WWII* line. Additional information can be found at his website (**www.brianunderhill.com**).

About GURPS

Steve Jackson Games is committed to full support of the *GURPS* system. Our address is SJ Games, Box 18957, Austin, TX 78760. Please include a self-addressed, stamped envelope (SASE) any time you write us! Resources include:

Pyramid (**www.sjgames.com/pyramid/**). Our online magazine includes new *GURPS* rules and articles. It also covers *Dungeons and Dragons, Traveller, World of Darkness, Call of Cthulhu,* and many more top games – and other Steve Jackson Games releases like *In Nomine, Illuminati, Car Wars, Toon, Ogre Miniatures,* and more. *Pyramid* subscribers also have access to playtest files online!

New supplements and adventures. GURPS continues to grow, and we'll be happy to let you know what's new. For a current catalog, send us a legal-sized or 9"×12" SASE – please use two stamps! – or just visit **www.warehouse23.com**.

Errata. Everyone makes mistakes, including us – but we do our best to fix our errors. Up-to-date errata sheets for all *GURPS* releases, including this book, are available on our website – see below.

Gamer input. We value your comments, for new products as well as updated printings of existing titles!

Internet. Visit us on the World Wide Web at **www.sjgames.com** for errata, updates, Q&A, and much more. *GURPS* has its own Usenet group, too: rec.games.frp.gurps.

GURPSnet. This e-mail list hosts much of the online discussion of *GURPS.* To join, point your web browser to **www.sjgames.com/mailman/ listinfo/gurpsnet-l/**.

The *GURPS SWAT* web page is at **www.sjgames.com/gurps/books/swat/**.

Page References

Rules and statistics in this book are specifically for the *GURPS Basic Set, Third Edition.* Any page reference that begins with a B refers to the *GURPS Basic Set* – e.g., p. B102 means p. 102 of the *GURPS Basic Set, Third Edition.* Page references that begin with CI indicate *GURPS Compendium I.* Other references are C for *Cops,* CII for *Compendium II,* CV for *Covert Ops,* HT for *High-Tech,* LT for *Low-Tech,* M for *Mecha,* MF for *Modern Firepower,* SO for *Special Ops,* T for *Technomancer,* and VEL for *Vehicles Lite.* The abbreviation for *this* book is SWAT. For a full list of abbreviations, see p. CI181 or the updated web list at **www.sjgames.com/gurps/abbrevs.html**.

Chapter 1:
The Job

    Specialized police squads have not always been as well-equipped and well-organized as they are today. From the days of gangster-busting G-men to the counter-terrorist forces of today's hostage rescue teams, Special Weapons and Tactics teams have evolved into highly structured, elite organizations.

The Evolution of SWAT ▬

The earliest special police squads were little more than aggressive and independent officers who banded together to deal with increasingly dangerous threats using whatever methods they could find.

Strongarm and Gunman Squads

In the latter part of the 19th century, in an effort to deal with increasing crime, New York City formed officers into small groups called "strongarm squads." Armed only with billy clubs, they were tasked with crime suppression activities, and received special training in teamwork and tactics.

By the 1920s, law enforcement agencies faced a new threat – organized crime. Prohibition-era gangsters carried dangerous weapons (including the ubiquitous "Tommy Gun"), and club-wielding cops were no longer sufficient.

In 1925, the New York Police Department formed the Emergency Services Unit (ESU). Part of the ESU included the elite Firearms Battalion (FB) – colloquially called the "machine-gun squad" or "gunman squad" – a specialized group of officers armed with handguns, shotguns, rifles, and submachine-guns. The FB patrolled NYC in green trucks, targeting gangs and gang-related crimes. They became the Mobile Security Unit (MSU) in the late 1940s, and formed the Stakeout Squad in the 60s. The Stakeout Squad received automatic weapons and counter-terrorist training in the 1970s, and the entire MSU was reintegrated into ESU in the 1980s. Today, New York's ESU is responsible for all of NYC's SWAT operations (see *Emergency Services Unit*, p. 14).

The National Guard

Throughout the turbulent 1960s, police agencies around the world were facing civil unrest and the growing threat of terrorism. Some countries used military force when available. Others formed national paramilitary police units. The United States relied on the National Guard.

In especially dangerous or uncontrolled situations, local law enforcement commanders had to decide whether to request support from the Guard – a decision similar to those made by today's police before calling in SWAT. Unfortunately, Guardsmen were unskilled in police tactics, often resulting in less-than-ideal incident resolutions (such during as the riots that culminated in the Kent State University shootings in 1970).

LAPD Takes the Lead

In 1967, the Los Angeles Police Department began adopting military tactics and equipment to deal with this new urban warfare. Officers with military experience and a detachment of local Marines trained and advised the department, developing a doctrine for applying military tactics and weapons to civil situations. By the end of the year, LAPD had formed D-Platoon.

D-Platoon

LAPD's Daryl Gates suggested that D-Platoon be given an easily recognizable name. At that time, SWAT was to stand for *Special Weapons Attack Team* – a name that was rejected by his superiors. Gates and D-Platoon soon modified the name, and the first SWAT team – *Special Weapons and Tactics* – was born.

Formed primarily as a counter-sniper unit, SWAT was soon called upon to deal with hostage rescues, barricaded suspects, and more (see *Duties*, p. 9). The first full-scale operation occurred in 1969 against the Black Panthers.

Incident: The Texas Tower Sniper

Shortly after 11 a.m., on August 1, 1966, 25-year-old Charles Whitman posed as a maintenance worker and wheeled a trunk of weapons and supplies into the clock tower of the University of Texas, in Austin. Over 300 feet tall, the tower had a line of sight not only all across the campus, but into much of the business territory surrounding the University. On the tower's 27th floor, Whitman shot a campus worker to death as she challenged his right to proceed higher. He then trudged up five flights of stairs to the observation deck, where he encountered a woman and two children. He shot all three.

At roughly 11:30, Whitman opened fire, turning the surrounding area into a killing field. Officers from several law enforcement agencies responded, but their weapons proved ineffective. Whitman toyed with would-be rescuers, allowing them to get close to the wounded before firing on the rescuers themselves. A handful of officers began commandeering armored cars from nearby banks to rescue some of the victims.

For an hour and a half, Whitman continued shooting, pausing only to drink water and eat part of a sandwich. Eventually, on their own initiative, and with the help of a campus worker, officers Ramiro Martinez and Houston McCoy used the campus' underground tunnel system to enter the clock tower and make their way to the top. A gun battle ensued, in which Whitman was hit six times with Martinez' service revolver and three times with McCoy's shotgun. The Texas Tower sniper was dead. He had fired over a hundred rounds, wounding 31 innocent people and killing 15 more.

The Black Panthers

When a pair of Black Panthers (a well-armed, militant black rights group) threatened to kill a police officer in December 1969, arrest warrants were issued. The Panthers occupied a heavily fortified building on South Central Avenue, and they were known to be well armed and willing to kill. SWAT was tasked with delivering the warrants, and deployed 40 officers at a nearby building on December 8 at 5:00 a.m. When the team attempted to serve the warrants, the Panthers opened fire with a score of weapons, including a dozen rifles, five shotguns, and even a Thompson submachine gun. Three SWAT members were hit and extracted, and a gun battle ensued that lasted for hours. The Black Panthers surrendered after a half-day siege and LAPD SWAT had its first of many victories.

The Symbionese Liberation Army

In May 1974, the team faced one of the most famous SWAT incidents in United States history. The Symbionese Liberation Army (SLA) was a paramilitary group responsible for numerous robberies and murders (including one using a cyanide-tipped bullet), as well as the kidnapping and torture of heiress Patty Hearst (who was eventually turned to their cause in an extreme example of the *Stockholm Syndrome*; pp. 38-39).

LAPD discovered that several SLA members were holed up in a small house in suburban Los Angeles. They deployed over 100 patrolmen and 25 SWAT officers to the scene, then used a bullhorn to demand surrender. They then fired tear gas into the house, eliciting nothing but a hail of gunfire. The ensuing gun battle lasted for nearly an hour, until the front of the building erupted into flame. The entire building was enveloped in less than a minute, but EMS personnel and firefighters could not respond because the SLA continued firing even as the building burned to the ground. In only 10 minutes, the firing had stopped and the building collapsed. There were no survivors.

The Proliferation of SWAT

Police departments around the United States soon began to develop similar SWAT teams. Many used D-Platoon's organization and doctrine as a basis for forming their own teams; some even cross-trained with LAPD and initially adopted their operating procedures wholesale.

Today, thousands of tactical teams exist worldwide. They use different names (see box, p. 12), and specific tactics may vary, but their mission remains the same – the application of specialized methods to resolve dangerous incidents.

Psychological Breakdown

Tactical operations are stressful, and can take their toll on team members. Full-time officers who get called out regularly may begin to show signs of fatigue, often characterized by loss of appetite, periods of melancholy or depression, short tempers, and so forth. Some departments include regular psychological testing as part of the SWAT programs; many provide counseling to team members on request.

In game terms, the GM should monitor Fright Check results carefully, and keep an eye on each officer's actions during the course of the game. Those who begin to manifest dangerous behavior during missions (e.g., acting impulsively, going it alone, shooting before shouting, etc.) may find themselves called before a psychologist to explain their behavior. If the behavior endangers the team or becomes chronic, the GM – through an NPC psychologist – would not be out of line to impose limited duty, suspend the officer from the team for further psychological testing, or even remove him altogether.

See also *Officer Selection Guidelines*, p. 41, and *Prohibited Disadvantages*, p. 42.

Organization

SWAT personnel are drawn from the ranks of the police department and must meet rigid selection criteria and psychological testing. A posting to the SWAT team is highly sought after, and there are far more applicants than openings (see *Officer Selection Guidelines*, p. 41).

Though specific vary, SWAT teams are typically organized on a pyramid-style structure with a single commander at the top (usually a captain). The SWAT commander responds with his team and acts as incident commander (p. 20). Beneath him are one or more teams, each directed by a team leader (a lieutenant). The team leader may command one or two teams, each of which may be broken down into two-man elements (pp. 30-31).

Metropolitan SWAT

Large metropolitan areas, especially those with heavy gang influences, often have a dedicated, full-time SWAT team (e.g., Dallas, Los Angeles, San Jose, Miami, New York). The teams are still relatively small (LAPD SWAT maintains less than 70 full-time officers; many other cities have half that).

Most departments allow – or require – that the officer's tactical gear be with him at all times in order to speed response time. Some departments allow their officers to carry extra tactical gear, which can be shared with other SWAT officers as needed. Most of SWAT's firepower is kept under lock

and key (e.g., a shotgun locked between the seats, an MP5 and body armor locked in the trunk).

Full-time metropolitan SWAT teams get plenty of work. Most will engage in operations on at least a weekly basis; LAPD SWAT receives a callout almost daily. See pp. 12-17 for some sample metropolitan SWAT teams.

Small Town SWAT

The majority of SWAT teams in the United States function in small or average-sized towns. In most cases, a full-time team is neither necessary nor practical. Most teams are composed of regular patrol officers that have received special training; they perform their regular duties until a SWAT call up (see *Between Missions*, p. 11).

Part-time SWAT officers are usually on 24-hour call, and carry a cell phone, radio, or pager. In most departments, a SWAT officer is considered on-call unless special arrangements are made (e.g., for trips out of state, hospital stays, etc).

A typical small town team might have a dozen officers commanded by a captain. Such a team might comprise two entry teams of four men each, a pair of sniper/observer teams, and a negotiator or two.

Officers on a part-time team must be available even when off-duty. This means that candidates prone to partying on the weekends or tossing back a six-pack at the end of the day will almost never make the team, because their off-duty availability is limited.

Small town SWAT teams will generally be called up infrequently, with weeks, months, or even a year or more passing between callouts.

The Longview Tactical Response Team (p. 12) provides GMs with a real-world example of a part-time team.

Training and Equipment

Smaller police departments often cannot afford the latest equipment, meaning SWAT officers will often be using solid, but less-than-cutting-edge gear. When SWAT receives costly gear, it may be at the expense of the rest of the department, which can engender hard feelings in non-SWAT officers.

Part-time SWAT officers train regularly; the actual schedule and type of training varies from team to team. Some receive little more than a day or two a month at the shooting range, while others train weekly in a CQB house (p. 8) or cross-train with other, larger teams. See also *Training*, p. 8.

Small Town Familiarity

One of the advantages of a small town team is that they – or one of their fellow officers – may have had personal dealings with a suspect. This is especially useful for street cops who double as negotiators, for they may be able to talk the suspect out "as a friend" instead of dealing with him as an "official" police negotiator.

Similarly, if a suspect has a history of violently resisting the local police or getting involved in shootouts in the past, the team knows they should prepare for entry sooner rather than later.

Private SWAT

Specially trained teams of security personnel are a staple of modern fiction and a fact of modern life.

Modern day mercenaries often function as private "security consultants" for corporations or governments and may form their own small tactical teams. Retired police officers may find themselves in charge of corporate security or security-for-hire and may command a similar team.

In the gritty world of *GURPS Cyberpunk,* corporations with sufficient clout may maintain a SWAT-like team whose assignments can range from corporate security and counter-intelligence to industrial espionage and assassination. Private security companies may provide teams-for-hire that respond to civilian incidents or compete with other police teams in an odd mix of cops versus corporations (e.g., the movie *Robocop*).

Private teams may be free from the constraints of modern-day police regulations, but must usually answer to the authorities for their actions.

Detailed coverage of private and corporate SWAT teams is beyond the scope of this book, but GMs should especially refer to Chapters 2, 3, and 5 for suggestions on tactics and equipment. *GURPS Modern Firepower* and *GURPS Special Ops* can also provide fodder for such a campaign.

Federal SWAT

The U.S. government has a number of federal tactical teams that operate in a similar manner to municipal SWAT. But federal teams differ in both the scope of their missions and in their jurisdiction. Federal teams are generally larger than local teams, but because they cover a much wider territory, they cannot always bring a large number of officers to bear. Deliberate actions (pp. 9-10) may involve hundred of SWAT officers, if enough time is available.

In addition, local SWAT officers generally leave the investigations to detectives in the appropriate division (e.g., robbery/homicide), whereas federal agents may be able to run their own investigations, expanding the scope of the SWAT campaign to cover detailed investigations punctuated by fast action and deadly combat.

Many federal teams exist. Three are detailed on pp. 14-16; some of the less well-known teams include the U.S. Border Patrol Tactical Unit and REACT teams, the U.S. Department of Energy Special Reaction Teams, the U.S. Mint Police Special Response Team, and National Park Service Special Events Team.

Jurisdiction

SWAT teams may cover a very large geographic area – a rural SWAT team may have jurisdiction over 10,000 square miles or more! Small SWAT teams may be able to call in support from nearby teams in the event of an especially difficult or messy tactical operation (e.g., maritime takedowns, large paramilitary operations, extended sieges). Usually such an arrangement is worked out ahead of time, to minimize response time from the assisting team.

Generally speaking, however, SWAT operations are undertaken by the team whose agency is executing the mission, regardless of the physical location of the incident. For example, a search warrant for a suburban home that is issued by the county sheriff's department will generally be served by the county's tactical team. A warrant issued by the metropolitan police department – on the same house – will be served by the city team.

Training

The U.S. Justice Department recommends that tactical teams spend 25% of their time training. Most full-time teams spend closer to 30-40%; part-time teams usually spend less. Foreign teams fall in approximately the same ranges.

Weapons handling, CQB (Close Quarters Battle) tactics, and movement drills take up most of that time, with daily, weekly, or monthly drills, depending on the department's size and budget. Other training, such as climbing and rappelling, is done more infrequently.

Specialized training may be available, allowing SWAT officers to learn hostage negotiation, triage, sniping and observation, etc. (see p. 45).

CQB Houses

One of the most famous tools in SWAT training is the CQB house (often called a "kill house" or "shoot house"). The size and style of construction varies widely. Many are made from plywood and feature paper targets (pictures of suspects and hostages) stapled into place. For live-fire exercises, stacks of discarded tires are often used to form thick walls (called a "tire house"), or steel and Kevlar may be sandwiched between wooden walls. Some kill houses include a catwalk superstructure, allowing training officers to supervise simulated combat sessions; pre-mounted video cameras may be used as well. Kill house training can be done with paintball guns, dye marker ammunition, or live ammo.

GMs can make good use of a CQB house (and training in general) by running one or more adventures centered on such training. This will help players to get accustomed to SWAT tactics, and can provide plenty of opportunities for roleplay.

Most SWAT teams do not have their own CQB house, but can usually make arrangements to share training facilities of larger, nearby teams.

Team Familiarity

Teams practice together on a regular basis in order to learn the subtle nuances of each member's movements, actions, reactions, voice, and so on. Teams that train or perform together for 100+ hours receive a +1 bonus to Gesture and Body Language rolls directed toward other members. In order to better facilitate such teamwork, most teams use a two-man system, forming the teams into the smallest individual unit – the two-man element, or buddy-team.

More information on two-man elements, and tactics in general, can be found in Chapter 3.

Duties

Until the 1970s, police departments were mostly reactive units, waiting until a crime had been committed before dealing with it. SWAT, however, is both proactive and reactive, dealing not only with crimes in progress, but working on anti-crime operations, actively looking for trouble before trouble finds them.

Cops, Not Soldiers

SWAT officers are ultimately law enforcement personnel, not soldiers. They follow strict guidelines that dictate when and how to apply force of any kind, but especially deadly force. They are under the same restrictions as "regular" cops, and the GM should not hesitate to dole out appropriate in-game discipline for officers who insist on pushing the limits.

The goal of any SWAT operation is peaceful resolution whenever possible. Crisis situations should end in the arrest – not the death – of any suspects, making SWAT operations especially difficult for the individual officer. He must identify threats, order compliance, and attempt to resolve the situation (see *Room Clearing,* p. 36), without resorting to deadly force unless absolutely necessary.

See *GURPS Cops* for detailed information on proper police procedure.

Emergency Action

Emergency actions include responding to bank robberies, barricaded suspects, hostage situations, and the like. In emergency actions, SWAT begins the incident as a reaction force. However, when an emergency action persists – such as during a drawn-out hostage situation – SWAT may have sufficient time to plan and even rehearse, giving them the edge in the subsequent assault and allowing them to act proactively, not reactively.

Some emergency actions provide almost no leeway for SWAT to prepare. During the 1997 North Hollywood shootout, for example, three SWAT officers entered the Bank of America dressed in nothing more than street clothes, ballistic vests, and helmets.

Deliberate Action

A deliberate action is proactive; it is an action that SWAT has time to plan and execute on its own timetable. Deliberate actions can be rehearsed, blueprints acquired, and sites can be staked-out for days or weeks. At times, however, a deliberate action must be undertaken quickly (e.g., to take down a criminal while he is at a certain location).

The most common deliberate action is high-risk warrant service.

High-Risk Warrant Service

SWAT teams spend the majority of their time serving high-risk warrants. Routine warrant service can be done with a knock and a badge, but in some cases officers may be gunned down before they reach the door.

The Jacksonville Hijacking

On October 4, 1971, two men hijacked an airliner en route from Nashville, Tennessee, and ordered it flown to the Bahamas. Because it was short on fuel, it was allowed to land in Jacksonville, Florida. FBI agents were dispatched to the Jacksonville airport. The pilot requested a fuel truck, stating that the hijackers had guns and 12 pounds of plastic explosives, but the FBI agent in charge refused. After only minutes of negotiation – through the pilot, no less – he radioed the plane with this ultimatum: "The decision will be no fuel for that aircraft." He added, "Passengers, if you are listening, the only alternative is to depart the aircraft."

The copilot was sent out by the hijackers to negotiate. He told the FBI that he believed the hijackers were violent, and might force the fuel-starved plane to fly to the Bahamas anyway. The agent in charge dismissed the copilot's comments. One of the hijackers soon left the plane to negotiate, but was immediately arrested. He was not even interrogated.

After only 15 minutes on the ground, FBI agents surrounded the plane and tried to shoot out its tires. The agent in charge fired several rounds at the tires, and then ordered his fellow agents to fire on the plane's engines. Several gunshots rang out inside the plane, and when the agents finally entered the aircraft, they found the pilot and a passenger shot to death, and the hijacker dead of a self-inflicted gunshot wound to the head.

Downs vs. United States of America

The murdered pilot's widow sued the FBI for negligence and was awarded $270,000. The FBI paid $60,000 in damages for shooting up an engine.

The court also warned that law enforcement personnel are "required to exercise the highest degree of care commensurate with all the facts within [their] knowledge." They also ruled that such care must be exercised "in order to insure that undue loss of life does not occur." The court thus created a legal precedent involving the use of force, and established guidelines for use in crisis situations (see *Crisis Resolution*, p. 20).

SWAT is generally tasked with securing the site and any suspects. Once the building is safe (see *Deliberate Clearing*, p. 34), specialists can search the site and gather evidence.

High-risk warrant service is usually planned in advance. Suspects are described in detail, the location is closely monitored and photographed ahead of time, and operational details are very complete. But sometimes a warrant is issued quickly and a suspect must be taken down with little advance notice, requiring quick deployment with less-than-optimal planning.

Warrant service may need additional, specialized personnel (e.g., a female officer to search female suspects, a child services representative, an animal handler for aggressive pets, etc). Like other "trailers" (p. 28), such personnel are generally not allowed on the premises until SWAT has declared the area safe.

There are various types of warrants, but to the average tactical team, paper – the colloquial name for a warrant – is paper. Regardless of the type of warrant, it is SWAT's job is to secure the building and any occupants, then leave the cleanup to someone else.

GURPS Cops, pp. C93-94, has additional information on warrant service.

No-Knock Warrants

Warrant service usually requires that the serving officer knock or ring the doorbell and identify himself before entering (called "knock and announce"). No-knock warrants allow the SWAT team to enter the site without any prior announcement, reducing the chances that suspects will flee or dispose of evidence. As with all warrants, a no-knock can only be procured through a judge. Sufficient probable cause must be established to show that a sudden, surprise entry is required to prevent the loss of evidence or flight of a suspect.

True no-knock warrants are extremely rare; most warrant service requires knock-and-announce. Most federal teams are under more stringent restrictions and must not only "knock and announce," but allow sufficient time for an occupant of the house to move from the furthest point in the house and answer the door!

Hostage Rescue

Most casualties in a hostage situation occur during entry, making a SWAT assault the last resort. The site must first be secured and a skilled negotiator should begin work. Assault planning should begin immediately, in the event such an action is necessary.

Hostage rescues are dangerous for everyone involved. The primary goal of a hostage rescue mission must be to ensure the safety of the hostages first and the officers second. The safety of the hostage-taker should be taken into account, but it is the lowest priority of the mission.

Despite Hollywood's portrayal of hostage situations, SWAT teams and hostage negotiators do not trade themselves (or anyone else) for another hostage, nor will they allow a hostage to return to captivity once released.

Sacramento: Good Guys

Shortly after 1:30 pm, on April 4, 1991, four young Asian men invaded the Good Guys Electronics Store in Sacramento, California, and took 40 people hostage. Patrol officers secured the building and called in the Sacramento County Sheriff's Department's Special Enforcement Detail (SED). Negotiations revealed a nightmare – the suspects had no grievances to settle, no loved ones to negotiate with, no serious demands. They were looking for fame and an adrenaline rush.

The gunmen's demands varied every time they spoke to SED. They wanted $4 million in cash, then a helicopter big enough to carry all 40 hostages, then 1,000-year-old ginseng root. One of them wanted to fly to Southeast Asia to fight the Viet Cong. Eventually they demanded bulletproof vests, which SED began trading for hostages.

As negotiations progressed, seven SED officers crept into a nearby fabric store and down a maintenance corridor that connected to the back of Good Guys. The team drilled a tiny hole in a dividing wall and inserted a pinhole camera. They removed ceiling panels, climbed over the wall, and dropped unnoticed into the Good Guys' storeroom where they waited patiently for a "go order."

The suspects shot two hostages in the legs, sending them out to talk to the media as a "message to the press." The incident commander gave the snipers orders to take any shot of opportunity (p. 62), and the assault team was to follow up immediately. When one of the suspects opened the front door, a SED sniper fired. In a quirk of fate, the gunman let the door fall shut at that precise moment, and the sniper bullet struck the metal frame instead of the suspect. After an initial moment of shock, the gunman turned to the line of hostages and opened fire with his shotgun.

The entry team stormed the showroom. Snipers and patrol officers in the front of the store withheld fire for fear of hitting hostages or SWAT members, while the gunmen continued to walk back and forth, firing at the hostages. The SED team spotted the shotgun-wielding suspect and exchanged fire, killing him. A second suspect, unaware of the SED team's presence, ran directly into their hail of bullets and was killed. They moved to engage the last two suspects, and shot them both as well.

The assault lasted seconds and left three suspects dead and one critically wounded. The gunmen had killed three hostages and wounded 11.

Dignitary Protection

SWAT is sometimes assigned to protect foreign VIPs, key witnesses in court cases, or high-profile criminals during transit. The officers may be uniformed or undercover, depending on the message the team wants to send. They must provide coverage at the start and finish of any vehicular routes, and snipers may be stationed along the route as well. The ground team may also travel in a convoy with the dignitary. Typical coverage sites include airports, courthouses, embassies, and residences.

Presidential protection is usually provided by the Secret Service, but local SWAT teams may assist.

Barricaded Suspects

Barricaded suspects are suspects who refuse to leave their premises, usually after a warrant has been issued. What may begin as a high-risk warrant service can quickly become a barricaded suspect situation if the serving team (or officer) encounters gunfire, physical barricades, or armed resistance; see also *Tactical,* p. 37.

The best method for dealing with a barricaded suspect is to establish negotiations and wait him out. As in the case of hostage situations, the earliest parts of the incident are the most volatile, making time one of the SWAT team's most valuable tools. Other arsenals in the waiting game include the removal of utilities from the suspect's house, blaring loud music non-stop, and launching tear gas into the house.

Budgetary and political constraints often demand a more rapid resolution to the problem, forcing the entry team to act sooner than may be prudent. An assault *should* be called only as a last resort, when it is clear that non-lethal means are ineffective. Practically speaking, however, a negotiator might only be given 30-60 minutes to talk down a suspect before the entry team makes its move.

Breakouts

No matter how long SWAT has been waiting, the dynamics of the situation change when the suspect attempts to flee.

The incident commander must make certain that a tight perimeter is set up around an incident, and that there are sufficient officers on the inner perimeter (p. 19) to defend against an attempted breakout by a barricaded suspect. More than one entry team has been caught by surprise as they moved quietly toward a building, only to have the front door open and a suspect charge out.

"Suicide by Cop"

Emotionally disturbed suspects may attempt what is commonly called "suicide by cop." This can occur during almost any police incident, regardless of the responding officer or team. Barricaded suspects will often fire shots from within their home to attract attention, then once they are surrounded, burst out the front door firing or brandishing their weapon, hoping to be killed by the surrounding officers.

The suspect's intent doesn't change the officers' actions. If the suspect is an immediate threat to another human being, the team must stop him, but they will always try to use the least amount of force necessary to achieve that end.

Hijackings and Mobile Threats

Vehicle assaults (p. 37) form a small but important part of SWAT operations. Generally, a lone hijacker can be neutralized with tear gas or a sniper shot, but occasionally hostage situations develop aboard vehicles ranging from passenger cars to jumbo jets. The situation is treated much like any hostage rescue (p. 38), but the incident site must be strictly contained to prevent the target and hostages from going mobile. Planes may be refused fuel, roads can be blocked, tires shot out.

Vehicles delivered as part of a hostage negotiation may be altered ahead of time, making a subsequent rescue easier and safer. The engine may have a radio-controlled kill-switch or small explosives can be placed near the tires. Even smashing a taillight may aid in identifying and tracking the vehicle should a pursuit ensue.

More information on vehicular takedowns appears on p. 37.

Between Missions

Part-time SWAT officers will be busy with day-to-day police duties when not on an active SWAT mission. GMs running a *GURPS Cops* campaign, with part-time SWAT PCs, should have no trouble keeping the team busy between SWAT missions (see p. 58 and p. C128 for suggestions on running such a campaign). Still, even full-time team members may go days without a call-out.

Crime Suppression

SWAT officers may monitor known criminals, question informants, stake out buildings, or just ride along with patrol officers to lend extra support. Such "anti-crime" or "tactical patrol" operations are almost always carried out by "buddy teams" (p. 30) working together both in crime suppression and as a two-man assault team during SWAT callouts.

Undercover Work

Prior to deliberate actions (p. 9), SWAT officers may be tasked with surveillance of proposed assault sites. Usually a pair of men in plain-clothes and an unmarked car will drive by, photographing the building from all angles, or monitor the site from a distance (see *Stake-outs*, p. C100). Sometimes members pose as utility workers and the like, to increase their chances of being ignored by onlookers.

Officers may also work undercover during dignitary protection duty (p. 11).

SWAT by Any Other Name

Special police teams around the world use a variety of monikers, most of them acronyms. Though such teams are collectively called "SWAT" teams here, many different names are used.

Most revolve around acronyms built on words like Special, Emergency, Crisis, Tactical, Tactics, Response, Rescue, Team, Squad, Group, Unit, and the like. GMs can research actual team names for specific cities, or make up an acronym that sounds authentic by mixing and matching such terms.

Sample (actual) team names include SERT (Special Emergency Reaction Team), MERGE (Mobile Emergency Response Group and Equipment), CIRT (Crisis Intervention Response Team), ESU (Emergency Services Unit), SED (Special Enforcement Detail), TRT (Tactical Response Team), and TRU (Tactical Rescue Unit).

Teams Around the World

Variations in team size, structure, composition, budget, equipment preference, and training levels make it impossible to provide a rigid set of rules to cover every SWAT team in the world. The number of SWAT teams in the United States alone prohibits a detailed look at each one. What follows is a sampling of those teams. The GM may drop the details wholesale into his campaign, or use the information as a broad guideline to flesh out a SWAT team of his own design.

Weapon choices represent a cross-section of the teams' most commonly used firearms as of 2003, but the lists are neither exclusive nor complete. Weapons not found in this book are described in *GURPS Cops, GURPS High-Tech, GURPS Modern Firepower,* or *GURPS Special Ops.* A consolidated table of weapon statistics appears on p. 54.

U.S. Metropolitan Teams

Four large teams and a small, part-time team are detailed below.

Longview, Washington – Tactical Response Team

Longview is a mid-sized town in southwest Washington State with a population of about 35,000 (double that when including outlying areas). The Longview Police Department formed the Tactical Response Team (TRT) in 2000, and today the team consists of 12 part-time SWAT officers and four negotiators, all commanded by a captain. Each team member is trained to handle each team position (from point to rear guard) providing greater flexibility during call-outs.

The TRT is responsible for two counties – one in Washington, one in Oregon. They respond to crises in the city of Longview, the Port of Longview (along the Columbia River), neighboring small towns, and miles of surrounding rural territory. They have a working

The men of the Longview TRT work as full-time patrolmen and part-time tactical officers. They are issued police department pagers and are encouraged – but not required – to be available for TRT duty even when they are off duty.

relationship with the Washington State Patrol SWAT team and the Washington Southwest Regional SWAT Team in Vancouver (about 50 miles south) in the event more manpower or specialized equipment is needed. The men of the Longview TRT work as full-time patrolmen and part-time tactical officers. They are issued police department pagers and are encouraged – but not required – to be available for TRT duty even when they are off duty.

