



A Parallel Study between the Resource Typing as outlined in the American NIMS document and the Levels of Service required of the Police Forces of Quebec.

Robert Beaudry

**Defence Research and Development Canada Centre for Security Science
Recherche et développement pour la défense Canada Centre des sciences pour la Sécurité**

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ACRONYMS

CBP :	Capabilities base planning
CBRNE :	Chemical, Biological, Radiological - Nuclear, and Explosives
C-NIMS :	Canadian - National Incident Management System
CPC :	Canadian Police College
CRTI :	Chemical, Biological, Radiological - Nuclear, and Explosives (CBRNE) Research and Technology Initiative
CSST :	Occupational Health and Safety Commission of Quebec (Commission sur la Santé et la Sécurité au Travail)
DHS :	Department of Homeland Security
ENPQ :	Quebec National Police School (École Nationale de police du Québec)
FBI :	Federal Bureau of Investigation
FEMA :	Federal Emergency Management Agency
IMQ :	Maritime Institute of Quebec (Institut Maritime du Québec)
NIMS :	National Incident Management System
PPE :	Personal Protective Equipment PPE
RCMP :	Royal Canadian Mounted Police
RSQ :	Revised Statutes of Quebec
SAG :	Government Aviation Service, Quebec (Service aérien gouvernemental)
SIJ :	Forensic Identification Services (Service d'identité judiciaire)
SIM :	Montreal Fire Department (Service d'incendie de Montréal)
SPVM :	Montreal City Police Force (Service de police de la Ville de Montréal)
SPVQ :	Quebec City Police Force (Service de police de la Ville de Québec)
SQ :	Sûreté du Québec
SWAT :	Special Weapons and Tactics
TCL :	Target Capabilities List
VIP :	Very Important Person

INTRODUCTORY STATEMENT

FEMA (Federal Emergency Management Agency) is part of the United States Department of Homeland Security Agency and it created a document called NIMS (National Incident Management System). The NIMS management system includes a proactive and systemic approach to guide government departments and agencies at all levels, nongovernmental organizations (NGO) and the private sector in order to prevent, protect, respond to, restore, mitigate the effects of a variety of incidents no matter the cause, the scope, the location or the complexity of these incidents, and in doing so, preserve life, protect property and the environment. In Canada, studies are being undertaken to see whether it is possible to implement a Canadian NIMS (C-NIMS) which will take into account our National needs.

A part of NIMS consists of the classification of resources into types called Resource Typing. The Resource Types are categorized in order to the target response capabilities of law enforcement services during a variety of incidents. Measurable standards, which identify the target capabilities of the resources and the performance levels, serve as the basis for creating the categories. Resource users at all levels use these standards to identify and take stock of the resources.

At present, we will look into the Resource Typing identified for law enforcement and security. Within the framework of Resource Typing, the authors of this document have determined the possibility of four different types, that is, Type 1, Type 2, Type 3, and Type 4. The latter requires different performance indicators. The scale is graded as follows : Type 4 indicates a minimum requirement and Type 1 a maximum requirement.

The purpose of this study is to define which Resource Type is applicable to the Province of Quebec and its law enforcement. This report will take into account the levels of police services that the municipal police forces in Quebec and the Sûreté du Québec must provide according their level of jurisdiction. We will, therefore, attempt to create a parallel between the Resource Typing for the law enforcement and security forces outlined in the NIMS document and the levels of police services held in Quebec. Toward the end of the study, we will look into the services offered by the RCMP in Quebec relative to Resource Typing.

THE POLICE ACT

Section 70 of the Police Act stipulates that a municipal police force must provide, in the territory under its jurisdiction, services of the level applicable to the police force according to the population to be served. Thus, the criterion withheld to determine the level of police services is the number of inhabitants to serve related to the police force in question. The Regulation equally foresees in article 81 of the Police Act that the government determines by regulation the police services each category of municipality must provide, in conformity with the levels established by section 70.

This regulation was adopted following the Order of Council 695-2008. It is entitled : *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction.*

The levels established consist of obligations to provide the services of the following four police fields : Policing, Investigations, Emergency measures, and Support services. Each level is subject to the obligations corresponding to higher levels. For example : police services provided at level 2 must also provide the police services offered at level 1. Furthermore, the police services provided at level 3 must also include the services offered at levels 1 and 2 and these services are subject to the obligations corresponding to its level and so on.

Levels of service

- Level 1 services, if the population to be served is less than 100 000 inhabitants
- Level 2 services, if the population to be served is 100 000 or more and not more than 199 999 inhabitants
- Level 3 services, if the population to be served is 200 000 or more and not more than 499 999 inhabitants
- Level 4 services, if the population to be served is 500 000 or more and not more than 999 999 inhabitants
- Level 5 services, if the population to be served is 1 000 000 inhabitants or more
- The Sûreté du Québec shall provide level 6 services.

Reality : The Facts

- Level 6 corresponds to the provincial territory covered by the Sûreté du Québec in the province of Quebec
- Level 5 corresponds to the City of Montreal (Montreal City Police Force)
- Level 4 corresponds to Quebec City (Quebec City Police Force)
- Level 3 corresponds to the cities of Laval, Longueuil and Gatineau

- Level 2 corresponds to Blainville, Châteauguay, Deux-Montagnes, l'Assomption, Lévis, Mascouche, Mirabel, MRC les Collines-de-l'Outaouais, Régie intermunicipale de polices Richelieu/St-Laurent, Régie intermunicipale de Roussillon, Régie intermunicipale de Sainte-Thérèse-de-Blainville, Repentigny, Saguenay, Saint-Eustache, Sherbrooke, Terrebonne and Trois-Rivières.
- Level 1 corresponds to Bromont, Granby, Mont-Tremblant, Régie de police de Memphrémagog, Régie intermunicipale de police de la Rivière-du-Nord, Rivière-du-Loup, Sainte-Adèle, Sainte-Marie, Saint-Georges, Saint-Jean-sur-Richelieu, Saint-Jérôme and Thetford Mines.

RESOURCE TYPES

The six resources under study are :

1. Bomb squad/ Explosives team
2. Law enforcement aviation (helicopters - patrol & surveillance)
3. Law enforcement observation aircraft (fixed-wing)
4. Mobile field force law enforcement (crowd control team)
5. Public safety dive team
6. SWAT / Tactical teams

1. Bomb squad / Explosives team

According to the Police Act and the law enforcement services it outlines when dealing with the explosives disposal units and explosives experts, only jurisdictions under levels 5 and 6 must have their bomb disposal units and explosives technicians. This obligation is to be found under article 6, part 4 (Support services), paragraph *b* of the Order in Council entitled : *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction*. The obligation can be read as follows : defusing and handling of explosives (Explosives experts).

The Sûreté du Québec (level 6) possesses two explosives disposal units, one is based in Quebec City and is comprised of five explosives technicians ; the other unit is based in Saint-Hubert, and includes six technicians. These two units are solely called upon for defusing and handling of explosives and for other CBRNE related work. Among the five Quebec City explosives experts, three are also police underwater divers.

The Montreal City Police Force (level 5) has one explosives disposal unit which includes ten explosives technicians who also belong to the special weapons and tactics team. These ten team members defuse and handle explosives as well as intervene in SWAT operations. They are also called upon for other CBRNE related operations.

As far as the Sûreté du Québec bomb squad and its explosives team and the Montreal City Police Force are concerned, their services correspond to those belonging to Type 1. The resources for these two entities relating to explosives and technical expertise belong to the highest category because both entities possess the personnel, the equipment and the training that define Type 1.

It is important to note that, in accordance with the Police Act, the Sûreté du Québec must provide the necessary support to police forces of levels 1, 2, 3, and 4 during occurrences involving explosives¹.

2. Law enforcement aviation (helicopters - patrol & surveillance)

Law enforcement aviation services (helicopter and airplane) are subject to the obligations of the police forces of levels 5 and 6. These levels include the following services : helicopter operations as described in the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction* stated in article 6, part 3 (Emergency measures), paragraph a. The Regulation does not state that law enforcement must own aircraft to carry out operations.

In fact the Montreal City Police Force (level 5) does not own aircraft even though it must carry out helicopter operations. In answer to its intervention needs, it can lease helicopter on an as needed basis. Montreal law enforcement might also request the assistance of the Sûreté du Québec or of the RCMP.

The Sûreté du Québec owns three helicopters but it does not own an airplane as such. In fact, the fleet of aircrafts of the Sûreté du Québec is part of an aviation fleet belonging to the Quebec Government and these aircraft are administered by the Government Aviation Service that stems from the Quebec Ministry of government services. The airplanes within the Government Aviation Service may also be called upon during emergency situations to transport personnel but they are mainly used for medical transport, for the transportation of members of government or of members of the civil service. For its operational needs, the Sûreté du Québec has access to three helicopters : the Bell 206-B, the Bell-206LT and a Bell-412.

¹ See tables in Annex 2 p.29

The Sûreté du Québec, at times, may make up for the Montreal City Police Force helicopter shortage by offering its support. The RCMP also provides the necessary air mobility assistance for particular events. It goes without saying that the Sûreté du Québec equally provides law enforcement aviation / helicopters - patrol & surveillance services to the police forces of levels 1, 2, 3 and 4.

The Sûreté du Québec (level 6) falls under the highest level of classification, that is, Type 1, due to its operational capabilities. On the other hand, the Montreal City Police Force is left unclassified because it does not possess helicopter as such².

3. Law enforcement observation aircraft (fixed-wing)

As aforementioned, not one provincial or municipal police force in the province of Quebec possesses fixed-wing aircraft. However, the RCMP based in the province of Quebec owns a Pilatus type plane and a Cessna. The Pilatus is used solely for the transportation of persons whereas the Cessna is used for operational needs within the RCMP's federal mandate in Quebec.

Nonetheless, for specific needs and in extremely rare cases, the Sûreté du Québec may call upon the Government Aviation Service to request the use of planes such as a Challenger, a Dash or even a CL-215 (water-bomber / air tanker).

As pertaining to fixed-wing observation aircraft, it is therefore inappropriate to classify the police forces of Quebec within a Type.³

4. Mobile field force law enforcement (crowd control team)

Mobile field force law enforcement (crowd control team) must be present in all police forces even in those offering level 1 services. However, the services offered vary in accordance with the threat manifested during events.

Thus, the police service offered at level 1 consists of peaceful crowd control intervention as defined in the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction* as read in article 2, part 3 (Emergency measures), paragraph a.

A police intervention service at level 2 and 3 consists of crowd control involving risk of disturbance as stipulated in the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction* as read in article 3, part 2 (Emergency measures), paragraph a.

