



JOB ANNOUNCEMENT

The City of West Plains, an Equal Opportunity Employer, is seeking a qualified candidate to serve as **Police Officer** within its Police Department. This is a full-time, non-exempt position with varying shifts including evenings, weekends, holidays, with scheduled and unscheduled overtime. Candidate must reside within a 30-minute response time to department headquarters.

The ideal candidate regularly demonstrates our values of teamwork, commitment, learning, integrity, customer service and initiative while serving a variety of roles for the city. In addition, perform basic law enforcement duties protecting life and property in accordance with the mission, goals, and objectives of the West Plains Police Department and in compliance with governing federal, state, and local laws. Duties and responsibilities include patrolling assigned locations; discovering and preventing commission of crime; apprehending criminals and offenders; writing citations and making arrests; conducting investigations; mediating disputes; administering first aid; performing traffic control functions; preparing and maintaining accurate documentation; and providing information and assistance to the general public.

All positions requiring peace officer certification shall be prepared for full field duty at any time regardless of primary assignment. Personnel may be reassigned to field duty at any time either permanently or temporarily to assure appropriate field staffing levels. Personnel are required to maintain physical ability and stamina to meet police and safety standards including: Vision must be correctable to 20/20 to drive vehicles under emergency conditions, make valid identifications, use firearms, detect hazardous situations, write legible reports; hear and speak effectively to converse on the radio, telephone and in person over incident noise, to be alert to situations of danger; bodily mobility to make rapid transitions from rest to near maximal exertion without warm-up periods, stamina and endurance necessary in the apprehension of combative suspects, use of hands and fingers to write, to utilize safety gear, and drive vehicles under emergency conditions; ability to distinguish hazardous odors; must be able to lift equipment as necessary. Must be able to work in a variety of extreme and/or adverse environmental conditions.

MINIMUM QUALIFICATIONS

- High School diploma, GED or equivalent. Associate degree or college level coursework and/or specialized training in law enforcement, criminal justice or related field is highly desirable.
- Must be 21 years of age by date of appointment and reside within a 30-minute response time to department headquarters.
- Missouri POST certification (Class A Peace Officer License) or currently enrolled in a POST certified academy and in good standing.
- Valid Missouri Driver's License and safe driving record.
- Possess or the ability to obtain Basic CPR and First Aid certifications within 30 days of employment.

SALARY AND BENEFITS

- The Police Officer position has a salary range of \$19.71 to \$27.48, depending on experience and qualifications.
- A comprehensive benefit package is also offered, which includes:
 - Medical, Dental, Basic Life/AD&D and Long-Term Disability coverages offered at zero cost to the employee, with dependent coverage offered at the employee's cost.
 - Missouri Local Government Employee Retirement System (LAGERS) which is fully funded by the City (no cost to employee) with vesting after 5 years.

- Voluntary participation in Vision, Cafeteria Plan IRS Section 125, Deferred Compensation 457(b) Plans, Flexible Spending Account (FSA) and Supplemental Life, Accident and Cancer coverage.
- Generous paid time off (PTO) program in which new employees receive eight hours of PTO per pay period.

APPLICATION AND SELECTION PROCESS

Applications are available online at www.westplains.gov. Completed applications and resumes may be emailed to personnel@westplains.gov or delivered in-person to City Hall.

The selection process requires the candidate to successfully pass a series of different testing processes that will determine the suitability for the position. Testing includes, but is not limited to, physical agility test, written exam, oral interview, drug and alcohol screening, thorough background investigation, psychological evaluation, and medical examination.