The TRT undergoes specialized training at least once a month, varying the curriculum from month to month: one session may include hostage rescue techniques, another will simulate tracking armed suspects through vast wooded areas, and yet another will focus on boat takedowns on the Columbia River.

TRT officers carry their tactical gear in heavy bags in their trunks while on duty. Specialized equipment (e.g., ladder, mauls, tear gas) is deployed in the team's equipment van; the van can be used to deploy both men and gear, and doubles as a mobile command post.

All Longview patrol officers (not just members of the TRT) carry a Glock 22 pistol (p. 51); they keep a semi-auto AR-15A2 (p. C64) locked in a gun rack in their cruiser and a Remington Model 870P shotgun (p. 51) in the trunk. Standard TRT weapons also include the Colt M4A1 assault carbine (p. 53) and Benelli M1 Super 90 shotgun (p. C63).
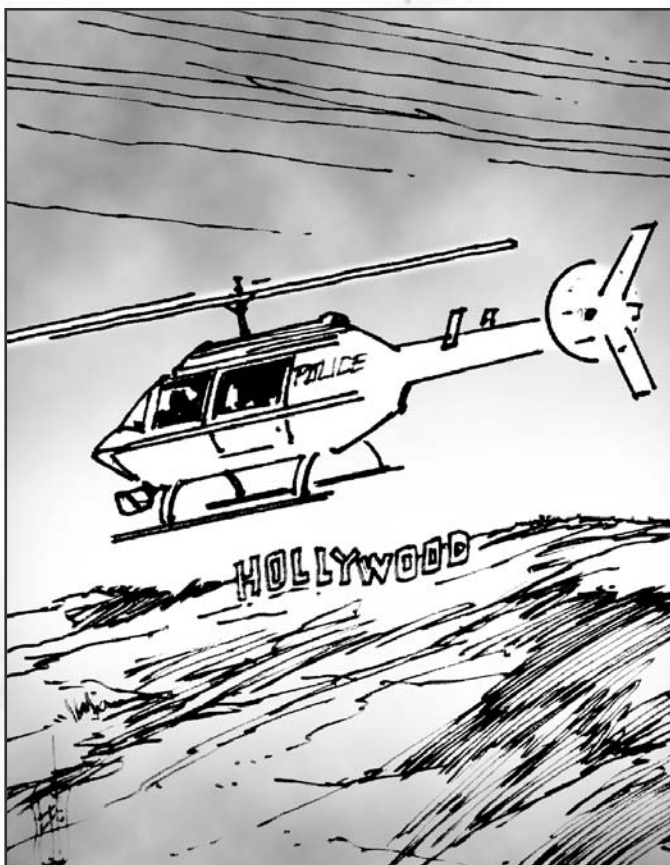
Los Angeles, California – Special Weapons and Tactics

The Los Angeles Police Department is generally considered the originator of the police tactical team. Formed by Daryl Gates in the 1960s (see *LAPD Takes the Lead*, p. 5), LAPD SWAT still represents everything that civilian tactical teams stand for.

The 70-man unit is commanded by a lieutenant (called "10-David" in radio traffic) and is broken into 10-man teams (each commanded by a sergeant). Each team is broken into two 5-man elements, led by an element leader (officially called a Senior Lead Officer). All LAPD SWAT officers are heavily cross-trained, with about 25-30% of them qualified as snipers and observers.

LAPD provides a Crisis Negotiation Team (CNT) that works closely with SWAT during hostage situations. The SWAT command post (p. 20) is called a Tactical Operation Center (TOC).

Team members train about 240 hours a year and receive extensive fast-rope and helicopter training (including practice in firing from a moving chopper). Physical training for the team is intense (it is recommended, but not required, that players upgrade from Fit to Very Fit). Joining the team requires two years of field experience, followed by a six-month special training course. See *GURPS Cops*, p. C27, for more information on LAPD.

LAPD SWAT favors the Kimber Custom II pistol (p. 51), H&K MP5A4N submachine gun (p. 52), Colt M4A1 assault carbine (p. 53), Robar SR-60 sniper rifle (p. 53), H&K PSG1 sniper rifle (used with night vision scope; pp. B209, HT115), and Benelli M1 Super 90 shotgun (p. C63).

Las Vegas, Nevada – Special Weapons and Tactics

The Las Vegas Metropolitan Police Department (LVMPD) SWAT section is small (about 20 officers) but highly trained and equipped. In addition to dealing with urban threats in metropolitan Las Vegas, the SWAT team's jurisdiction stretches 150 miles in every direction and includes both the town of Laughlin and the wilds of the Toyibe mountains. The diverse terrain allows for diverse missions especially suited for an extended campaign.

Membership is highly sought after and the waiting list is long. An officer must have three years of patrol experience, an exemplary service record, and pass several mental and physical exams. Once accepted, he receives 80 hours of training.

Training is a high priority for this full-time team. The day generally begins with training in entry, assault, vehicle takedown, climbing, rappelling, or helicopter deployment, or in live-fire exercises, physical training, or weapons training. Las Vegas SWAT members also receive desert survival training and should have Survival (Desert) at IQ-1 or higher.

Currently, LVMPD SWAT has 21 men – a lieutenant and two 10-man teams. Each team includes a team sergeant, an element leader, two snipers, a grenade specialist, and five assaulters. They receive an average of one call-out per day, using unmarked vehicles carrying personal gear (including armor and shields); an equipment van delivers heavier firearms and assault gear. The team also uses a pair of V-100 armored vehicles (p. 56) and a Commando Peacekeeper.

Primary weapons for Las Vegas Metropolitan SWAT are the S&W Model 5906 pistol (p. 51), H&K MP5A4N submachine gun (p. 52), Colt M4A1 assault carbine (p. 53), Remington Model 700 sniper rifle (p. C64), and Remington Model 870P shotgun (pp. C63, HT112).

New York, NY – Emergency Services Unit

New York's ESU is a multipurpose unit trained in emergency procedures. Its 400 officers fall under the command of NYPD's Special Operations Division (SOD). All ESU officers are state certified paramedics, and ESU teams are equipped with a variety of tools that normal SWAT teams are not. Each squad's equipment truck carries not only weapons and armor, but emergency medical supplies and heavy duty hydraulic equipment like the Hurst Tool (better known as "Jaws of Life").

A special tactical team called the A-Team (Apprehension Team) is made up of ESU officers who rotate through the A-Team on six-month tours. Most SWAT operations are performed by the A-Team. The A-Team is only on duty Monday through Friday, leaving weekend operations to other ESU teams.

Service in ESU is voluntary but highly sought after – the waiting list usually has over a thousand names. To be eligible for ESU, an officer must have five years on the job, an exemplary record, and pass several exams. Non-police experience – including medical skills, scuba skills, military skills, and construction skills – is encouraged. Additional info about NYPD is found on p. C26.

The New York ESU uses the Glock 19 pistol (p. 51), H&K MP5A5N submachine gun (p. 52), Ruger Mini-14 rifle (p. C64), Remington M24 sniper rifle (pp. C64, SO116), and Ithaca Model 37 shotgun (p. 51).

Washington, DC – Emergency Response Team

In April 1984, the Washington, D.C. Metropolitan Police Department (MPD) created an Emergency Response Team (ERT). The ERT, together with the Explosive Ordinance Unit (EOU), form what is called the Special Tactics Branch (STB), which, in turn, answers to the Special Operations Division (SOD).

The STB is commanded by a Captain who oversees both SWAT operations (ERT) and explosives ordnance disposal (EOU).

The EOU comprises 11 men – five of which are K-9 handlers – led by a sergeant.

ERT – the tactical team proper – is much larger. It is broken into two Tactical Platoons of two teams each (named Team One through Team Four). Each platoon is commanded by a lieutenant; each team by a sergeant. ERT teams are larger than average SWAT teams, comprising seven men each, plus a sergeant. The platoons alternate shifts, with one platoon (of sixteen men) on duty during the first half of the day, and the other working the 3 p.m. to 11 p.m. shift. Night operations are carried out using the 3-11 personnel who must remain on call. All men carry a pager; the on-call platoon members drive patrol vehicles home to speed response time.

In addition to normal SWAT operations, the ERT assists the U.S. Secret Service with presidential and VIP functions and transportation, including crowd control.

Training and selection procedures are rigorous. Once selected, the applicant must attend a six-week training school. Team members spend an average of two hours per day in physical training alone, and must pass a physical agility test three times each year to stay on the team. Because of their close proximity to special government teams and training facilities, Washington ERT cross trains with many other teams, including several federal and military teams.

Typical ERT weapons include the SIG-Sauer P226 pistol (pp. C63, SO114), Colt CAR-15 R635 submachine gun (p. MF28), Colt M16A2 assault rifle (pp. MF22, SO120), Remington Model 700 sniper rifle (p. C64), and Remington Model 870P shotgun (pp. C63, HT112).

U.S. Federal Teams

U.S. federal SWAT teams differ from municipal teams in that their mandates are often narrower and team size may be larger. PCs who belong to a federal team may get involved in higher-profile operations across a much wider geographic area. Most teams work as part-time tactical teams, doing criminal investigations, fugitive profiles and tracking, and other detective work between actual tactical assaults.

FBI Hostage Rescue Team

The FBI Hostage Rescue Team (HRT) was formed soon after the 1984 Olympics in Los Angeles. The HRT is headquartered at Quantico, Virginia, and maintains nine tactical teams spread across the United States

The team spends most of their time running investigations into federal crimes, rather than deploying on tactical missions (the actual number of HRT tactical missions in the last decade can be counted on one hand). Mandated duties include hostage rescue, criminal investigation, and crime scene investigation.

Because of their limited deployments, HRT members spend about half their time training, and the other half investigating crimes and tracking down federal criminals. Training takes place at Quantico, in a facility considered one of the best in the world. Quantico provides not only classroom training, but an extensive forested range for outdoor operations, indoor and outdoor firing ranges, and more than one live-fire capable kill house. Members cross-train with other government agencies and metropolitan SWAT teams.

Detailed information about the FBI appears on pp. C27-28.

The FBI HRT uses the Springfield SRP (M1911-A1) Bureau pistol (p. C63), H&K MP5/10A3 submachine gun (p. 52), Colt M4A1 assault carbine (p. 53), Colt M16A2 assault rifle (pp. MF22, SO120), Remington Model 700 sniper rifle (in M40A1 configuration, pp. C64, SO116), and Scattergun Tactical Response shotgun (p. 51).

Waco: The Branch Davidian Compound

On February 28, 1993, ATF agents attempted to serve search and arrest warrants (for violation of weapons laws) to members of the Branch Davidians, an apocalyptic sect, and found themselves in a 45-minute gun battle that injured 28 agents, killed four, and left six Davidians dead. So began an infamous siege that would last more than seven weeks.

The Davidians' Mount Carmel compound, outside of Waco, Texas, was soon surrounded by more than 400 FBI agents, who tried to negotiate a surrender for 51 days. They blared loud music night and day, encouraged members to leave of their own will, and even fired tear gas into the compound, but to no avail (the tear gas canisters simply bounced off the hardened buildings).

On April 19, the FBI rammed the compound with an APC, knocking down walls and breaking holes in the heavily fortified compound. Tear gas canisters were fired through the openings in an effort to force the occupants to surrender. Instead, around noon a fire started, engulfing the compound and killing all 80 occupants, including women, children, and the Davidian leader, David Koresh.

The origins of the fire have been disputed for years. The FBI's official report claims that the Davidians started the fire; others claim sparks from the tear gas canisters are to blame. Even a decade later, investigations continue.

ATF Special Response Team

The U.S. Bureau of Alcohol, Tobacco, and Firearms (ATF) investigates federal crimes, most of which center on gun control law violations. They average over 8,000 arrests a year, with less than a dozen shootings annually. Like the FBI's HRT, the ATF's Special Response Team (SRT) spends most of its time training or investigating crimes. Actual tactical deployment and assault is an infrequent occurrence for any given team. In an average year, the SRT as whole deploys two or three times a week (mostly to serve federal warrants); half the deployments are dynamic assaults (p. 32). Each local SRT tactical team will deploy far more infrequently.

The ATF SRT uses the SIG-Sauer P228 pistol (pp. C63, SO114), H&K MP5A5 submachine gun (fires semi or 2-round bursts, p. 52), H&K HK53A5 assault carbine (fires semi or 2-round bursts, p. 53), Remington Model 700 sniper rifle (p. C64), and Remington Model 870P shotgun (pp. C63, HT112).

U.S. Marshals Service Special Operations Group

The U.S. Marshals Service Special Operations Group (SOG) was formed in April 1971 and performs a variety of functions. The U.S. Department of Justice uses the SOG to track down and apprehend foreign fugitives for extradition from the United States and to travel abroad and bring back to the United States fugitives hiding in other countries (such as Panama's Noriega, in 1989). This makes the SOG an excellent source of adventure for GMs looking for a truly globe-hopping campaign.

SOG officers provide security for judicial buildings and residences; assist local police in crowd control around federal facilities; respond to riots and hostage situations in federal prisons (the Federal Bureau of Prisons has tactical teams as well); assist in escorting shipments of federal munitions (such as cruise missiles) to and from storage facilities; engage in high-threat asset seizure operations; perform high-risk extradition and fugitive retrieval both domestically and abroad; serve high-risk federal warrants; and act as a counter-assault team during high-threat vehicle movements (e.g., transportation of judges, juries, prisoners, or individuals in the Federal Witness Protection program).

The SOG headquarters is currently located at Camp Beauregard, near Alexandria, Louisiana, and includes an extensive 40-acre training facility complete with kill house, rappelling platforms, classrooms, and firing ranges.

The Group includes 62 officers (of which about 10% are female) divided into four teams. Each team consists of a 12-man assault team, plus support personnel (such as snipers); exact team composition varies. About 20% of the SOG officers are sniper qualified.

The Marshals Service SOG uses the Glock 22 pistol (p. 51), Colt CAR-15 R635 submachine gun (p. MF28), Colt CAR-15A2 R723 assault carbine (p. C64), Colt M16A2 assault rifle (pp. MF22, SO120), Remington M24 sniper rifle (pp. C64, SO116), and Ithaca Model 37 shotgun (p. 51).

Foreign Tactical Teams

Training and doctrine for non-U.S. teams varies considerably from team to team and country to country. For example, in Britain, where only a limited number of police carry firearms, it takes considerably longer to form a containment perimeter of armed personnel, forcing armed response teams to train and act accordingly. Gun control laws in many countries may be stricter than those in the United States; criminals in such countries may have illegal firearms, but most of the public will not.

On the other hand, over half the homes in the United States have one or more firearms, increasing the likelihood of police encountering an armed and barricaded suspect. When they do, it may be a recently fired employee or distraught family member, rather than a hardened criminal. Therefore, U.S. teams train regularly for such situations.

Even the nation's political demeanor will influence training and crisis resolution techniques. Authoritarian governments will be more likely to put pressure on their teams to resolve an incident quickly (so the government does not appear weak or indecisive), while more democratic nations will put greater emphasis on hostage (and team) safety.

Berlin SEK and PSK

The police department in Berlin, the capital of Germany, is responsible for the safety of three million people. It is the only major law enforcement agency in the world that has both a SWAT team and an independent counter-sniper team. The SWAT team, called the *Spezialeinsatzkommando* (SEK – Special Operations Command), is tasked with conventional SWAT operations. The *Präzisionsschützenkommando* (PSK – Precision Shooters' Command) counter-sniper team is a special counterterrorist, hostage rescue, and surveillance team, sometimes used for dignitary protection. The two teams often work together.

The PSK was founded in 1972. It is an independent unit in the *Landeskriminalamt* (State Bureau of Investigation), and has a director, team leader, and four 10-man squads. Members are between 27 and 40 years old.

Current service weapons include the SIG-Sauer P226 pistol (pp. C63, SO114), Glock 26 backup pistol (p. MF20), H&K MP5A3 submachine gun (p. 52), SIG G37 assault carbine (SG551 SWAT, p. MF25, CV64), H&K PSG1 sniper rifle (pp. B209, HT115), Steyr G5 sniper rifle (SSG 69, p. 53), and H&K MZP1 grenade launcher (p. C63).

Buenos Aires Brigada Halcón

The SWAT unit of the Argentine capital, Buenos Aires, is the *Brigada Especial Operativa Halcón* (Falcon Special Operations Brigade).

The *Brigada Halcón* was founded in 1986 as a tactical weapons force to assist the police in dangerous situations and to perform special operations beyond the scope of the regular police department. It consists of five squads with 15 officers each. Unlike in many other such organizations, the squads are practically self-contained, each including two snipers, a hostage negotiator, a paramedic, an EOD expert, a communications specialist, and an intelligence specialist. *Halcón* enjoys a close relationship with other countries, and members have cross-trained with many well-known teams in the United States and Europe.

The *Brigada Halcón* uses the Glock 17 pistol (p. 51), Glock 18 machine pistol (p. CV00), H&K HK33SG1 assault/sniper rifle (p. 53), SIG-Sauer SSG2000 sniper rifle (p. 53), Franchi SPAS 12 shotgun (p. HT112), and H&K MZP1 grenade launcher (p. C63).

Hong Kong Special Duties Unit

In the wake of terrorist activities in the mid-1970s, the Royal Hong Kong Police was tasked with creating a small tactical team with military response capability. The Special Duties Unit (SDU) was formed in later 1976, and began working closely with a 20-man advisory group from the British SAS (p. SO42-43). Today the SDU has over 100 officers. The SDU officers are members of the Hong Kong Police Force and are bound by the same laws and guidelines as regular police officers.

The team enjoys good relationships with commercial airlines and international shipping companies, allowing them to train extensively aboard aircraft and ocean-going vessels. The SDU employs two S-70 Blackhawk helicopters to speed response times.

The Hong Kong SDU uses the Glock 17 pistol (p. 51), H&K MP5A5 submachine gun (fires semi, 3-round bursts, or full auto, p. 52), H&K HK53A5 assault carbine (fires semi, 3-round bursts, or full auto, p. 53), H&K PSG1 sniper rifle (pp. B209, HT115), Remington Model 700 sniper rifle (p. C64), Franchi SPAS 15 shotgun (p. MF21), and Remington Model 870P shotgun (pp. C63, HT112).

London SO19

On August 12, 1966, three London police officers were gunned down by a gang of thieves, prompting the Metropolitan Police Service (MPS) to form the Firearms Unit, a special team to train other officers in the use of firearms. Today, the Firearms Unit has become SO19 and comprises an elite group of marksmen and tacticians called "Specialist Firearms Officers." The team trains at the Metropolitan Police facilities in North London, and at military bases throughout the country.

To assist SO19, and to improve response time, the MPS established Armed Response Vehicles (ARVs) in 1991, using a fleet of Ford trucks and vans crewed by three police officers in standard uniform. Each ARV is a veritable rolling armory, and is loaded with weapons, armor, entry tools, medical equipment, and more.

London SO19 officers use the Glock 17 pistol (p. 51), H&K MP5SFA3 carbine (p. 53), H&K G36KSF carbine (p. 53), H&K HK33SG1 sniper rifle (semi only, p. 53), Steyr SSG 69 sniper rifle (p. 53), Remington Model 870P shotgun (pp. C63, HT112), and Enfield ARWEN 37 grenade launcher (p. 53).

Moscow OMSN

The Moscow City Police Criminal Investigations Directorate has its own SWAT force, the OMSN (*Otyrad Militsii Spetsialnogo Naznacheniya*, or Specialized Designation Police Detachment). Primarily intended for operations against organized crime, the OMSN actually faces a wide variety of situations, ranging from barricaded suspects to counterterrorism. The diverse nature of their call-outs is due, in part, to the relatively poor performance of other local SWAT elements and to political friction within the city's police departments.

OMSN is a full-time force of 110 officers divided into 12-man squads. Their rules of engagement are more lax than most of their Western counterparts. If a suspect is armed, they are authorized to use deadly force without warning, even if no one's life is in immediate danger; the only time they are likely to "knock and announce" when serving a warrant (p. 10) is when the target is politically well-connected. As always, the safety of hostages and bystanders is important, but it is *secondary* to the successful completion of the team's mission.

Current service weapons include the KBP GSh-18 pistol (p. 51), Izhmash Bizon-2-01 submachine gun (p. MF29), Izhmash AKS-74U assault carbine (pp. HT115, SO115), and Izhmash SVD sniper rifle (p. SO114).

Chapter 2:

SWAT Operations
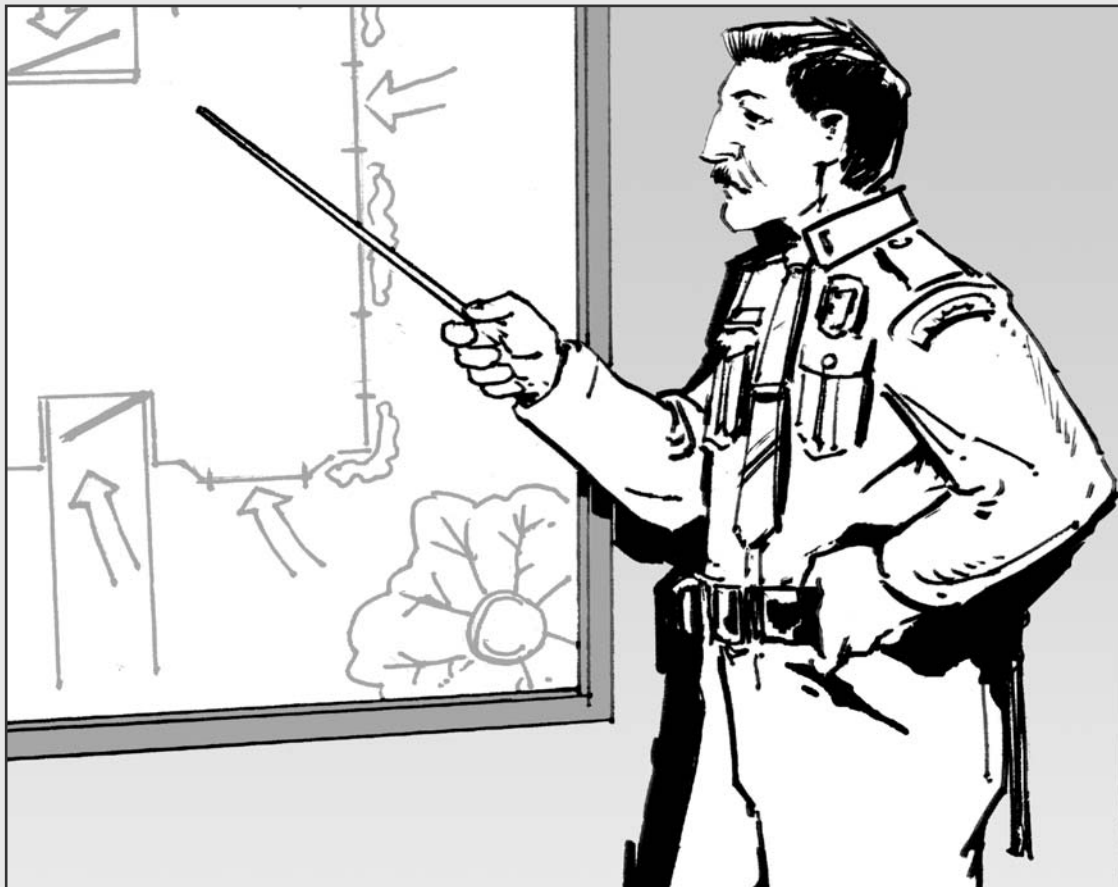
Tactical teams go through many steps before they burst through the doors, guns blazing. Snipers are put in place, assault plans are laid, negotiators establish rapport – all this and more is detailed in this chapter. For information on *types* of SWAT missions, see pp. 9-11. Tactical assault guidelines appear in Chapter 3.

Preparations

For deliberate actions (p. 9), when the team has plenty of time to train, they can access to building plans, rehearse techniques, and even construct a mock-up (p. 26). The team can gather intelligence ahead of time, and the team leader can request follow-up information as needed.

But many operations occur suddenly and with little preparation. In emergency actions, the first 30 minutes are the most dangerous, since the suspect is the most anxious and ready to act. Statistically, the longer an incident lasts, the more likely it is to end peacefully.

Initial responders try to slow things down until the SWAT team and a negotiator arrive. In the meantime, the first step in any crisis situation is containment.

Perimeters

Law enforcement personnel must establish a perimeter around any incident site. More than one perimeter is usually established, but the goal is always the same: keep suspects in and bystanders out.

Patrol officers may establish an initial perimeter if they are first on the scene, but eventually much of the job will be turned over to SWAT personnel when they arrive.

Containment

Capturing a suspect – especially if he has taken hostages – becomes *much* more difficult if he becomes mobile. Not only is taking down a vehicle more difficult and dangerous, but there is a chance the target may elude police and escape altogether. Therefore, containing the scene is an early priority.

A containment perimeter may be established ahead of time if it can be done quietly and without notice. In a high-traffic neighborhood, where local street thugs can use cell phones to warn their friends, the containment perimeter may be established at the same time the entry team deploys – suddenly and with little warning – minimizing the risk of the targets bolting before the team arrives.

During emergency actions (p. 9), the initial perimeter is usually established by the responding police officers. They should be replaced or assisted by SWAT personnel as soon as possible, especially if the suspect is endangering the lives of anyone in the vicinity.

Inner Perimeter

The inner perimeter (IP) is the first line of containment. Inner perimeter officers are tasked with observing the suspect and incident site, and reporting the information to the command post. They are also the first line of defense should the suspect try to flee, enter a vehicle, or attempt "suicide by cop" (p. 11). IP officers may be called upon to deploy tear gas or smoke, or to lay down cover or diversionary fire during the entry team's approach. They must also contain the scene even after the incident is resolved, in order to preserve the site for crime scene technicians.

The Media

Much has been said about the media's roll in hostage-rescue situations – most of it bad. But television or radio stations can be used to broadcast appeals to a suspect from family or friends, or to guarantee a suspect's safety (see *Incident: Room 809*, p. 24).

For the most part, however, SWAT agencies view the media as more of a hindrance than a help. Television cameras can give away a SWAT team's location (especially as they begin a covert entry), and overzealous newscasters may give away vital information that the incident commander wishes to keep from the suspect (such as the death of a hostage).

Large SWAT teams will have a media liaison officer responsible for disseminating information to the press. Television cameras (and reporters) should not be allowed inside the outer perimeter (p. 20). At times that perimeter is intentionally expanded just to prevent the media from giving away team movement or sniper locations.

Often the media will cooperate with the police, interrupting their live coverage of an event with a taped recap or an interview of a police expert, allowing the SWAT team to make their assault without notifying the suspect.

The GM may portray the media as a useful tool in the SWAT commander's arsenal, or as a perpetual pain in his neck. PCs may choose to take media personalities, cameramen, and so forth, as Contacts, or may have a -5-point Intolerance toward them.

Inner perimeter duty can be dangerous, requiring a high level of training and skill. SWAT officers will man the IP whenever possible. Dedicated "perimeter teams" may exist for this sole purpose. Rookie SWAT officers – whose training and experience is usually higher than typical street officers – often begin their tenure on the perimeter team. Officers on the IP are usually armed with rifles.

The inner perimeter should be close enough to the incident site for the site to be visible, yet far enough away to provide cover or concealment. Officers may take cover in doorways, behind retaining walls or trees, or in nearby buildings. Knowing what caliber weapon the suspect is using will help determine safe levels of cover and distance. The IP must be close enough to the incident site for the officers to visually monitor the situation. They should be able to see all exits from the building, including windows.

The IP is usually the site of last cover and concealment (LCC; see p. 30), and is often the final staging area for the SWAT entry team. Officers guarding the IP do not act as entry personnel; they continue to contain the site while the entry team assaults the building.

Perimeter officers must be fully briefed, and know the position of friendly personnel to set up safe and effective fields of fire. Like the entry team, they should be briefed with the suspect's psych profile (p. 21) and advised of all details of the operation (e.g., hostages, suspect armament). They must practice good radio discipline and listen closely for any changes in information. Likewise, they must immediately report any changes they themselves witness.

Unless relieved or ordered to do so, no IP personnel should leave their position. Once the entry team is inside, IP personnel do not fire into the site unless absolutely necessary (e.g., an officer or hostage's life is visibly in danger).

Any of the templates and specializations found in Chapter 4 can be used to represent SWAT officers assigned to the inner perimeter. In smaller police departments, with limited SWAT resources, regular officers (p. C45) may be assigned to IP duty.

Outer Perimeter

A secondary ring, called the outer perimeter (OP) is formed at a much greater distance from the incident site. This second containment ring is usually manned by patrol officers.

Personnel on the OP prevent unauthorized personnel from entering the area, including curiosity seekers, reporters and cameramen, distraught relatives, and non-essential trailers (e.g., EMTs, firemen, rescue workers, forensics investigators, etc.). Under no circumstances should an OP officer allow anyone beyond his post without permission from the incident commander.

Crisis Resolution

SWAT teams follow specific guidelines when dealing with emergency situations, especially those involving hostages. The incident commander should try every less-than-lethal resolution technique at his disposal, unless someone's life is in imminent danger. A set of guidelines was established in *Downs vs. United States* in 1974 (see box, p. 9). Those guidelines can be distilled down to the following basic steps:

1. Contain the suspect and negotiate surrender.
2. Demand that the suspect surrender.
3. Use tear gas (or other less-than-lethal weapons) to force the suspect to surrender.
4. Use snipers to neutralize the suspect.
5. Order a SWAT assault.

An incident commander starts with step 1 and escalates only when initial steps fail. When there is imminent threat of death or serious injury to a civilian or officer, a commander (or individual officer) may proceed directly to step 4 or 5.

Use of deadly force in step 4 is usually limited to cases where lives are threatened. Steps 4 and 5 are often undertaken simultaneously, with the snipers supporting (or signaling) a dynamic entry.

In addition, OP personnel function as a backup perimeter for the incident, providing a wider ring of containment in case someone slips through the IP.

Incident personnel have exclusive use of the area between the inner and outer perimeters. The command post and the entry team's staging area are set up there.

The Command Post

One of the first steps in taking control of an incident is to set up a command post (CP). This may be a commandeered room in a nearby building or an entire mobile command post dedicated to the SWAT unit (e.g., a remodeled motor home, truck, van, or trailer).

The CP is where most of the incident decisions are made. The incident commander (see below) mans the CP and makes strategic decisions regarding snipers, assault teams, and negotiation tactics. Command post personnel are responsible for logistics of the operation, and must secure SWAT equipment, food, bathroom facilities, items demanded by a hostage-taker, etc.

The media (and public in general) should be kept clear of the post in order to keep them from divulging important information that could be picked up by the suspect (see *The Media*, p. 19).

