

# Georgia Department of Public Safety Policy Manual

<b>SUBJECT</b> <b>SELECTION OF MEMBERS TO THE STATE OF GEORGIA SWAT TEAM</b>	<b>POLICY NUMBER</b> <b>25.03</b>
<b>DISTRIBUTION</b> <b>ALL EMPLOYEES</b>	<b>REVISED DATE</b> <b>10/19/2022</b>
	<b>POLICY REVIEWED</b> <b>10/19/2022</b>

## 25.03.1 Purpose

For the State of Georgia Special Weapons and Tactics (SWAT) Team to perform their function, well-disciplined, and highly motivated individuals are required. The purpose of this policy is to establish uniform guidelines for the selection of members to the SWAT Team.

## 25.03.2 Policy

It is the policy of the Georgia Department of Public Safety to select the highest level of personnel for the SWAT Team in order to best serve its members, other law enforcement agencies, and the citizens of Georgia.

## 25.03.3 Procedures

### A. Vacancies

The GSP South Adjutant shall advertise vacancies within the SWAT Team in conjunction with Human Resources by email, notifying potential candidates of the vacancy, the application procedure, and the minimum requirements.

### B. Application Procedure

1. Following the receipt of applications, a four-stage selection process commences. Each stage is progressive, meaning that the applicant shall pass each stage before progressing to the next stage. Only one attempt is permitted at each stage of testing.
2. The applicant shall successfully complete a Department approved 80-hour SWAT training course to become a member of the SWAT team.

### C. Minimum Requirements

1. The applicant shall not have received any adverse action in the two years prior to application.
2. The applicant must be a dedicated, disciplined and a team player.
3. The applicant shall have a rating of at least 3.0 or higher on their previous two annual performance management forms (PMF).
4. The applicant for part time positions shall volunteer to perform duty on the SWAT Team in addition to their normal duties.

- D. The positions of SWAT Commander and Tactical Team Commander shall be filled in accordance with the Department's promotions procedures found in the Promotions and Transfers Policy #24.01.

The following criteria must be met for these positions:

1. The applicant shall have a rating of at least 3.0 or higher on their previous two annual performance appraisals;
2. The applicant shall not have received any adverse actions in the two years prior to application;
3. The applicant shall have at least one-year of experience with the SOG SWAT Team in SWAT Tactics;
4. The applicant shall have at least 80 hours of tactical supervision training;
5. All applicants, with the exception of the SWAT Commander, shall successfully complete the firearms and physical skills assessments as described for team members above.