² See tables in Annex 3 p.35

³ See tables in Annex 4 p.38

Similarly, a level 4 police service consists of the police intervention during crowd control involving high risk of disturbance or riot, in cooperation with the Sûreté du Québec as defined in the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction*, article 5, part 2 (Emergency measures), paragraph *a*.

A level 5 police service means that the police forces must intervene during crowd control involving high risk of disturbance or riot but may do so independently, as stipulated in the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction*, article 6, part 3 (Emergency measures), paragraph *b*. It is not obligated to act in partnership with the Sûreté du Québec.

A level 6 police service Sûreté du Québec involves the coordination to restore and maintain order during emergencies or civil disturbances of provincial scope as stated in the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction*, article 7, part 2 (Emergency measures), paragraph *a*. Part 3 (Support services), paragraph 1 of this same article stipulates that a police force of level 6 must also maintain a permanent emergency response team.

One must note that regulation lawmakers have not included the definition of the terms or the requirements of the terms in question. For example, what does peaceful crowd control mean ? What does crowd control involving risk of disturbance mean ? What does crowd control involving high risk of disturbance or riot mean ? It appears that the answers are left up to the police forces. We are thus dealing with a matter of interpretation.

To sum up :

Level 1 :	Peaceful crowd control
Level 2 and 3 :	Crowd control involving risk of disturbance
Level 4 :	Crowd control involving high risk of disturbance or riot, in cooperation with the Sûreté du Québec
Level 5 :	Crowd control involving high risk of disturbance or riot
Level 6 :	Coordination of restoring and maintaining order during emergencies or civil disturbances of provincial scope

It is very difficult to classify police forces of Quebec into Types because law enforcement services in Quebec differ from those carried out in the United States. For instance, there are differences in the number of persons needed to put into effect crowd control ; there are differences in the equipment used, and there are differences in the training offered.

We can, however, state that in a general way the Sûreté du Québec (level 6), the Montreal City Police Force (level 5) and the Quebec City Police Force (level 4) are the agglomerations whose police forces correspond to Type 1. On the one hand, the number of members representing each police corps may vary from one force to the next ; on the other hand, Sûreté du Québec must maintain a permanent emergency unit as defined by the Regulation and this emergency unit must abide by the regulations of several mandates including that of crowd control.

As for the police services of Gatineau, Laval, Longueuil, Sherbrooke, these belong to Type 3. This is due to numbers of persons in each team, to the equipment used, and to the training received.

With regards to the service levels in the Police Act, all police forces of Quebec must intervene during events that require crowd control. However, level 1 law enforcement must intervene during peaceful crowd control. In as much as the definition of crowd control is not written in the Regulation, one can presume that the service to be rendered is similar to that served by regular law enforcement in standard uniform. This level 1 police force wears rudimentary equipment when available such as helmets, 36 inch riot control batons and pepper spray in individual containers. Level 1 Quebec law enforcement does not have the personnel that are especially appointed for the task of crowd control nor does it receive formal training.

In order to have a clearer view of the issues involved in crowd control, we will examine the personnel assigned for each of the police forces mentioned previously.

SHERBROOKE

Of all the level 2 police forces identified, only the Sherbrooke Municipal Police Force possesses the personnel and the gear to carry out crowd control tasks involving risk of disturbance. Its crowd control team is comprised of : two lieutenants, four or five sergeants, 3 sections of ten officers (30). Sherbrooke law enforcement also borrows four or five members of its SWAT team for interventions requiring shoulder fired weapon, chemical agents and delivery systems, and other required equipment. Crowd control police officers use a riot control baton called the PR-24 instead of the 36 inch riot control baton. I would say that the Sherbrooke Municipal Police Force answers to the requirements of Type 2 when taking into account the personnel ; but concerning the gear used, it can be categorized under Type 3. In fact, its police force services look more like a merger of Types 2 & 3, that is, not answering to all the characteristics required to be totally the one Type nor totally answering to the characteristics of the other as seen, for example, its capacity to intervene in incidents involving CBRNE.

Training is offered by the Sûreté du Québec via the Emergency service – West (a Sûreté du Québec permanent crowd control unit). This training is offered once a year in conjunction with follow up training.

GATINEAU, LONGUEUIL, LAVAL

Of the level 3 police forces identified, Gatineau and Longueuil possess the personnel and the equipment to respond to events as mentioned in the Regulation respecting the levels of police services, for instance : crowd control with risk of disturbance. Laval is setting up the same sort of unit but it is not in place for the moment. For crowd control intervention, it calls upon the Sûreté du Québec when necessary.

Let us analyze the personnel and gear of each of these police forces in an attempt to assign a Type.

GATINEAU

The staff is comprised of two lieutenants, three sergeants and three sections of ten police officers (30), two or three arrest members, one sergeant-supervisor, two members of the forensic identification service, three assistants assigned to chemical irritants and two members for logistics. The Gatineau Municipal Police Force possesses the necessary equipment to carry out the work related to the above-mentioned services and it may handle chemical irritants.

Team training is assured by the Sûreté du Québec via the Emergency service West. Furthermore, the Gatineau Municipal Police Force trains yearly in conjunction with the auxiliary emergency unit of the Outaouais region. It also receives three in-house training sessions per year.

When we address the number of personnel assigned to the duties of crowd control, the Gatineau Municipal Police Force is somewhat like the Sherbrooke Municipal Police Force in that it answers to the characteristics found under Type 2. As for the rest, we must classify the Gatineau Municipal Police Force under Type 3 due to its gear and also due to its incapacity to intervene in incidents involving the CBRNE.

LONGUEUIL

The Longueuil Municipal Police Force staff is comprised of three captains, seven sergeants, and 46 police officers. It has an arrest team of three people, and the transportation of detainees is undertaken by another unit. It does not make use of chemical irritants ; only the use of pepper spray in individual containers is authorized. This police force possesses most of the gear necessary to be classified as Type 3.

Training for the officers and the sergeants is offered at the Quebec National Police School (ENPQ). Police officers receive in-house training. All members receive four days of training per year which amounts to approximately one day per three months. The Longueuil Municipal Police Force is similar to those of Sherbrooke and Gatineau because the number of personnel assigned to crowd control also puts it under Type 2 ; whereas its gear and its inability to intervene in incidents involving the CBRNE classifies as a Type 3.

QUEBEC CITY

The level of service 4 is represented by the Quebec City Police Force.

The Quebec City Police Force staff assigned to the crowd control unit is comprised of : one captain, two lieutenants, five sergeants, 75 police officers, ten arrest team members, five investigators. It owns and uses the same gear as does the Sûreté du Québec. It is equally equipped with protective clothing when intervening in incidents involving the CBRNE.

The Quebec City Police Force receives four in-house practice sessions per year and an annual practice session given in conjunction with the Sûreté du Québec. It is important to note here that law obliges the Quebec City Police Force to provide crowd control involving high risk of disturbance or riot, in cooperation with the Sûreté du Québec.

I believe that it is well-founded to classify the Quebec City Municipal Police Force as a Type 2. Although this police corps can manage large crowds, it cannot necessarily manage large scale public order operations without the assistance of the Sûreté du Québec, hence the partnership. It, therefore, does not qualify to fall under Resource Type 1.

MONTREAL

Level of service 5 is represented by the Montreal City Police Force (SPVM).

The SPVM is comprised of one Head Field Commander, four Field Commanders, 4 platoon sergeants and 22 to 30 police officers per platoon. This force has all the equipment required to be classified a Type 1 and it has the capacity to intervene in incidents involving the CBRNE.

The Montreal City Police Force (SPVM) is also able to manage large scale operations. Moreover, it possesses an element not included in any of the Resource Typing : a special intervention team trained and equipped to release people who have chained themselves during a public demonstration – this form of disturbance may be called, among other things, the sleeping dragon.

SÛRETÉ DU QUÉBEC

Only the Sûreté du Québec, as per the regulation on the levels of police service, must maintain a permanent emergency unit. This unit is divided into two groups.

One group is based in Quebec City and it covers the eastern part of the province and a second group is based in Saint-Hubert and it covers the western part.

The group based in Quebec City has on staff : two platoons made up of 25 police officers, three sergeants, with a lieutenant per platoon. In Saint-Hubert, the personnel consist of two platoons of 40 police officers, three sergeants and a lieutenant per platoon. Personnel amounts 146 members.

The mandate of this unit consists of crowd control, search and rescue and all other duties related to the Emergency measures.

The Sûreté du Québec possesses all the equipment necessary to carry out the tasks outlined in Type 1 of the Resource Typing and it is able to intervene in incidents involving the CBRNE. I would add that it surpasses the requirements of Type 1 due to the number of personnel on staff.

Another point worth mentioning pertaining to the Sûreté du Québec is that there are 19 platoons in existence able to intervene in crowd control spread out across the province of Quebec. These platoons are called auxiliary emergency platoons and they intervene only during large scale events and on an as needed basis. The Sûreté du Québec is divided into ten districts distributed throughout the administrative divisions which make up all of the territory of the province of Quebec. Each of the ten districts has, at the very least, in its ranks an auxiliary emergency platoon and the larger districts such as Montreal, Quebec City and the Montérégie region have up to three auxiliary emergency platoons each. These platoons are comprised of : two lieutenants, three sergeants and 30 police officers per platoon. During large scale events, one may say that the Sûreté du Québec has 665 auxiliary members to support the 146 permanent auxiliary emergency members. All of the platoons have the necessary equipment to carry out the required duties, except that the auxiliary emergency platoons cannot intervene in incidents involving the CBRNE because they do not possess the appropriate protective clothing.

As for training, the permanent emergency unit trains on a continual basis ; it receives monthly training to be up to date and to integrate newcomers. Furthermore, one to two simulations are organized annually. The auxiliary emergency unit received a week's training in preparation of the Summit of the Americas in April 2001. Since then, an annual two days update for each of the platoons is implemented and, in conjunction with municipal police forces, joint practice sessions are also scheduled. The permanent units also have a special intervention team trained and equipped to release people from being chained all together.

To keep in mind :

It is difficult to categorize the police forces in Quebec while using the NIMS Resource Typing as a reference for discussing crowd control. In as much as the Regulation concerning the levels of services requires police forces to have on hand the personnel to manage crowds, there is no definition concerning tasks in that Regulation. I think that the police forces in Quebec have particularities that do not totally correspond to the requirements of each Type found in the NIMS document. It would be advised, if a Canadian Resource Typing were created, that the templates be adapted to reflect the functional reality of the police forces of the province of Quebec.