Location

Lacking a mobile command post, the incident commander must choose a suitable location. Nearby buildings can be used, but a makeshift CP may also be established outdoors. The CP should be close enough to the action that the incident commander (and others) can personally inspect the situation and stay in contact with on-site officers, but far enough away to provide a measure of safety for the CP occupants. The CP will generally be established between the inner and outer perimeters (p. 19), and close to the SWAT team's staging area, allowing face-to-face communications with the team without a dangerous or lengthy transit.

The post is for authorized personnel only. Media representatives, distraught relatives, suspect accomplices, and others, may try to gain access. They are only allowed entry with the incident commander's permission, sometimes calling for security in and around the CP (handled by one or more patrol officers).

Incident Command

While the assault team may be responsible for split-second tactical choices, overall guidance of a SWAT incident is handled by a ranking police officer (such as a captain) who is the designated incident commander (IC). This officer must get an overview of the situation, and choose additional personnel and/or equipment as needed. He will assemble a staff of assistants and advisors, including the SWAT team leader, a hostage negotiator, a public relations officer, emergency medical or fire representatives, and other necessary personnel. He may delegate mundane tasks (such as arranging for food, water, and toilet facilities), but should make the important decisions himself. He must also know when to call in additional forces such as state or federal police or military units.

Tactical Command

Prior to entry, tactical decisions are made by the incident commander, usually in conjunction with the SWAT team leader and/or SWAT officers. This includes choices regarding entry points, entry style, use of gas or flash-bangs, sniper support, etc.

Once a SWAT entry is actually under way, tactical command shifts to the entry team. The team leader (p. 28) makes split-second decisions on the fly, dictating the use of force, room clearing techniques, gas or flash-bang grenade use, changes from stealth to dynamic posture, and more.

Even during entry, the incident commander must still make command-level decisions (e.g., giving a go-order for snipers) unless he has specifically delegated such authority to the team leader.

Support Staff

Support staff may include public relations officers, communications personnel, psychologists, and logistics coordinators. The size of the staff will vary with both the size of the police department and the magnitude of the operation. Support staff may be called upon to do more than one job at a time, and may include both police officers and civilians.

Command Post Equipment

Administrative equipment should be available to keep information organized and make resolution of an incident easier. The command post will usually have wall space dedicated to whiteboards, blackboards, and/or bulletin boards to keep up-to-date information available to everyone.

Computers, printers, photocopiers, scanners, telephones, and radios are common. Dedicated phone lines and a computer link to the police mainframe and Internet may be established.

SWAT Speak

SWAT teams, like many military and paramilitary units, use a veritable dictionary of acronyms, abbreviations, and slang during training and operations. *GURPS SWAT* is likewise full of such shorthand, and while every effort has been made to introduce each term with its full name and description, at times the sheer number of abbreviations can seem overwhelming.

Any SWAT campaign will seem more realistic if the characters speak in terms of *moving to the IP, bringing in a trailer, contacting TOC,* or *going dynamic* instead of using more mundane terms. To this end, the players and GM should make use of the glossary on p. 62 and the list of radio codes on p. C43.

Gathering Intelligence

The success or failure of a SWAT operation can hinge directly on the intelligence available to both the hostage negotiator and the entry team. Information must be gathered on suspects, hostages, the location (both inside and outside the incident site), and more.

Information is usually relayed via radio, or via a runner who delivers a hardcopy. Different people (administrative personnel, support staff, police officers, SWAT officers) may be assigned this duty depending on the situation. Intel should immediately be forwarded to information specialists to determine its relevance and then passed on to SWAT officers, snipers, and negotiators as needed. The fact that a hostage-taker likes Thai food will be of little help to an assaulter, but the team's negotiator may find the info useful.

The incident commander (or someone assigned by him) should brief the officers on the scene with basic information about the incident as soon as possible. Such information should include an overview of the situation, indicating the general premise of the incident (e.g., a bank robbery, a barricaded suspect, etc), how many suspects and/or hostages are involved, who they are, who the leader is, a list of demands, and a profile sheet for every person involved.

Profile Sheets

Some police departments use a standardized form for listing suspect information. SWAT teams may have a similar form for hostages as well (the two forms should be printed on two different-colored sheets of paper to make them easier to identify).

First Officers on the Scene

In emergency actions, much of the basic information can be gathered from the first responders to an incident (usually police, but occasionally firemen or paramedics). SWAT personnel should debrief the first officer on a scene as soon as possible to determine the overall situation, and question him thoroughly in order to glean additional details. He can often provide physical descriptions of suspects and hostages, types of weapons involved, and an impression of the suspect's demeanor.

Observation Teams

Once a team has established a perimeter and the incident is contained, snipers and observers become invaluable sources of information. They can provide information on suspect and hostage location, physical activities, and physical descriptions. Some are able to relay entire conversations if they are adept at lip-reading.

Observation teams report to the command post, allowing the incident commander to gather and filter information. The sniper should also connect with the entry team in order to provide immediate information as they breach the perimeter.

Questioning Hostages

Hostages are in a unique position to provide information about a suspect or a situation, but they are often confused and frightened, and prone to making erroneous statements. The hostage negotiator may attempt to talk to one or more hostages during negotiations, and may be able to coax bits of information from them via telephone.

Hostages released from captivity should be isolated and debriefed. Depending on the SWAT team's organization, hostages may be debriefed by SWAT officers, the incident commander, civilian or police psychologists, medical personnel, etc. A SWAT officer (or more than one) is almost always present, but the actual debrief can be performed by almost anyone. Hostages should be checked by medical personnel for injury and overall health and psychological trauma, but such an exam may be conducted before, during, or after the SWAT debrief.

Hostages can provide information such as number of suspects, description, position, mental state, plans, and overheard conversations. They can also describe weaponry, explosives, body armor, and barricaded or booby-trapped entries. The information may not be 100% accurate, but even general information (e.g., "they had big army-looking guns" or "they stacked furniture against the front door") can be extremely valuable.

Who Does What

During a SWAT operation, there are hundreds of details that must be attended to, and only a finite amount of manpower. Personnel are needed to gather intelligence, map the site, and debrief witnesses; a runner may even need to be assigned to deliver information to the appropriate members of the SWAT team.

The incident commander (p. 20) must decide who is assigned to attend to each detail. Since each operation is different, he may deploy his SWAT, police, and civilian personnel differently each time. There is no standard procedure that can cover every eventuality. Every team has its own set of operating procedures and every incident requires flexibility and adaptability.

An incident commander may not even know ahead of time how many personnel he will have to draw on, especially if the SWAT team has regular police duties. The number will vary from team to team and incident to incident, depending on a number of factors: how many SWAT officers respond, how quickly they're expected to assault the site, how many regular police officers can be spared from their duties, and so on.

PCs may be required to fill support roles or they may be able to focus solely on assaulting a site, allowing others deal with the minutiae of the operation. GMs should fill in support personnel to fit their campaign style and the preferences of their players as necessary.

The Incident Site

Incident locations must be carefully surveyed. A sketch of the interior of a building should always be created. Entry points must be located (doors, windows, vents, sewers), doors need to be clearly marked (including which direction they open, likelihood they are locked, construction material), and the site should be surveyed for hazardous materials whenever possible. These tasks may be done by team members, police, or other experts (see *Who Does What*, box).

Interior layouts can often be deduced from exterior observations (for example, a high, slim window and a roof vent usually indicates a bathroom; dryer vents may mark a laundry or utility room). GMs should give the basic details to the players, and let them puzzle out the interior (use Architecture rolls as needed). Tract homes often follow the same floor plan, making a quick visit to a neighboring home extremely helpful.

When possible, team members or support personnel should check the exterior for fences, walls, ditches, hedges, dogs, and debris, and locate potential locations for cover and concealment. They should also check the building for any sorts of alarms (including both burglar alarms and fire-suppression systems), as well as external lighting (especially any with automatic motion-sensors).

The team may throw together a hand-drawn sketch on an erasable whiteboard, or come up with an elaborate set of floor plans. Some SWAT teams have Computer Assisted Drafting (CAD) programs on laptops or in the CP for just such use. A sample sketch appears on p. 32.

Building Location Codes

To speed communication and improve its effectiveness, SWAT teams use a standard code for representing the sides of a building, the floors, and any visible openings.

A simple code involves numbering the building's sides one through four, beginning with the front and working clockwise. The floors are counted from the ground up; openings are counted left to right. Many teams refine the method, distinguishing doors from windows (e.g., "suspect spotted, side 2, floor 2, first window").

An alternate code uses colors to mark sides of the building (the front is white, back is black, green is left, red is right), and a numeric code for floors and openings.

Some teams count the floors from the top down; some dwellings are split level buildings on a hillside and it may be difficult to decide which floor is actually the bottom.

Whatever the method, it must be clear and understandable, and known by every team member. For realism and flavor, the GM and players should settle on a standardized method and use it as much as possible during the game.

Surveillance

Once a perimeter has been established and the incident contained, surveillance begins in earnest. Snipers, observation teams, and perimeter personnel gather information visually

and aurally, using everything from mirrors to sophisticated electronic equipment.

Surrounding and monitoring an incident site can yield useful information; sniper teams may spend hours watching and waiting. Fiber optic cable (p. 49) can be inserted into air ducts and vents, lowered down chimneys, slipped under doors, or inserted into keyholes.

Microphones may be inserted into a site in much the same manner as fiber optics. *Tube microphones* (p. 49) are specially designed to fit into very tight spaces (e.g., through a keyhole, a bullet hole, under a closed door, or inserted through a small hole drilled by the entry team).

Multiple microphones can be used to triangulate a target's position, requiring at least two microphones and a successful Electronics Operation (Sensors) roll at -5. Additional microphones beyond the first two give a +1 each, to a maximum of +3 for five or more. Each attempt takes 5 minutes of monitoring, regardless of success or failure. The target must be talking or otherwise making a reasonable amount of noise – anything quieter (such as a suspect that's simply pacing, or a whispered conversation) incurs a penalty of -3 to -7. (See also *GURPS Modern Firepower*, p. MF16.)

High-tech devices like laser microphones (p. 48) may be used in special circumstances.

Hostage Negotiation

When negotiations begin, it is vital to establish an open line of communication with the suspect. Existing telephone lines may be used, or a dedicated crisis phone (p. 48) may be provided. Outside communications are cut off whenever possible (especially if the suspect hopes to say his "last goodbyes" before committing suicide).

The negotiator's task is to convince the suspect to surrender without harming *anyone*. The negotiator must understand the suspect's motivations and desires; often, the demands of a hostage taker have little to do with his psychological needs.

The negotiator should establish rapport with the suspect. At times, he may even be able to convince the suspect to surrender as a personal favor. The negotiator cannot, however, become so attached to the suspect that his own emotions cloud his abilities. Even hostage negotiators can succumb to the *Stockholm Syndrome* (p. 38).

The negotiator should be on the lookout for indications that his tactics are successful. Some indictors include a change in the suspect's demeanor (reduction in threats and/or demands, rational discussion, increasing willingness to negotiate, an expression of concern for the hostages), the passage of deadlines without retribution from the suspect, no deaths or injuries once negotiation has begun, and the release of any hostages.
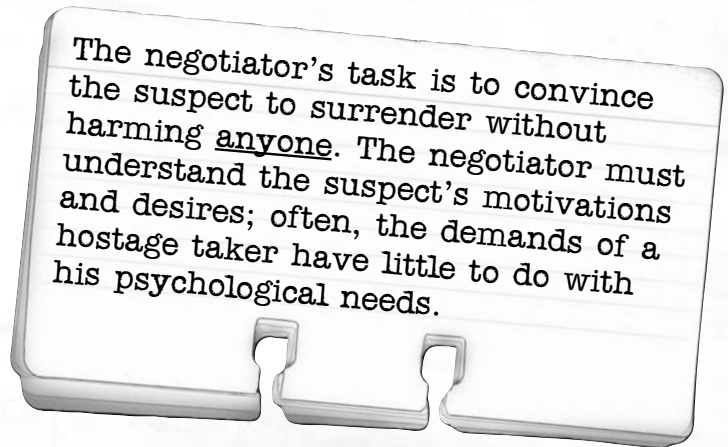
Negotiations should continue as long as the negotiation team (and incident commander) believes there is a chance of peaceful resolution. When an assault is called for, the negotiator should continue to talk with the suspect, distracting him if possible or luring him to a particular area of the room immediately prior to entry. Occasionally the negotiator is not told of the impending assault, so that he does not inadvertently reveal the entry team's presence through tone of voice or word choice.

The primary negotiator is often supported by one or more assistant negotiators who listen to the conversation, but do not participate. An intelligence coordinator may act as liaison between the negotiator and surveillance personnel, and a police psychologist may assist as well. The entire team should work together to end the crisis.

Site control is important during negotiation. Shutting off electricity, phones, heat, air conditioning, and other utilities

> The negotiator's task is to convince the suspect to surrender without harming <u>anyone</u>. The negotiator must understand the suspect's motivations and desires; often, the demands of a hostage taker have little to do with his psychological needs.

can sometimes force suspects to surrender more quickly or get hostages released in return for restoring them.

Stall, Overwhelm, and Bore

To calm the suspect and give assault teams time to prepare, the negotiator may stall for time or overwhelm the hostage-taker with details. Stalling can be accomplished through extended conversation or lengthy gaps in which the negotiator must "wait on his superiors" for a decision. Thus, a hostage negotiator should *never* be the senior officer on site. He must be able to honestly tell the suspect he cannot make decisions himself, but must contact his superior. In the SWAT community negotiators do not command, and commanders do not negotiate.

The plethora of details that must be worked out in a hostage situation are overwhelming, even to the most experienced negotiator. Forcing the hostage-taker to deal with them as well can sometimes frustrate him to the point of surrender (or at least distract him).

Time is on the hostage negotiator's side. Most hostage-takers will quickly tire of dealing with the minutiae of the negotiation. As boredom sets in, they become increasingly anxious to end the stand-off and increasingly willing to compromise in order to do so.

Cincinnati: Room 809

Early on October 8, 1986, a distraught man named Danny placed a long distance call from his hotel room in Cincinnati, Ohio to his female, court-appointed psychologist in Kentucky. "I'm going to blow this place sky high," he promised. "I've got 13 sticks of dynamite." The man had been convicted of sexually molesting his two daughters in Kentucky; he asked the psychologist to tell them he was sorry and to make sure they collected his life insurance.

When SWAT arrived, the hostage negotiator made contact with Danny and the psychologist in a three-way call. Each time Danny spoke to the psychologist he would become apologetic and even cry. If the negotiator spoke, Danny would become belligerent and threatening. Once SWAT evacuated the hotel, the negotiator cut off Danny's link to the psychologist in Kentucky, believing – rightfully so – that Danny was in love with her and was showing off for her by threatening the negotiator. He immediately became irate and threatened to detonate the explosives.

The negotiator pointed out to the suspect that doing so would invalidate his insurance policy, leaving his daughters with nothing. Danny paused, then said he would simply force SWAT to kill him. The negotiator told Danny that SWAT would not kill him.

When Danny hesitated, apparently at a loss as to what to do next, the negotiator suggested he surrender. Because he was afraid of being lied to, Danny insisted that the general public know about his surrender plans. Thanks to SWAT, a local country-western radio station broadcast details of the event, including the message, "It's OK, Danny. The police will keep their word. Come on out."

Moments later, Danny left room 809 and surrendered peacefully. No explosives were ever found.

Granting Concessions

The negotiator should *never* meet a suspect's demands without receiving something in return. Almost anything can be negotiated; common requests include food, drink, transportation, heat, electricity, blankets, and medicine. Non-negotiable items include drugs, alcohol, weapons, ammunition, and additional hostages. In return, the negotiator nearly always demands the release of one or more hostages, beginning with the sick or injured, the elderly, women, or children.

Highlight Hostage Safety

The health and well being of the hostages is one of the negotiator's highest priorities and he must convey that priority to the suspect. He should downplay the hostages' role as pawns and secure their release whenever possible. Hostages may be released in exchange for demands met or through humanitarian appeals.

It is important to humanize the hostages, referring to them by name. It is much harder to threaten, torture, or kill "Diana" or "Stefan" than "the travel agent girl" or "the guy with the Dutch accent."

Roleplaying Negotiations

In a *SWAT* campaign that includes a PC negotiator, the GM should roleplay the negotiations and limit dice rolls whenever possible. In order to successfully GM a roleplayed negotiation, the GM must know the suspect's motivation behind taking a hostage, his personality (including Advantages and Disadvantages), his current mental state, and how determined he is to stand his ground (a Will modifier). The negotiator may uncover this information through research (police records, interviews), observation (toys in the yard, beer bottles stacked around the garbage can), or simply in the course of the conversation (vocal inflections, demeanor, attitude). Usually the negotiation team will be in steady contact with police records clerks, who can provide a wealth of information about the suspect (including previous incidents and their resolutions) that is invaluable to the negotiator.

During the actual event, the negotiator will generally deal strictly with talking to the suspect, scrawling notes on a legal pad as the conversation progresses. His assistant, usually a

Trust and Negotiation

A negotiator's reputation is critical to his job. How a negotiator deals with a suspect during one negotiation will carry over to the next and the next, as word of his trustworthiness – or lack thereof – spreads through the criminal community. When a negotiator makes a promise during negotiations, then fails to follow through, the victim of his lie is sure to tell friends on the street, fellow inmates, and relatives. Trust is a negotiator's stock in trade. For this reason, Fast Talk and blatant lies are almost *never* employed in a negotiation.

A negotiator may, at times, use Acting to convince the suspect that he is more sympathetic to the suspect's cause than he actually is: "Hey, my cousin was abused as a child, Karl, so I know what you're going through." Even then, such deception must be subtle and carefully used. Blatant lies and broken promises will eventually be discovered, potentially damaging the negotiator's next crisis resolution attempt. *A negotiator with a reputation for being untrustworthy is an ineffective negotiator.*

GMs may allow experienced negotiators to have a *positive* reputation from criminals (for being trustworthy), especially if the negotiator is a beat cop or patrolman; this is even more appropriate in smaller towns. Such a reputation may sometimes be used to modify the negotiator's Diplomacy skill.

negotiator as well, will listen in, picking up clues the primary negotiator may have missed, and transcribing the primary notes into forms or onto a white board. A third team member acts as runner, delivering critical information to and from the negotiation team, entry team, and incident commander.

Negotiation Skills

In game terms, hostage negotiators use three primary skills during a negotiation:

Diplomacy: Used to calm the suspect, request the release of hostages, prolong a conversation past a suspect-imposed deadline, and eventually convince the suspect to surrender. It is the primary skill of a hostage negotiator. Negotiators with a positive Reputation from criminals may be able to add their Reputation bonus to Diplomacy skill rolls, depending on the Reputation's frequency die roll (see *Trust and Negotiation*, p. 24).

Psychology: This skill can be used to discern the suspect's motivation or intent, uncover his Advantages and Disadvantages, determine his current Will modifier (see below), and to see past the suspect's *words* and into his *feelings.*

Acting: The GM may require an occasional Acting role to help the negotiator ingratiate himself into the suspect's good graces. The negotiator should be judicious in his use of this skill, and avoid telling blatant lies to the suspect for fear of them coming back to haunt him (see *Trust and Negotiation*, p. 24).

Game Mechanics for Negotiation

The negotiator may ask the suspect to surrender at any time, using a regular contest of his Diplomacy skill versus the suspect's modified Will (see *Asking for Surrender*, below). The suspect may begin with a *very large bonus* to his Will for purposes of this contest, depending on how resolute he is in his beliefs. Beginning the negotiations with a bonus of +10 (or even more) for the hostage-taker would not be out of the question! The actual modifier is up to the GM – it may even be a penalty, if the suspect is already vacillating – and should be kept secret from the players. The negotiator may be able to discern the suspect's current Will modifier through a successful Psychology roll, but this will take some time (1d×10 minutes of negotiating per attempt).

As time passes, the suspect's Will modifier will change. The negotiator can affect it – for better or worse – in several ways:

Time: Lengthy negotiations can wear down a suspect's will to resist. Once per hour of negotiation, allow the negotiator a single Psychology or Diplomacy roll; a success will reduce the subject's Will modifier by 1 point.

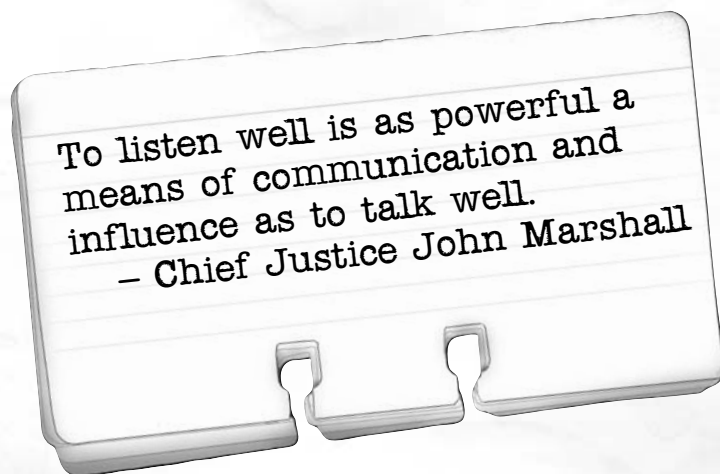*Demands:* Meeting one of the suspect's demands modifies his Will by -1; refusing a demand adds +1.

Rapport: Hostage-takers become accustomed to dealing with a single voice, a single personality. Changing negotiators at any point resets the subject's Will modifier to its original value. At times this may be a *good thing*, if the original

negotiation has deteriorated due to critical failures on the part of the first negotiator.

Fast Talk: No one likes to be lied to or bamboozled. A successful Fast Talk roll will *temporarily* affect the suspect's Will modifier by -2. If the event is not resolved quickly, however, he will soon realize the negotiator has tricked him. After 1d×10 minutes, the bonus is lost, and his Will modifier is *increased* by +2 instead (making the suspect's Will modifier two points higher than it was before the Fast Talk began). *A failed Fast Talk roll resets the suspect's Will to its original value +2d.* Fast Talk is almost *never* used in a negotiation because of its negative long-term affects (see *Trust and Negotiation,* p. 24).

Good Luck: A critical success by the negotiator means he's hit upon something important to the hostage-taker. The GM should roleplay this whenever possible. Reduce the suspect's Will by -2 instead of the usual -1.

Bad Luck: A critical failure on the part of the negotiator will reset the suspect's Will modifier to its original value. He may also cut off communications, launch into an emotional tirade, fire warning shots, or even shoot a hostage, depending on his mental state and the GM's discretion.

To listen well is as powerful a means of communication and influence as to talk well.
– Chief Justice John Marshall

Asking for Surrender

At some point, the negotiator will ask the suspect to surrender. The answer is determined with a regular contest between the negotiator's Diplomacy and the suspect's current modified Will. If both parties succeed (or fail) at their rolls, there is no change in the negotiation process. If the suspect succeeds but the negotiator fails, the suspect will be disappointed, annoyed, or angered at the request, and his Will modifier will go up by +1 (or more at the GM's discretion).

Only when the suspect fails his Will roll and the negotiator succeeds in his Diplomacy roll will the suspect comply with the negotiator's request.
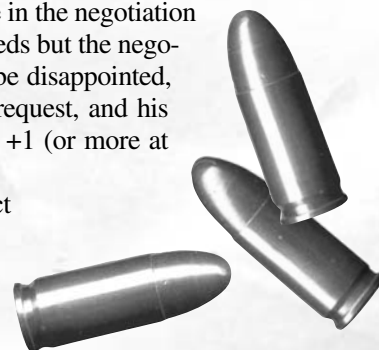
Planning the Assault

While negotiations continue – even before the decision is made to assault a site – the entry teams should begin preparations. The assault plan may begin as a simple set of entry points and equipment choices, but will evolve as intelligence becomes available. The plan can be refined and modified even within minutes of the time the team is actually sent in.

Most assault plans are designed around hostage and civilian safety. The lives of the entry team are also important, as is the safety of the suspects themselves. The goal of a SWAT raid is not to take lives, but to save them.

The Plan

Assault plans may be simple – especially where time is a constraint – or detailed. Every plan should cover five primary aspects of an incident:

Situation: Information about suspects, hostages, building details, surrounding terrain, etc. This includes floor plans, blueprints, maps, and photos of suspects and hostages whenever possible.

Objective: The goal of the operation, including specifics about the use of force. For example, if a hostage-taker holds a detonator in his hands, the team may be instructed to use deadly force on him to save the lives of everyone on site.

Execution: A description of how the mission is to be executed, including approach routes and entry points, and choices as to stealth versus dynamic entry.

Logistics: A list of personnel and equipment to be used during the assault.

Command: A chain of command indicating who has authority over the snipers, who is in charge of assault teams, and so forth. It will include a list of radio frequencies and radio code names.

Site Reports

In similar manner to suspect and hostage profiles (p. 21), the incident commander (or someone on his staff) should prepare a site report. The report should give information about the building and surrounding terrain, including information gathered during initial deployment and facts that later come to light (see *Incident Site,* p. 22).

Rehearsals

When time permits, the assault teams should rehearse their assault plan prior to implementing it. If a similar site can be located (such as in an airliner, tract housing, or an apartment complex), it may be used for maximum realism. In some cases, a mockup can be created out of plywood at the SWAT team's training area. In a pinch, a school gymnasium might even be used, with a life-sized floor plan mapped out on the floor using masking tape. Whatever the circumstances, teams that practice an assault over and over will usually have better success when the decision is made to go tactical. The GM may wish to allow entry team PCs an IQ roll to remember a certain detail in the heat of battle. Still, the rehearsal site may not be 100% accurate and the entry team may face new terrain regardless of their rehearsals.

Likely Locations for Violent Crimes

As part of their training, many SWAT teams rehearse at real-life locations that are likely to be the site of future crimes. Courthouses, schools, hospitals, airports, and public transit stations may be cordoned off to allow the team to practice their techniques. Often such rehearsals are done when the building is not being used (e.g., borrowing a local school on a Sunday afternoon).

If a team rehearses at a site regularly, the PCs should be considered to have Area Knowledge of the building equal to their IQ. The GM may choose to alter things a bit during the actual assault – furniture may have been rearranged, doors may be locked or unlocked, and the suspects may have made modifications of their own.

Tactical Emergency Medical Service

Civilian EMTs, paramedics, firefighters, doctors, nurses, and rescue personnel may receive training to support SWAT teams. These tactical medics (or tactical EMS – TEMS – personnel) train and deploy with SWAT, and are considered full members of the team. Tactical medics usually approach with the team prior to entry; they may remain at or near the point of last cover and concealment (p. 30) or may enter the incident site with the SWAT team.

They wear the same protection as other SWAT officers (helmets, tactical vests, etc.) but are not armed; instead they carry first aid gear on their vests and in a field kit (p. B213). Their uniforms may have MEDIC written on them, instead of SWAT or POLICE, but are otherwise identical. (Use IQ plus range modifiers for people trying to distinguish between TEMS and SWAT officers).

Tactical medics' duties include providing emergency medical service to civilians, officers, and suspects; ensuring the team receives adequate food, water, and rest during extended operations; coordinating quick transport or evacuation of injured individuals; acting as liaison between the SWAT team and other civilian medical personnel; and monitoring the general health and well-being of the team during operations. They may also provide emergency medical training to the entry team.

In some departments, medics are cross-trained as reserve police officers and are allowed to deploy with a sidearm. Other departments train regular law enforcement personnel to act as tactical medics instead.

Chapter 3:
CQB Tactics
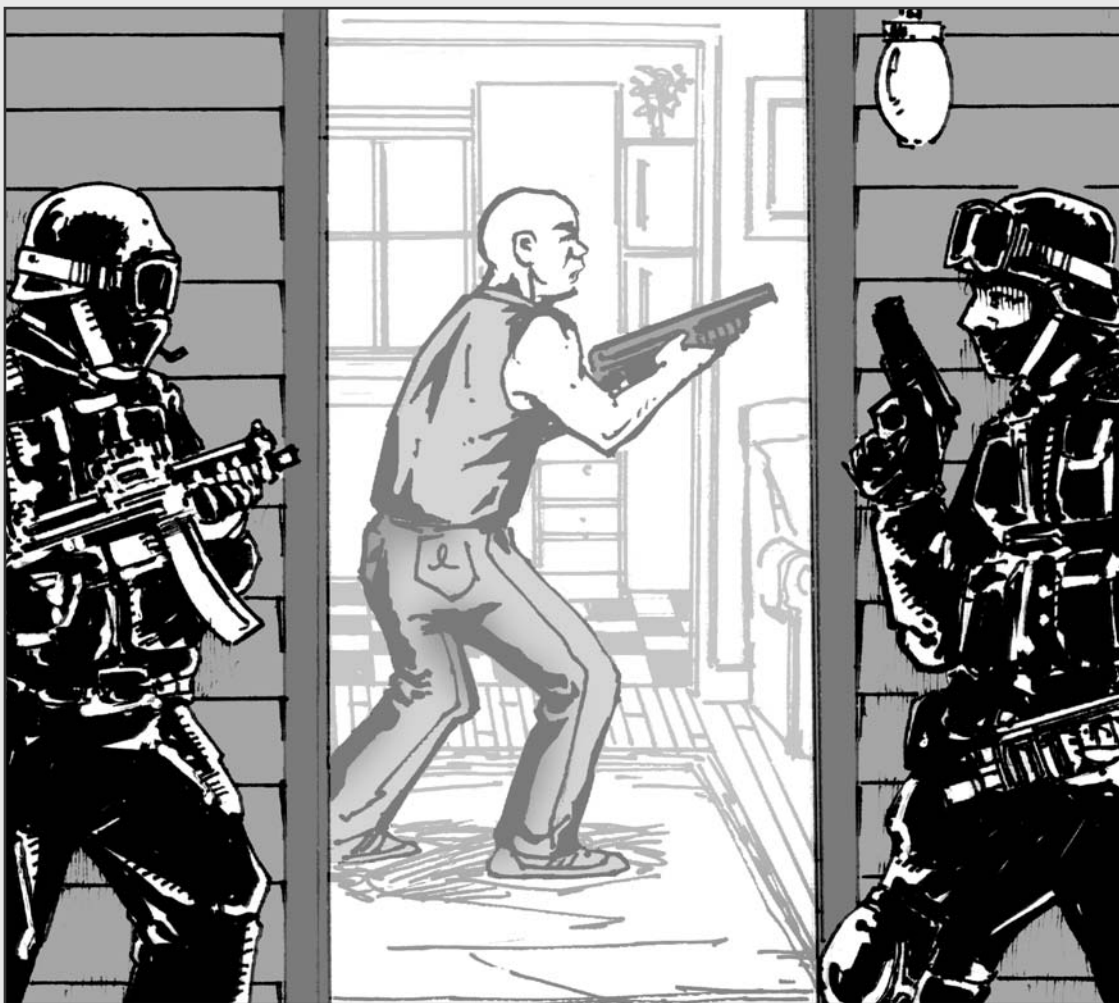
    The tactics in this chapter – though written with SWAT teams in mind – can be applied to military special ops teams, WWII commandos, or even bug-hunting space marines. The GM may modify the procedures to better fit his genre and play style.

