



JOB ANNOUNCEMENT

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

The ideal candidate demonstrates the values of teamwork, integrity, commitment, customer service, and initiative while performing investigative and enforcement duties that protect life and property in accordance with the mission and objectives of the West Plains Police Department. Responsibilities include investigating major crimes such as burglaries, frauds, arsons, and homicides; conducting interviews and interrogations; collecting and analyzing evidence; preparing reports and testifying in court; serving warrants and making arrests; and engaging in community policing efforts to build trust and maintain public safety. Personnel must maintain physical ability and stamina to meet police and safety standards, including responding to emergencies, operating vehicles and equipment under varied conditions, and performing duties in stressful or adverse environments.

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 Detective position has a salary range of \$23.41 to \$32.63 per hour, depending on qualifications and experience.
- 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, Cancer coverage, and an Employee Assistance Program (EAP).
 - Generous paid time off (PTO) program in which new employees receive eight hours of PTO per pay period.

TO APPLY

To be considered for employment, you must submit a completed City of West Plains application. Applications are available online at www.westplains.gov. Completed applications and resumes may be emailed to hr@westplains.gov or delivered in-person to City Hall. All offers of employment are contingent upon successful completion of all pre-employment or post-offer testing, including but not limited to, physical agility test, oral interview, drug and alcohol screening, thorough background investigation, psychological evaluation, credit check, and medical examination.