Moreover, there is presently no national known standard for training. At the Quebec National Police School (ENPQ), recruits learn about crowd control and there is training for platoon leaders, we can therefore conclude there is certain uniformity in all the police forces. In the last few years, a consensus committee made up of principal police force members met to adapt the terminology used during crowd control situations and to reach a certain terminological uniformity. An agreement was reached in May 2008, and since then, the training offered at the Quebec National Police School (ENPQ) is standardized for all involved. Although terminological issues are standardized, equipment and training are not. Not all police forces use the same type of equipment and the final training for each police force is given in-house⁴.

5. Public safety dive team

For law enforcement dive teams, once more, only the levels of service 5 and 6 must possess according to the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction*. This obligation is cited in article 6, part 4 (Support services) paragraph *a*, and can be read as follows : underwater diving.

The Montreal City Police Force has a team of ten divers integrated to their Special Weapons and Tactics Team. Thus, its members carry out as many police underwater dive team interventions as they do SWAT Operations.

The Sûreté du Québec (level 6) possesses two underwater diving units. One unit, based in Quebec City, is comprised of three divers ; the other unit is based in Saint-Hubert, and is also made up of three scuba divers. These two units are solely appointed to police underwater diving tasks. And, they are among the rare units in North America to concentrate on underwater diving in a permanent fashion. In addition, in Quebec City, as aforementioned, three of the five explosives experts are equally certified as divers able to intervene underwater during occurrences that implicate explosives. The Sûreté du Québec also has reservist divers within other units.

⁴ See tables in Annex 5 p.42

The Sûreté du Québec and the Montreal City Police Force fall under Type 1, which is the highest class of all the classes, because both these police forces have the personnel, the equipment and the training related to this type.

One must take note that according to the Police Act, the Quebec Provincial Police must provide the necessary support to the police forces of levels 1, 2, 3, and 4 during events requiring the intervention of underwater divers⁵.

Furthermore, all divers of the public safety dive team of Quebec are governed by a Regulation of the Occupational Health and Safety Board (CSST – Commission sur la Santé et la Sécurité au Travail). The Board imposes restrictions to underwater interventions : the number of scuba divers required in relation to water depth and the environment, the equipment used, etc.⁵

6. SWAT/ Tactical teams

Finally, the last typed resource to be analyzed deals with the SWAT or tactical teams. The first levels of service that such teams must provide belong to level 3 services. Responsibilities of the teams differ, however, according to the level of service and continue to differ as the levels progress.

Regardless of the above-mentioned statement, the City of Sherbrooke, which is a level 2, possesses an intervention team comprised of 12 temporary members that are not assigned full-time to this task. They carry out, more or less, the same work than level 3 law enforcement. Lately, however, the government has refused their request to change the clause which would enable them to become a level 4 special weapons and tactics team.

So, for level 3, it is required to intervene when an armed suspect is barricaded, no shots are fired and no hostages are held. This is found in the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction* as stated in article 4, part 2 (Emergency measures), paragraph a. It is stated further on in the article the obligation for level 3, law enforcement to set up a special unit (without the mention of the term tactical) and to carry out moderate risk interventions. This definition can be found in the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction* as written in article 4, part 3 (Support services), paragraph f and g. This unit may, at times, be called : containment team.

⁵ See tables in Annex 6 p.48

Level 4 is distinguished by its obligation to intervene during an armed holdout where the suspect is barricaded and shots are fired as defined by the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction* as outlined in article 5, part 2 (Emergency measures), paragraph *b*. Further on in the same article, one can read the obligation to carry out high risk interventions and to train a special weapons and tactics team. This can be found in the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction* as read in article 5, part 3 (Support services), paragraph *b* and *c*.

As well as the obligations law enforcement must uphold at level 4, level 5 law enforcement is required to carry out interventions involving a hostage taking or an active shooter as defined in the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction* as read in article 6, part 3 (Emergency measures), paragraph *c*.

When we are dealing with SWAT / Tactical teams services, levels 5 and 6 are identical.

To sum up :

Level 1 and 2 : No obligation to uphold the services (with the exception of Sherbrooke)

Level 3 : Intervention involving an armed and barricaded suspect, no shots fired (Special unit / Moderate risk intervention)

Level 4 : Intervention involving an armed and barricaded suspect, shots fired (Special weapons and tactics Team / High risk intervention)

Level 5 and 6 : Intervention involving a hostage taking or an active shooter

In general, one may say that the Sûreté du Québec (level 6), the Montreal City Police Force (level 5) and the Quebec City Police Force (level 4) are classified under Type 1 when dealing with SWAT / Tactical teams and its members in accordance with the table of Annex 7. As for the three cities of level 3 (Laval, Longueuil and Gatineau), their components correspond to Type 3 in the table. This is understandable seeing as the Regulation of the service levels requires fewer services for police forces belonging to level 3.

Therefore, the Sûreté du Québec has 32 police officers for the SWAT operations distributed as follows : one senior officer in Montreal in charge of three teams made up of six members each including a team leader to cover the western portion of the province and one officer in Quebec City in charge of two teams made of six members each including the team leader to cover the eastern part of the province.

The Montreal City Police Force special weapons and tactics team is made up of 28 members distributed as follows : one senior officer , four six-member teams including a team leader for each team, and three members assigned to the training module and for quality control.

The Quebec City Police Force special weapons and tactics team numbers 14 members distributed as follows : two senior officers and two six-member teams including one team leader.

The Gatineau municipal police force special unit is comprised of two senior officers and 13 members divided into two teams. The Laval municipal police force special unit is made up of two senior officers, one lieutenant and 12 members divided amongst two six-member teams. The special unit of the Longueuil municipal police force includes one senior officer and twelve members divided into two teams of six members each. The Sherbrooke municipal police force special unit consists of 12 non-permanent members that are assigned to other tasks during downtime.

As for equipment, once more, the Sûreté du Québec, the Montreal City Police Force and the Quebec City Police Force possess the equipment to be included in Type 1, but not completely because they fall under Type 2 when taking into account their chemical protective clothing, and their tactical insertion gear. Laval, Longueuil, Gatineau and Sherbrooke also sway between Type 2 and Type 3 even Type 4 while they in no way possess the required gear to belong to the more performance oriented Types.

The third component analyzed deals with special tactical capacities. The Sûreté du Québec and the Montreal City Police Force are classified under Type 1 for the majority of their capabilities. It is only for offshore, medical, and insertion instances that they do not answer to the criteria of Type 1. As for the other police forces, they are classified under Type 4 not having the capabilities to do much better. An added element for the Sûreté du Québec is their air mobility capability because they are able to carry out operations by air. Indeed, members are trained to skydive and they can be dropped off in hard to access areas in order to carry out SWAT operations.

As pertains to training, the police forces tend to adopt in-house training programs since no national standard to that effect exists and the Quebec National Police School does not offer SWAT and tactical type training for the moment. The Quebec National Police School offers training related to containment and moderate risk search, but it does not train for special weapons and tactics interventions as such.

Hence, the Sûreté du Québec offers in-house training for recruits ; it implements a training program, and it gives training sessions throughout the year. From time to time, it requests and receives expertise from american police forces.

The Montreal City Police Force equally receives in-house training and it also implements its own training program and offers training sessions on a continuous basis.

The Quebec City Police Force receives basic training at the ENPQ. It then becomes more specialized with the assistance of the FBI, the RCMP and the Sûreté du Québec. Even then, the majority of the training is given in-house or with partners.

For Laval, the initial training of the special weapons and tactics team was done with the assistance of the Sûreté du Québec. Laval went to the Quebec National Police School to learn the use of strength and containment. However, it received force entry and containment training from the Sûreté du Québec. Longueuil has equally been trained by the Sûreté du Québec and has followed containment training at the Quebec National Police School.

We can therefore see how difficult it is to classify categorically police forces under one Type or another due to the disparities relating to equipment and the special tactical capabilities. However, one must keep in mind that no matter the tasks assigned to them by the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction*, each police force having a special unit or a special weapons and tactics team, will undertake the task at hand. It is very difficult to compare the Resource Typing as outlined in the American NIMS document with the levels of services required of the police forces of Quebec. I believe that it would be in order to build a new grid for Canadian levels which would include our particularities. It goes without saying that, for the moment, it is only the province of Quebec that is being discussed. It would be of interest to compile the Types to see what is being done in all the other Canadian provinces⁶.

The RCMP in Quebec

One must recognize the presence of the RCMP in Quebec where it acts and intervenes in federal mandates. The RCMP is not bound by the Police Act in the province of Quebec or by the Regulations that stem from the Police Act. Therefore, the RCMP does not need to respond to the requirements of the police forces service levels. In the meantime, it becomes a potentially available resource for emergency situations.

1. Bomb squad / Explosives team

There are four explosives experts based in Montreal, however, all the equipment is found in Ottawa. The explosives experts were trained at the Canadian Police College for the basic level 2 training. The team members take on duties during VIP visits, do security searches and use metal detectors.

⁶ See tables in annex 7 p.53

2. Law enforcement aviation (helicopters –patrol & surveillance)

3. Law enforcement observation aircraft (fixed-wing)

Aviation presence of the RCMP in Quebec is based at the Saint-Hubert airport. The RCMP possesses three aircraft stationed here in Quebec : the AS-350-B3 Astar helicopter, a Pilatus airplane for passenger transport, and a Cessna 210. It has seven pilots in total and three people take care of maintenance. For all flights, an observation police officer is always on board, and all flights are used to respond to federal mandates. The RCMP is classified as a Type 1 because it possesses the aircraft component as such, as well as having the equipment, personnel, and training components. Occasionally, the RCMP may lend its aircraft to assist the police forces of the province of Quebec. In all of Canada, the RCMP owns a fleet of 37 aircraft.

4. Mobile field force law enforcement (crowd control team)

The RCMP in the province of Quebec is called “C” Division , and it has a crowd control team made up of one inspector, one staff sergeant, four platoon section leaders, one gas section leader (chemical irritants), one arrest section leader, one chief medic, 32 section members, ten assistants to chemical irritants, four members impact weapons, twelve arrest team members, six paramedical team members, one scribe, two dog-handlers with the dogs upon occasion, four members of the special weapons and tactics team and two reservists for a total of approximately 90 people. “C” Division receives training for one week every year and it possesses the equipment required to fit under Type 1 according to the grid, except for intervening in CBRNE activities because it does not have the required protective clothing.

The team works during VIP visits, during G-7, G-8, G-20 meetings which assemble federal members of government and foreign government leaders, to protect the summit sites.

For major events, it can call upon other divisions spread out throughout Canada.

5. Public safety dive team

The RCMP public safety dive team is made up of four people. Its members belong to investigations and to the special unit ; they therefore do not work as scuba divers on the public safety dive team full-time. The team has all the characteristics to be part of Type 1 but for the remote operating vehicle (ROV). It can work on occasion with the Montreal City Police Force and National Defense.