Team Member Duties

The scene is familiar to anyone with a television: black-armored men bursting through doors, weapon at the ready, as they assault a building, airplane, or warehouse. Although the assault team should be the last resort in a real-life SWAT operation, it is the core of a SWAT roleplaying campaign.

Special Teams

SWAT entry personnel are often assisted, not only by command staff, but also by various special teams. Personnel for these teams may be drawn from within the SWAT cadre itself, from standard patrol officers, or in some cases – such as in hostage negotiation or emergency services – qualified civilians may be included as well.

Arrest Teams

At times, SWAT teams may be followed up by a group of officers tasked with arresting suspects. SWAT will neutralize the suspects (e.g., handcuff and search them), but follow-up officers may make the actual arrests.

Alternately, a single member of the SWAT entry team may be designated as a *finder* whose job is to locate, identify, and arrest a particular suspect. This is especially important when an arrest warrant has been issued for a particular individual who may be holed up with several others. The officer assigned to this role may be any member of the team.

Trailers

Once SWAT has secured an area, follow-up personnel may be called in to arrest suspects, perform first aid, search rooms, disarm explosives, and so forth. Such personnel are sometimes referred to as *trailers*, because they trail the SWAT team as they progress through a site.

Trailers may be called on even during an assault if they're needed, or may be called in after the entire site is secure. In either case, it is the SWAT entry team's responsibility to make certain the area is safe before trailers are requested. Trailers should *never* be asked to move through an area that has not been searched and declared safe by the SWAT team.

Sample trailers include medical personnel, animal handlers, interpreters, and female officers to thoroughly search female suspects.

Team Leaders

Every SWAT team, regardless of size, must have a commander or leader. Teams are often referred to as elements, and the team commander is sometimes called an element leader. The leader of a full-sized entry team is generally a sergeant or lieutenant, and is often the most experienced member of the team. His job, however, is not only to act as an assaulter, but to make command decisions during an entry.

The team leader must maintain tactical awareness, and therefore will rarely be in the front or back of the team. His job is to command as much as it is to assault.

Scouts and Point Men

The point man (or "scout") usually enters the room as low as possible, allowing his partner to enter directly after him and fire over him if necessary. He is usually armed with a one-handed weapon (or a light SMG at best), allowing him to remain armed while mirroring or carrying a shield. A small weapon (with a low SS) also allows him to increase the speed with which he can bring his weapon to bear when he enters a room.

When moving in a large stack (p. 30), the point man sometimes acts as "shield man," carrying some form of ballistic shield during entry (see *Tactical Use of Shields*, p. 36).

Mirroring

Scouts are usually tasked with mirroring rooms, using either an actual mirror on an extendable handle (p. 49), or with a fiber optic camera of some kind (p. 49). The "mirror" is slipped under doors, around corners, through ceiling panels, or through tiny holes drilled for just that purpose, and can provide the team with a pre-entry look at the layout of the room and any potential threats. Doing so, regardless of the actual mechanism, is called "mirroring the room."
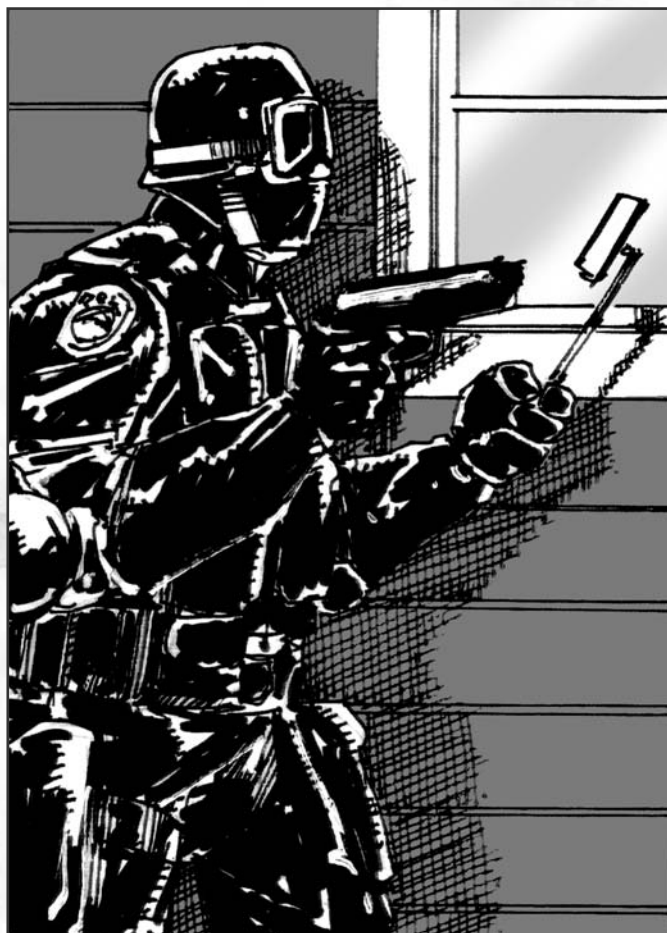
Entry

When working as part of a two-man element, the scout is usually the first man through the door. As part of a larger team, he may double as a "key man" whose task is to open the door to allow the entry team into the room. In this case, he is often one of the last members of the team through, since entry is accomplished much more quickly when the "key man" opens the door, and the rest of the team immediately enters. While the team is entering, the "key man" can then ready his weapon and follow them in at the end of the stack. In these instances, to keep two-man teams together, the scout may open the door while his partner deploys a flash-bang. Once the grenade is deployed, the thrower can then ready his weapon as well, entering at the end of the stack with his partner.

Entry and Cover Men

Assaulters – a generic term for entry personnel – make up the bulk of a SWAT entry team. They're rarely first through the door, and almost never last. Each man is tasked with covering a particular area of responsibility (p. 34), including hallways, doorways, stairwells, and other openings. When entering a room with a balcony, at least one man should be tasked with covering that area for threats.

Any man can be assigned to act as a "cover man," whose job is to provide cover for his partner (or the team) while they are otherwise occupied. The most common example occurs when an unarmed team member is mirroring a room; his partner must provide cover for him at all times, in case a threat suddenly appears.

The template on p. 43 can be used as-is for a basic SWAT entry man.

Breachers

Breaching may be done by the point man, a dedicated "key man," a breaching team (above), or the rear guard (below). Regardless of who is chosen, door breachers are usually among the last to enter the room. Dedicated breachers should be strong enough to use a ram effectively, and skilled in Architecture to enable them to judge door and doorframe strength (see *Breaching*, p. 32).

Breachers often carry a shotgun with frangible rounds to aid in fast door entry.

Rear Guards

The last man on an entry team is often called the "rear guard." His job is to watch the team's back, walking backward at times to make certain no threats sneak up from that direction. Rear guards are often also assigned to act as breachers, and may be armed with a shotgun for that purpose, or carry and use the team's ram.

Rear guards are often stronger than the average entry team member, and are sometimes tasked with carrying extra equipment (such as spare ammo, grenades, or special gear).

Snipers

SWAT teams may have dedicated snipers, or entry personnel cross-trained for that role. Officers on the inner perimeter (p. 19) often double as short-range snipers as well.

Players looking to create a sniper character should be warned in advance that although the sniper can be an integral part of any operation, his role in the session may be limited to lots of Vision rolls followed by one or two combat die rolls. The role of the sniper is often best played by a well fleshed-out NPC, letting the players get into the thick of the assault by being members of the entry team instead.

The Assault

When negotiations fail and snipers have no clear shot, it is up to the men and women of the entry teams to resolve the situation. Assaulting a site is the single most dangerous part of a crisis situation – 80% of all hostage and police casualties occur during entry.

The Three Elements of Assault

The success of every assault hinges on three primary elements: surprise, shock, and overwhelming, violent action.

Surprise

Surprised defenders are slow defenders. They may often be surprised into inactivity (see *Shock*, p. 30), or unprepared and out of position. Negotiators may be able to lure a suspect into a vulnerable position (such as near a window) or away from hostages. They may help the entry team by continuing to talk to the suspect even as entry begins.

Care must be taken that the element of surprise is not lost too early in an assault. A covert entry (p. 32) puts the team into position to launch an attack swiftly and suddenly (often called "stealth to contact" entry). If surprise is lost, the defenders may have time to gather their wits, kill hostages, detonate explosives, or put up a tenacious defense.

Assaults may include multiple teams and snipers striking from multiple angles. A single countdown, with each team assigned to perform a specific action at some point in the countdown, can facilitate a smooth entry and improve the chances of surprising the targets. For example, one sniper may be assigned to fire through plate glass to shatter it when the countdown reaches "four," while a second sniper fires at the suspect on "three." On "two," the assault team throws in a flash-bang, on "one," door demolitions are blown, and on "zero," teams swarm the site.

Each team may be assigned a "ready number" (usually high in the count). The team will confirm that everyone is in position and prepared when their number is called.

Shock

A person in shock acts poorly. His responses are slowed, his actions confused. A shocked enemy poses far less threat to an incoming assault team than one in complete control of his senses.

Teams can achieve shock through speed and sudden action. An assault team bursting into a room unexpectedly or a sniper suddenly taking off your buddy's head can force a stun roll as per p. B122. Even the black, faceless look of most special ops teams is calculated to create fear in an unprepared enemy.

To better replicate real-life effects in game terms, a GM may require a Fright Checks from unprepared suspects. He may also wish to use the optional rules for *Buck Fever* and/or *Bullet Shyness* (pp. HT7-8).

Physical shock can be brought on by injury (p. B99), and weapons like flash-bangs (pp. 49 and C69).

Violence of Action

Assault teams must have the capability of dealing sufficient deadly force to neutralize an opponent. Whether they actually do so or not is irrelevant, but the targets must believe that the incoming SWAT team can win through sheer force. A single plainclothes ATF agent bursting into the hideout of a white supremacy group is sure to be met with mocking laughter followed by gunfire; 40 black-clad, heavily armed SRT agents may give the defenders pause.

The GM should keep in mind that in order to produce sufficient force, multiple SWAT teams may be called upon to assault a single location simultaneously. He may choose to allow the players to control more than one character, or simply play the other teams as NPCs. In the latter case, the PCs will be assigned a particular objective (e.g., a specific floor, part of an airplane, a back entry, an outbuilding), while the NPC team(s) assault elsewhere. GMs should keep the players informed of the ongoing action by including radio traffic or situation reports throughout the PC team's action.

Occasionally, the PCs may be called on to back up outgunned NPCs or assist them in a protracted firefight.

Preparations and Stacking

The first few moments of a SWAT assault can be the most dangerous. As with all SWAT operations, the entry team follows a set of guidelines in preparing for, and entering, any structure.

Last Cover and Concealment

The team begins their assault as close to the suspect as safely possible. They need to be safe from enemy fire, and away from prying eyes (to preserve the element of surprise; see p. 29). A general staging area may be assigned, but the entry team will have a secondary, closer position to begin the actual assault.

This secondary position, often called the point of last cover and concealment (LCC), may be along a protected alley, around the corner of a nearby building, or in the lobby of an apartment building. Whatever the case, the LCC *must* be safe from enemy line-of-sight.

Last cover and concealment locations will generally be established during the briefing; SWAT team members may be involved in selecting the locations. Individual departments may give the LCC an alternate name, such as a stack-up point, launch point, rally point, form up point, or final assault position. These positions are generally used for both safe entry and hostage egress.

Stacking

As the assault team prepares to enter a site, they must first "stack up" – that is, line up and prepare to move in as a team. Teams will always stack before beginning an assault, and may restack several times as they move deeper into a building. During a covert entry, the team should stack at every opening; they should also stack before mirroring, deploying grenades, or using a ram.

Stacking methods vary from one department to a next, and can fluctuate based on a number of factors (e.g., number of men in the team, direction the door opens, whether a door is open or not, which side the doorknob is on, intervening walls).

Once surprise is lost, the team will most likely begin a dynamic assault (p. 32), and stacking may not always be possible. Still, officers who simply kick down doors or come crashing through windows without waiting for the rest of the team will inevitably end up reprimanded, fired, wounded, or dead.

Stacking may be done in a single line, along one side of an opening (called a single stack), or in two groups – one on each side of the opening. Terrain and entry style can heavily influence stacking tactics (see *Entering and Clearing,* p. 34).

Stacked teams will often remain in silent contact, with each officer laying his off-hand on the shoulder of the officer ahead of him.

Two-Man Elements – "Buddy Teams"

SWAT officers almost never operate alone, and many teams employ "buddy teams." These two-man teams learn to walk together, move together, breathe together. A single gesture from one to the other – or even a change in body stance – is often enough to convey an entire idea.
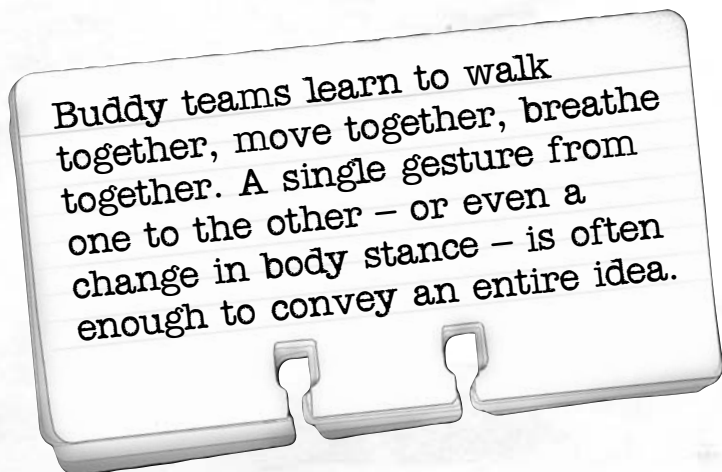
Officers who have trained and operated as a two-man team for 100 or more hours receive a +1 to Gesture or Body Language rolls they make toward one another (in addition to the +1 generated by team familiarity – p. 8 – for a total of +2 to one another).

One man usually acts as point man or scout (p. 28), and takes the lead in checking doors and mirroring (p. 28). Because he may often have to sling or holster his weapon to use other equipment (e.g., mirrors, optic wands), his partner – sometimes called the "point cover man" – must protect him at all times.

Movement as a team is generally done with the covering (rear) man resting his off hand on his partner's shoulder. A nod of the point man's head means, "I'm ready to go;" a reciprocal squeeze of the shoulder returns the sentiment. When the covering man lifts his hand from his partner, it is generally to steady his weapon, a gesture that warns his partner that he is readying for action.

During room entry, the point man usually engages the threat of his choice; his partner reacts, covering the other portion of the room automatically (see *Room Clearing*, p. 36).

> Buddy teams learn to walk together, move together, breathe together. A single gesture from one to the other – or even a change in body stance – is often enough to convey an entire idea.

Four-Man Teams

Four-man teams will usually comprise a pair of two-man elements, enabling the team to be split when necessary to cover disparate areas or entry points. One officer acts as scout and is responsible for mirroring and so forth (see *Scouts and Point Men*, p. 28). As in a two-man element, his partner should cover him during such actions.

The third man in the team is charged with covering side openings and doorways, and covering any second floors and balconies while entering a room. He is often called on to dispense grenades and may act as a scout if the team splits into two pairs.

The team's fourth man doubles as the team's rear guard (p. 29), and as partner to the third man in the team.

Four-man teams are very common in Europe.

Five-Man Teams

A five-man team is commonly used by many SWAT agencies in the US. It is structured like a four-man team (above), with the additional man (who takes position in the middle of the stack) acting as team leader (p. 28).

The team may single-stack, or split into a group of two- and three-man stacks as needed. If the team is split, the element leader will accompany one pair or the other; he should never function alone.

Snaking and Swarming

Team movement is generally done in one of two ways:

Snaking. The team forms a single stack and moves single file, with one man following directly behind another, often with his free hand resting on the shoulder or back of the man in front of him. Snaking is best used in narrow areas (hallways), when covering open ground quickly, or when booby-traps may be present. Snake movement is preferred during a covert entry, as it minimizes the visual profile of the team.

Swarming. Swarming can only be used in areas with sufficient room. The team spreads out into a loose skirmish formation, moving as a large group. Swarm entry is preferred during a dynamic entry, especially when team members must infiltrate a building quickly. Swarming reduces the likelihood of losing the entire team to explosives or automatic weapons, increases the team's ability to bring massive fire into a single location when necessary, and improves forward visibility for each man. Though it may appear uncoordinated and random, swarm movement and entry must be practiced time and again until it is second nature. Every man should still take a specific area of responsibility (p. 34) – one clear of friendly targets despite the swarming movement.

Six or More

Large teams may consist of smaller teams working in concert. For example, a pair of four-man teams stacked along a retaining wall prior to entry creates an eight-man team. A single member still acts as scout. Others will be assigned areas of responsibility (p. 34) and be given specific duties (e.g., covering openings, setting or disarming explosives, throwing grenades, etc.).

Entry Style

Entry style can be dictated by a number of factors, including terrain, visibility, the presence of hostages, concealment and cover, and suspect disposition. Choosing an entry method falls to the incident commander, but that decision may be delegated to the SWAT team commander.

The team may choose to move into position quietly, using a covert entry, then "go dynamic" when they encounter the suspects ("stealth to contact"). The element leader usually calls for any changes in the team's posture.

The Fatal Funnel

One of the most dangerous moments of an entry occurs when the first officer steps through a doorway. For a single moment, the point man stands exposed and vulnerable in this "fatal funnel," isolated from his teammates and facing unknown targets.

The entry officer may be silhouetted against backlighting or ambushed from the side; he may encounter multiple targets, or none at all. If he takes fire, he cannot stop his entry to return it. He cannot do anything to disrupt the assault procedure or block the entryway for the rest of the team.

The only proper way to pass through a doorway is to *pass through the doorway*. The entry *must* continue – especially at a bottleneck – or casualties are sure to result. The point man may return fire on the move, but he must continue to pass into the room and then follow all Area of Responsibility rules (see p. 34).

Covert Entry

Covert entry – also called stealth entry – is used when time is not a critical factor. The team makes every effort to conceal their actions, and their movement is slow and methodical.

Each team member must make a Stealth roll during a covert entry, which is compared to a Sense roll (usually Hearing) for each suspect present. The GM may consult the *Acoustic Signatures* table on p. MF16 for increased realism.
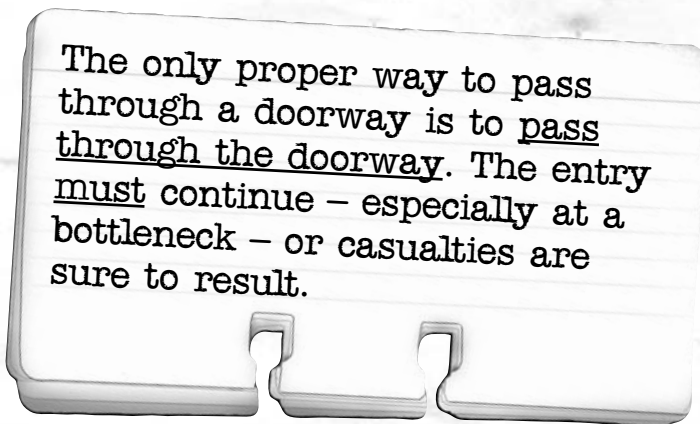
Dynamic Entry

Dynamic entry is loud, fast, and sudden. The point of a dynamic entry is to take advantage of surprise, shocking opponents into inactivity long enough for the team to take control of the situation (see *The Three Elements of Assault*, p. 29).

Dynamic entry may be initiated with sniper fire or flashbangs, or by detonating door explosives; team members are trained to shout compliance orders and to be aggressive and forceful in their actions.

DYNAMIC ENTRY
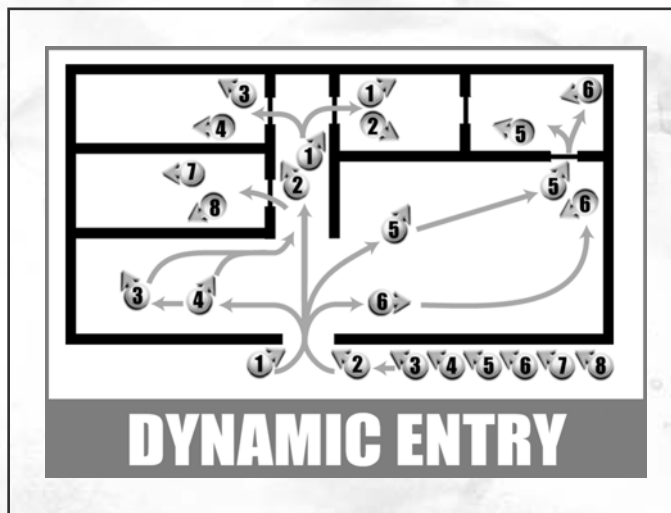
Teams usually attempt to saturate the building, covering all rooms as quickly as possible, but never working alone. The first room is cleared by the first two men through the door – usually numbers three and four in a stack, since numbers one and two are busy opening the door and deploying a flashbang. The next pair (five and six) moves to cover any openings, or continues deeper into the building. The third pair (seven and eight) takes the next deeper room, and so on. The door opener and his partner (one and two) fall last in line after readying their weapons, moving deeper into the house as the entry continues.

> The only proper way to pass through a doorway is to <u>pass through the doorway</u>. The entry <u>must</u> continue – especially at a bottleneck – or casualties are sure to result.

Teams search rooms quickly, always covering entrances, and they neutralize (cuff) all suspects and watch them until they can be taken into custody. The illustration below shows a full-scale dynamic entry into a typical residence by an eight-man team.

"Trojan Horse" Entry

On rare occasions, a SWAT team may be able to infiltrate a site using deception. SWAT members may be able to pose as EMTs, media personnel, or food deliverymen. This style of entry is usually best used for reconnaissance, allowing SWAT officers to gather intelligence on the number of suspects, condition of hostages, armament, and layout of the building.

"Trojan Horse" entries should be rare in realistic *GURPS SWAT* campaigns; they are generally best reserved for highly cinematic campaigns.

Breaching

Breaching doors can be done in many ways. Use of an actual key is preferable, but during dynamic entries the "key" may be a 30-lb. ram. Regardless of the method, the entire team should be fully aware of the method and timing of the upcoming breach; breaching operations should never be done haphazardly.

Frangible Rounds

Shotguns may be loaded with frangible, lock-breaking rounds (p. 52). A specific shotgun is sometimes used for this purpose, marked in some distinct fashion (e.g., the butt wrapped in red marking tape) and loaded only with frangible rounds.
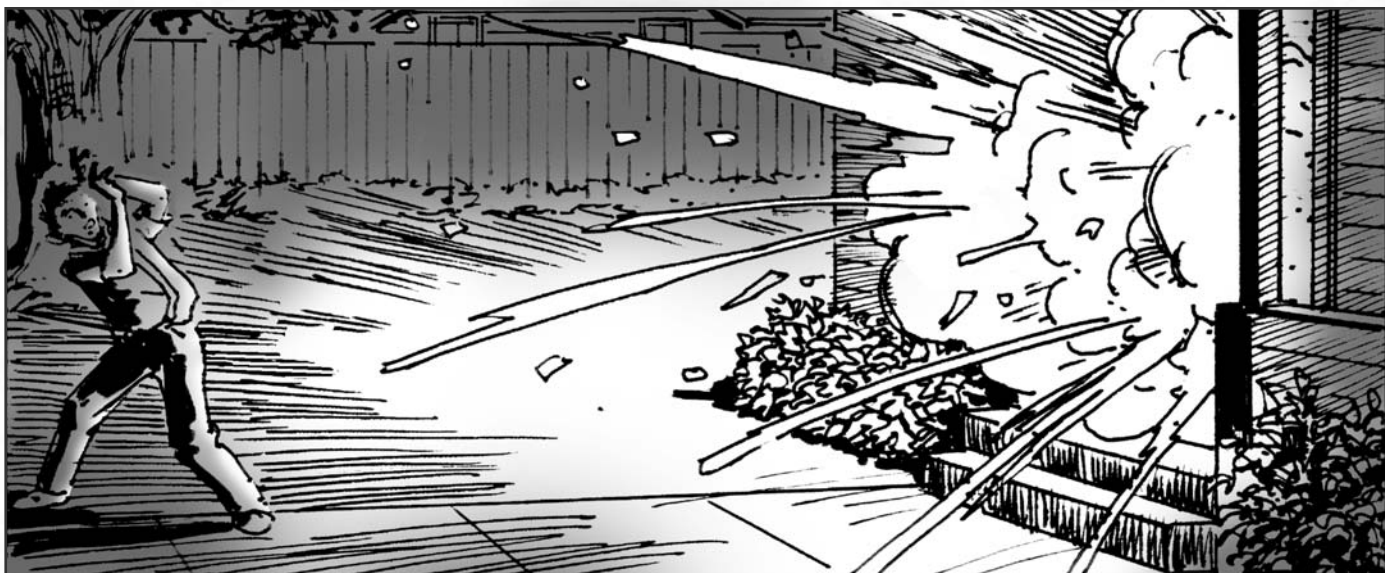
The firer targets hinges or locks. Use the rules on p. B125 to resolve such attacks. The firer must do sufficient damage to the door to disable the hinges or lock, primarily by destroying the part of the door the hardware is attached to (see *Breaking Down Doors,* below, for more information on door hit points). Standard shotgun shells can be used, but excess damage will blow-through the door, potentially wounding people on the other side. This is not the case with frangible rounds, since they disintegrate on impact.

Solid ammunition (e.g., shotgun slugs, pistol rounds) is ineffective for opening doors in this manner. Other breaching methods should be used on heavier doors; frangible rounds have little effect on objects with DR2 or higher.

Using a Ram

Rams come in a variety of sizes and weights (p. 48), but the principle is the same. An officer stands to one side and swings the ram to force the door open. In some cases, depending on the layout of the entry area, the ramming officer may end up visible and momentarily framed by the doorway he has just rammed (see *Fatal Funnel*, p. 32). A sledge-style ram (p. 48) is available that allows the officer to stand outside the doorframe if there is room to do so.

The entry team must be careful not to anticipate the breacher's success, not only on sturdy doors but on weak ones as well. One tactical team found this out the hard way when the door flew inward with such force that it bounced closed again, just as a second officer threw a flash-bang. The grenade bounced off the closing door and detonated at the feet of the entry team!

Explosive Breaching

Using explosives to breach a door is more dangerous than other methods, but can speed entry and maximize the shock and surprise during an entry. A number of door breaching charges and styles are available (pp. 49-50), but hostage and officer safety should always be a priority.

A breaching team should consist of at least three men: a cover man, armed with an assault weapon to provide close cover; an officer to actually place the charge; and a shield-bearing officer to protect the entry team during detonation. Like all door openers, the breaching team will usually enter the room last, allowing them time to ready their weapons.

Breaching a door may occasionally blow pieces of it into the room, injuring occupants. GMs should calculate damage from the explosion, subtract the door's DR and hit points (p. B125), then distribute the remaining damage to the room's nearby occupants (anyone within 2 yards); each target will be struck on a 17+.

Anyone in a room should make a Fright Check at +2, and may also be Surprised or mentally Stunned (p. B122). Medical personnel should always be available when door-breaching explosives are to be used.

Explosive breaching charges should not be used where flammable chemicals are present (such as in a drug lab), on buildings that store or use flammable chemicals (some factories), in situations involving elderly hostages or young children, when hostages are known to be close to the breach point, or on doors or walls of unknown construction.

Breaking Down Doors

Most breaching methods require the GM to know the hit points of the target door. Typical inner (wooden) doors have 5-10 hit points. Mobile home doors and the like will be at the low end; sturdy apartment doors at the high end. Metal doors, such as exterior warehouse doors, will have 15-20 hit points. Security doors will have 20+.

The GM should use common sense when determining door hit points, adding a few for those in better-constructed buildings, subtracting for those in dilapidated slums. Additional security measures (e.g., heavy deadbolts, bars across the interior) will effectively add hit points to the door for breaching purposes.

Entering and Clearing

Room entry and clearing form the linchpin of an assault. Procedures and guidelines vary from team to team, but several basic techniques are listed below.

The GM and his players should work together to decide the guidelines for the PCs' team, making certain every member knows the rules and follows them during an adventure. Entire sessions can revolve around simply practicing room entry and clearing techniques in a CQB house (p. 8), allowing the PCs to interact and the players to become accustomed to using proper entry procedure.

Area of Responsibility

Every man on an entry team is assigned a specific area of responsibility (AOR) or area of operation (AO) – a section of a room, a hallway, a balcony, etc. – that he is to cover during the operation. For example, two men entering a room will split the room down the middle, with each man covering half. A three-man team will likewise be given areas of the room to cover, or one man may be assigned to watch a balcony, hallway, or other feature.

Proper coverage of an AOR reduces the chance of friendly fire and aids in a thorough application of force to every part of a room. Officers must be careful to enter and cover *only* their AOR, and not stray (bodily or by firing) into a teammate's AOR. Walking into another man's zone of fire is a sure way to get shot. Likewise, firing at a target in another officer's assigned zone may subject that officer to friendly fire. In game terms, anyone in another officer's AOR should be subject to the *Hitting the Wrong Target* rules on p. B117.

SWAT members must exercise extreme discipline when entering a hostile area, for it is not unusual for an officer to take fire from an area of the room he is not assigned to cover. He should not, however, become distracted by the incoming fire, for turning to engage the target presents many difficulties. He may not be able to accurately locate the target by the sound of gunfire alone; he may begin firing toward his teammates as they move to engage; or he may turn his back on a suspect in his own AOR, leaving the entire team open to casualties.

PCs should always be aware of their AOR, and GMs should not hesitate to dole out retribution when a character fails to maintain discipline. A single suspect with an automatic weapon can wreak havoc on even the most well equipped SWAT team if the officer assigned to cover him turns his back!

Note: During initial entry, the point man is often responsible for the entire room as he steps through the doorway. He usually chooses his AOR dynamically – that is, he enters the room, and then moves in the direction of his choice based on his observations (usually taking on the nearest threat or open doorway). His partner must make a Body Language roll to react accordingly, choosing a complimentary AOR to cover the part of the room his partner is not.

Deliberate Clearing

Teams performing a slow, deliberate search of a building will leave no stone unturned. Officers check closets, attics, under beds, kitchen cupboards, piles of dirty laundry, behind shelves, even under couch cushions. A "deliberate clear" of a 1,500-square-foot home may take an hour or more, for one man must constantly cover his partner while he searches for hidden suspects, booby-traps, bombs, hazardous chemicals, or other dangers.

