

# SWAT Team

## Standard Requirements

**Index Code: 1805**

**Effective Date: 11/01/08 (Revised 06/22/2021)**

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### I. Purpose

The purpose of this directive is to establish standards by which all **Special Weapons and Tactics** (SWAT) team candidates and members shall be judged so as to determine their fitness as a functional member of the team.

### II. Policy

It is the policy of the Office of the Sheriff that all members of the SWAT team satisfactorily complete and maintain the requirements stated herein. Both admission and continued participation on the team shall be dependent upon a deputy's ability to continually meet these requirements as determined by the SWAT Team Commander.

### III. Selection Requirements

#### A. Assistant Team Leader Selection

The SWAT team leader, with the approval of the SWAT Team Commander, shall designate the Assistant Team Leader(s) based on their education, experience and training. Candidates for this position must be current team members.

#### B. Selection Process

Candidates for the SWAT team must be currently certified law enforcement officers, by the Maryland Police and Correctional Training Commission, who have completed their probationary period, or expect to complete it by the anticipated date of acceptance onto the team. However, the SWAT Leader may waive the probationary period requirement, with the approval of the SWAT Team Commander, if the candidate has comparable documented time and experience as a law enforcement officer employed by another recognized law enforcement agency in Maryland. Furthermore, the SWAT Leader must determine that the candidate possesses adequate abilities, knowledge and skills to fulfill the requirement

of a SWAT member. All candidates must be able to appropriately dedicate themselves to the duties and functions of SWAT, which include regular attendance at meetings, training and callouts.

#### C. Team Opening Announcement and Application Submission Process

1. The SWAT Leader shall inform the SWAT Team Commander that openings exist within the team.

The SWAT Leader will distribute an Office wide **notice** announcing team openings, giving at least thirty (30) day notice before the selection process begins.

2. Any sworn member interested in becoming a candidate for SWAT shall submit, via interoffice correspondence, their request for admission along with a brief resume. The following information must be included:

a. Personal Information – Name, home address, home phone number, cell phone number and anything which could impact their participation in SWAT.

b. Departmental Record – Date hired, identification number, present rank and assignment, all commendations or disciplinary actions received, and all departmental units or activities with which the applicant has been involved.

c. Education and Training – College credits/degrees, specialized schools attended, courses, seminars, or other training that may be relevant to participation in SWAT.

d. Miscellaneous – Any other abilities, knowledge or characteristics that may contribute to the quality of SWAT.