6. SWAT / Tactics team

There are eight full-time members and six temporary members in the special weapons and tactics team of the Montreal based RCMP. It is difficult to hand this team a particular Type because if we take into account its equipment, it qualifies in three categories. For instance, it does not have a self-contained breathing apparatus (SCBA), it does not have protective clothing for CBRNE, and the robot and armored vehicle are stationed in Ottawa. It, however, has the special tactical capacities to be classified under Type 1.

The SWAT / Tactics team intervenes during VIP visits, escorts and protects witnesses, assists during dynamic searches and they can board vessels offshore.

The police force canine squad

The police canine squad is not included in the Resource Typing NIMS document when police resources are discussed. However, we do find this canine squad when discussing search and rescue for civilian organizations. One such organization exists in Quebec and it is called the Quebec Volunteer Association for Search and Rescue (Association Québécoise des bénévoles en recherche et sauvetage). It offers assistance by providing canine squads to police emergency or rescues cases.

Still, I met with the head of the canine training squad of the Sûreté du Québec to see where to fit the team in reference to the search and rescue aspect in the NIMS document.

The canine squad of the Sûreté du Québec is not trained to work on avalanche sites but this type of training is being looked into for the near future. For post-disaster searches, the dogs are trained to search buildings but the squad members are not trained and not equipped to search when there has been structural collapse.

The Sûreté du Québec dogs are not trained for cadaver odour detection searches on land (human remains, bones, etc.) as are the Ontario Provincial Police Force dogs, but they can search for a body in death by hanging, in death by burning, or found dead in a car or vehicle.

When we are dealing with on water-searches, the Sûreté du Québec canine squad can search from the shore during calm or rough waters ; however, it does not detect bodies on board vessels. It can, at times, work with nautical patrols but it does not specialize in this field.

The canine squad dogs are able to search for human scent in the wilderness, according to weather conditions, and act independently for a period of 72 hours and more in wide spread areas. The Sûreté du Québec dogs can equally discriminate between human scents and can work when the site is contaminated (by live human or other odours).

Furthermore, the Sûreté du Québec dogs go on tracking raids to find escapees, disappearances, criminals ; these types of tracking can be carried out in the wild. Dog-handlers possess the required training to survive in remote areas, to give first aid to humans and dogs and are autonomous for a long period of time. They can follow a track that is between four and twelve hours old (concluding that 24 hours is not realistic) on a long distance even when the surroundings are contaminated.

All these actions are undertaken by the all the canine squads of the Sûreté du Québec actions that are added to the more specialized aspects concerning drugs and explosives. Indeed, the dogs used by the Sûreté du Québec are trained in two categories : the first category includes the dogs trained to detect all forms of drugs, and another category for dogs trained to detect explosives. However, both categories carry out tracking of missing persons or persons who are in hiding. There is one exception, a Labrador is used in Quebec to detect only explosives devices and it does not do tracking. There are eight dog-handlers in the Sûreté du Québec, five in Saint-Hubert and three in Quebec City for a total of nine dogs.

Parallel

October 2009

In the Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction, article 4, part 3 (Support services) paragraph e , it is specified that beginning at level 3 police forces must provide a canine team in matters concerning drug, protection and tracking. It is only at level 5 (the Montreal City Police Force) and level 6 (Sûreté du Québec) that a canine team must be provided in matters concerning explosives.

I know that presently the Montreal City Police Force, the Quebec City Police Force, Laval and Gatineau have a canine squad but that Longueuil does not have one yet. The goal of this exercise is not to outdo the specializations identified in the Resource Typing outlined in the NIMS document when discussing police forces, thus this brief comment is in itself satisfactory.

One last point to consider is the fact that the Resource Typing of the NIMS document when dealing with law enforcement services, the police canine squad is not part of the components analyzed or considered. I think it is an omission that needs to be rectified at the Canadian level. The police canine squad is called upon on several occasions and during different operations. This type of squad, I believe, ought to be part of the objectives aimed at by the NIMS document.

In fact, the police canine squad is often called upon to work with the bomb technicians in order to detect explosives. It concentrates on the tracking aspects of search and rescue operations to find missing or lost persons ; and when the scent leads to a body of water, the dive team is called upon for back-up operations. Also, several law enforcement teams use the canine squad to intervene in crowd control. The canine squad can also be called upon by the SWAT and tactics teams to assist in the pursuit and tracking of a criminal.

It would be interesting to develop the Resource Typing to include the canine squad and its activities, the equipment used and the training generated by the canine teams. I am referring to the canine squad of the Sûreté du Québec, the Montreal City Police Force, the Quebec City Police Force, the Gatineau and Laval police forces, as well as at the national level, the RCMP.

In addition, the Canadian Border Services Agency has canines squads appointed to drug and explosives detection by virtue of the law that governs them. Furthermore, Correctional Service Canada (Federal prisons) also uses canine teams that work within prison walls to detect drugs.

Seeing as Resource Typing deals with law enforcement and security, it must be mentioned that the canine squad of the Pierre-Elliott Trudeau Montréal airport (ADM) carries out explosives detection within the framework of the laws and regulations of Transport Canada.

Conclusion

What are the conclusions of this study ? One aspect that we can become aware of is that there is not a perfect Type 1, 2, 3 or 4 that answers to the characteristics defined in the Typed Resource (Law enforcement and Security resources) as outlined in the NIMS document for not any of Quebec police forces in all of the province of Quebec. It is possible to mix several given Types but they are not in their pure state. For example, concerning bomb units, neither the Sûreté du Québec nor the Montreal City Police Force are able to transmit data in real time therefore they do not classify totally as being part of Type 1 as defined by the definitions in the Typed Resource.

When discussing Aviation / Helicopters - Patrol and Surveillance, the Sûreté du Québec is the only Quebec police force to possess helicopters (excluding the RCMP). It fits perfectly into Type 1 because of its helicopter, its equipment, and its personnel. As for law enforcement observation aircraft (fixed-wing), they simply do not exist in any of the Quebec police forces.

As concerns the mobile field force law enforcement which we commonly call crowd control, here once more, the Quebec police forces possess a mix of several Types when referring to the NIMS document. To be sure, the Sûreté du Québec and the Montreal City Police Forces are part and parcel of Type 1, but not in an absolute way because the numbers of personnel that make up the teams do not amount to the standards outlined in the NIMS document. Similarly, the Quebec City Police Force, those of Longueuil, Gatineau, and Sherbrooke do not correspond to a Type in its pure state. This fact is easily outlined in the long list of comments relating these elements to be found in the tables (see Annex 5).

The police forces dive team is no exception to the rule. The Sûreté du Québec is classified under Type 1 for the components except for the ways in which the compressors are not filled on site whereas the Montreal City Police Force is classified as a Type 1 for certain components and as a Type 2 for others. Once again, we are dealing with not one pure Type.

I would say to sum up the results relating to the Swat / Tactical team, all the police forces in Quebec that must provide this service thus these teams are categorized as a hybrid mix of several Types. There are sufficient components missing within each group rendering them impure thus not belonging to one Type.

On the other hand, if one takes into account the parallel that we set out to look into at the beginning of this study, one can say that, as it were, it is possible to use the levels of services already existing in the Police Act to create our own tables and establish which law enforcement would be part of the different given types for all the police forces represented. The fact, that the total number of inhabitants to serve could be used to hand out obligations and duties to the Quebec police forces in terms of the levels of service offered could be a start in creating something similar to that offered in the United States but with more local colour.

I sincerely believe that upon creating a Canadian NIMS, when dealing with the Resource Typing, the realities of Canadian police forces ought to be taken into account. It would be of use to a look at what presently exists in all of the Canadian provinces concerning the Typed Resources while looking at the components analyzed for Quebec based on the *Regulation respecting the police services that municipal police forces and the Sûreté du Québec must provide according to their respective level of jurisdiction*. It would be of interest to take a firsthand look at the existing principal police forces of each province while noting the number of inhabitants each serves and then see, firstly, how this information can be compared with that gathered of the province of Quebec but also compare this information to what is required in the American NIMS.

Hence, I would foresee clearly verifying what resources are available in Ontario with its OPP, with the City of Toronto and several other big cities of that province, knowing well that Ontario has its own special Law that deals with police services to offer to the population and it can be read as follows : *Police Act : To renew the partnership between the province, the municipalities and the police and to raise the security of the masses* (Police Services Act, R.S.O. 1990, c. p.15, Bill 105). This comparison is also possible with other big cities in all provinces that are served by municipal police forces.

However, the same six elements of research as defined by the Typed Resource Definitions should be kept, that is : Bomb squad / Explosives team, law enforcement aviation / helicopters - patrol and surveillance, law enforcement observation aircraft (fixed-wing), mobile field force law enforcement (crowd control teams), public safety dive team, SWAT / Tactical teams.

Following the gathering of information, elaborating the studies, and writing the reports of what truly exists in this country, a definitive Typed Resource typically Canadian could surface from the results of the analyses of the resources that are available from coast to coast. With this Canadian NIMS document in hand, the scene managers dealing with disasters or having to manage an emergency situation will immediately recognize the resources available to assist them and, more importantly, will immediately see where to find the resources. Moreover, everyone would be made aware of the intervention capabilities of each and all of the police forces and crisis managers would call upon the appropriate team during an emergency situation.

If we take the case of Quebec, for example, I think that the levels of service as defined by the Police Act could be used as a good sample to define the necessary resources needed during an emergency situation, as is the capacity to intervene, and this framework could be transposed, if need be, to other police forces throughout Canada. If, under close observation, to use a random norm such as total number of inhabitants to serve as a basis for a cross Canada analysis brings unrealistic results due to its simplistic nature, other comparative criteria could be identified.