A deliberate clear (also called a "slow clear" or "cautious clear") usually occurs when serving a warrant at a building where no one answers, or after a dynamic entry has been completed. No building can truly be considered safe and clear until the entry team has taken the time to do the job right.
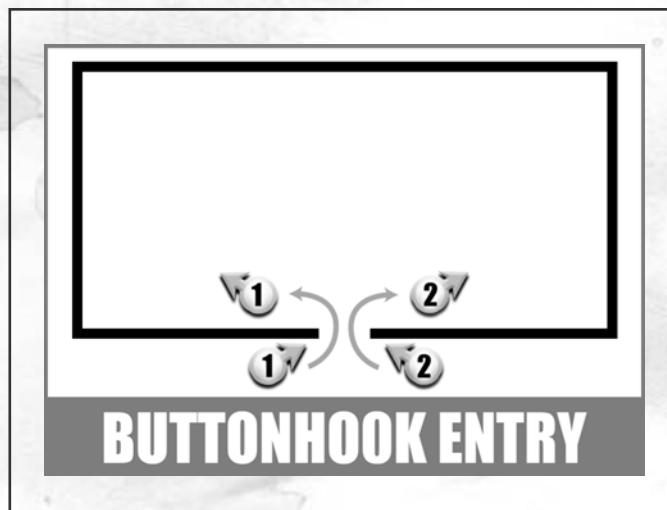
Room Entry

Though the specifics vary, a handful of more common room entry methods are listed below.

Buttonhook Entry

The buttonhook, or fishhook entry is a fast entry technique that minimizes silhouette time for entry personnel, limiting their time in the "fatal funnel" (p. 32). Two men stack on opposite sides of the entry, each facing the doorway, and enter simultaneously (or very close to it) with each man hooking 180° and moving laterally along the room wall (see diagram). Each man's AOR corresponds to his half of the room.

Teams using a buttonhook entry will stack in a double stack, allowing pairs of men to enter, one after another, in a series of two-man buttonhooks. During SWAT training, the


BUTTONHOOK ENTRY

buttonhook entry has proven the fastest method of getting two men through a doorway and ready to fire.
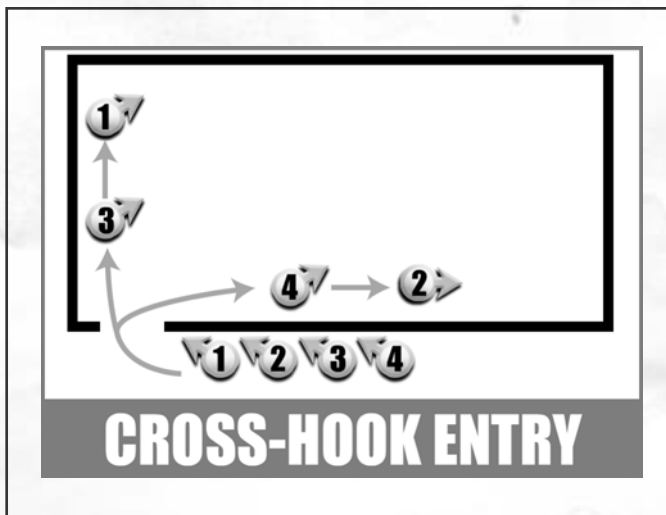
Cross Entry

In a cross entry (diagram, below), the team forms a double stack as shown. Instead of hooking 180° (as in a buttonhook), they enter the room one at a time – taking turns – and cross into the opposite part of the room from their stack. The advantage to this entry technique is that each man moves in a relatively straight line, and can often see his AOR prior to entry (giving a +2 to Vision rolls), enabling him to better clear his AOR than in a buttonhook entry.

This kind of entry must be well rehearsed to prevent team members from running into one another.

CROSS ENTRY
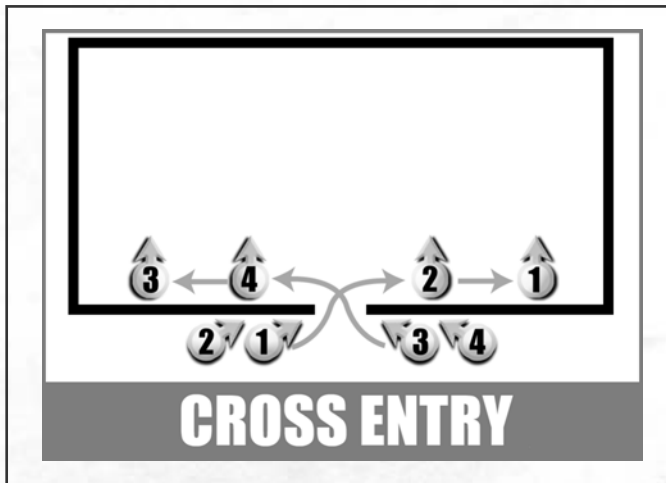
Cross-Hook Entry

A cross-hook entry combines the elements of both techniques listed above. The cross-hook is often used when an entrance lies close to a perpendicular wall, forcing the entry team to stack up on only one side of the entrance. As with other entry techniques, the entire team may continue to enter the room, one after another, alternating their entry style. The point man will buttonhook, his cover man will cross, the third man hooks, the fourth man crosses, etc. See diagram, below.


CROSS-HOOK ENTRY

Cross-Lean Entry

A cross-lean entry is similar to a cross-hook, but the hooking officer does not actually enter the room. Instead, he leans his weapon and upper body around the corner of the entry while his partner crosses into the room proper, allowing both men to bring weapons to bear and yet providing a measure of cover for at least one of them (diagram, below). In *GURPS* terms, the leaning shooter can be ready with *opportunity fire* while his partner is still moving, enabling the leaner to protect the entry man.

Multi-man teams can use the cross-lean entry – one man leans and covers the room while the rest of the team enters single file.

During a cross-lean, the entering men must be careful not to cross in front of the leaning shooter. He, in turn, must maintain fire discipline and cover only his AOR (usually the half of the room on his side).

CROSS-LEAN ENTRY
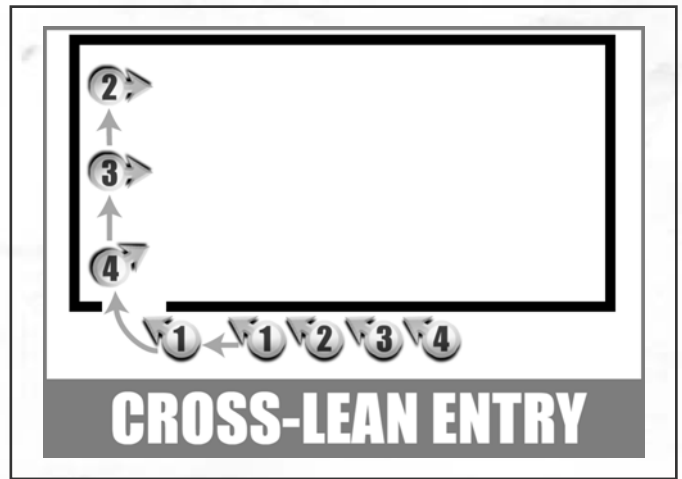
Slicing the Pie

During entry, weapon movement should be methodical and smooth. As the officer moves laterally around an obstacle (a corner, the edge of a doorway), he sweeps his weapon and line-of-sight through the room in a maneuver called "slicing the pie." As he slices the room, his teammates follow, joining in the maneuver and begin to sweep in opposite directions, covering their own "slices" – their AORs.

SLICING THE PIE
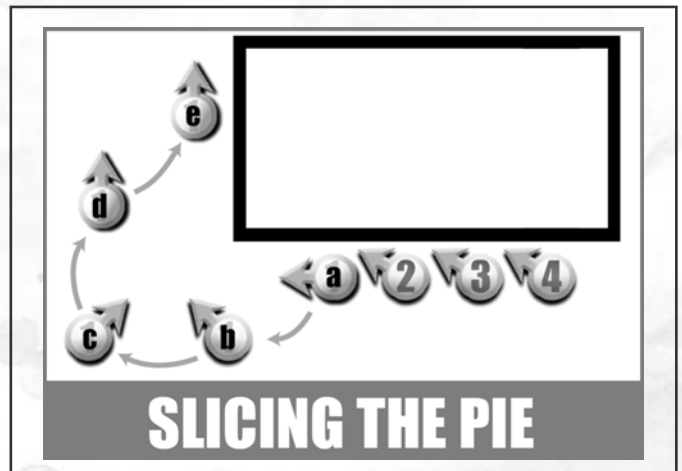
Even when rounding a corner (diagram, p. 35), an officer must slice the pie, sweeping wide and moving in a lateral arc as he rounds the corner, slowly exposing more of his surroundings as he moves. An officer can most safely round a corner at a distance (at least a yard or so), rather than hugging it closely. This allows him to see more of his "slice" as he moves, while still using the corner to provide cover.

During entry and when rounding corners, an officer will lean his upper body in the direction he is moving, thereby allowing him to see his AOR and bring his weapon to bear, while exposing as little of his body as possible (giving him a -3 to be targeted).

Room Clearing

Entering and clearing a room is dangerous work. In the heat of an assault, it can be difficult to tell friend from foe, or innocent movements from threatening actions. Entry teams go through an "OODA Loop" – Observe, Orient, Decide, Act. Therefore, the GM may wish to use the following game mechanics during room entry.

When a room is entered, before anyone can take any actions, the GM must determine whether the SWAT officers have achieved any level of surprise (p. B122). Total surprise is possible when entering the first room and only if the team's approach was entirely silent (see *Covert Entry*, p. 32). Partial surprise is the most likely result if the targets of the assault are aware that something is happening, but don't know when or where SWAT will enter. If the occupants are ready and waiting, surprise is not possible. Even if the occupants are not surprised, the GM may decide that one or more of them must make Fright Checks.

Once inside the room, the OODA loop begins:

Observe

When a SWAT team breaches a room, the GM makes a Vision roll (p. B92) for each team member, modified for darkness, smoke from a flash-bang, etc. If they achieved total surprise, this Vision roll is unnecessary – the occupants are incapable of any action and the GM should give the players a full description of the room and its contents. In the event of partial surprise, the Vision roll is made at +5, since the occupants are stunned and slow to react. The degree of success (or failure) of the Vision roll dictates how much information the player is given, allowing him to orient himself:

Slim Failure (by 3 or less): The officer gets little or no information on who is in the room or what they are doing, but can still pick up on the movement of large objects (a fleeing suspect, a charging attacker, a door shutting, etc.).

Basic Success. The officer makes out subtler movements and finer details, and begins to distinguish friend from foe. The fewer people there are, the more he learns about each one. In a room full of people, he will get only a sense of placement and general motion. If there are only one or two people, he can make out specific actions, such as someone reaching into a pocket, handbag or dresser drawer, as if to ready a weapon (or a badge, or a wallet).

Tactical Use of Shields

Many entry teams use ballistic shields. The shield is generally carried by the point man (p. 28), who leads the team in a snake formation (see Snaking and Swarming, p. 31) when approaching the site.

Room clearing with a shield is handled only slightly differently than without. The shield-carrier generally positions himself facing the most likely threat location (e.g., an uncleared hallway or stairwell) while the rest of the team clears the room. As the team progresses, the shield man will continue to position himself to cover the likely threat sites as the team clears behind him (see diagram, below).

Because shields do not provide 100% protection against incoming fire, officers do not simply cower behind them, waiting for the bad guy to run out of ammo. When fired upon, even when protected by a shield, SWAT members will return fire to neutralize the threat as quickly as possible.

Game stats for SWAT shields are found on p. 50.

USING A SHIELD
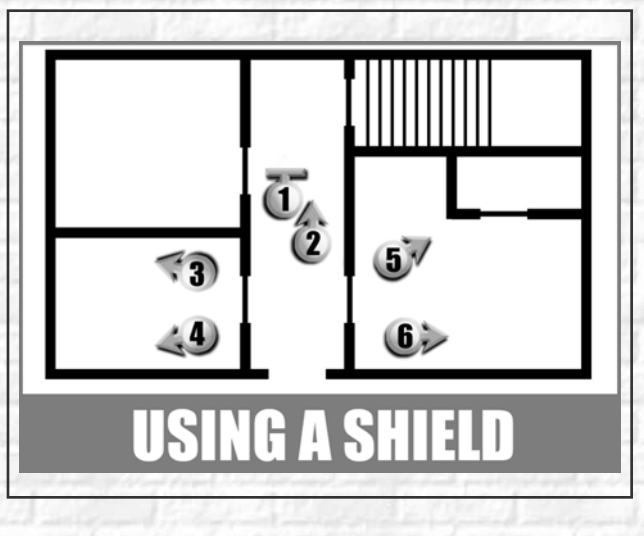
Modest Success (made by 1 or 2): As above, but more details about each occupant of the room are clear, including where each person is and a basic idea of what they are doing. If few people are present, the officer can tell which are likely suspects and which are bystanders. Known individuals are recognized. In addition to the occupants, the officer also discerns the room's basic layout, including furniture, placement of doors and windows, etc.

Good Success (made by 3 or 4): The officer takes in nearly the entire scene, separating friends from foes, seeing who is unarmed or who is brandishing a weapon, and noting any obvious immediate threats. He knows which occupant to handle first. He also gets a fuller sense of the room, including details like someone sleeping on a couch under a blanket, a suspicious lock-box in the corner, or a trapdoor in the floor.

Great Success (made by 5+): In addition to a full awareness of the scene as described above, the officer spots details that most people would overlook: drug paraphernalia on a table, the bulge of a holster under someone's jacket, or a knife on a suspect's belt. Situational awareness is almost complete, and the officer knows how he needs to proceed.

This Vision roll covers only the officer's initial impressions; it is considered a Free Action and is resolved before any attacks or other actions can be made. The GM may reveal details about the scene in subsequent rounds as the team completes entry.

Orient

Once the officer has observed the situation, his mind must process the facts so he can "orient" himself – that is, make sense of what he's seeing.

He may pick one target (generally in his AOR; see p. 34) and make a Body Language roll (p. CI132) to determine roughly what that person intends to do next round: flee, draw a weapon, grab a hostage, etc. Note that all Vision modifiers apply to Body Language rolls.

Decide and Act

The final steps in OODA involve making a decision and taking action. Officers may choose to use lethal force or attempt some kind of peaceful resolution.

Non-lethal action often begins with intimidation. Convincing a suspect to surrender is resolved with a regular contest of skills (p. B87), using the officer's Intimidation skill against the target's Will. Because he is armed and willing to use deadly force, the officer gets +2 to skill. If the team in the room outnumbers the suspects, the bonus is +3.

If the target also has a readied weapon and is willing to use it, the officer's bonus for being armed is canceled out. (Outnumbering the suspect is still good for +1.) The target's Will is also subject to modifiers for recently failed Fright Checks, applicable Advantages and Disadvantages (e.g., Fearlessness, Cowardice), drug use, or anything else that would affect his state of mind.

This Contest of Skills may play out over several turns, during which time the officer can move forward to physically subdue the suspect. If the SWAT team achieved any level of Surprise, intimidation is not required. A partially surprised suspect, however, may make his IQ roll while being laid out and cuffed. If he is stupid enough to struggle, the officer may have to fall back on intimidation or physical assault to finish his job.

Repeating the OODA Loop

SWAT teams go through the OODA process many times during an entry. Every time they encounter a new threat, clear a new room, even hear a new noise, they must Observe (by making a Sense roll), Orient (determine how much information they gather based on the roll's success or failure), Decide, and take Action (both of which are up to the PC). OODA is the basic principle that defines the split-second decision making process an officer goes through during entry.

It is not, however, limited to the good guys. Suspects watching television may hear the sound of a ram (Observe), realize it's their front door (Orient), Decide to resist, and Act by grabbing a weapon and firing toward the door!

Vehicle Takedowns

The tactical information found in this chapter can be applied to vehicles as well as buildings. Assaulting a bus or airplane takes training and practice distinct from normal building rehearsals, but whether an officer is rounding the corner of a suspect's bedroom or clearing the passenger compartment of a 747, he must maintain fire discipline, watch his AOR, and so forth.

Detailed vehicle takedown tactics are beyond the scope of this book, but some basic guidelines follow.

Aircraft

Assaulting a passenger plane is a complex undertaking and extremely difficult to perform well. Such operations are only carried out by large, advanced teams, specifically trained to deal with aircraft assaults. Taking down an average passenger plane should involve the use of at least 40 SWAT officers, in addition to support personnel (drivers, ladder carriers, snipers, distraction teams, etc). In a recent U.S. assault, over 100 men were used to liberate a hijacked 747.

Teams must rehearse entry and clearing techniques on many different types of planes, learning the nuances of each. For example, Boeing 747 and DC-10 doors swing outward; a 767's doors are electronically operated and swing up and out.

Typically, entry will be carried out in multiple, simultaneous locations, using main doors, cargo entrances, and emergency exits on the wings and cockpit. Ladders are required in such an entry; rubberized ladders are usually used for stealth reasons. Small, lightweight operators are usually tasked with wing and cockpit entries. Stealth rolls while walking on a plane's wing are at -2.

Distraction is often created by staging an apparent attack on one side of the plane – perhaps setting off a small explosion or flash-bang outside the plane – to draw the hijackers to one side. Use of flash-bangs inside the plane must be carefully monitored, due to the presence of flammable items and close proximity of hostages.

Boats

Hostage rescue operations at sea require highly specialized teams and specialized equipment to keep weapons and equipment dry and functional. Such operations are generally assigned to federal or military teams. Assaulting a boat that is currently docked in a harbor may be done using techniques similar to assaulting a building.

Buses

Eight or more men are required to properly take down a bus. Two officers cover the rear (emergency) exit of the bus (if any), while two others cover the side windows. One man approaches the driver's window to release the door, allowing the remainder of the team (preferably at least four men) to snake into the bus through the main entrance.

Once inside, the first two members of the assault team step left and right, covering the passengers, while the remainder of the team moves down the aisle, clearing the bus of threats. At least one team member should crouch low and do a search at deck level to make sure no suspects are hiding under the seats.

All passengers should be handcuffed and escorted away from the site until their identity can be clearly determined.

Bus takedowns should be rehearsed using different styles of buses (e.g., school buses, commercial buses, trams, light trains).

Cars

The first step in a car assault is to immobilize the vehicle. This may be done by surrounding the vehicle with other cars, through a remotely operated kill switch (in the event of cars provided to hostage takers), or by using spike strips on the road.

Unless hostages are present, the car should be hit with tear gas; snipers should be used if the target is presenting a deadly threat.

During hostage rescue, car assaults should be performed with six men. A pair of officers comes up on either side, with the remaining team members providing cover fire from the front or back. This allows at least one officer on each side to engage suspects in the front seat while their partners do the same to the rear. All officers should take up positions so that they do not endanger the other members with crossfire.

Windshield glass is notorious for impeding and deflecting bullets, especially when fired at an extreme angle. For game purposes, if the bullet's trajectory is greater then 45° from perpendicular to the windshield, the shot is taken at an additional -4; a miss indicates that the bullet has skipped off the windshield instead of penetrating.

If the bullet penetrates the windshield (whether from a direct frontal shot, or a lucky angled shot), but the roll to hit

was not made by an *additional* 4 or more, the shot is still treated as a miss, using the *Hitting the Wrong Target* rules on p. B117 to determine whether anyone else inside the vehicle is hit.

SWAT officers may need to shatter a window to extricate the suspect without harming him. Officers may carry a spring-loaded punch designed especially to shatter glass (p. 48). Some teams have such a punch mounted near the muzzle of their assault weapon so they can shatter the window and continue to cover a suspect at the same time. Once side-window glass is shattered, it is easily raked out of the opening with a gloved hand, and falls into tiny, rough (not sharp) pieces. Front windshields are much harder to break and remove and such an attempt is rarely made by a SWAT team.

A hostage taker may put his hostages on either side of him, making it difficult to get a clear shot. In such cases, the cover men may be able to fire through the front or back windows.

Dealing with Hostages

Hostage safety is a priority during SWAT entry. Use of explosives – including breaching explosives and flash-bangs – must be carefully monitored, and fire discipline must be very high. Officers must always distinguish between friend and foe when entering a room.

Hostage-takers may exchange clothing with their hostages or try to blend in with them when they realize the gig is up. It is therefore standard procedure to handcuff everyone in the room – civilians included – until their identities and potential threat level can be accurately determined.

Hostages and suspects should be secured before the room is considered safe. They should either be "proned out" (forced to lay face down, hands behind their head), or at least forced to kneel and interlace their fingers behind their head and be properly cuffed.

The hostages themselves may even interfere in a rescue. Some may attempt to subdue a suspect during entry, more often getting in the entry team's way than being of any assistance. Others will react unpredictably – running from the site (and across an officer's line of fire), diving for cover, or even attacking the entry team themselves. Such an attack may be the result of confusion and stress; at other times, the hostage may feel moved to protect his former captor (especially if he is a family member).

Stockholm Syndrome

The Stockholm Syndrome (p. SO130) refers to a psychological bond that can develop between a hostage-taker and his victims. It takes its name from a 1973 bank robbery (in Stockholm, Sweden) that resulted in a hostage situation. One of the hostages became so attached to a suspect that she later married him!

Hostages may feel dependent on the hostage-taker for their health and well-being, and begin to identify or

sympathize with them; the relationship is sometimes compared with that of an abused wife and her husband.

Hostages who become sympathetic to their captors may even begin to view the police as the enemy. They may shield their captors, aid them in escaping, or try to hide them in their midst.

Negotiators can use the Stockholm Syndrome to their advantage, engendering a sense of responsibility in the hostage-taker, thereby minimizing the chance he will act violently toward the hostages.

Egress

Sometimes the team must make its way out of an incident site before the crisis is fully resolved. For example, a team may rescue a group of hostages and wish to move them to safety before delving deeper into a building. In such cases, the team will usually exit through the same route they used to enter the building, as it is generally safe.

At other times, a shorter route may be available to an alternate egress point – usually designated as such prior to the entry. Such an egress point should be visible (e.g., to snipers, observation teams, perimeter personnel) to make certain it is safe.

Egress through a hostile or unknown part of the building is possible, but should not be done with hostages in tow. If such a move is necessary, the SWAT team will split, with one contingent leading the way and another bringing up the hostages and the rear of the group.

Rally Points

Rally points (or egress points) are similar to points of last cover and concealment (p. 30), and represent safe locations outside the incident site where teams can turn over hostages (and captured suspects) to waiting authorities. Rally points, like LCC points, are designated in advance, usually during the planning and briefing stage.

Obstacles to Entry

Entry teams face more dangers than just the suspects they're facing. Darkness can hide treacherous terrain; electricity (and therefore lights) may have been turned off in the building they're entering; motion-sensors may activate lights as the team attempts a stealth approach; guard dogs or family pets may alert the suspects or attack the team.

Many obstacles can be avoided through good surveillance and planning, but team members must be flexible and ready to adapt when their assault is disrupted (see *Surprise!*, p. 59).

Booby Traps

Some suspects may set traps at entry points and bottlenecks, in hopes of delaying, wounding, or killing the entry team. Sample improvised traps might include fishhooks hung at face level in entryways, nails driven through flat boards and hidden under leaves or grass, or razor blades embedded in stalks of marijuana to injure those pulling them up. Even a


Raiding Drug Labs

The proliferation of clandestine drug labs ("clan labs") has forced law enforcement personnel to deal with increasingly dangerous situations. Methamphetamines are the most common drug produced in such labs. Other drugs include amphetamines (speed), gamma-hydroxy butyrate ("date-rape" drugs), LSD, and methylene-dioxy-methamphetamine (ecstasy)

Clan labs can be found in any part of any town. They may be hidden in rich or poor neighborhoods, industrial areas, abandoned buildings, residential apartments, wooded areas, open fields, town houses, or even vacant lots. Mobile labs are now springing up in buses and aboard boats.

Police may be alerted to a clan lab in a number of ways. For every pound of methamphetamines produced in a lab, five times that amount of waste is generated. Entry personnel may spot an abundance of empty cold medicine boxes (used for their pseudoephedrine content); empty cans of paint thinner, starter fluid, or acetone; propane canisters with blue-green corrosion from storing anhydrous ammonia (often stolen from local farmers); or discarded coffee filters or glass jars with white or purple crystals. At times, an odor resembling paint thinner, chlorine, or model glue may give away a clan lab's presence.

Chemicals used in these labs can cause injury or death on contact (through chemical burns) or inhalation (such as with phosphine or phosgene gas). Many are flammable; some may even ignite or explode on contact with air or water.

Entry personnel must therefore exercise extreme caution when operating in or near a suspected clandestine drug lab. Emergency medical personnel, firefighters, and HAZMAT team should always be available during such an operation. Suppressors (p. 51) and gas masks (p. 49) should be used whenever possible. Explosive devices (e.g., flash-bangs, breaching explosives) should *never* be used in a clan lab.
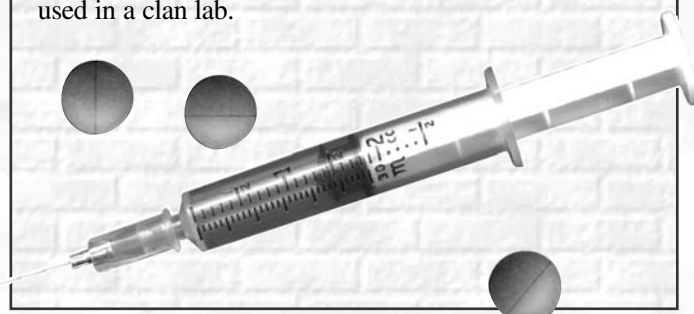
stack of aluminum cans in front of a door can alert the suspect to the team's presence.

The first step in avoiding a trap is spotting it. Mirroring entryways and using deliberate movement can aid a team in avoiding traps during a covert entry. Dynamic entries, by their nature, are faster, and therefore may not allow for a thorough search. GMs should keep track of any characters with Danger Sense as they near a trap. Triggering a noisemaking trap will not set off Danger Sense.

Chapter 4:
The Officers
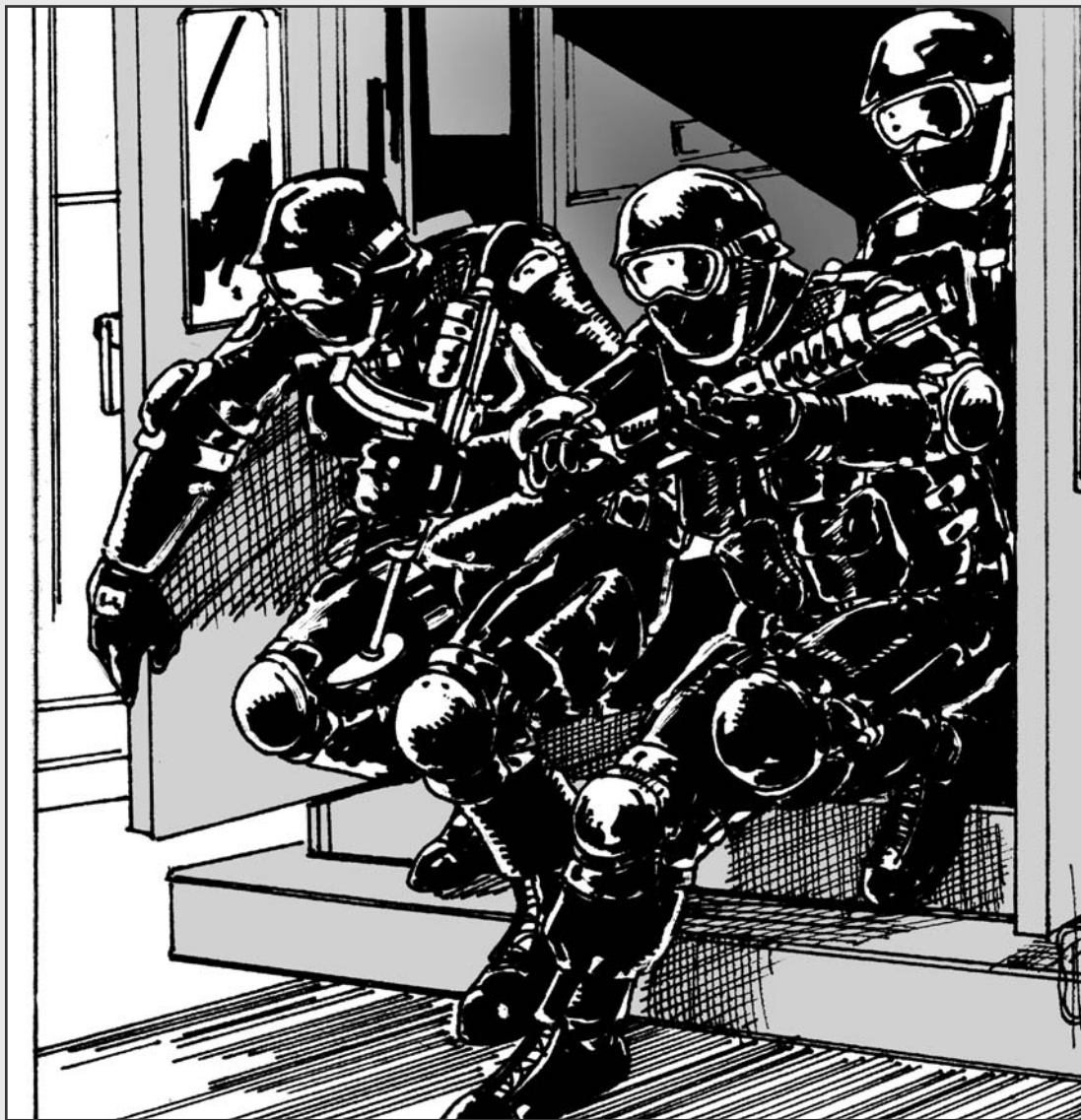
No matter how big the gun, how modern the gear, or how elite the training, it is the men and women behind the badge that make or break SWAT operations.

Officer Selection Guidelines ■

SWAT selection guidelines are strict and testing is rigorous. Certain principals govern officer selection for almost every team.

Occupational Skills

An officer's skill levels – though important – are often not as important as his more innate abilities. Skills can be taught; intelligence and willingness to work as part of a team cannot. Nevertheless, most SWAT selection procedures include extensive skill testing, including marksmanship. The *primary skills* listed in the template on pp. 43-44 can be used as a guideline when determining character skill levels.

Physical Fitness

SWAT officers undergo regular physical training and testing. PCs should either take Fit or Very Fit, as per the template on pp. 43-44.

Teamwork

The ability to function as part of a team is a one of the primary requirements for acceptance onto a tactical team. SWAT operations hinge on successful teamwork, and lone wolf agents and rogue operatives have no place in a realistic *GURPS SWAT* campaign.

SWAT officers become closer than family members, and must trust one another implicitly; their very lives depend on it. One man cannot defend himself from every direction, but a pair of men, back-to-back, may do so. Each man on a team must know that his fellow officers are reliable. The actions of a single man can result in the death of an entire team.

Just as real-life SWAT is a team effort, so too should a *GURPS SWAT* campaign emphasize teamwork and camaraderie. Unruly players seeking personal glory and cinematic heroics should be rewarded with the most likely real-life result of such actions – usually death.

Willingness

SWAT teams are typically comprised of volunteers. There is never a shortage of such men; the waiting list for most teams is usually dozens (if not hundreds) of times greater than the number of open slots.

Intelligence

SWAT officers must be able to think on their feet at all times, and mental acuity often carries more weight in selecting team members than simple skill levels. The template on pp. 43-44 includes IQ 13; rarely will a full-time SWAT officer be found with IQ less than 11.

Women in SWAT

In the early 1980s, women were finally allowed to become SWAT officers, mostly on hostage negotiation and crisis teams. Twenty years later, female SWAT members still make up less than 0.5% of the tactical officers in the U.S.

