Selective Training Announcement (CCSPD 12 – 1)

COOK COUNTY SHERIFF’S POLICE DEPARTMENT

Hostage Barricade Team Member

Summary

The Cook County Sheriff’s Police will be offering the opportunity for sworn members of the Sheriff’s Police to join the Sheriffs’ Police Hostage Barricade Team (HBT).

*The number of positions for the Team will be determined by the needs of the Department.*

Minimum Qualifications: Applicants or Candidates that fail to meet any one of the minimum qualifications listed below will be deemed Not Qualified.

- Must currently be a sworn member of the Cook County Sheriff’s Police Department for a minimum of two years.
- Must meet the attendance standard pursuant to the SEAM Policy Article M, section III-F-1.
- Must not be De-Deputized
- Must be authorized to carry a weapon by the Sheriff’s office and possess a valid FOID card.
- Must not have received a Department or OPR discipline resulting in a suspension within the previous 24 months. Written reprimands for minor infractions may disqualify an applicant, but it is not automatic.
- Must submit to an oral interview consisting of personal attribute questions to test suitability for the HBT Team, and operational questions to test knowledge of Sheriff’s Police General Orders and policies.
- Participate successfully in all HBT training and qualification programs.
- Must be able to pass the state standards of the POWER test. Each candidate will submit a waiver and medical release prior to this test.
- Must have a score of 86 or higher during annual (primary) firearms qualifications in the past two years and score an 86 or higher on the HBT pistol qualification course.
- Must not have any operational conflicts which will prevent participation in HBT Team training and assignments.
- Must be available for assignments on a 24 hour basis.
- Must be available to travel for training when necessary.
- Complete a memorandum requesting to be considered for the HBT team and the attached medical waivers. The memo is due in Deputy Chief Kevin Ruel's Office no later than 7 May 12.
Selection Process

After taking the P.O.W.E.R. test and firearms qualification, each qualified applicant will participate in a practical exercise under close observation of the HBT Team supervisors and an oral interview. The practical exercise will test the applicant’s ability to follow instructions and learn tactical techniques used by the HBT Team. Refer to page three of this document for breakdown of practical exercise requirements.

Qualified applicants who complete the practical exercise and interview will be ranked based on their combined score obtained from the following:
- Practical Exercise 15%
- Interview 40% (Operational 20% & 20% personal attribute)
- Attendance 45% (25% previous 18 months, 20% career history)

The top candidates will be selected for the HBT Team according to the allotment of positions approved. If one or more applicant receives the same score, they will be ranked in order of seniority.

Once the list of qualified applicants who have completed the process has been compiled, the list will be held for one year in the event new members or slots open on the HBT Team.

Officers selected as a result of this total process will join the Team and undergo a one year probationary period. During this probationary year, each Officer will be required to pass a basic SWAT course, periodic reviews of the Team supervisors and all other HBT Team qualifications.

The Cook County Sheriff’s Office prohibits all unlawful political contacts and unlawful political discrimination in all decisions related to any employment action.
HBT Team Selection Process – Practical Exercise

The total possible score for the practical exercise will be 15 points which will account for 15% of the selection process.

Each qualified applicant will be required to appear, on time, at the appointed time and place (TBA) to participate in the practical exercise. Each qualified applicant will be given a list of required items needed to complete the exercise. These items will all be equipment that has been issued to all sworn department personnel or already required by the General Orders.

The qualified applicants will then be given instructions on how to carry out the exercise. Each officer will then be graded by the assigned HBT personnel in the following areas:

1. **Equipment**: (5 points)
   Applicant had the below listed required items and were they in good working condition.
   - Gas Mask
   - Gas Mask Filter
   - Flashlight (Must work for the entire exercise).
   - Weather appropriate clothing (Applicant must be able to complete exercise despite weather conditions).

2. **Follow Instructions**: (5 points)
   Applicant followed the instructions given in regards to, formations, clearing of stairwells and rooms.

3. **Physical Ability**: (5 points)
   Applicant is physically able to complete the practical exercise.

*The Cook County Sheriff’s Office prohibits all unlawful political contacts and unlawful political discrimination in all decisions related to any employment action.*