ANNEX 1

Summary table

RESOURCE TYPING VS LEVELS OF SERVICES OF THE POLICE FORCES OF QUEBEC

Resources	Type 1	Type 2	Type 3	Type 4	Comments
Bomb disposal squad	SQ SPVM		(GRC) of Quebec		No real time communications
Aviation : helicopter	SQ (GRC)				
Observation aircraft	(GRC)				
Crowd control teams	SQ SPVM (GRC)	SPVQ	Longueuil Gatineau Sherbrooke		No known national standard for personnel
Safety dive team	SQ SPVM (GRC)				
SWAT / Tactical teams	SQ SPVM SPVQ (GRC)		Gatineau Laval Longueuil Sherbrooke		No maritime boarding No Paramedic SPVQ - no PPE for CBRNE

ANNEX 2

Bomb squad / Explosive team

Level 6 : SQ

Level 5 : SPVM

Resource : Bomb squad / Explosive team						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Personnel		Same as Type II SQ SPVM	2 or more bomb response teams	1 bomb response team		
Equipment	Blast protective clothing	Same as Type II SQ SPVM	Same as Type III	Full coverage bomb suit(s)		
Equipment	X-Ray	Same as Type II SQ SPVM	Same as Type III	Portable X-Ray Device capability		
Equipment	Render-safe Procedures (RSP) Equipment	Same as Type II SQ SPVM	Employ explosive tools to conduct specific or general disruption Demolition kit Bomb technician hand tools	Employ tools to conduct general disruption Demolition kit Bomb technician hand tools		SQ and SPVM : Explosive force entry together with SWAT team

Resource : Bomb squad / Explosive team						
Category : Law enforcement / Security			Kind : Team			
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	CBRN Protective clothing	Same as Type II SQ SPVM	PPE (including both modified level B and level C) for Chemical, Biological with associated explosives See note 1	No PPE for Chemical, Biological		SQ and SPVM owns PPE Type A
Equipment	Remote operated vehicle	Robotic vehicle capable of handling VBEIDs SQ SPVM	Robotic vehicle capable of handling non-vehicle IEDs	No robotic capability		
Equipment	Tools	Same as Type II SQ SPVM	Explosives / WMD Reference library Diagnostic equipment Rigging equipment	Explosives / WMD Reference library		
Equipment	Monitoring detection	CBRN Monitors to detect and identify SQ SPVM	CBRN Monitors to detect	None		

Resource : Bomb squad / Explosive team						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	Explosive transport	Same as Type II SQ SPVM	Explosive transport vessel	No explosive transport vessel		
Equipment	Communication	Radio, cellular telephone and data transmission capability	Radio and cellular telephone capability SQ SPVM	Radio communication capability		
Vehicles		Same as Type II SQ SPVM	Same as Type III	Bomb response vehicle (s)		
Personnel	Training	Same as Type II SQ SPVM	Same as Type III	Hazardous Devices School (including WMD and hazardous materials training) graduate. Recertification every 3 years		SQ, SPVM : training to the Canadian Police College. Continuing training at the unit. Post blast scene investigation. CBRNE : Ottawa and Suffield AB. Instructors invited to the CPC.

Resource : Bomb squad / Explosive team																
Category :	Law enforcement / Security		Kind :	Team												
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments										
Component	Metric															
Comments SQ SPVM	<i>Type I</i> is a NBSCAB accredited bomb squad capable of handling multiple or simultaneous incidents. Teams must have render safe capabilities including a remote (robotic) vehicle capable of handling a vehicle borne IED. Team trained and equipped to work in a CBRN environment. <i>Type II</i> is a NBSCAB accredited bomb squad capable of handling multiple incidents. Teams must have render safe capabilities including a remote (robotic) vehicle which may not be capable of handling vehicle borne IED. Teams trained and equipped to work in a CBRN environment. <i>Type III</i> is a NBSCAB accredited bomb squad, capable of handling a single incident. Teams must have basic IED render safe capabilities without a remote (robotic) vehicle. Teams may be trained, but not equipped to work in a CBRN environment. <i>Note 1 :</i> There is no technology at this time that provides both level A PPE, and blast and fragmentation protection. <i>DEFINITIONS :</i> <table><tr><td>Bomb Response Team</td><td>A sub-unit within a bomb squad, consisting of at least two certified bomb technicians and a full set of equipment meeting minimum standards for bomb squad operations</td></tr><tr><td>Bomb Squad</td><td>A bomb response organization, consisting of at least one bomb team (see the definition of a “bomb team”), accredited by the FBI Hazardous Devices School to standards set by the <i>National Bomb Squad Commanders Advisory Board</i></td></tr><tr><td>CBRN</td><td>Chemical, Biological, Radiological, Nuclear</td></tr><tr><td>Diagnostic Equipment</td><td>Equipment used to characterize specific components and device type by function (ex : fiber optics camera)</td></tr><tr><td>General Disruption Tools</td><td>Explosive tools such as mineral Water Bottle Disruptors (MWB) or Hydra-Jet designed to disrupt devices without requiring specific diagnostic information</td></tr></table>						Bomb Response Team	A sub-unit within a bomb squad, consisting of at least two certified bomb technicians and a full set of equipment meeting minimum standards for bomb squad operations	Bomb Squad	A bomb response organization, consisting of at least one bomb team (see the definition of a “bomb team”), accredited by the FBI Hazardous Devices School to standards set by the <i>National Bomb Squad Commanders Advisory Board</i>	CBRN	Chemical, Biological, Radiological, Nuclear	Diagnostic Equipment	Equipment used to characterize specific components and device type by function (ex : fiber optics camera)	General Disruption Tools	Explosive tools such as mineral Water Bottle Disruptors (MWB) or Hydra-Jet designed to disrupt devices without requiring specific diagnostic information
	Bomb Response Team	A sub-unit within a bomb squad, consisting of at least two certified bomb technicians and a full set of equipment meeting minimum standards for bomb squad operations														
	Bomb Squad	A bomb response organization, consisting of at least one bomb team (see the definition of a “bomb team”), accredited by the FBI Hazardous Devices School to standards set by the <i>National Bomb Squad Commanders Advisory Board</i>														
	CBRN	Chemical, Biological, Radiological, Nuclear														
	Diagnostic Equipment	Equipment used to characterize specific components and device type by function (ex : fiber optics camera)														
	General Disruption Tools	Explosive tools such as mineral Water Bottle Disruptors (MWB) or Hydra-Jet designed to disrupt devices without requiring specific diagnostic information														

Resource : Bomb squad / Explosive team						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
	DEFINITIONS :					
	IED	Improvised Explosive Device				
	Level A PPE	Totally encapsulated chemical resistant vapor suit with Self Contained Breathing Apparatus (SCBA)				
	Level B PPE	Non-encapsulated or encapsulated chemical resistant suit with SCBA				
	Level C PPE	Non-encapsulated chemical resistant suit with Air Purifying Respirator (APR)				
	PPE	Personal Protective Equipment				
	Specific Disruption	Explosive tools designed to disrupt or disable based on specific diagnostic information with a specific expected resultant outcome				
	VBIED	Vehicle-Borne Improvised Explosive Device				
	WMD	Weapon(s) of Mass Destruction				

ANNEX 3

Law enforcement Aviation (helicopters – patrol & surveillance)

Level 6 : SQ

Resource : Law enforcement Aviation (helicopters - patrol & surveillance)						
Category :	Law enforcement / Security		Kind :	Aircraft		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metrics					
Aircraft	Helicopters	4 or more seats incl. pilot 12k ft or < ceiling Certified aircraft Jet turbine SQ	Same as Type I except military surplus	Same as Type II except 2 or more seats incl. pilot. Certificated aircraft or military surplus but would meet certified turbine or reciprocating engine	Same as Type II except 2 or more seats incl. pilot. Certificated aircraft or military surplus but would meet certified turbine, or reciprocating engine. Fixed or inflatable flotation device	2 helicopters, 3 passengers. 1 helicopter, 6 passengers. Altitude : between 10km and 17km. Turbine-Jet : for the 3 helicopters. No fixed or inflatable flotation device.
Aircraft	Capabilities	VFR SQ	Same as type I	Same as Type I	Same as Type I	
Equipment	Radios	Programmable / Encryption radios (aviation (2) & law enforcement (3 or <))	VHF/UHF capabilities Police radios SQ	Same as Type II	Same as Type II	No encrypted radios for aviation. Encrypted radios for police VHF/UHF.
Equipment	Navigation equipment	GPS Night vision goggles SQ				1 helicopter with GPS and night vision binoculars
Equipment	Visual aids	FLIR SQ	Same as type I	Same as Type I	Same as Type I	2 helicopters with forward looking infrared technology
Equipment		Binoculars	Binoculars	Binoculars	Binoculars	No binoculars
Equipment		Microwave downlink video capability SQ	Recommended : Microwave downlink video capability			A Wescam device on 1 helicopter

Resource : Law enforcement Aviation (helicopters - patrol & surveillance)						
Category : Law enforcement / Security			Kind : Aircraft			
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	PPE	Helmet, Nomex flight suits, gloves, full leather boots (mandatory for flight crew, optical for other passengers) SQ	Same as Type I	Same as Type I	Same as Type I	All this equipment is available for the three helicopters
Personnel	Pilot requirements	Commercial or higher, rotary helicopter, pilot license w / class I Medical, pre-TFO experience, full-time assignment to unit SQ	Same as Type I except class II Medical	Same as Type II		Each pilot meets all of Transport Canada's requirements with class 1 Medical. Assigning full-time who depend on the Government Air Service
Personnel	TFO requirements	Complete unit level training program, minimum. 2 years in patrol, superior field tactics skills, full-time assignment to unit maintenance staff—full-time assignment, A&P/IA license SQ	Same as Type I maintenance staff. Same as Type I except not required to be I/A	Same as Type II except maintenance staff may be part-time or contracted		The pilots are not police officers, but are assisted by police observers or mission manager police officers. Maintenance staff is assigned full-time on helicopters.
Personnel	Pilot training	Currency training every 6 months with all emergency procedures as well as meeting all FAA license requirements SQ	Same as type I	Same as Type II		Pilot training throughout the year. Competency skills validation once a year. Meets Transport Canada's standards
Personnel	TFO training	TFO—Unit-level training & law enforcement AOT maintenance staff—maintain I/A license w/ yearly classes SQ	TFO —Unit-level training & law enforcement AOT	Same as Type II		Meets all standards

Resource : Law enforcement Aviation (helicopters - patrol & surveillance)						
Category :	Law enforcement / Security		Kind :	Aircraft		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Comments	<i>Type I</i> Day/night patrol helicopters, infrared and visible light, searchlight, jet turbine powered, GPS, microwave or similar downlink, tracking devices					
	<i>Type II</i> Same as Type I except military surplus					
	<i>Type III</i> Same as Type II except: jet turbine or reciprocating engines					
	<i>Type IV</i> Water landing/surveillance/patrol capabilities					
	DEFINITIONS :					
	A&P	Airframe and Powerplant mechanic				
	FAA	Federal Aviation Administration				
	FLIR	Forward Looking Infrared				
	GPS	Global Positioning System				
	IA	Inspection Authorization				
	IFR/VFR	Instrument Flight Rules/Visual Flight Rules				
	PA	Public Address (speaker)				
	PPE	Personnel Protective Equipment consists of clothing and equipment that provides protection to an individual in a hazardous environment. Chapter 9 of the IHOG details appropriate equipment requirements for various aerial missions and ground helicopter operations				
	VHF/UHF	Very High Frequency/Ultra High Frequency				
TFO	Tactical Flight Officer					

ANNEX 4

Law enforcement observation Aircraft (fixed-wing)