Statistically, most female candidates fail physical training, especially when it comes to upper body strength tests. Women who make it into SWAT must be even more determined and relentless than men, but it can be done.

All SWAT positions are highly sought after, and women may be ostracized even when they prove themselves capable. Treatment by their peers can vary from respect to derision, depending on the team (and the GM). Most tactical gear is designed for men, making it difficult to find uniforms, web gear, and body armor to comfortably fit a woman, especially one with a small frame.

In *GURPS*, female characters can be created using the same template as men (pp. 43-44), but GMs and players alike should bear in mind the difficulties and differences mentioned above.

Advantages, Disadvantages, and Skills

For tactical teams, certain qualities are more valuable than others. Likewise, there are some personality traits and backgrounds that make it difficult or impossible for an officer to function on a SWAT team.

Required Advantages

SWAT officers should almost always be Fit (or Very Fit), and veterans will have Combat Reflexes (members may use earned skill points to purchase Combat Reflexes after they are allowed on the team). As with all police officers, they will also have Legal Enforcement Powers and at least one level of Rank in the police department.

Desirable Advantages

Especially appropriate Advantages for tactical team members include Common Sense, Composed, Cool, Fearlessness, High Pain Threshold, Strong Will, and Toughness.

Required Disadvantages

All entry personnel must take a -15-point Duty (SWAT team, 15 or less). Teams that face especially dangerous missions or heavy paramilitary action (especially in a cinematic campaign) may take the -20-point Extremely Hazardous Duty instead, at the GM's discretion.

Desirable Disadvantages

Sense of Duty, especially to the team, can be especially useful to SWAT team members. Some teams may also encourage traits like Code of Honor and Honesty.

Acceptable Disadvantages

The GM should allow the use of most *GURPS* disadvantages, with the exception of those prohibited below. As always, it is up to the GM to decide whether or not any given disadvantage will disrupt game play, or would simply not be appropriate based on his campaign and the team's makeup.

Prohibited Disadvantages

The following disadvantages should be prohibited in most *GURPS SWAT* campaigns. The list is not exhaustive. Any time the GM feels that the officer's superiors would prohibit a particular disadvantage, or if a disadvantage is disruptive to the game, he should disallow it. Selection to a team requires an exemplary service record; a history of poor conduct will exclude a character from being accepted in SWAT.

Suggested prohibitions include illegal Addictions, Berserk, Bloodlust, Combat Paralysis, Cowardice, Gullibility, Illiteracy, Laziness, Megalomania, Pacifism, Paranoia, certain types of Phobia (e.g., Loud Noises), Primitive, Pyromania, Sadism, Split Personality, and most physical disadvantages (e.g., Crippled Leg, Epilepsy, One Eye, etc.).

Desirable Skills

Architecture: Officers can use this skill during assault planning, to determine interior wall locations, estimate room sizes and types, and so forth. Breachers will use this skill to determine proper placement of breaching charges or estimate a door's hit points before ramming (see *Breaching*, p. 32, and p. B59).

Body Language: An officer can use this skill to determine the potential threat level of a suspect, or to predict his next move (see p. CI132 and *Room Clearing*, p. 36). It also allows an officer to quickly predict a *teammate's* intentions such as which direction he is about to move or fire when first entering a room. Experienced teams may receive a bonus toward one another; see *Team Familiarity*, p. 8.

Gesture: Teams may communicate silently using simple, predetermined gestures (e.g., simple ideas like stop, go, look, suspect spotted, etc). Anything beyond that requires the use of the Gesture skill (p. B55).

Intimidation: Entry teams use this skill when shouting for a suspect to surrender during an encounter (see *Room Clearing*, p. 36, and p. B246).

Tactics: **GURPS SWAT** follows the guidelines in **Special Ops** regarding Tactics specializations (p. SO62). Entry personnel will therefore use Tactics (Counterterrorism) for most SWAT operations.

Part-Time vs. Full-Time

In many ways, a SWAT officer is a SWAT officer, whether he works at the job full time or doubles as a patrolman. Full-time SWAT teams generally receive more training and field experience, however, which means a part-time officer may have slightly lower skill levels in SWAT-specific skills and higher skills in other aspects of police work.

Therefore, GMs may wish to impose some restrictions on part-time SWAT officers, limiting their starting skill levels in Body Language, Climbing, Demolition, Gesture, Intimidation, Guns (Light Auto), Stealth, Tactics (Counterterrorism), and Throwing to no more than 1 or 2 points in each skill.

In return, part-time SWAT officers, who double as patrol cops, may have more Contacts, and higher skill levels in Area Knowledge, Criminology, Law Enforcement, Tonfa, and vehicle/transportation skills. GMs and players should work together to establish a realistic background for each character, and adjust his skills accordingly. As always, the GM has the final say.

Templates

The SWAT Officer templates found below are slightly modified from the template found in **GURPS Cops** on p. C50. The versions here take into account some of the new information found in **GURPS SWAT**.

As with all **GURPS** templates, these are optimized for point costs and are more representative of heroic PCs than generic SWAT officers. A fairly realistic campaign can be run using the lower-point template fleshed out to 100 points using *skills only*. Characters in a higher point level campaign should start with the 115-point template and modify it accordingly.

SWAT Officer Template 90 Points

The following represents a basic template for a realistic SWAT officer. With five quirks, there are 15 additional points available in a 100-point campaign.

Required Positional Specialization Packages

Because SWAT team members often excel at certain duties (either through training or natural ability), each SWAT officer must choose a positional specialty. The point cost is already included in the basic SWAT template.

Only one specialization may be chosen during character creation. Team members may be assigned new duties during a campaign, however, and pick up additional skills in other position specializations using skill points.

This template has some variations from the SWAT template in **GURPS Cops**. Both are acceptable to create a SWAT officer; the one here is based on the **Cops** template, but has been readjusted to match the expanded SWAT information given in this book.

Attributes: ST 11 [10]; DX 12 [20]; IQ 13 [30]; HT 11 [10].

Advantages: Fit [5]; Legal Enforcement Powers [5]; Police Rank 1 [5/level]; plus a total of 10 points chosen from Acute Senses [2/level], Alertness [5/level], Composed [5], Contacts [Varies], Cool [1], Fearlessness [2/level], High Pain Threshold [10], Strong Will [4/level], or +1 to ST, DX, or HT [10].

Disadvantages: Duty (15 or less) [-15]; and a total of -30 points chosen from Addiction (Tobacco) [-5], Bad Sight (Correctable) [-10], Bad Temper [-10], Bully [-10], Callous [-6], Chummy [-5], Honesty [-10], Intolerance [-5 to -10], Nightmares [-5], Obsession (Promotion, staying on team) [-5], Overconfidence [-10], Sense of Duty (Team or innocent civilians) [-5 or -10], Stubbornness [-5], or Workaholic [-5]. Rookie characters may also choose Post Combat Shakes [-5] if they have made an effort to hide it in the past (they will need to buy this off soon, however, or risk being removed from the team). Some teams warrant Extremely Hazardous Duty [an additional -5 points] at the GM's discretion.

Primary Skills: Body Language (M/H) IQ-1 [2]-12; Climbing (P/A) DX [2]-12; Criminology (M/A) IQ-1 [1]-12; Demolition (M/A) IQ-1 [1]-12; First Aid (M/E) IQ-1 [1/2]-12; Guns (Light Auto) (P/E) DX+2 [1]-14*; Guns (Pistol) (P/E) DX+2 [1]-14*; Guns (Rifle) (P/E) DX+1 [1/2]-13*; Guns (Shotgun) (P/E) DX+1 [1/2]-13*; Intimidation (M/A) IQ-1 [1]-12; Law (Criminal law and procedure) (M/H) IQ-3 [1/2]-9/15; Law Enforcement (M/A) IQ-1 [1]-12; Stealth (P/A) DX [2]-12; Tactics (Counterterrorism) (M/H) IQ-1 [2]-12; Wrestling (P/A) DX [2]-12; *and* any one of the following required positional specialization packages:

Assaulter (p. 29): Throwing (P/H) DX [+2]-12; plus 4 additional points in any primary or secondary skills.

Element Leader (p. 28): Administration (M/A) IQ-1 [1]-12; Leadership (M/A) IQ [2]-13; Tactics (Counterterrorism) (M/H) IQ [+2]-13; plus 1 additional point in any primary, secondary, or background skills.

Rear Guard / Breacher (p. 29): Architecture (M/A) IQ [1]-12; Demolition (M/A) IQ [+1]-13; Explosive Ordnance Disposal (M/H) IQ-2 [1]-11; Shield (P/E) DX [1]-12; Speed-Load (Shotgun Shell) (P/E) DX [1]-12; plus 1 additional point in any of these skills or any primary skills.

Scout / Point Man (p. 28): Electronics Operation (Security Systems) (M/A) IQ-2 [1/2]-11; Electronics Operation (Sensors) (M/A) IQ-2 [1/2]-11; Lockpicking (M/A) IQ-1 [1]-12; Shield (P/E) DX [1]-12; Stealth (P/A) DX+1 [+2]-13; and Traps (M/A) IQ-1 [1]-12.

Sniper: Climbing (P/A) DX [+2]-12; Camouflage (M/E) IQ [1]-13; Guns (Rifle) (P/E) DX+3 [+1 1/2]-15*; Lip Reading (M/A) IQ-2 [1/2]-11; plus 1 point in any secondary or background skills.

Secondary Skills: Armoury (Small Arms) (M/A) IQ-2 [1/2]-11; Area Knowledge (City) (M/E) IQ [1]-13; Brawling (P/E) DX [1]-12; Electronics Operation (Communications) (M/A) IQ-1 [1]-12; Fast-Draw (Pistol) (P/E) DX [1]-12; Fast-Draw (Magazine) (P/E) DX-1 [1/2]-11; Gesture (M/E) IQ-1 [1/2]-12; Psychology (M/H) IQ-3 [1/2]-10; Running (P/A; HT) HT-1 [1]-9; Speed-Load (Magazine) (P/E) DX-1 [1/2]-11; Throwing (P/H) DX-1 [2]-11; Writing (M/A) IQ-2 [1/2]-11.

Background Skills: A total of 6 points chosen from Camouflage (M/E); Detect Lies (M/H); Diplomacy (M/H); Driving (Automobile) (P/A); Driving (Tracked Vehicle) (P/A); Judo (P/H); Jumping (P/E); Karate (P/H); Languages (Any) (M/A for most); or Speed-Load (Pistol or Shotgun Shell) (P/E).

* Includes +2 for IQ 12.

Customization Notes: Elite or cinematic SWAT officers may be built using 125 points, with experienced veterans reaching 150-points or more. The extra points should be spent mostly on skills and specializations to reflect training and experience; see *GURPS Special Ops* (pp. SO58, SO83) for additional suggestions.

Elite/Cinematic SWAT Officer Lens   +25 points

Increase DX by +1 (which also adds +1 to all DX-based skills) and add Combat Reflexes. Total template cost is 115 points. With five quirks, this allows 15 additional points in a 125-point campaign.

Optional Cross-Training

Many departments cross-train their members – regardless of their normal positions and duties on the team. For example, all New York ESU officers (p. 14) are certified paramedics and members of Berlin's PSK (p. 17) are all sniper-trained.

The GM may wish to limit, encourage, or even demand, additional cross-training for the PCs. Some samples are listed below. Unlike the required positional specialization packages, cross-training point values are *not included* to the normal template cost, since such cross-training is usually optional.

Players may spend skill points during a campaign to buy a training package for their PCs, so long as the officers take sufficient in-game time to go through the proper schools, courses, and other training.

Each course will give the player "free" skill points to spend on certain skills. If they are sufficient to raise any of those skills, the player should do so immediately. Otherwise, he may keep the points "on hold," supplementing them with earned skill points at a later date to actually raise the skill, to reflect practical application of the officer's classroom or simulation training.

PCs may take more than one training specialization, but not simultaneously.

Demolitions: A typical demolitions cross-training course will provide intensive study and field practice, and give the character 1 point in each of the following skills: Architecture (M/A); Demolition (M/A); Explosive Ordnance Disposal (M/H); and Traps (M/H).

Hostage Negotiation: Hostage negotiation training is generally performed in classrooms rather than during call-outs. A typical negotiation course will add 2 skill points to Diplomacy (M/H); and 1 point to each of Criminology, Detect Lies (M/H), and Psychology (M/H).

Medical: EMT training adds 2 skill point to First Aid (P/E); and one point each to Electronics Operations (Medical Equipment) (M/A) and Diagnosis (M/H).

Sniper: Sniper cross-training will add 2 skill points to Guns (Rifle) (M/E); and 1 point to Climbing (P/A) and Camouflage (M/E). Lip Reading (M/A) may be taught in some courses, providing 1/2 point in the skill.

Negotiator Template 65 Points

The following represents a basic template for a realistic police negotiator. SWAT officers with negotiation experience should use the cross-training options found in the previous template.

With five quirks, there are 40 additional points available in a 100-point campaign.

Attributes: ST 10 [0]; DX 11 [10]; IQ 13 [30]; HT 10 [0].
Advantages: Legal Enforcement Powers [5]; Police Rank 2 [5/level]; plus a total of 15 points chosen from Acute Senses [2/level], Alertness [5/level], Composed [5], Contacts [Varies], Cool [1], Fearlessness [2/level], High Pain Threshold [10], Reputation (To criminals as trustworthy; see *Trust and Negotiation*, p. 24) [3/level], Strong Will [4/level], or +1 to any attribute [varies].
Disadvantages: Duty (15 or less) [-15]; and a total of -30 points chosen from Addiction (Tobacco) [-5], Bad Sight (Correctable) [-10], Chummy [-5], Guilt Complex [-5], Honesty [-10], Nightmares [-5], Odious Personal Habit ("By the book, always") [-5], Overconfidence [-10], Sense of Duty [-5 or -10], Stubbornness [-5], or Workaholic [-5]. Experienced negotiators who lie to suspects may develop a negative Reputation (To criminals as untrustworthy; see *Trust and Negotiation*, p. 24) [-3/level].
Primary Skills: Acting (M/A) IQ-1 [1]-12; Administration (M/A) IQ [2]-13; Body Language (M/H) IQ-1 [2]-12; Criminology (M/A) IQ+1 [4]-14; Detect Lies (M/H) IQ-1 [2]-12; Diplomacy (M/H) IQ [4]-13; First Aid (M/E) IQ-1 [1/2]-12; Guns (Pistol) (P/E) DX+2 [1]-13*; Guns (Shotgun) (P/E) DX+1 [1/2]-12*; Law (M/H) (Criminal law and procedure) IQ-2 [1]-10/16; Law Enforcement (M/A) IQ [2]-13; Psychology (M/H) IQ-1 [2]-12; Tactics (Counterterrorism) (M/H) IQ-1 [2]-12.
Secondary Skills: Area Knowledge (City) (M/E) IQ [1]-13; Brawling (P/E) DX [1]-11; Climbing (P/A) DX-1 [1/2]-10; Electronics Operation (Communications) (M/A) IQ-1 [1]-12; Fast Talk (M/A) IQ-2 [1/2]-11; Gesture (M/E) IQ-1 [1/2]-12; Holdout (M/A) IQ-2 [1/2]-11; Intimidation (M/A) IQ-1 [1]-11; Running (P/A; HT) HT-1 [1]-9; Wrestling (P/A) DX-2 [1/2]-9; Writing (M/A) IQ [2]-13
**Background Skills:** A total of 6 points chosen from Computer Operation (M/E); Driving (Automobile) (P/A); Driving (Tracked Vehicle) (P/A); Fast-Draw (Pistol) (P/E); Fast-Draw (Magazine) (P/E); Forensics (M/H); Judo (P/H); Jumping (P/E); Karate (P/H); Languages (Any) (M/A for most); Research (M/A); or Speed-Load (Any) (P/E).
* Includes +2 for IQ 12.

Customization Notes: Additional skills may be taken from other police templates, reflecting the negotiator's career path. An experienced negotiator might add Combat Reflexes to better recover from any surprises.

Chapter 5:
The Gear
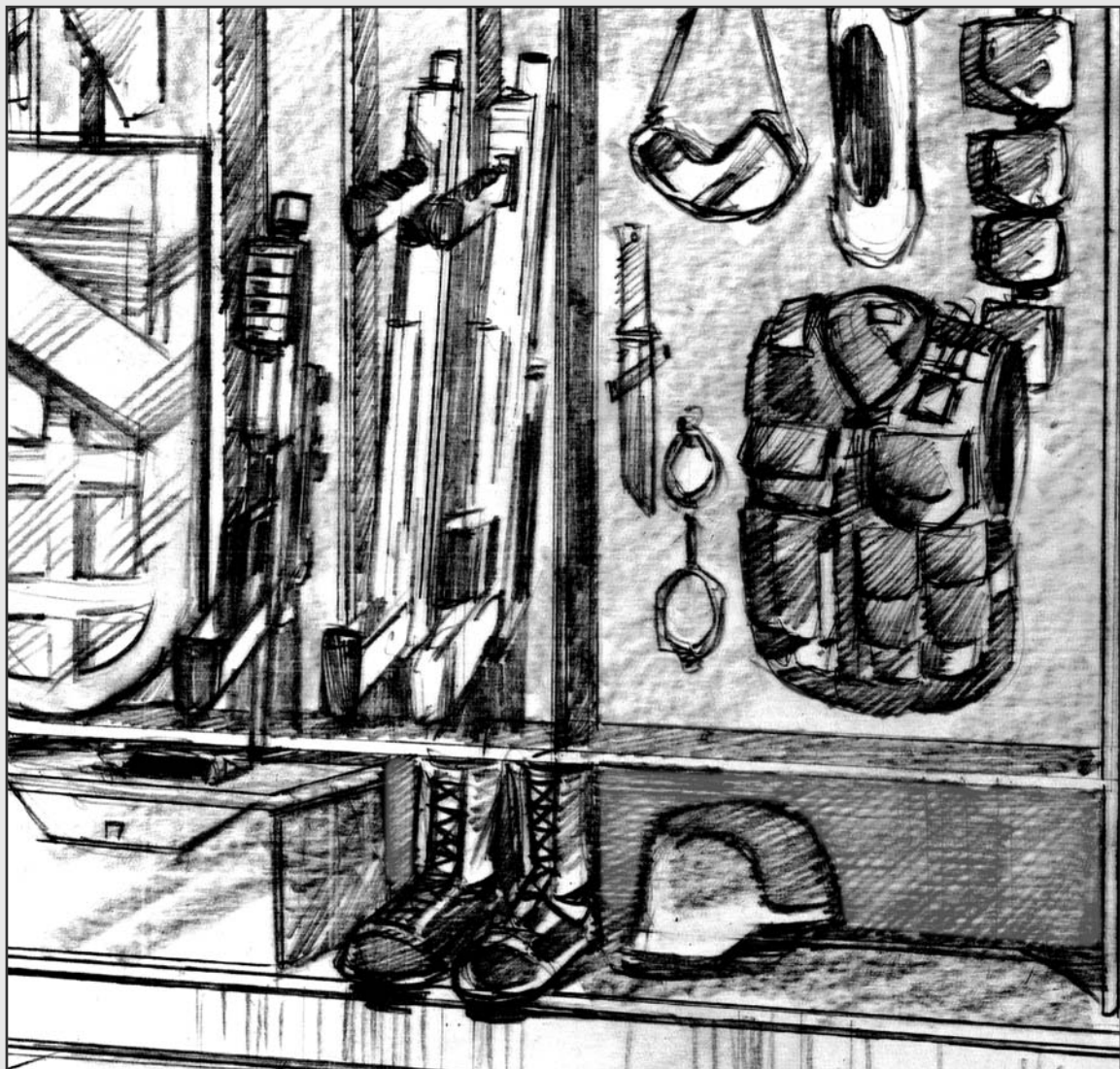
Special weapons and equipment are a key element in tactical police operations. GMs and players will find plenty of gear in this chapter, and in **GURPS Cops** (pp. C60-75), **GURPS Covert Ops**, **GURPS High-Tech**, **GURPS Modern Firepower**, and **GURPS Special Ops** (pp. SO102-127).

Personal Equipment

While many teams give some measure of leeway to individual officers regarding equipment choice, most SWAT teams provide a basic set of gear to their members. Individual team preferences vary, and the GM can either research specific details on a given team, or simply come up with a set of guidelines for a fictional team. Smaller teams will work from a smaller budget; large teams may have access to cutting edge equipment (see box, p. 48).

Armor

Body Armor: A large variety of body armor is available to SWAT teams, ranging from the all-purpose TL7 *Type IIIA* armor found on p. C61 (PD 2, DR 12; 2.2 to 4 lbs.; $320 to $1,295; Holdout+2) to the more modern *ATF SWAT* armor with ceramic inserts listed on p. MF36 (PD 4, DR 35; 14.3 lbs.; $2,100; Holdout-4). The GM should select body armor appropriate to the team and his campaign. Additional suggestions and examples appear on pp. B211, C61, HT104, MF35-36, and SO103.

Helmets: A typical SWAT entry helmet is similar to the PASGT helmet found on p. MF34. It provides PD4, DR10, costs $225, and weighs 2.8 lbs.

Face Protection: SWAT officers either wear a ballistic face shield as part of their helmet (PD 3, DR 10 to area 5 from the front; +3.4 lbs.) or a pair of ballistic goggles or glasses (PD 1, DR 4, eyes only; $35, 1.1 oz.). See also p. MF35.

Nomex Body Wear: Many teams use some form of pullover headwear resembling a ski-mask. Most if made of Nomex, a fire-retardant material that provides DR2 *against flame damage only* ($40, 10 oz.). A full-body Nomex jumpsuit is available to some teams, often reinforced at the elbows and knees ($150, 3 lbs.). See p. HT103 for additional information.

Typical SWAT Loadouts

The following information is an overview of what an average SWAT team might carry; the GM should modify it to fit his campaign or model it after a specific team.

A typical team member wears or carries an MP5 (p. 52), CAR-15 (p. 53), or similar assault weapon, with two extra magazines; a sidearm (chosen by the department or by the officer) with two extra magazines; a dark jumpsuit; a cotton or Nomex hood (below); basic SWAT combat armor and helmet; safety goggles, glasses, or a face shield; a tactical radio with an earpiece in one ear and a foam earplug in the other (p. 49); one or two flash-bang grenades (p. 49); one or two pairs of metal handcuffs plus several plastic flex cuffs (pp. C67-68); and a tactical load-bearing vest (p. SO105) to keep everything accessible.

Team members may carry additional gear as needed (pepper spray, p. C69; a backup weapon; a retractable mirror (p. 49); a small flashlight, p. C67), but SWAT entry officers must move fast and silently and should never be weighed down with unnecessary equipment. When compared to military special forces operators, SWAT entry personnel pack light; SWAT missions are short, fast tactical assaults, not protracted stays behind enemy lines!

Team members assigned specific duties will carry special gear.

Scouts will *always* carry a mirror (on some teams, every member carries one) and a fiber optic device if one is available (p. 49). Typical he will also carry entry tools like a go-bar (p. 48) and multipurpose tool (i.e., a *Leatherman*).

A shield man will often trade his primary weapon for a handgun, and carries a ballistic shield (p. 50).

Breachers will carry a ram if necessary, or a specially marked shotgun (e.g., the butt wrapped in blue tape) loaded exclusively with frangible rounds (p. 52).

NIJ Armor Threat Levels

In 1987, the National Institute of Justice developed a set of guidelines to rate ballistic armor (including shields), helping standardize design, testing, and production methods in the United States. Armor is rated with an alphanumeric scale used to represent its ability to stop increasingly powerful ballistic rounds.

Threat level ratings range from I (offering protection from only the lightest rounds) to IIA, II, IIIA, III, and IV (capable of stopping rifle slugs). Armor and shield ratings listed in this book (along with *GURPS Cops* and other supplements) refer to the NIJ threat levels.

Breaching Tools

Breaching Hooks: A pair of large steel hooks (about four feet long) that can be quickly attached to fences, barred windows, screen doors, etc. The two hooks are attached to one another by a four-foot length of cable, which is then attached (via a heavy rope, chain, or cable) to the bumper of a vehicle, allowing the bars to be pulled off in seconds. An IQ or Architecture roll is needed to properly place the hooks; failure results in a partial success, necessitating a second attempt. $100, 50 lbs.

Chainsaw: A gas-powered chainsaw may be used to cut through doors, walls, barricades, and so forth. It does 4d cutting per turn with a Reach of 1, and requires a minimum ST of 12. It runs for two hours on a half-gallon of gas. $150, 14.4 lbs.

Glass Punch: A small, spring-loaded punch used to shatter a car's side window. The wielder simply pushes the tip of the punch against a low corner of the window and the glass shatters. It only weighs a few ounces (it is about the size of a pen) and costs $5. Some teams mount glass punches near the muzzle of their assault weapons (see *Vehicle Takedowns*, p. 37). Takes one second to ready, one second to use. Requires a successful DX+5 roll and a minimum ST of 5 to use. $5, 8 oz.

Go-Bar: A multipurpose entry tool used by almost every SWAT team in the world. The tool is a modified pry-bar with a two-prong fork on one end and an angled pry head on the other, and comes in various sizes and configurations. Almost all are insulated and spark-resistant, and available in several colors and sizes. A typical 30" bar (Holdout-4) allows barred doors to be pried open by winning a Quick Contest of ST vs. the door's hit points (see *Breaking Down Doors*, p. 33); $160, 11 lbs. A 20" version is more concealable (Holdout-2), but less effective (-2 to ST); $115, 4 lbs. Commonly called a Hallagan tool or "hooligan tool."

Lockpicks: Very few teams use lockpicks during entry, preferring to get an actual key from building owners or use a 30-lb. "key" (i.e., a ram) to knock down the door instead. Also, for teams that choose to deploy with them (e.g., corporate teams, cinematic teams), modern lockpicks are expensive. An ordinary set is $140; a fine-quality set (+1 skill) is $270. The GM should assess a penalty of -1 to -4 to characters using the $30 version from p. B213.

Rams: These specially designed rams are little more than large, heavy cylinders with one or two handles welded on. Many are home made. The ram can be used by one or two people, depending on its size. They are useless as weapons (unless the target is strapped to an unyielding surface), and slow and tiring to use; each ramming attempt takes 2 seconds and costs 1 fatigue. A mini-ram is $240, 17 lbs., and inflicts swing+(1d+2) damage; it is barely concealable (Holdout-5). A more standard model is $330, 35 lbs., delivering swing+(3d+1), while a large (typically two-man) ram is $450, 50 lbs., and does swing+(5d-1). The latter are not concealable; the heavy ram generally requires a sling (or two men) for use. Rams are colloquially called "keys" by many teams.

Sledge Ram: A massive, two-handed maul is available for door breaching; it can be swung from the safety of cover (by standing to one side of the door instead of in front of it). It has a broad head designed to spread the impact of the blow across the door rather than simply punching a hole through it. The Sledge Ram does Swing+5 damage, weighs 30 lbs., and costs $350.

Sledgehammers: During a dynamic entry (p. 32), assault teams may use a number of entry tools, including the ubiquitous ram (above). But every team has a variety of sledges available, ranging from small two-pound mauls to a large, two-handed hammer used to smash hinges, locks, and even doorframes. They do Swing+2 crushing damage (or Swing+3 for two-handed mauls) and weigh from 2-20 lbs. Cost ranges from $25 to $150.

Communications and Surveillance Equipment

Contact Microphone: Small, sensitive microphone that can be applied to the outside of a window (usually in a corner) using special contact tape. $700, negligible weight.

Crisis Phone: A portable telephone specially designed to be used in crisis negotiation, especially where telephone lines are not readily available (e.g., in a vehicle or an isolated outbuilding). The phone is sturdier than a normal phone, and comes in a clearly-labeled flexible case or in a solid box with a clear window so the phone is readily visible. A 1,000-foot cable connects the phone to a small electronic box that can in turn connect to speakers, headphones, recording devices, telephone lines, etc. The phone and case weigh 5 lbs.; the spool of cable weighs 20 lbs. Entire cost is $5,000.

Laser Microphone: Detects vibrations off windows with a successful Electronics Operation (Sensors) skill roll. Range 1,000 yards. $1,200, 12 lbs.

Probe Microphone: Also called a "push-through" or "spike" microphone, this rigid surveillance device is 18" long and less than 1/4" in diameter. It has a 1/16" steel tip so it can be shoved through light walls and remains nearly invisible from inside the room (Vision-8 to spot). It can be shoved through light (sheet-rock) interior walls with a successful ST roll; a drill is required to penetrate wood or stone. $850, 1 lb.

Tube Microphone: Can be slipped under doors, through keyholes, or through a crack in a wall. Similar to a probe microphone, but requires an existing opening. $400, 1 lb.

A Word About Budgets

Most SWAT teams in the U.S. are small, part-time teams with limited budgets. Such teams often make do with less-than-cutting-edge equipment in order to fully arm and equip a team, rather than spending large sums of money on one or two pieces of high-tech equipment. The GM (and players) should keep this in mind when requisitioning equipment. It's far easier to equip a dozen men with basic body armor (p. 47), MP5s (p. 52), and Beretta 92s (p. HT123) than to put together a squad of elite warriors packing P90s (p. 32), night vision goggles (p. SO110), and encrypted wideband radios (p. 39).

Only the largest SWAT teams will have access to the best equipment, and the GM *must* enforce that rule in order to run a realistic SWAT campaign. Private security teams (p. 7) may be well equipped or go begging for gear, depending on their employer.

Entry Team Gear

Earplugs: Most entry personnel wear a radio earpiece in one ear and a simple foam earplug in the other. Earplugs limit the sound of weapons fire, explosions, flash-bangs, and other loud noises. In game terms, the use of an earplug and radio earpiece gives a -1 to all Hearing rolls, but adds +3 to resist the effects of flash-bangs (allowing a HT-2 roll). $2, negligible weight.

Fiber Optics: A variety of fiber-optic devices have begun to replace mirrors during entry and assault. Slim fiber-optic cable can be attached to cameras, recorders, view screens, eyecups, and transmitters. Vision rolls through fiber optics are made at -2. A typical "SWAT Camera," complete with fiber viewing wand, fisheye lens, and display console costs $450, and weighs 2 lbs.

Gas Masks: Teams occasionally deploy with gas masks (or "protective masks," p. SO105), especially when using tear gas or entering a potentially hazardous building where dangerous gases may be present (like a drug lab). They reduce all Sense rolls by -1 to -4 (depending on the model) and make it hard to understand the wearer's speech (see p. HT93 for details). Provides PD 1, DR 2. $160, 4.5 lbs. with case.

Mirrors: In the past, every entry team carried a small mirror on an extendable, often flexible handle, for looking around corners and into rooms before entry. Many teams continue this practice today, as a tactical mirror is cheap and readily available; other teams use fiber optics (above) instead. The process of checking a room is generally called "mirroring," regardless of what type of device is used (see p. 28). $20, 8 oz.

