

Cadet Program

Index Code: 703.2

Effective Date: 11/1/2019 (Revised 5/9/2022)

I. Purpose

The purpose of this policy is to establish roles and responsibilities for cadet employees of the Queen Anne's County Office of the Sheriff

II. Policy

It is the policy of the Queen Anne's County Office of the Sheriff to employ selected applicants as cadets for the Office who will support normal Office of the Sheriff business and prepare for entrance to the Police Academy as a Deputy Recruit.

III. Qualifications and Hiring

The cadet program is a law enforcement apprenticeship that offers training and varied work assignments to persons between the ages of 18 and 20.5. Cadets are considered full-time positions unless specifically designated as a contractual part-time employee.

Cadets are hired based on County civilian hiring policy and will submit to an extensive background investigation prior to their employment. Deputy recruit entry level testing will be administered as baselines during the cadet's application process or early employment prior to their referral by the Agency Review Board to the Sheriff for advancement to the Police Academy. The written test need only be passed once prior to advancement to the Police Academy. The psychological screening will be completed in full once initially during the application process or during early employment followed by an abbreviated appointment with the Agency Psychologist within 3 months of the Academy entrance date.

In order for a cadet applicant to be considered for hire, he/she:

- Must be 18 years of age before an actual hire date and must have graduated from high school or already possess a G.E.D. Applicants may begin their application process during their final year of high school.
- Must pass all testing and be approved by the Sheriff or his designee to attend the Police Academy when the cadet is 20.5 to 21.5 years of age. (Cadet employment shall cease for those cadets identified who will not or cannot progress to the Police Academy at any time during their employment as a cadet at the discretion of the Sheriff or his designee.)
- Must be a U.S. citizen
- Must possess a valid Maryland Driver's license
- Must be a Maryland resident on or before the date of hire as a cadet.
- Must have binocular visual acuity of 20/20 with or without correction.
- Must have a good reputation and good moral character
- Must not have any current court orders against him/her relating to domestic violence nor any criminal misdemeanor or felony convictions.