Resource : Law enforcement observation Aircraft (fixed-wing)						
Category : Law enforcement / Security			Kind : Aircraft			
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Aircraft	Fixed-Wing aircraft	Observation aircraft	Observation aircraft-low and slow			No fixed-wing aircraft is available for the SQ Will rent when needed
Aircraft	Capacity	2-4 passengers with cargo not to exceed design specifications of aircraft	Same as Type I			
Equipment	Flight suit	Appropriate level of PPE	Same as Type I			
Equipment	Video / Electronic	Microwave downlink video FLIR				
Equipment	Radios	VHF Radios police Frequency radios	Same as Type I			
Personnel	Pilot requirements	Commercial or higher, ASEL, pilot license w /class I or II Medical, full-time assignment to unit	Same as Type I			
Personnel	TFO requirements	Complete unit level training program, law enforcement trained	Same as Type I			
Personnel	Pilot training	Commercial pilots certification or higher (instrument rated), updated every 6 months with emergency procedures as well as meet all FAA license requirements ; Current Medical flight review (FAA)	Same as Type I			
Personnel	TFO training	Unit-level training & law enforcement AOT	Same as Type I			

Resource : Law enforcement observation Aircraft (fixed-wing)						
Category	Law enforcement / Security		Kind :	Aircraft		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Comments	<i>Type I</i> Fixed-wing aircraft with advanced capabilities for monitoring extended operations and for nocturnal use. Capable of sending video images to the base site (downlinking). Ability to fly slowly at low altitudes. General type of fixed-wing aircraft for law enforcement.					
	<i>Type II</i> Fixed-wing aircraft capable of monitoring extended operations and have the ability to fly slowly at low altitudes. General type of fixed-wing aircraft for law enforcement.					
	<i>DEFINITIONS :</i>					
	AOT	Advanced Officer Training				
	FAA	Federal Aviation Administration				
TFO	Tactical Flight Officer					
VHF	Very High Frequency					

ANNEX 5

Mobile field force law enforcement (crowd control team)

Level 6 : SQ

Level 5 : SPVM

Level 4 : SPVQ

Level 3 : Longueuil, Gatineau (Laval doesn't have a crowd control unit yet)

Level 2 : Sherbrooke

Resource : Mobile field force law enforcement (crowd control teams)						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	Protective clothing	Same as Type II SQ SPVM	Same as Type III SPVQ	Protective clothing ; Soft body armor (helmet and face shield, gloves, shin guards) ; Fire-resistant clothing recommended Longueuil - Gatineau Sherbrooke		Longueuil, Gatineau and Sherbrooke do not use bullet-proof vests during crowd control interventions
Equipment	Communication	Same as Type II SQ SPVM	Same as Type III SPVQ	Team radio communication equipment (portable radios, extra batteries, battery charger, cellular phones) Longueuil - Gatineau Sherbrooke		
Equipment	Respiratory protection	Same as Type II SQ SPVM	Same as Type III SPVQ	NIOSH-approved protective mask Longueuil - Gatineau Sherbrooke		C-4 mask

Resource : Mobile field force law enforcement (crowd control teams)						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	Safety equipment	Same as Type II SQ	Same as Type III SPVQ	Safety glasses; Ear protection (recommended) ; Fire extinguisher		SPVM do not have that equipment except for small individual fire extinguishers. Longueuil, Gatineau, Sherbrooke do not have eye and ear protective gear. Sherbrooke has fire extinguishers
Equipment		Same as Type II SQ SPVM	Same as Type III SPVQ	Foul weather gear; hand- held shields		SPVM : Oval shield
Equipment		Same as Type II SQ SPVM	Same as Type III SPVQ	Personal hydration system Gatineau		Camel pack
Equipment	Chemical protective clothing	Same as Type II SQ SPVM	Level C PPE suits for entire team SPVQ			Longueuil, Gatineau, Sherbrooke do not have that equipment
Equipment	Counter-Sniper equipment	Provided by SWAT team SQ SPVM	(2) Shoulder fired weapons	Gatineau Sherbrooke		SPVQ being developed

Resource : Mobile field force law enforcement (crowd control teams)						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	Surveillance equipment	Same as Type II SQ SPVM	Same as Type III SPVQ	Video equipment capabilities Longueuil - Gatineau Sherbrooke		
Equipment	Individual weapons	Same as Type II SQ SPVM	Same as Type III SPVQ	Department authorized handguns Duty gear and equipment Longueuil - Gatineau Sherbrooke		Longueuil, Sherbrooke : armed Gatineau : unarmed
Equipment	Impact weapons	Same as Type II SQ SPVM	Same as Type II SPVQ	Riot control batons or approved impact weapon Longueuil - Gatineau Sherbrooke		SPVM, Sherbrooke use the PR-24 baton. SQ, SPVQ, Longueuil, Gatineau use the 36 inch riot control baton. Longueuil : no impact weapons
Equipment	Misc. equipment	Same as Type II SQ SPVM	Same as Type III SPVQ	Bullhorns; Flex cuffs; Mass arrest kits Longueuil - Gatineau Sherbrooke		
Equipment	Delivery systems	Same as Type II SQ SPVM	Same as Type III SPVQ	Chemical agents and delivery systems; less lethal munitions and delivery systems Longueuil - Gatineau Sherbrooke		Longueuil does not use chemical irritants Sherbrooke use its SWAT for its equipment

Resource : Mobile field force law enforcement (crowd control teams)						
Category : Law enforcement / Security			Kind : Team			
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Personnel		1 OIC 1 Deputy OIC 4 Supervisors 2 Counter snipers 8 Grenadiers 38 Officers 4 Prison transportation officers 1 Field booking team recommended	1 OIC 1 Deputy OIC 4 Supervisors 2 Counter snipers 8 Grenadiers 38 Officers 4 Prison transportation officers	1 OIC 2 Supervisors 1 Counter snipers 4 Grenadiers 19 Officers 2 Prison transportation officers		See this study for the description of the personnel used by the various police forces
Vehicles		Same as Type II SQ SPVM	2 Prisoner transportation vans 14 Patrol vehicles SPVQ	1 Prisoner transportation vans 7 Patrol vehicles Longueuil - Gatineau Sherbrooke		SPVQ : 1 patrol wagon Sherbrooke does not have a patrol wagon
Personnel	Training	Same as Type II SQ SPVM	Same as Type III SPVQ	No known national standard Law enforcement officer with certified advanced training Longueuil - Gatineau Sherbrooke		See this study for the training description according to each police force

Resource :		Mobile field force law enforcement (crowd control teams)				
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Comments	<i>Type I</i> A pre-designated team consisting of a Type I or a Type II tactical team (platoon) including four 12-person squads and an OIC and a Deputy OIC. Each squad includes a supervisor. The team is capable of managing large-scale operations including managing crowds, traffic control enforcement, and general saturation presence for the purpose of maintaining order and preserving the peace to include CBRN environments. The team engages in routine training to maintain advanced skill level.					
	<i>Type II</i> A pre-designated team consisting of four 12-person squads and an OIC and a Deputy OIC. Each squad includes a supervisor. The team is capable of managing large crowds, traffic control enforcement, and general saturation presence for the purpose of maintaining order and preserving the peace to include CBRN environments. The team engages in routine training to maintain advanced skill level.					
	<i>Type III</i> A non designated team consisting of two 12-person squads and an OIC. Each squad includes a supervisor. The team is capable of managing large crowds, traffic control enforcement, and general saturation presence for the purpose of maintaining order and preserving the peace.					
	DEFINITIONS :					
	OIC	Officer in Charge				
	NIOSH	National Institute of Occupational Safety and Health				
	CBRN	Chemical, Biological, Radiological, Nuclear				
	Level C PPE	Personal Protection Equipment consisting of a non-encapsulated chemical resistant suit with APR				
	SWAT	Special Weapons Assault Team				
	Platoon	Consists of (4) 12-person squads with an OIC (minimum rank of lieutenant) and Deputy OIC (minimum rank of sergeant), each with a driver. Total minimum personnel is 52, with a minimum total of 14 vehicles				
Squad	An organized element of a platoon consisting of 11 officers and a supervisor (sergeant). 12 total personnel in a minimum of 3 patrol vehicles					
Field Booking	A team of personnel specially trained to respond to field incidents and set up a booking site to facilitate the booking process and transportation of those arrested. The size of the team depends on the nature of the incident					
Mass Arrest Kit	Kit containing field booking forms, Polaroid or digital camera, flex cuffs, plastic bags for prisoner property, computers, cutting tool for flex cuffs, fingerprint equipment					

ANNEX 6

Public safety dive team

Level 6 : SQ

Level 5 : SPVM

Resource : Public safety dive team						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	Air compressor	Recommended ability to refill air bottles onsite				SQ and SPVM do not have this capacity. Deal with private companies
Equipment	Scuba	1 for each diver, including: full face mask, regulator, 1 additional air bottle, wetsuit, fins, and light SQ SPVM	Same as Type I, plus at least 1 additional air bottle per diver	Same as Type I, plus at least 1 additional air bottle per diver	Same as Type I, plus at least 1 additional air bottle per diver	SQ : compensation jacket Positive pressure Dry-suit for the CBRNE Frontal lighting (cap-lamp) Kirby-Morgan valve
Equipment	Deep water scuba	Each diver will be equipped with backup air source and regulator SQ SPVM			Each diver will be equipped with backup air source and regulator	

Resource : Public safety dive team						
Category : Law enforcement / Security			Kind : Team			
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	Surface supply system	Capable of sustaining divers for deep water dives (more than 60') or dives of extended lengths of time, including 2, 300' umbilical hoses to support primary and backup divers, and 1 positively pressured full face mask with communications system for each diver; Underwater video monitoring / recording capabilities SQ			Capable of sustaining divers for deep water dives (more than 60') or dives of extended lengths of time, including 2, 300' umbilical hoses to support primary and backup divers, 1 positively pressured full face mask with communications system for each diver; underwater video monitoring/recording capabilities	SQ : can dive to 150 feet. 2 x 350 foot umbilical rope. SPVM : no umbilical cord and no underwater video able to record and monitor (surveillance)
Equipment	Remote operating vehicle (ROV)	Available only for a Type I Team				Available at the Canada Border Services Agency for SQ and the SPVM
Equipment	Towable motorized vessel	Capable of transporting the entire team and its equipment SQ SPVM	Same as Type I	Same as Type I	Same as Type I	