Night Vision Goggles: Most civilian SWAT teams do not use night vision goggles, but as technology increases, this may change. A typical set of TL7 goggles adds +9 to negate darkness penalties, but limits vision to a 40° arc in front of the wearer. Photoreactive light dampening protects the wearer against the blinding effects of muzzle flashes or sudden light. Runs for 20 hours on two AA-type batteries. See also pp. CII31, HT94-95, HT102-103, MF14, and SO110. $2,400, 1.5 lbs.

Grenades, Explosives, and Bomb Disposal

Ballistic Blanket: A heavy bomb suppression blanket that can be draped over suspected explosive devices as a stopgap measure until they can be properly dealt with by an EOD team. The blanket is flexible but stiff, and usually lined with grommets. It can also be thrown over doors or windows, or wrapped around a hostage during evacuation. Provides DR 25. At 3×4, the blanket weighs 30 lbs.; 4×6 foot version weighs 45 lbs. Both sizes are commercially available for around $1,000.

Flash-Bang Grenade: A flash-bang grenade (officially called a "distraction device" or "diversionary device") produces over 180 decibels of noise and more than a million

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The Dangers of a Flash-Bang

Flash-bang grenades (pp. C69, SO118) are Class C explosives and must be handled carefully. Although the damage from the explosion is limited, they are capable of doing 1d-2 damage to anyone or anything in close proximity (1 yard), and are notorious fire-starters.

Any time a flash-bang is deployed within 1 yard of flammable material (e.g., carpeting, upholstery, curtains), it will ignite a small fire on a second roll of 15+.

Most such fires will burn themselves out or simply smolder (such as in carpeting), but some may need fire suppression, especially if given time to spread. Especially flammable material (e.g., curtains, loose papers, frilly bedspreads) will ignite on a 14+.

Tear gas grenades (pp. C69-70, SO118) may also start fires when they explode, but only on a subsequent roll of 17+.

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candela of light – all in about 10 milliseconds – and is used to stun targets prior to entry. Anyone not wearing ear protection and dark lenses may be incapacitated for several seconds. The victim must make a HT-5 roll to avoid being physically stunned; this becomes an unmodified HT roll is he is wearing ear and eye protection. If stunned, the victim must roll at HT-5 (or HT if protected) each turn to recover. On a critical failure, he remains stunned for 5 turns before he can roll again. Eye and ear protection sufficient to protect from a flash-bang give a -3 to all Vision and Hearing rolls. Most flash-bangs produce smoke as a byproduct of the explosion (-2 to Vision rolls within 5 yards of the point of impact for 10 seconds) and can set accidental fires (see below). In addition to the chance for physical stun, a flash-bang may force a Fright Check at +2 as well. $40, 2 lbs.

Flash-Bang Pole: A specially designed pole (available in various lengths) that allows an officer to mount a standard flash-bang on the end, and then trigger it from a switch on the opposite end. This allows the flash-bang to be deployed at a second-story window, through a pet door, through heavy brush, etc. Also called a bang stick, bang pole, or painter's pole. A 12-foot pole (without grenade) is $100, 25 lbs.

Pellet Grenades: Special grenades are available that discharge 100+ small rubber pellets throughout the blast radius (15 yards) to incapacitate suspects. The .32-.45 caliber pellets do little actual damage (1d-3; DR counts double), but they *hurt* (impact is not only painful, but leaves welts, bruises, and causes swelling). Any damage taken from such an attack is *tripled* for purposes of shock damage (p. B126); High Pain Threshold negates the shock effects as normal. $35, 1 lb.

Tear Gas Grenade: Typical tear gas grenades have a 2-second fuse and emit a quiet pop when they ignite. They spew noxious fumes into the air for about 25 seconds, filling an area three yards around the hex. The grenade becomes very hot, and may ignite easily flammable material nearby (see *The Dangers of a Flash-Bang,* below). See p. B132 for the effects of tear gas, or pp C69-70 for a more detailed treatment. $25, 1 lb.

Breaching Charges: Door breaching charges may be designed in advance to speed deployment. They may consist of det cord (below) mounted on a frame that can quickly be attached to a door, or they may be enclosed in a large 3×5-foot frame (about 4" thick) with pre-mounted adhesive that allows it to be slapped against a door in seconds and detonated seconds later. The explosion does 6d damage to the door; fragments may fly outward, for 1d-2 damage to anyone within 3 yards. Both types can be mounted with a successful Architecture, IQ, or Demolitions roll; a Demolitions roll is required to attach detonators and actually use the charge. A typical door-breaching charge costs $350, and weighs 20 lbs.

> Despite their sturdy construction, shields may end up damaged during a mission. Damaged shields should be replaced, not reused.

Caulk Explosive: Caulk explosives (i.e., demolition explosive slurry, or DEXS) come prepackaged in tubes or syringes designed to apply a 3/8" bead or string of explosive paste to critical points (e.g., hinges, locks, deadbolts). The explosive is detonated using blasting caps (p. SO111) or det cord (below), and does 1d damage to each location. Components are packed separately for safety and must be assembled in the field, prior to use (requires a successful Demolitions roll and 5-Success minutes, minimum one minute). A caulk kit containing enough explosive for a single door (five applications) weighs a pound and costs $125.

Detonation Cord (Det Cord): This fast burning 1/4" diameter explosive cord burns almost instantly (some 4,000 feet per second) and does 1d-2 damage per foot. It can be wrapped around objects (doing double damage), or attached to doors and frames to aid entry. It is detonated using a blasting cap (p. SO111); a single Demolitions roll covers application of both the cord and cap. A 30' length weighs about a pound and costs $50.

Tactical Blast Strip: A thin strip designed to be slipped under a door and detonated as a distraction device. Known under various brand names (e.g., *Thunderstrip*), this stun munition is about a foot long and four inches wide, but only about 1/10" thick, allowing it to slip easily under most doors.

The explosion is less powerful than a normal flash-bang, but can be deployed without opening the door. Use standard flash-bang rules (p. C69), but with a limited (3-yard) radius, and an HT-3 roll instead. $200, 1 lb.

Shields

Shields come in a variety of types, sizes, and strengths. Like body armor, they are often rated according to their ability to absorb damage, with higher numbers (e.g., IIIA, III, IV) offering increasing levels of protection (see p. C61 and p. 47 for explanations of the ratings). Despite their sturdy construction, shields may end up damaged during a mission (shield DR protects the *shield*, not the wearer; see p. B120). Damaged shields should be replaced, not reused.

The optional shield rules on p. B120 and CII70 are highly recommended for teams that regularly use shields.

Note that high-tech shields may be made of TL8 composite materials (e.g., Spectra), trading 10% less weight for 25% more cost.

Riot shield: Riot shields are lightweight and made of transparent TL7 high-impact plastic such as Lexan. Most have a two-piece breakaway strap and an aluminum handle. Riot shields protect against shrapnel, thrown rocks, and the like, but are rarely used during tactical entry. Concave riot shields may be used to body-slam a suspect in an attempt to knock him down or pin him against a wall. They add +4 to the Slam maneuver (p. B112) when used in such a manner.

Entry shield: Tactical entry shields (also called "ballistic shields") are made of a TL7 aramid composite like Kevlar. They have a transparent window (4"×10" to 4"×18"), allowing the officer to see ahead of him at -2 Vision, but with no peripheral vision. The entire shield is rated Level IIIA protection, including the viewport. The handle on a medium shield can act as a stepladder, while large tactical shields may have a multi-step ladder attached to the rear to aid in window assaults (+$100, +4 lbs.). Some brands are available with an integral lighting system that will run for 30 minutes on a rechargeable NiCad battery (+$250, +4.5 lbs.). A conversion kit is available to attach tactical lights (pp. C67, MF12) to other entry shields as well.

Heavy shield: Bomb disposal units often favor these massive shields, and they offer entry teams excellent protection against even the heaviest rifle rounds when approaching a building or moving down a hallway. Most are too heavy to carry and are rolled on wheels instead; some are multi-part, require assembly, and weigh 150 lbs. or more. Because of their size, they function in the same manner as the pavise in *GURPS Low Tech* (p. LT117), being treated as cover rather than providing PD to the defender.

Shield Table

Shield Type	Size	NIJ Threat Rating	PD	DR	Hit Points	Weight	Cost	TL
Riot Shield	36"×20"	IIA	3	3	5/30	5.5	$70	7
Entry Shield, Medium	34"×22"	IIIA	3	9	7/40	17	$1200	7
Entry Shield, Large	48"×24"	IIIA	4	9	9/60	22	$1400	7
Heavy Shield	60"×36"	III	Spcl	9	18/120	75	$2200	7
Heavy Shield	72"×36"	IV	Spcl	15	36/240	150	$5800	7

Firearms

SWAT teams use a variety of weapons, many of which already appear in other *GURPS* books. The information that follows provides a detailed look at some of the more common SWAT weapons in use today; the table on p. 54 is more comprehensive, and includes game stats for weapons described in detail in other books.

Suppressors

Many entry teams use suppressed (i.e., "silenced") weapons during entry to help maintain the element of surprise, and to prevent indoor weapon noise from temporarily deafening team members or interfering with communication. Suppressors are also useful in environments with explosive fumes, such as drug labs (p. 39) or gas stations. *GURPS Modern Firepower* contains a detailed discussion of suppressors on pp. MF15-17.

Pistols and Revolvers

Smith & Wesson Model 60 Chief's Special Stainless, .38 Special, USA, 1965 (Holdout +1): While this double-action pocket revolver is mainly intended for detectives and supervisors, it is popular with SWAT officers as a backup gun. It has a "snubnose" 2-inch barrel.

Smith & Wesson Model 5906, 9×19mm Parabellum, USA, 1989 (Holdout -1): A member of the third-generation S&W pistols, the stainless steel double-action-only Model 5906 caters to those departments requiring a medium-priced high-capacity 9×19mm gun. The otherwise identical Model 5926 has a decocking lever; the Model 5946 can also fire single-action. Late production "tactical" samples (from 2000) have an integral underbarrel rail for lights and targeting lasers. The Models 4006, 4026, and 4046 (1990) are similar, but chambered for the .40 S&W round; Damage 2d+, Shots 11+1.

Glock 22, .40 S&W, Austria, 1991 (Holdout -1): The Glock is the single most popular handgun in American law enforcement today and in use by many SWAT teams. It is lightweight, inexpensive, and safe to handle. Late production samples (from 1999) have an integral underbarrel rail for lights and targeting lasers. Other departments prefer the Glock 17 in 9×19mm (Damage 2d+2, Wt. 2.0, Shots 17+1, p. HT109), Glock 19 in 9×19mm (Damage 2d+1, Wt. 1.8, Shots 15+1, p. HT109), or Glock 21 in .45 ACP (Damage 2d+, Wt. 2.4, Shots 13+1). The very small Glock 26 in 9×19mm (Damage 2d+1, Wt. 1.6, Shots 10+1, Holdout +1) and Glock 27 in .40 S&W (Damage 2d-1+, Wt. 1.7, Shots 9+1, Holdout +1) are popular backup weapons (p. MF20). Some departments even use the Glock 18 machine pistol (p. CV68).

SIG-Sauer P232, .380 ACP, Germany, 1997 (Holdout +1): A popular backup weapon of high quality. Its small size makes it an excellent secondary or tertiary weapon, but its weak caliber makes it less effective than other SWAT weapons.

KBP GSh-18, 9×19mm Parabellum, Russia, 2000 (Holdout -1): A modern polymer pistol not unlike the Glock-series, adopted by some Russian SWAT units. An extra-powerful APHC round (p. MF6) with Damage 3d (2) (dividing DR by 2) and Rcl -2 is available.

Kimber Custom II, .45 ACP, USA, 2002 (Holdout -1): This is a customized version of the Colt Government (pp. C63, HT108). It was adopted by the LAPD SWAT in 2002, with every officer receiving two; one mounts a Sure-Fire tactical light (p. MF12) under the barrel.

Shotguns

Ithaca Model 37, 12-gauge, USA, 1937 (Holdout -6): This venerable pump-action shotgun is still used by many agencies.

SGT Tactical Response Model 90102, 12-gauge, USA, 1991 (Holdout -6): Scattergun Technologies produces a range of customized shotguns by modifying off-the-shelf Remington weapons. This model, adopted by the FBI, is based on the Model 870 pump-action shotgun (pp. C64, HT112), and fires both normal 2.75" shells and the longer 3" Magnum loads (Damage 4d+2). It has a tactical light under the muzzle and a spare rounds holder on the left side of the receiver for six shells.
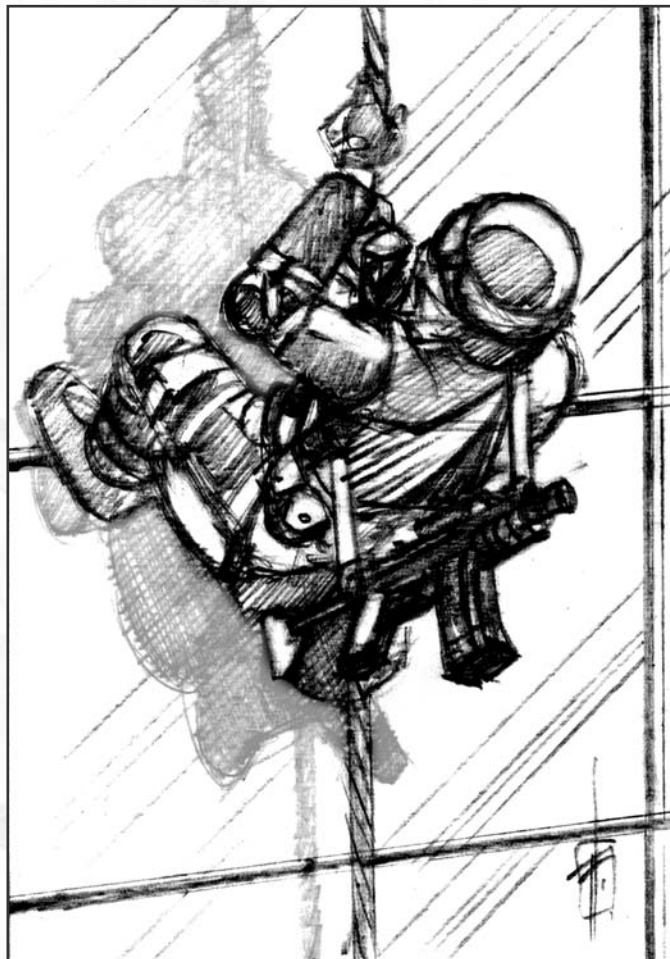
Special Munitions

A number of special rounds are available for SWAT teams, but their use is closely monitored by supervisors. Several special-purpose rounds have hit the market lately, but their use by SWAT is *very* limited and some are best reserved for a highly cinematic campaign.

See also **GURPS Modern Firepower** (pp. MF3-10) and **GURPS Cops** (pp. C64-67) for additional information on various types of ammunition.

Detergent Marking Rounds: These special training and marking rounds come in a variety of calibers and styles, and are often marketed under the brand name, *Simunitions*. They resemble paintballs in their use – that is, they leave a colored splotch on the target – but are designed to be fired from realistic weapons, allowing teams to train with their assault weapons instead of ungainly paintball guns. A special modification kit is necessary to allow a normal weapon to fire *Simunitions* – use Armoury (Small Arms)+4 – reducing the likelihood of a live-fire mix-up; specially designed (and clearly painted) mock weapons can also be purchased specifically for this use. Detergent marking rounds *hurt* when they hit, but do little actual damage: 1d-4(0.25), 1/2D 10, Max 200; unarmored humans are treated as DR1. Prices vary; use 2× normal ammo price.

Distraction Rounds: A special, low-yield flash-bang round that can be fired from any 12-gauge shotgun. The shell arms itself after ten yards, and then explodes on impact with a solid object (i.e., anything with DR 3 or more). It will not explode against an unarmored human target. May be fired through a window or light door (from less than 10 yards, so it does not detonate), allowing it to be deployed into closed rooms. Use normal shotgun stats; use flash-bang rules on p. 49 with a 3-yard radius of effect and HT-3 rolls instead. Does 2d crushing damage and an additional 1d-4 explosion damage when it explodes. Box of 12 rounds, $120.

Flame Rounds: These 12-gauge rounds do not fire an actual projectile, but instead throw gouts of sparks and flame from the barrel of the weapon (1d-2 flame damage to anyone within 2 yards). The effect can be terrifying if used properly, and may require a Fright Check at the GM's discretion. Best reserved for cinematic campaigns. Box of 12, $70.

Frangible Ammunition: Frangible rounds are made of a mix of powdered metal and plastics or clay and are designed to break up on impact. Shotguns loaded with frangible rounds are used to destroy locks, hinges, etc. (see *Breaching*, pp. 33-34). Frangible shotgun rounds give the weapons 1/2D 2, Max 5. At 1 yard, damage is normal; at 2+ yards, halve damage, double target DR, and apply each die of damage separately to DR. Double ammunition cost. See also pp. C67 and p. MF7.

OC (Pepperball) Rounds: These paintball-like rounds are fired from a weapon called a pepperball gun (similar to a paintball gun) and are filled with Oleo-resin Capsicum (OC) instead of paint. Impact damage is 1d-3(0.25) (no minimum) and unarmored human skin counts as DR1. The target hex is also treated as if it contains tear gas (see pp. B132 and C69-70 for the effects of tear gas). This type of round is less effective than a standard tear gas grenade, but the risk of fire is non-existent. Teams will often use OC rounds in riot control, firing directly into the crowd with little risk of injury, or use a glass-breaking round (below) before launching hundreds of OC rounds through a residence window. See pp. MF8, 21, and 28 for more on paintball guns and ammo. Box of 100 rounds, $50.

Glass-Breaking Rounds: A hard plastic round (Damage 1d-3) designed to be fired from a paintball gun. It is used to shatter windows prior to firing OC rounds into a building. Box of 10 rounds, $7.

Smoke Rounds: Specially designed 12-gauge shells that fire a blast of smoke from the barrel of the weapon, giving a -2 to Vision and targeting rolls into (or through) a 3-yard radius. The smoke dissipates quickly (2d seconds). Box of 12, $75.

Submachine Guns

H&K MP5A5N, 9×19mm Parabellum, Germany, 1985 (Holdout -4): The MP5-series of submachine guns (pp. C64, HT116, MF29, and SO117) is the single most common weapon in use with SWAT teams worldwide. The MP5A5N with retractable stock originally developed for the Navy SEALs is popular with American SWAT teams; the MP5A4N is the same weapon with a fixed stock (Wt. 7.2, Holdout -5). Other common versions of the more than 120 configurations available include the MP5A3 (1971, same stats) and the semi-automatic MP5SFA3 (1989, RoF 3~); the ATF uses the MP5A5 with a trigger offering only single shots and 2-round limited bursts. The MP5/10A3 (1991) in 10×25mm Auto is rather scarce, but standard issue for the FBI SWAT teams (Damage 3d+, Wt. 7.8, ST 11, Rcl -2). It allows single shots, 2-round limited bursts, and full automatic.

FN P90TR, 5.7×28mm, Belgium, 1999 (Holdout -4): This is the latest version of the innovative P90 personal defense weapon (p. HT116). Extremely compact and handy, it combines a bullpup configuration with a top-mounted magazine and superior ergonomics. The P90TR lacks the integral collimating sight (p. MF13) of the standard version, instead featuring three accessory rails (p. MF11) to mount a scope or collimating sight, tactical light, and targeting laser of the user's choice. It is in use with a growing number of American and foreign SWAT teams. It fires a semi-armor-piercing round (p. MF6) with superior penetration, dividing DR by 1.25.

Rifles

Steyr-Mannlicher SSG 69, 7.62×51mm NATO, Austria, 1969 (Holdout -7): A bolt-action sniper rifle with a detachable 5-round magazine and 6× scope.

H&K HK33SG1, 5.56×45mm NATO, Germany, 1971 (Holdout -6): An accurized marksman's rifle, with bipod, 1.5-6× variable scope and cheekrest. British weapons are usually semiautomatic only.

H&K HK53A5N, 5.56×45mm NATO, Germany, 1985 (Holdout -4): A very short carbine with retractable stock, popular with some SWAT and military units (p. SO114). The ATF uses the HK53A5 with a trigger offering only single shots and 2-round limited bursts.

Robar SR-60, 7.62×51mm NATO, USA, 1986 (Holdout -7): A commercial bolt-action rifle built on the Remington Model 700 action (pp. C64, CV67, and SO116). It has a bipod and 10× scope.

SIG-Sauer SSG2000, 7.62×51mm NATO, Germany, 1989 (Holdout -7): A bolt-action sniper rifle designed for law enforcement, featuring a bipod and 1.5-6× variable scope.

Colt M4A1, 5.56×45mm NATO, USA, 1995 (Holdout -5): The U.S. military carbine (pp. MF26, SO116) – and several commercial equivalents – has become extremely widespread with American SWAT. It has a retractable stock and integral accessory rail (p. MF11) on the receiver. Some teams use semiautomatic variants (RoF 3~).

H&K G36K, 5.56×45mm NATO, Germany, 1996 (Holdout -5): The carbine version of the German service rifle (p. MF25) is becoming popular with SWAT units. It has a folding stock and either a twin optic incorporating a 3× scope and collimator (p. MF13) or an accessory rail (p. MF11) to mount other optics. British units prefer the semiautomatic G36KSF variant (RoF 3~).

Grenade Launchers

Enfield ARWEN 37, 37×112mmRB, Great Britain, 1984 (Holdout -6): The Anti-Riot Weapon, Enfield (ARWEN) is a grenade launcher firing less-than-lethal munitions. It has a 5-round open cylinder revolving action, foregrip, and adjustable stock. The weapon is loaded from a loading gate, but the spent cases are automatically ejected. In addition to the plastic baton in the table, there are a tear gas munition (6-yard radius, effects as per p. B132), a smoke round (6-yard radius), and a barricade penetrator, which can penetrate an auto windshield or 0.5-inch plywood, and then release a cloud of tear gas (Damage 1d++, 5-yard radius). For all rounds, a safety distance of 20 yards is advisable to minimize casualties, and hits to the head should be avoided. Production switched to Canada in 2001.

Pistols

Weapon	Malf	Damage	SS	Acc	1/2D	Max	Wt.	AWt.	RoF	Shots	ST	Rcl	Hold	Cost
S&W Model 5906, 9×19mm	Crit.	2d+2	10	3	150	1,850	2.9	0.6	3~	15+1	9	-1	-1	$850
SIG-Sauer P226, 9×19mm	Ver.	2d+2	10	3	150	1,850	2.8	0.5	3~	15+1	9	-1	-1	$830
Glock 18, 9×19mm	Crit.	2d+2	10	3	150	1,850	2.1	0.6	21*	17+1	9	-1 †	-1	$980
SIG-Sauer P228, 9×19mm	Ver.	2d+1	10	3	140	1,800	2.1	0.5	3~	13+1	9	-1	0	$800
Glock 22, .40 S&W	Crit.	2d+	10	3	150	1,850	2.1	0.7	3~	15+1	10	-1	-1	$640
SIG-Sauer P232, .380 ACP	Ver.	2d	10	1	125	1,500	1.25	0.2	3~	7+1	8	-1	+1	$500
KBP GSh-18, 9v19mm	Crit.	2d+1	10	2	140	1,800	1.8	0.7	3~	18+1	9	-1	-1	$350
Kimber Custom II, .45 ACP	Ver.	2d+	10	3	175	1,700	2.8	0.4	3~	7+1	10	-2	-1	$1,020

† Use Guns (Machine Pistol) and Rcl -4 when fired full-auto.

Revolvers

Weapon	Malf	Damage	SS	Acc	1/2D	Max	Wt.	AWt.	RoF	Shots	ST	Rcl	Hold	Cost
S&W Model 60, .38 Special	Crit.	1d+2	10	1	120	1,250	1.5	0.2	3~	6	9	-2	+1	$550

Shotguns

Weapon	Malf	Damage	SS	Acc	1/2D	Max	Wt.	AWt.	RoF	Shots	ST	Rcl	Hold	Cost
Ithaca Model 37, 12g	Crit.	4d	12	5	25	150	6.8	0.85	2~	5+1	13	-3	-6	$350
Remington Model 870P, 12g	Crit.	4d	12	5	25	150	8.5	1.1	2~	7+1	12	-3	-6	$450
Franchi SPAS 15, 12g	Crit.	4d	12	5	25	150	9.7	1.3	3~	6+1	12	-2	-5	$700
Benelli M1 Super 90, 12g	Crit.	4d	12	5	25	150	8.25	1.1	3~	7+1	12	-3	-6	$890
SGT Tactical Response, 12g	Crit.	4d	11	6	25	150	9.3	0.85	2~	5+1	13	-3	-6	$895

Rifles

Weapon	Malf	Damage	SS	Acc	1/2D	Max	Wt.	AWt.	RoF	Shots	ST	Rcl	Hold	Cost
Remington Model 700P, 7.62×51mm	Crit.	7d	15	12+3	1,200	4,200	13.4	0.3	1/2	5+1	11	-2	-7	$1,200
Izhmash SVD, 7.62×54mmR	Crit.	7d	15	10+2	1,000	4,200	10.1	0.7	3~	10+1	11	-2	-7	$1,000
Steyr SSG 69, 7.62×51mm	Crit.	7d	15	12+2	1,200	4,200	9.7	0.4	1/2	5+1	11	-2	-7	$2,500
Ruger Mini-14, 5.56×45mm	Crit.	5d	12	10	500	3,000	7.3	0.9	3~	20+1	9	-1	-6	$600
H&K HK33SG1, 5.56×45mm	Crit.	5d	13	12+2	800	3,500	11	1.2	12*	25+1	9B	-1	-6	$2,500
Izhmash AKS-74U, 5.45×39mm	Crit.	4d	10	6	300	2,500	7	1.2	11*	30+1	9	-1	-4	$275
H&K PSG1, 7.62×51mm	Crit.	7d	15	13+2	1,200	4,200	18.6	0.8	3~	5+1	11B	-2	-7	$7,250
Colt M16A2, 5.56×45mm	Crit.	5d	12	11	800	3,500	8.9	1	3**	30+1	9	-1	-6	$800
H&K HK53A5N, 5.56×45mm	Crit.	4d	10	8	300	2,500	7.8	1.2	11*	25+1	9	-1	-4	$1,350
Robar SR-60, 7.62×51mm	Crit.	7d	15	12+3	1,200	4,200	14.8	0.3	1/2	4+1	11B	-2	-7	$1,850
SIG-Sauer SSG2000, 7.62×51mm	Crit.	7d	15	12+2	1,200	4,200	14.5	0.4	1/2	4+1	11B	-2	-7	$2,850
SIG SG551 SWAT, 5.56×45mm	Crit.	4d+2	11	9	500	3,200	8.7	1	11**	30+1	9	-1	-5	$1,500
Colt M4A1, 5.56×45mm	Crit.	4d+2	11	9	500	3,200	7.25	1	15*	30+1	9	-1	-5	$900
H&K G36K, 5.56×45mm	Crit.	4d+2	10	9+1	500	3,200	8.3	1.1	12*	30+1	9	-1	-4	$1,200

Submachine Guns

Weapon	Malf	Damage	SS	Acc	1/2D	Max	Wt.	AWt.	RoF	Shots	ST	Rcl	Hold	Cost
H&K MP5A5N, 9×19mm	Crit.	3d-1	10	8	160	1,900	7.5	1.2	13*	30+1	10	-1	-4	$1,300
Colt CAR-15 R635, 9×19mm	Crit.	3d-1	10	8	160	1,900	7	1.3	15*	32+1	10	-1	-4	$650
Izhmash Bizon-2-01, 9×19mm	Crit.	3d-1	10	6	160	1,900	8	2.2	11*	53+1	10	-1	-4	$300
FN P90TR, 5.7×28mm	Crit.	3d(1.25)	10	8	220	1,900	6.9	1.2	15*	50+1	9	-1/2	-4	$1,250

Grenade Launchers

Weapon	Malf	Damage	SS	Acc	1/2D	Max	Wt.	AWt.	RoF	Shots	ST	Rcl	Hold	Cost
H&K MZP1, 37×122mmR	Crit.	1d+1(0.5)++	10	5	50	110	6	0.5	1/4	1	11	-1	-3	$1,400
Enfield ARWEN 37, 37×112mmRB	Crit.	1d-1(0.5)++	14	6	50	110	8.4	1.6	3~	5	10	-2	-6	$1,200

Vehicles

SWAT teams use many different deployment vehicles, ranging from police cruisers to the workhorse "SWAT van." The trend across the United States, however, is away from large trucks and vans and toward a faster, more readily available deployment vehicle such as the Chevrolet Suburban. Equipment trucks may be used to haul gear to incident sites, but individual officers deploy in patrol cars, unmarked cars, and the like.

Helicopters can be used for deployment, and GMs looking for a commonly used chopper good for "skid surfing" can use the MD500 (see *GURPS Vehicles Lite,* p. VEL61).

A patrol cruiser appears on p. C75.

Vehicle Key

The vehicle descriptions list components in the format described here. Note that components with an unspecified location are considered to be a part of the vehicle's body.

Subassemblies: The major parts of the vehicle. The number following each subassembly is the Size Modifier targeting bonus to hit.

Powertrain: Describes the vehicle's engines and transmission, fuel type and capacity, and batteries.

Occupancy: Each number is followed by an abbreviation. CCS is a cramped crew station, NCS a normal crew station, and RCS a roomy crew station. Passenger seats use CS, NS, and RS for cramped, normal, and roomy positions, respectively.

Cargo: Gives total capacity in cubic feet.

Armor: F indicates frontal armor, RL right and left, B back, T top, and U underbody. Special circumstances are detailed below the armor values.

Equipment: Grouped by location, these are the gameplay-essential accessories of the vehicle; others will be described in *Design Notes*, below. Where a number precedes the module that is the number installed.

Statistics: Size is a *rough* indication of dimensions, usually length×width×height. *Payload* is the sum of the occupants, cargo, fuel, and ammunition weights. *Lwt.* is loaded weight. *Cost* is the full price excluding consumables (food, fuel, and ammo).

The lowercase letter before a performance rating indicates a mode of travel; *g* is ground, *w* is water. *Speed* is in mph (halve to get Move in yards per second). *Accel* is acceleration in mph per second. *MR* is the maneuver rating. *SR* is the stability rating.

Design Notes: A compilation of additional vehicle accessories and data.

Chevrolet Suburban K 2500

This SUV is used by various government agencies, EMT units, firefighters, and utility companies. It is large, uses lots of gas, and is capable of crossing most off-road terrain at a good clip. It has two roomy bucket seats in the front with a large console between them, a middle bench seat capable of holding three people, and a rear seat capable of holding two more. The rear seat can be removed, giving the total rear deck a 150 cf cargo capacity, which is perfect for carrying a pair of stretchers and two paramedics.

Equipment can be stored in lockboxes in the back and mounted on racks along the sides. A typical load will include enough personal gear for a four- or five-man team (including body armor and assault weapons), and other common gear (e.g., a ram, breaching hooks, first aid supplies, tactical radios).

Subassemblies: Body +4, 4 off-road Wheels.
Powertrain: 175-kW standard gasoline engine (DR5, HP50; burns 7 gallons per hour) that powers the 170-kW wheeled AWD drivetrain (DR5, HP24) and recharges battery. Two 2,000 kWs batteries (DR5, HP1); 40-gallon standard fuel tank (DR3, HP20, Fire 11).
Occupancy: 1 RCS, 1RS, 3CS. An extra bench seat can be installed for three more passengers, or cargo space in back can squeeze in up to seven cramped passengers.
Cargo: 325 cf

Armor	F	RL	B	T	U
Body*:	3/5	3/5	3/5	3/5	3/5

* PD3, DR5 is for standard metal. PD4, DR75 open-frame "Bumper and Brush Guard" for F, a PD4, DR15 "Skid Plate" for U, and a PD4, DR15 open-frame "Roof Rack" for T for the 175 sf top deck (ladder to top deck on rear of truck).

Equipment

Body: Medium-range (30-mile) receive-only stereo, sound system, cellphone, medium-range (30-mile) CB Radio, medium-range (30-mile) two-way radio, burglar alarm, GPS. Eight 1/4 searchlights (2 kW, set for a combined 4yd. radius at 100 yards) on "brush guard." Winch (ST25) on open-mount on front bumper (can pull 5,000 lbs.+).

Statistics

Dim.: 15'×7'×7' *Payload:* 1 ton   *LWt.:* 4.8 tons
Volume: 480 cf   *Maint.:* 100 hours   *Cost:* $51,894
HT 12. HPs 200 Body, 47 each Wheel.
gSpeed: 105   *gAccel:* 5   *gDecel* 15
gMR: 0.75   *gSR:* 5
1/3 Off-Road Speed. Ground Pressure Moderate. Can climb a 2.5 ft obstacle.

Design Notes

Surface areas are body 400, wheels 125. Surface is light, cheap materials. The vehicle has four doors, a removable sunroof between front seats, drop-down tailgate with electric sliding glass, electric locks, power windows, front and rear air-conditioning, headlights, seat belts, automatic transmission, top deck for 175 sf storage. One or two full-size spare tires can be carried (one on the front bumper, one on a swinging rear bumper mount). Also includes improved suspension and brakes, waterproof, tow hitch in rear, 2 tow pins in front, and snow tires.
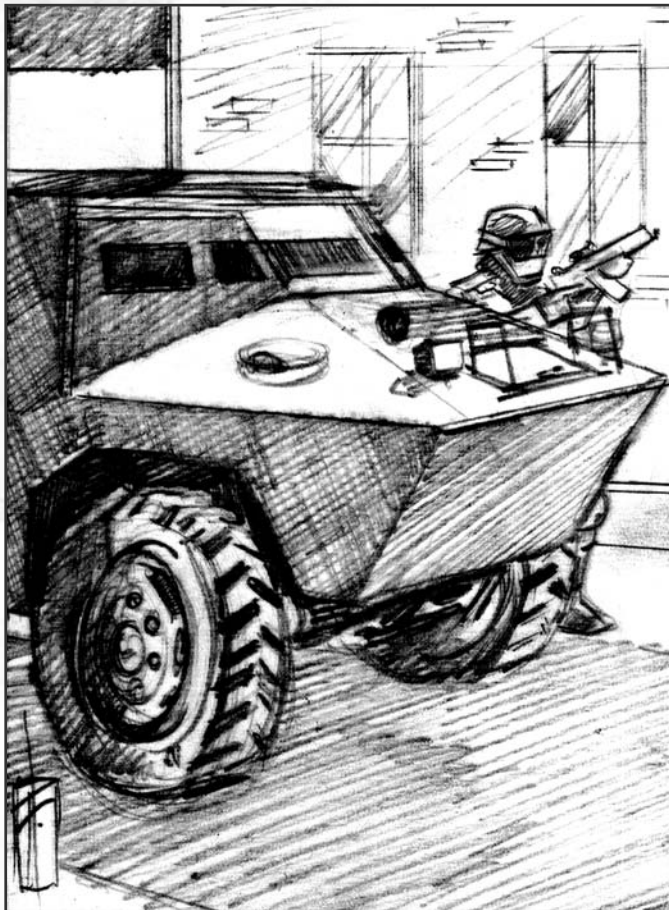
Cadillac-Gage V-150

The Cadillac-Gage V-100 wheeled APC was adopted by the military in 1963 as the XM706 for convoy escort in Vietnam, and was later used for air base defense. Decades later, many of these vehicles were given to law enforcement agencies through the Military Assistance to Law Enforcement Program.

The V-150 corrected the main defects of the last of the V-100s, using a diesel engine to reduce fire risk and axles from the 5-ton M54-series truck to replace the V-100s' 2 1/2-ton truck axles, which had proved prone to breakage from engine torque.

The vehicle described below represents a typical SWAT police vehicle, having been lightly refurbished and given updated electronics systems (e.g., a GPS and police radio).

Many are fitted with an emergency services light bar (p. VEL27, $50, 0 pounds, neg. power) and some have an emergency ladder for rescues under fire (p. VEL27, $100, 60 pounds, 3 cf carried externally). Although it is not amphibious in the true sense of the word, the V-150 can be driven through flooded streets or across shallow rivers at the listed wSpeed.

SWAT teams like the vehicle for its ballistic protection, fast entry/exit, and low acquisition cost. It is typically not used as a general deployment vehicle due to limited seating capacity, but may be called out for special missions.

This example is fitted with large top doors, two-part doors on each side and the rear, and a hatch in the rear; hatches are included above the driver and co-driver. The lower part of the two-part side doors folds down to form a step. All of the passenger seats fold upward under spring tension when unoccupied.

The driver uses a conventional steering wheel and five-speed manual transmission (-3 unfamiliarity penalty; see p. VEL39). Characters use Driving (Heavy Wheeled) or Driving (Automobile)-2. Note that visibility is poor (-2) from driver and co-driver stations.

A variant of the V-150 was adopted as the M1117 "Guardian" Armored Security Vehicle by United States Military Police in 1999.

The V-150 uses 5.29 gallons of fuel per hour; a full load of fuel costs $96.

Subassemblies: Body +4, four off-road wheels +1.
Powertrain: 151kW all-wheel-drive, 151kW Standard Diesel, two 4,320kWs lead-acid batteries, 80-gallon diesel fuel tank (Fire 9).
Occupancy: 2 NCS, 9 CS Body   *Cargo:* 400 cf

Armor	F	RL	B	T	U
Body:	6/60	5/45	5/45	5/45	5/45
Wheels:	2/3	2/3	2/3	2/3	2/3

Equipment

Body: Bilge pump, GPS, medium-range (30-mile) two-way radio, winch (24,000-lb. tow).
External: Hitch and pin.
Wheels: Run-flat tires (p. CV00).

Statistics

Dim: 19'×7'×7'   *Payload:* 1.1 tons
Lwt.: 9.60 tons
Volume: 600 cf   *Maint.:* 63 hours *Cost:* $99,483
HT: 12 *HP:* 1500 Body, 225 each Wheel.
gSpeed: 63   *gAccel:* 3   *gDecel:* 10
gMR: 0.5   *gSR:* 4   *wSpeed:* 3.4
1/4 Off-Road Speed. Ground Pressure High.

Design Notes

Body is 600 cf with 30 deg. FRLB slope. Wheels are 120 cf. Structure Heavy, Standard. Armor is standard metal on body, cheap metal on wheels. Waterproof. Mechanical controls. There are 52.9 cf of empty space in the body. Empty weight is 16,516 lbs. gSpeed was left unrounded and wSpeed was decimalized to more closely match real-world figures.

Chapter 6:
Adventures and Campaigns

SWAT operations are tailor-made for roleplayers looking for fast-paced, high-combat adventures. But running a successful *SWAT* campaign means more than simply stringing together a series of hostage incidents and barricaded suspects. While such a campaign may hold the attention of gamers for a period of time, it can easily degenerate into a routine of "ram the door, flash-bang the room, take down the bad guys."

Instead, GMs are encouraged to use the suggestions found in *GURPS Cops* to create a living, breathing campaign that includes sessions of character-based roleplaying interspersed with exciting SWAT operations.

Gritty Realism

Real-life SWAT operations are a far cry from most cinematic portrayals. They are often confusing and difficult, and always fraught with danger. *GURPS SWAT* has been written with realistic campaigning in mind, and GMs are encouraged to maintain a believable level of realism.

In a realistic campaign, operations will go bad, characters will make mistakes, people will be wounded and killed. The entry team may use the latest technology and have the best training, but even a prostitute with a stolen .38 can bring a bad end to a good cop.

GMs should not force such occurrences, but by closely following the *GURPS* combat rules and refusing to fudge dice rolls just to let the players win, the PCs will often find themselves in deep trouble.

PCs in such a campaign should be around 125 points.

Cinematic Heroism

To recreate Hollywood's bigger-than-life SWAT heroes, characters should be built on higher point levels (150-200 is suggested). The GM may also wish to give the players an edge by using the cinematic rules found on p. B183. The *flesh wound* rule is especially appropriate for keeping the PCs alive when the bullets start flying.

How to Run a SWAT Campaign ▄▄▄▄

GMs may find the following suggestions useful in integrating SWAT into an ongoing *Cops* campaign or starting one from scratch. Only a small number of missions are listed; many other possibilities exist. GMs are encouraged to read up on actual SWAT operations to help flesh out the details of their campaign and keep the atmosphere exciting and real.

Now Hiring

A new campaign can begin with the formation of a new tactical team to round out a small police department or with an existing SWAT unit (e.g., LAPD) adding another tactical team or replacing members. The PCs – already veteran cops – must go through a rigorous selection process, including psychological and physical testing, all the while continuing to deal with the stress of their day-to-day duties.

They may be kept in the dark as to the actual selection guidelines in an effort to increase the psychological stress of the process, allowing recruitment officers to observe their ability to work under pressure. See *Officer Selection Guidelines*, p. 41, for more information.

Training Day

Once the PCs have been accepted into the team, they will undergo intensive training. This is a great opportunity for the characters to get to know one another, and for the GM to introduce key NPCs (e.g., a sniper, hostage negotiator, or team commander).

Training will range from classroom time learning the basics of SWAT tactics to hours on the obstacle course to live-fire exercises in a kill house (if one is available). The latter, whether live-fire or otherwise, is an excellent way to introduce players to the intricacies of a SWAT mission. The players should be run through several simulated scenarios, allowing them to learn the techniques described in this book, and to get a first-hand feel for a SWAT assault. Getting shot in the head with a paintball during a simulated raid is sure to bring a greater appreciation for doing things correctly when the team actually hits the field!

Be sure to introduce several NPCs during this initial stage of the campaign, including other SWAT officers, especially if they will be accompanying the PC team on their missions. Fully fleshed-out NPCs are strongly encouraged; not only are they more fun to play with, but if they meet a tragic death later in the campaign the PCs' reaction will be that much stronger.

Into the Field

Eventually – perhaps after many sessions of training and simulated actions – the team will get their first call-out. It may come at a relatively inopportune time; after all, the bad guys aren't going to sit and wait until the team is ready!

Trial by Fire

The first mission should be straightforward and relatively simple. A basic high-risk warrant service (p. 10) or a barricaded suspect (p. 11) will give the PCs plenty of time to plan their assault and yet still give them a run for their money when they bust down the door.

The point of this first mission is to give the players a chance to show off the skills they've been honing in the kill house. Barring any horrible mistakes, excessive critical successes or failures, or GM-planned surprises, it should go more or less as the PCs intend.

The Campaign Begins

Once the campaign begins in earnest, the GM should mix mission types to keep the PCs on their toes. An easy high-risk warrant service may be followed by a thorny hostage situation the following session. Some missions will go as planned, others may fall apart from the beginning (see *Surprise!*, p. 59).

A good mix of emergency responses and deliberate actions, combined with solid roleplaying sessions at the shooting range or kill house, will make for a balanced and interesting campaign.

Surprise!

It is a truism in tactical operations that "no plan survives contact with the enemy." The GM can simulate the vagaries of field operations by throwing an occasional problem at the PCs during the course of an operation. Random events can be used at the GM's discretion to spice up a routine campaign or simply to keep the PCs on their toes. Optionally, the GM may wish to roll 3d prior to each mission and pick an event on a roll of 5 or less.

Some suggestions follow:

Acts of God: A totally unexpected natural event occurs or is occurring. This may mean a power outage, an earthquake or tremor, a thunderstorm, heavy rains, a blinding sandstorm (in desert country), a funnel cloud or tornado, or even a forest fire. Executing even the most mundane missions during heavy flooding or in the midst of a hurricane is sure to break the monotony of any campaign!

Animals: One or more animals are on the premises and may interfere with the plan. Examples include pets, guard dogs, easily startled geese, a talking bird, or an ugly, if harmless, python.

Booby Traps: The suspect has trapped one or more openings with noise-making or antipersonnel devices (p. 49). Even a pyramid of empty beer cans stacked in front of a door will do. Likewise, in old buildings, a rotted floor or loose board may act as a dangerous, if unintentional, hazard to entry or movement.

Civilians: Family members, coworkers, friends, reporters, photographers, cameramen, or innocent bystanders may be on site or arrive as the assault begins. Some may accidentally end up inside the mission perimeter, others may attempt to do so intentionally. Ambitious hostages may even take events into their own hands, attacking their captors and forcing a premature SWAT entry, or doing so *during* entry, making it hard for the team to tell friend from foe at first glance!

Equipment Failure: At some point during the mission, a piece of equipment malfunctions. This should be something other than a weapon (which has its own malfunction statistic). Examples include flash-bangs, fiber-optic viewers, radios, chainsaws, etc. Even the sturdy handle of an improperly swung sledgehammer can break on impact!

Hazardous Materials: A normal entry turns nasty when a building is discovered to contain a clandestine drug lab (see p. 39), drums of toxic waste, poisonous or flammable fumes, a biohazard, or some other unexpected danger. Even a gasoline tanker truck parked nearby could prove hazardous if the team plays fast and loose with flash-bangs and breaching explosives!

Medical Emergency: Plans change drastically or must be rushed into action when a hostage, suspect, or bystander develops a medical emergency. Examples include stress-induced cardiac arrest or angina threatening to arrest (perhaps brought on by the effects of a flash-bang), a cinematic disease ("If he doesn't get his medicine within the hour, he'll die!"), or a pregnant woman going into labor during a hostage situation.

Oops!: The SWAT team has been given *very* faulty information about the operation. They may have an improperly issued arrest warrant (making the entire operation illegal); the warrant may have incorrect information (e.g., the wrong address); or the information may be 100% accurate, but the team misreads a house number or street name. This option should be used sparingly.

> At times, a completely random, unexpected event can turn a well-planned assault into disaster.
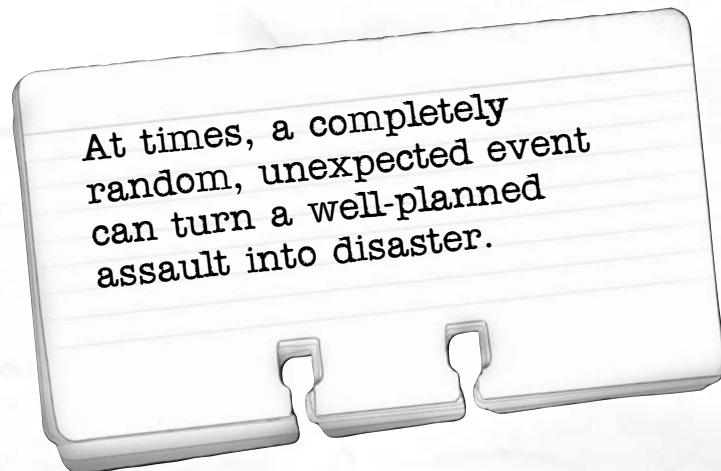
Politics: A high-ranking police officer arrives and demands the team take action; the mayor phones the incident commander at an inopportune time; an especially vocal politician shows up at the site and uses it to promote his political career; another agency, police department, or federal SWAT team shows up.

Random Events: At times, a completely random, unexpected event can turn a well-planned assault into disaster: a wanted felon may arrive on site, spot the team and flee; local neighborhood kids' Fourth of July celebrations are mistaken for gunfire; a rival gang executes a drive-by shooting as the entry team moves quietly through a house; an entry officer mistakes his reflection in a mirror for a gun-wielding suspect; a drunk driver plows into the target site; a trailer (p. 28) (or perhaps even a SWAT officer) may forget to turn off a radio or cell phone before they approach a stacked up SWAT team, prematurely alerting suspects of the team's presence.

Reinforcements: Additional bad guys are holed up on site or the suspects may simply be more heavily armed than preliminary intelligence predicts.

Linking Missions

At times, a series of missions may have a common tread running through them. A terrorist cell may have recently formed; a crime wave may have a single source; a power failure, flood, or rioting may generate a series of call-outs; a visiting dignitary may require 24-hour protection.

In many cases, it's best to intersperse random call-outs between linked sessions, to break up the storyline and lend a sense of realism to the campaign. A sample mini-campaign appears in the box on p. 61.

Crossover Campaigns

Specially trained law enforcers can show up in almost any genre, including *GURPS Cliffhangers* (think Elliot Ness and his Untouchables), *GURPS Fantasy* (elite guardsmen assigned to eliminate bandit hideouts or monster lairs), and even *GURPS Technomancer* (see *Special Weapons and Thamaturgy* info on pp. T82-83).

Certain genres are especially suited for a modern-day (or near-future) *SWAT* crossover campaign.

Black Ops

The PCs in this kind of crossover may be elite operatives that must face off against a mundane SWAT team, or SWAT officers stumbling into a conspiracy. Alternately, some of the *SWAT* rules – especially those in Chapter 3 – can be modified and applied to a "normal" *Black Ops* campaign.

Cops

GMs are *strongly* encouraged to use *GURPS SWAT* in conjunction with *GURPS Cops* to create a believable, ongoing law enforcement campaign. Most real-life SWAT officers are patrol officers during most of their shift, and get called in for SWAT incidents on an occasional basis. Such a campaign provides both players and GM with more variety than a straight *SWAT* campaign.

A linked set of adventures should include some basic police duties, opportunities for investigation, and one or two SWAT call-outs based on the ongoing adventure threat. The *Cops Campaign Plan* on p. C128 is an excellent start for laying out campaign guidelines; the GM should also include information on the SWAT team organization, procedures, guidelines, training schedules, weapon availability, and so forth (see the sample teams on pp. 12-17 for some examples of basic team outlines).

Covert Ops

Much of the equipment in *Covert Ops* can be used as-is for a well-equipped SWAT team, while the more esoteric gear can lend an edge of high technology and espionage to a cutting-edge or crossover SWAT campaign. A cross-genre campaign can be created, using a specialized police unit that both investigates through covert means, and then acts on their information during raids and assaults.

Cyberpunk

Characters in a *GURPS Cyberpunk* campaign may find themselves on either side of a SWAT encounter. High-tech SWAT teams armed with cybernetics and ultra high-tech firepower will find no end of dangerous missions in the streets and back alleys of post-modern urban cities. And low-life street PCs should have their hands full when they find themselves the receiving end of even a low-tech ram and flash-bang!

Private security teams are also a staple of cyberpunk fiction, and PCs may work for private industry as corporate operatives, or for a private security company sending out their SWAT team to "protect and serve" anyone who can afford to pay them. See *Private SWAT*, p. 7, for more information.

Horror

GMs may spice up an otherwise "ordinary" *SWAT* campaign by occasionally throwing in supernatural elements from any number of *GURPS* horror sourcebooks such as *GURPS Blood Types*, *GURPS Undead* and, of course, *GURPS Horror.*

SWAT/Horror crossovers should focus on the fear of madness or mutilation, as a team confronts cornered psycho killers and rippers, until a truly bizarre incident unnerves even the most hardened SWAT officers with the fear of the supernatural. While mere bloodshed and death may not be new to

V Sostoyanii Vojny: A Mini-Campaign

The following suggestions are brief and should be fleshed out by the GM with details appropriate to his own game world. Each mission can be run as a single session. (The campaign title, *V Sostoyanii Vojny*, is Russian for "at war.")

1. High-Risk Warrant: The team is called to serve a search warrant on a meth lab in an old warehouse. The lab is in the basement, but several men wander the upper level and offices.

2. Revenge: The judge that signed the meth lab warrant is gunned down in a drive-by shooting. A license plate leads the department to a 24-year-old Russian named Yegor Koslov. SWAT is tasked with serving an arrest warrant on his apartment (in a treacherous part of town).

3. Attacked!: Several days later, one of the PCs is awakened in the middle of the night by the squeal of tires. His house windows are shattered by automatic gunfire followed by no fewer than five molotov cocktails. He may escape in one piece, but his house will soon be engulfed in flames.

4. The War Begins: The police begin hauling in Russian criminals, felons, and parolees in an attempt to figure out who is responsible. The GM should run several high-risk warrant service missions on different venues such as a suburban house, a mobile home in a trailer park, or a ritzy high-rise apartment building. (Note that the calls may become barricaded suspect events if the team meets heavy resistance and follows the *Tactical Retreat* suggestions on p. 37).

5. Counterattacks: As the campaign progresses and the SWAT team continues to roust Russian gang hideouts, other attempts may be made on the PCs' lives. The GM can choose from drive-by shootings, hit-and-run attempts, and even booby-traps in their homes or personal vehicles.

6. Closing In: Eventually one of the captured suspects confesses that the gangs are following the orders of a Russian businessman named Leonid Petrenko. Petrenko lives in a split-level house in a wealthy neighborhood and SWAT is sent to arrest him. What the PCs do not know is that Petrenko *ordered* the informant to spill the beans, and that he is luring the team to his house to kill them. When they arrive, the PCs will find the house dark and quiet, with no signs of movement. Two large drums of gasoline have been stowed in the garage and a block of C4 is attached to an infrared motion detector nearby. If SWAT enters the garage without mirroring or cutting power to the building, the resulting explosion will devastate the team.

7. The Big Finish: Assuming the PCs survive Petrenko's trap, they *immediately* get called to the local rail terminal. Petrenko was stopped by railway security as he tried to board a passenger train. He and three of his men opened fire, killing one security guard and wounding another. They have taken 11 civilians hostage, dragged them into the train, and are demanding that it be allowed to leave the station. It is up to SWAT to stop Petrenko, save the hostages, and bring an end to his organization once and for all.

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a veteran cop, a SWAT team may be completely unprepared to face something more mind-shattering. Note also that the "Madness Dossier" background in Chapter 6 of *GURPS Horror* presents plenty of opportunity for SWAT operations with added twists.

Mecha

GURPS Mecha provides an excellent background for high-powered SWAT teams facing off against mecha, aliens, cyborgs, corrupt politicians, and powerful corporations. *Mecha* tactical teams will be more assertive than their modern-day counterparts, often acting more like military units than police units.

The GM should refer to *Mobile Armored Police,* p. M14, the *Cop* character type on pp. M23-24, and much of *GURPS Special Ops* when planning a *Mecha/SWAT* crossover. The *Special Operative* (pp. M31-32) and *Vigilante* (p. M32) may also provide campaign ideas.

Special Ops

Many international SWAT teams work as a *gendarmerie* team, functioning not only as a police unit but as a military unit as well. Famous examples include GIGN (p. SO35) and GSG-9 (p. SO36).

Chapter 3 provides many suggestions for CQB tactics that can be applied to such teams, or to fully military counter-terrorist teams like the U.S. Navy SEALs (p. SO30), Delta Force (p. SO28), and so on.

Anime SWAT

While most anime cartoons and comics portray SWAT in a very cinematic light, GMs may still be able to glean many adventure and campaign suggestions from them:

Hellsing depicts a modern-day British anti-vampire police SWAT team using reasonably realistic SWAT weapons and gear. *AD Police* features the adventures of a SWAT team dealing with rogue robots and cyborgs in 2027 MegaTokyo. An ultra-tech tactical team using powered armor and SWAT tactics appears in *Appleseed.* Even the over-the-top "girls with guns" style of *Burn Up W* and *Burn Up Ex* can be mined for cyber-SWAT adventure ideas!

GMs looking to run an anime SWAT campaign should also see *GURPS Mecha* and *GURPS Cyberpunk* for additional background and game mechanics.

Transhuman Space

In most **Transhuman Space** campaigns, police and paramilitary equipment outclasses that used by criminals. But in the exceptional cases, suspects armed with advanced weaponry, armor, cyberswarms, and cybershells represent very real threats to the private and police tactical teams of 2100.

In Fifth Wave areas, SWAT operations are undertaken by armored cybershells, reducing the danger to human personnel, and with teleoperation, or with ghost or shadow AIs, a team can still have all the advantages of human expertise and experience. Third and Fourth Wave forces, and some low-profile operations in advanced societies, may employ combat-optimized bioroids. Even cheap surveillance and cyberswarm technology can give team leaders a useful edge in advanced intelligence.

Private security forces and SWAT teams operating in space must not only adapt CQB tactics to the third dimension while in zero G, but be especially careful about causing – or permitting – damage to fragile pressurized environments.

Glossary

AO: Area of operation (see *Area of Responsibility,* p. 34).

AOR: Area of responsibility (p. 34).

bang: Short for flash-bang. Also, the act of throwing a flash-bang into a room (as in: "Bang the room, then enter").

bang and clear: A dynamic entry tactic that involves throwing a flash-bang into a room, then entering and securing it.

bounding overwatch: A method of movement where one team member (or part of a team) covers an AOR while another moves: The moving team member then takes up a covering position, allowing the rest of the team to move, effectively trading roles.

breach point: A potential entry point into a building, most commonly a door or window.

breach: To make a forced entry using a ram, shotgun, or explosives.

CQB: Close quarters battle (p. 8).

CQB house: A specially designed area used to practice room entry and clearing techniques: Often called a "kill house" or "tire house" (p. 8).

cover fire: Cover fire involves shooting at a particular area in an attempt to force potential targets keep their heads down. This allows the firer's teammates to move from one position to another more safely. It is more common in military situations than police actions.

dynamic entry: A loud, quickly executed entry that often employs distraction devices (i.e., flash-bangs) designed to maximize shock (p. 32).

FAP: Final assault position. cf. *LCC.*

fatal funnel: Colloquial name for a doorway (p. 32).

FUP: Form-up position. cf. *LCC.*

IED: Improvised explosive device (e.g., pipe bombs, booby traps, car bombs).

IP: Inner perimeter (p. 19).

key: Colloquial term for a ram (p. 32).

key man: Person responsible for opening a door, often with a ram.

kill house: A CQB house (p. 8).

kill zone: An area chosen in advance by the entry team into which heavy fire is likely to be directed: Kill zones should be clearly marked on all maps prior to entry.

LCC: Last cover and concealment. The final staging point for the entry team prior to entry (p. 30).

mirroring: A generic term for checking a room with a mirror or fiber optics (p. 28).

NOD: Night observation device. A generic term for any optics that allow improved vision in low-light conditions (e.g., night vision goggles, "starlight" scopes, infrared image). The term is replacing NVG (see below) in military circles and may eventually do the same with SWAT.

NVG: Night vision goggles.

OP: Outer perimeter (p. 20).

overwatch: A technique used to search for targets in an effort to ensure team safety. It is, in essence, a Wait maneuver (p. B106) in preparation to engage in Opportunity Fire (p. B118).

paper: Colloquial term for a warrant.

proned out: A term for suspects laid out on the ground, face down, hands behind their head.

shot of opportunity: Orders given to a sniper to shoot any suspect he sees.

sissy killing: Colloquial expression for a sniper shot that kills a target.

slicing the pie: A movement technique used when rounding corners and entryways (p. 35).

stacking, stack up: A preparatory maneuver whereby two or more entry officers line up alongside a wall or other cover prior to entry. Once in place, the team is "stacked" or "in a stack" (p. 30).

stealth to contact: An entry technique used to covertly infiltrate a building until the team encounters an opponent: Upon contact, the entry usually becomes a dynamic entry.

SWAT: Special Weapons And Tactics. Used in this book as a generic term for specially trained police, counter-terrorist, hostage rescue, and crisis response teams.

TEMS: Tactical Emergency Medical Service. Medical personnel that deploy with SWAT teams. Similar to military field medics.

tire house: A CQB house made up of reinforced stacks of discarded tires and used for live-fire exercises (see *CQB House,* p. 8).

TOC: Tactical Operations Center. Another name for a command post (p. 20); used by LAPD SWAT.

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Snow, Robert L. *SWAT Teams: Explosive Face-Offs with America's Deadliest Criminals* (Perseus, 1996). Easy reading, with lots of real-life examples of SWAT operations.

Thompson, Leroy. *Hostage Rescue Manual* (Greenhill/Stackpole, 2001). A basic overview of hostage rescue and CQB techniques, but light on details.

Whitcomb, Christopher. *Cold Zero: Inside the FBI's Hostage Rescue Team* (Warner, 2002). A well-written book that is both informative and gripping. Recommended for anyone looking for information on the FBI HRT or simply for a peek at the inner workings of a tactical team.

Games

There are a number of good "first-person shooter" games on the market today. The following is a sample of those currently available that encourage (or *require*) good tactical skills or capture the feel of tactical, squad-based operations.

Rainbow Six (Ubisoft, 1998-present). A series of squad-based games allowing the player to command an international counter-terrorist squad dealing with hostage rescues and other clandestine missions around the world. The series currently includes *Rainbow Six, Black Watch, Rogue Spear, Urban Operations, Covert Ops,* and *Black Thorn.* Based on the Tom Clancy novel.

SWAT (Sierra, 2000). Sierra's *SWAT* series started out poorly (with photorealistic graphics, but extremely poor game play). *SWAT 2* was a third-person strategy game that was eminently more playable but plagued with poor A.I. On Sierra's third attempt – *SWAT 3* – they finally got it right. Sierra has also recently released *SWAT: Urban Justice* and *SWAT: Global Strike Team.*

Television and Film

44 Minutes: The North Hollywood Shootout (Yves Simoneau, 2003). A FOX movie portraying the February 28, 1997 bank robbery and subsequent firefight at the Bank of America in North Hollywood, California. Stars Mario Van Peebles and Michael Madsen.

Executive Decision (Stuart Baird, 1996). When terrorists seize an airliner, a tactical team must board it mid-flight and neutralize the threat. Stars Kurt Russell, Steven Seagal, and Halle Berry.

John Q (Nick Cassavetes, 2002). A hostage situation unfolds when a common man is driven past his breaking point and barricades himself in a hospital emergency room. Denzel Washington, Robert Duvall, and James Woods.

The Negotiator (F. Gary Gray, 1998). A cinematic look at hostage negotiations and SWAT operations. Stars Samuel L. Jackson and Kevin Spacey.

S.W.A.T. (1975-76). An ABC television series starring Steve Forrest and Robert Urich; produced by Aaron Spelling. Reruns can sometimes be seen on late-night television and the series is available on DVD.

S.W.A.T.: The Movie (Clark Johnson, 2003). Based loosely on the 1970s television series, and starring Samuel L. Jackson, Colin Farrell, and Michelle Rodriguez.

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