Resource : Public safety dive team						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	Electronic communications systems	Each diver equipped with underwater communications system. SQ SPVM	Recommended same as Type I	Recommended same as Type I	Same as Type I	SQ : wired or wireless OTS system SPVM : bi-directional
Equipment	Portable sonar	Aides in locating objects from surface, allowing diver to be directed by support team SQ SPVM				SQ : lateral sonar
Equipment	Dry-suits /Wet suits	Dry-suits : Vulcanized-Rubber, 1 for each diver, necessary to have available for potential biological or Hazmat diving SQ SPVM	Same as Type I	Wetsuit, recommended dry-suit	Same as Type I	SQ : 3 neoprene laminated dry-suits each Viking vulcanized SPVM : triple laminated materiel
Equipment	Lift /Salvage	Bags with minimum lift capacity of 6 000 lbs. and rigging equipment SQ	Bags with minimum lift capacity of 4 000 lbs. and rigging equipment (recommended) SPVM			

Resource : Public safety dive team						
Category : Law enforcement / Security			Kind : Team			
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	Evidence collection / Search tools	Including: body recovery bags (fine nylon mesh), underwater metal detectors, sealing plastic containers, 200' of search lines and marker buoys SQ SPVM	Same as Type I	Sealing plastic containers		SQ : 3 search / rescue lines of 330 feet
Personnel	Divers	Minimum 6, at least 4 for deep water diving (capability and training to dive a minimum of 100', low visibility overhead and cold-water environments) SQ SPVM	Minimum 4	Minimum 3		SQ and SPVM : all divers
	Dive team leader	1 per 4 divers SQ SPVM	Same as Type I	Same as Type I (if available)		SQ : 1 team leader per 3 divers
	Rescue diver	1 rescue diver trained in First aid / CPR and hyperbaric recognition SQ SPVM	1 rescue diver trained in First Aid / CPR and hyperbaric recognition (recommended)	1 rescue diver trained in First aid / CPR and hyperbaric recognition (recommended)		

Resource : Public safety dive team						
Category : Law enforcement / Security			Kind : Team			
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Vehicles		Support vehicle for transportation of personnel / equipment SQ SPVM	Same as Type I	Same as Type I	Same as Type I	
Training		Minimum physical fitness qualification with recurrent annual certification** ; Scuba certification ; public safety certification** – 100 hours minimum, including the use of full face masks and lift bags, surface supplied air systems, diving in polluted environments, use of lift bags for salvage operations, evidence recovery and preservation, low visibility, and overhead environment; (recommended: aircraft deployment and tactical) operations ; Certification of 6 training dives per year, including 1 training dive to maximum depth SQ SPVM	Scuba certification; Public safety certification** – 60 hours minimum, including the use of full face masks and lift bags ; Certification of 6 training dives per year	Scuba certification ; Public safety certification** – 60 hours minimum, including the use of full face masks and lift bags ; Certification of 6 training dives per year	Same as Type I, plus explosives training	SQ : 1 annual fitness test All necessary certification 7-8 times under ice and more than 6 times in deep water SPVM : 1 annual fitness test 6 training dives per year

Resource : Public safety dive team						
Category :		Law enforcement / Security		Kind :	Team	
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Comments	All teams are described for law enforcement purposes. Many of these teams will be trained and prepared for search and rescue as well. All divers and dive operations will be compliant with current NFPA 1 670 and 1 006 guidelines.					
SQ	** A national training standard needs to be developed.					
SPVM	*** Canadian standards applying for dive teams exist. This is standard CSA Z275.2-F04 (Title: Safety rules for diver workers). Another standard for ability in diving is called Standard CAN/CSA Z275.4-F02 (Ability standard for diving operations.)					
	**** A special training program was introduced by the Maritime Institute of Quebec (Institut maritime du Québec) for law enforcement diving team under the responsibility of the Québec National Police School (École nationale de police du Québec)					
	DESCRIPTION OF TYPE					
	<i>Type I</i> A team of divers and a support team with necessary diving experience as well as law enforcement experience. Teams should be able to respond with all outlined equipment to handle evidence recovery and deep water diving. Team should be self-contained for 24 hours. A dive team leader with experience and training in risk/benefit analysis should be assigned to each dive team. Capable of conducting rescue dives.					
	<i>Type II</i> A team capable of responding with all outlined equipment to handle evidence recovery.					
	<i>Type III</i> A team with Scuba certification and Public Safety Diving Certification.					
	<i>Type IV</i> A team of divers and support team with necessary diving experience as well as explosive/underwater demolition experience. Teams should be able to respond with all outlined equipment to handle evidence recovery and deep water diving. Team should be self-contained for 24 hours. A dive team leader with experience and training in risk/benefit analysis should be assigned to each dive team.					
	DEFINITIONS					
	NFPA	National Fire Protection Agency				
	Scuba	Self-Contained Underwater Breathing Apparatus				
	Sonar	Sound Navigation and Ranging – uses sound to identify objects, allowing divers to be directed by surface support				

ANNEX 7

SWAT / Tactical teams

Level 6 : SQ

Level 5 : SPVM

Level 4 : SPVQ

Level 3 : Gatineau – Laval - Longueuil

Level 2 : Sherbrooke

Resource : SWAT / Tactical teams						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Compone	Metric					
Team	Tactical unit See note 1 and note 7	Type I Teams and elements SQ SPVM SPVQ	Type II Teams and elements	Type III Teams and elements Gatineau – Laval - Longueuil	None	Sherbrooke consists of 12 temporary members (They are not assigned to tasks full-time)
Team	Tactical team See note 2 and note 7	One Type I tactical element One other Type I or Type II tactical element SQ SPVM SPVQ	One Type II tactical element. One other Type II or III tactical element	Multiple Type III elements Sherbrooke Gatineau – Laval - Longueuil	None	SQ : 2 senior officers 3 teams in Saint-Hubert (18) 2 teams in Quebec City (12) SPVM : Special weapons and tactics joint the SWAT, the explosives technicians and the police divers
Team	Tactical element See note 3 and note 7	Same as Type II except for multiple special tactics capabilities SQ SPVM SPVQ	5 personnel Vehicle One or more special tactics capabilities	2 - 5 personnel Vehicle Basic entry capability Sherbrooke Gatineau – Laval - Longueuil	None	SPVQ, Laval : 2 seniors officers, 2 teams of 6 Longueuil : 1 senior officer, 2 teams of 6
Equipment	Ammunition	Same as Type II SQ SPVM SPVQ	Same as Type III	Ammunition for all weapons Sherbrooke Gatineau – Laval - Longueuil	None	

Parallel

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Resource : SWAT / Tactical teams						
Category :	Law enforcement / Security		Kind	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	Distraction devices	Same as Type II SQ SPVM SPVQ	Same as Type III	Distraction devices Sherbrooke Gatineau - Laval - Longueuil	None	SQ and SPVM : Flash ball, stunt grenade
Equipment	Optics and target illumination	Same as Type II SQ SPVM SPVQ	Same as Type III Gatineau Laval Longueuil	Night vision goggles Weapons optics IR Illuminators Lighted weapons system Sherbrooke	None	Laval : Night vision scope (one eye), no infrared illuminator system Gatineau : Night vision binoculars, weapon lighting system
Equipment	Ballistic protection	Same as Type II SQ SPVM SPVQ	Same as Type III Gatineau Laval Longueuil	Multiple hand-held ballistic shields and blankets (handgun and rifle rated) Sherbrooke	None	
Equipment	Respiratory protection	Same as Type II SQ SPVM	Self contained respiratory protection suitable for SWAT operations See note 6	SPVQ Gatineau - Laval - Longueuil Sherbrooke	None	SQ, SPVM : Scott air pack

Resource : SWAT / Tactical teams						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Equipment	Chemical protective clothing	Same as Type II SQ SPVM	Level B and C PPE suitable for SWAT operations	Level C PPE suitable for SWAT operations	SPVQ Gatineau Laval Longueuil Sherbrooke	SPVM : Saratoga suit for each member SPVQ, Laval : None
Equipment	Insertion equipment	Same as Type II plus : FAST ROPE	Same as Type III SQ SPVM SPVQ	Rappel Portable ladders	Gatineau Laval Longueuil Sherbrooke	Gatineau, Laval, Longueuil : No rappel
Equipment	Negotiation equipment	Same as Type II plus : Remote/mobile capabilities SQ SPVM	Same as Type III SPVQ	Transmitting equipment that includes wireless and hard-line	Mutual aid for pre-planned events Gatineau Laval Longueuil Sherbrooke	SQ : Technical services SPVQ : Technical support and major crime team SPVQ, Laval, Longueuil : Investigations team Gatineau : No equipment
Special tactical capability	Breaching	Same as Type II plus : Explosives breaching charges SQ SPVM	Same as Type III plus : Exothermic breaching equipment	Mechanical and shotgun breaching equipment SPVQ	Mutual aid for pre-planned events Gatineau Laval Longueuil Sherbrooke	SQ : Assisted by explosives technicians SPVM : No force entry exothermic equipment SPVQ : Hydraulic

Resource : SWAT / Tactical teams						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Special tactical capability	Observer / Marksman capability	Same as Type II plus : IR optics SQ	Same as Type III plus : Night operations capability SPVM	Long range, optically-equipped weapons. Laval - Longueuil	Mutual aid for pre-planned events SPVQ Gatineau Sherbrooke	SPVQ, Gatineau, Laval, Longueuil : No sharp-shooter / sniper
Special tactical capability	Robotic equipment	Same as Type II SQ SPVM	Robot system with operator, communications, delivery capabilities and tactical weapons platform options	Employment of available bomb squad robotic assets	Mutual aid for pre-planned events SPVQ Gatineau Laval Longueuil Sherbrooke	SQ : Assisted by explosives technicians and technical services SPVQ, Gatineau, Laval, Longueuil : Request SQ assistance
Special tactical capability	Surveillance equipment	Same as Type II plus fiber optics SQ SPVM	Same as Type III plus video SPVQ	Listening equipment Gatineau – Laval - Longueuil	Mutual aid for pre-planned events Sherbrooke	SQ : Technical services SPVM : Technical support SPVQ : Investigations and techniques Laval : SQ for listening device, video and movement surveillance (eyeball)

Resource : SWAT / Tactical teams						
Category :	Law enforcement / Security			Kind :	Team	
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Special tactical capability	Bomb technician support	Embedded Type I bomb team See note 4 SPVM	Embedded or mutual aid Type II bomb team See note 4 SQ	Embedded or mutual aid Type III bomb team See note 4	Type I, II or III bomb team available for post-incident hazard removal SPVQ Gatineau Laval Longueuil Sherbrooke	SPVQ, Gatineau, Laval, Longueuil : Request SQ assistance SQ and SPVM
Special tactical capability	Special munitions equipment	Same as Type II SQ SPVM SPVQ	Same as Type III	Chemical agents and less lethal weapons with delivery systems Sherbrooke Gatineau - Laval - Longueuil	Mutual aid for pre-planned events	SQ, SPVM, SPVQ, Gatineau, Laval : Chemical irritants CS and OC. Taser, arwin Laval : Bean bag with shotgun Longueuil : No chemical irritants, taser, bean bag with shotgun
Special tactical capability	Negotiation	Same as Type II SQ SPVM SPVQ	Same as Type III	Negotiator Sherbrooke Gatineau - Laval - Longueuil	Mutual aid for pre-planned events	SQ : Criminal investigations SPVM : Major crime team SPVQ, Gatineau, Laval, Longueuil : Investigations

Resource : SWAT / Tactical teams						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Special tactical capability	Maritime boarding See note 9	Underway boarding via air insertion and watercraft	Underway boarding via air or watercraft	Pier-side boarding via air and ladder climb SQ	SPVM SPVQ Gatineau Laval Longueuil Sherbrooke	SPVM, SPVQ, Gatineau, Laval, Longueuil, Sherbrooke : No maritime capabilities
Special tactical capability	Tactical medic See note 5	Paramedics with advanced life support capabilities / equipment SQ	Same as Type III	FMTs (recommend Paramedics)	SPVM SPVQ Gatineau Laval Longueuil Sherbrooke	SQ : 10 trained first responder members (6 in Mtl, 4 in Quebec City) SPVM : Support given by Urgences-Santé SPVQ, Laval, Gatineau : Basic CPR course
Special tactical capability	Insertion	Air mobile capabilities including FAST ROPE and rappel	Air mobile capabilities including FAST ROPE and rappel See note 8	Rappel from structures only SPVM SPVQ	Gatineau Laval Longueuil Sherbrooke	SQ : Excluding fast rope
Special tactical capability	Specialty vehicles	Command post vehicle, APC, ATV, boats, armored response vehicle See note 9 SQ	None	SPVM SPVQ	Gatineau Laval Longueuil Sherbrooke	SPVM : Possesses a mobile command post Laval : All terrain vehicle (ATV) and boat Longueuil : Police command post (PCM), ATV

Resource : SWAT / Tactical teams						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
Comments	Note 1 : The tactical unit within a department is comprised of multiple officers, teams or elements and led by a commander and/or supervisor. Note 2 : The tactical team is an operational entity comprised of multiple tactical elements, special capabilities and officers assembled for a mission. Tactical teams may be as a result of mutual aid in order to provide a regional capability. Note 3 : The tactical element is two or more tactical operators with an assigned mission or function within a team. NIMS tactical team elements are generally 5 tactical operators unless otherwise specified. Tactical element equipment includes : Protective clothing : Tactical body armor (helmet, eye and ear protection, fire resistant gloves & hood) suitable for SWAT operations Weapons : Handguns and shoulder fired weapon suitable for SWAT operations Respiratory protection : Protective mask with spare filters suitable for SWAT operations Breaching equipment : Mechanical breaching equipment. Note 4 : Bomb team as defined in NIMS, qualified within their department to support tactical operations. Note 5 : Training includes tactical emergency medic support (TEMS). Note 6 : Minimum amount of breathing apparatuses to outfit an entry team (see SCBA below). Note 7 : Tactical unit, teams and elements as defined in NIMS must be qualified within their department in the stated special tactics capabilities and equipment used to conduct tactical operations in high risk situation. Note 8 : FAST ROPE may only apply to metropolitan/urban areas or jurisdictions with available air mobility. Note 9 : May only apply to areas with critical waterway or coastal areas.					

Resource : SWAT / Tactical teams						
Category :	Law enforcement / Security		Kind :	Team		
Minimum capabilities		Type I	Type II	Type III	Type IV	Comments
Component	Metric					
	DEFINITIONS :					
	APC	Armored Personnel Carrier				
	APR	Air Purifying Respirator				
	ATV	All Terrain Vehicle				
	EMT	Emergency Medical Technician				
	Level B - PPE	Non-encapsulated or encapsulated chemical resistant suit with SCBA				
	Level C - PPE	Non-encapsulated chemical resistant suit with APR				
	PPE	Personal Protective Equipment				
	SCBA	Self Contained Breathing Apparatus (may include re-breathers and or other hybrid type SCBAs suitable for SWAT operations)				
	Special Tactics Capabilities :	Tactical units, teams or elements with an assigned specialty mission such as observer/marksman, breaching, bomb technician support, hostage negotiations. Special tactics capabilities can exist within an element, team or unit based on the specific skills and qualifications of operators. Special capabilities can also be gained by mutual aid from other jurisdictions or agencies with the capability to provide assistance in reasonable time.				
	SWAT	Special Weapons and Tactics				
	Tactical Officer	Sworn officers qualified within their department to conduct tactical operations in high risk situations.				

ANNEX 8

Capabilities based planning

All this is part of Capabilities Based Planning which includes the notion to plan, to prioritize and to choose, within an economic framework and despite some uncertainties, flexible and interchangeable response capacities while taking into account a wide range of threats and risks.

Capabilities Based Planning falls into a series of preparatory activities which includes a more comprehensive preparation of (the parties involved, the population, intervening members...), communication, plans (response, emergency, infrastructure protection...), the collaboration between different partners (public, private sector, NGOs, national associations, local, provincial and federal partners), training (through exercises, workshops, simulations...), the equipment (detection, response, decontamination...) and exercises.

Various tools have been developed to support and guide the capabilities analyses: the Universal Task List (Universal Task List numbering about 1600), the risk scenarios (All Hazards Planning Scenarios, totaling 15), capabilities list (Target Capabilities List, amounting to 37) and typed resources (Resource Types, numbering about 120).

In short, Capabilities Based Planning helps answer the following question: « Do we have the appropriate mix of training, organizing, planning, people, leadership and resource management, equipment and installations to implement the tasks required during an emergency ? »

The main objective of this research project is to draw a parallel between levels of police service in Quebec and the typed resources from the NIMS document that deal with police resources. In doing so, we should be able to measure beforehand the response capabilities during various events requiring the use of these resources.

To compile this inventory, we have analyzed the Police Act and its Regulations based on service levels, and have looked at several large and medium scale police departments to note their positions in relation to different types identified in the Typed Resources document. Police forces up to level 3 were met, and some of the levels 1 and 2 were contacted by telephone.

NOTE : Some of this text stems from the document « Fatality management », M. Marc Poirier project manager for CRTI.

ANNEX 9

Webography

- Canadian Border Services Agency
<http://cbsa-asfc.gc.ca/security-securite/dds-scd/menu-eng.html>
- Canadian Police College
www.cpc.gc.ca/home_e.htm
- CAN/CSA Z275.4-F04 Standard
<http://www.ohs.csa.ca/standards/>
- CSA Z275.2-F04 Standard
<http://www.ohs.csa.ca/standards/>
- Federal Emergency Management Agency
www.fema.gov
- NIMS : National Incident Management System
www.fema.gov/emergency/nims/
- Occupational Health and Safety Commission of Quebec
www.csst.qc.ca/portail/en/
- Order in Council 695-2008
www.aadm.ca/?page_id=22
- Police Act
www.msp.gouv.qc.ca/police/police_en.asp?...police
- Quebec Maritime Institute training Program
<http://www.imq.qc.ca/>
- Quebec police dog handler Association
<http://amcpq.qc.ca>
- Resource Typing
www.fema.gov
- Responder Knowledge Base
<https://www.rkb.us>
- Target Capabilities List
<https://www.llis.dhs.gov/display>

ANNEX 10

Definitions

- Arrest team : A team of police officers trained to provide support for crowd control teams during mass arrests.
- Ballistic protection : Equipment used to protect against firearm projectiles. (ex : Bullet-proof vest, bullet-proof shield, etc.)
- Bomb-blast protective : Clothing designed to withstand the blast while handling explosives (or by other means).
clothing
- Canine team : A team consisting of a dog-handler and a dog trained to work in various areas including: search and rescue, explosives detection, drug detection, cadaver detection, on-the-run fleeing suspect, etc.
- Chemical irritant police officer Police crowd control officer trained to use chemical irritants with grenade launchers (or not).
- Crowd control : Police units equipped with protective clothing mandated to put an end to riot activities and public order disturbances.
- Diving suit : One piece overall covering the entire body used by police divers. The suit can be sealed to keep the water out (Dry Suit) or it can let the water in (Wet Suit).
- Emergency measures : Means used by decision-makers to combine forces in order to coordinate the actions of different intervening parties during emergencies.
- Evidence collection : The act of retrieving exhibits that may serve as evidence in court.
- Explosives technician : A professional police force officer who has been trained and is accredited by the Canadian Police College to neutralize any suspicious packages or explosives or hand-made explosives devices.
- Flying suit : A one piece overall which covers the entire body worn by aircraft or helicopter pilots.

- Grenade launchers : Device used to fire tear gas.
- Helicopter team : Staff usually including 1 or 2 pilots and an observation police officer that team up in a helicopter to conduct surveillance and/or to patrol.
- Impact weapons : A non-piercing projectile weapon used as a deterrent in crisis situations (ex : Rubber ball).
- Individual weapons : Weapons used by the police officers when on duty.
- Investigations : Well-ordered searches carried out by law enforcement police officers in order to find perpetrators.
- Law enforcement diving : A professionally trained and certified police officer accredited to search for drowning victims and for clues or evidence in an aquatic environment.
- Neutralizing equipment : Different equipment used by bomb technicians to neutralize explosive devices, hand-made bombs, etc.; this equipment may include water cannons and other similar devices.
- Platoon leader : A leader, usually a senior officer, who manage a crowd control platoon.
- Police dive team leader : The leader of the police dive team usually a subordinate officer.
- Police law enforcement : Police officers usually in uniform, mandated to maintain public order and the enforcement of laws.
- Prisoner/Detainee :
transportation Police officer charged with escorting and transporting those arrested during crowd control interventions.
- Remote operating vehicle : A remote-controlled vehicle that avoids bringing someone into a dangerous zone, on which various devices may be attached, and is also guided by bomb technicians or divers (synonym : remote-controlled robot).

- Rescue diver : Police diver trained in life saving skills such as resuscitation, CPR, and hyperbaric pressure exercises.
- Respiratory protection : Equipment used to protect against adverse effects of the surrounding air. (ex : Gas masks, self contained breathing apparatus (SCBA), etc.)
- Second in command : A leader, most often a senior officer, who assists the platoon leader.
- Supervisor : An official, usually a subordinate officer, who leads a platoon section.
- Target scope :
illuminator An optical device capable of illuminating the target with infrared light which is installed on a long range shoulder weapon.
- To restore public order : Activities which are carried out to regain control of a crowd during riots or civil disobedience.
- Under-water :
haul & retrieval The act of hauling to the surface and retrieving a drowning victim. This intervention is carried out by police divers.
- X-Rays : A form of high frequency electromagnetic radiation used to make an impression on a photographic film which determines if the bomb technician is faced with explosives.

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