



# *INDEPENDENCE* **POLICE**

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## **OFFICER APPLICANT INFORMATION**

Applications will be accepted March 2, 2009 to March 27, 2009 AT 5:00 PM.

The written examination for Police Officer Applicants will be given April 4, 2009 at 8:00 A.M. All applicants should report to the Palmer Center. The Palmer Center is located at 218A N. Pleasant, Independence, Mo. Enter the front door of the building.

- **ALL PERSONS APPLYING WILL BE TESTED AT THE ABOVE DATE AND TIME.**
- **THERE WILL BE A \$15.00 FEE COLLECTED AT THE TEST SITE FROM EACH APPLICANT FOR THE POLICE OFFICER TEST.**

**\*PLEASE BRING CASH ----- PERSONAL CHECK ----- MONEY ORDER ----- MADE OUT TO THE CITY OF INDEPENDENCE, MISSOURI. YOU MUST BRING THE CORRECT AMOUNT OF CASH**

The Physical Qualification Test will be given to all applicants following the written test. The Physical Qualification Test will be held in the gymnasium at the Palmer Center. The physical test will require the applicant to dress appropriately: sweats, tennis shoes, etc. A dressing room will be available for the applicants to use. A copy of the Physical Qualification Test course layout is available.

Those applicants who pass both the written and physical test will be provided a personal background screening questionnaire prior to leaving the physical qualification testing area.

If you have any questions please contact Captain Terry Storey at telephone # 325-7254 or Detective Keith Shockley at telephone #325-7644.

**Applications are available online at**

**[www.ci.independence.mo.us/hr](http://www.ci.independence.mo.us/hr)**

**MINORITIES AND WOMEN ARE ENCOURAGED TO APPLY.**

**CAPTAIN TERRY STOREY  
PROFESSIONAL STANDARDS UNIT**

# INDEPENDENCE POLICE

**Police Officer**  
**City of Independence**  
An Equal Opportunity Employer

Salary: \$37,322.99 - \$63,602.80

**Additional Benefits**

- Pension: Liberal State Retirement Plan (Lagers): 2% of highest three (3) years salary times number of years of service; at age 55 fully funded by employer;
- Life Insurance/Health Insurance: The City of Independence provides Paid Employee Life Insurance Coverage Plan (equivalent to annual salary/accidental death-addnl. two yrs. Salary); Employee Health Insurance Coverage Plan (co-pay with HMO options available); Paid Employee Dental Insurance Coverage Plan;
- Paid Holidays; 12 per year/3 days personal business;
- Sick Leave: Officers are allotted one day per month sick leave with yearly accumulation of any unused leave;
- Vacation: All officers receive 10 days per year for the first five years. Thereafter, 15 days per year/five to ten years, 20 days per/ten to fifteen, 25 days per year over fifteen years;
- Salary: The salary for police officers is competitive with other police departments, of like size, in the metropolitan area. Overtime is paid at 1 ½ times the hourly rate for all time worked in excess of 40 hours;
- Education Incentive Program: The City reimburses officers for ½ tuition costs of job related courses when successfully completed;
- Uniforms and Equipment: The department provides all uniforms and equipment;
- Work Week: twelve hour shifts

**Qualification Standards**

To become an Independence Police Officer, you must:

- Be 21 years of age and a United States citizen;
- Be a high school graduate or have GED certificate, college degree, or college course work in criminal justice studies preferred;
- The City will sponsor qualified candidates through Academy certification;
- Possess a valid Missouri driver's license by date of hire and have a good driving record;
- If hired, must successfully complete 40 contact days of field training;

**After complying with the qualification standards, candidates must successfully complete the following selection process:**

- Pass a written, job related examination , approximately 2 hours;
- Pass a physical agility/essential job functions test, approximately 1 hour;
- Complete (2) oral interviews, approximately 1 hour each;
- Pass a psychological examination with interview, approximately 2 hours;
- Submit to a voice stress analysis examination or Polygraph (lie detector) examination, approximately 1 ½ hours;
- Undergo an extensive background investigation, time varies;
- Pass medical examination and drug screen, approximately 2 hours;
- Be fingerprinted, approximately 1 hour;
- Serve a 12 month probationary period following appointment

**Reapplication, retesting, and reevaluation**

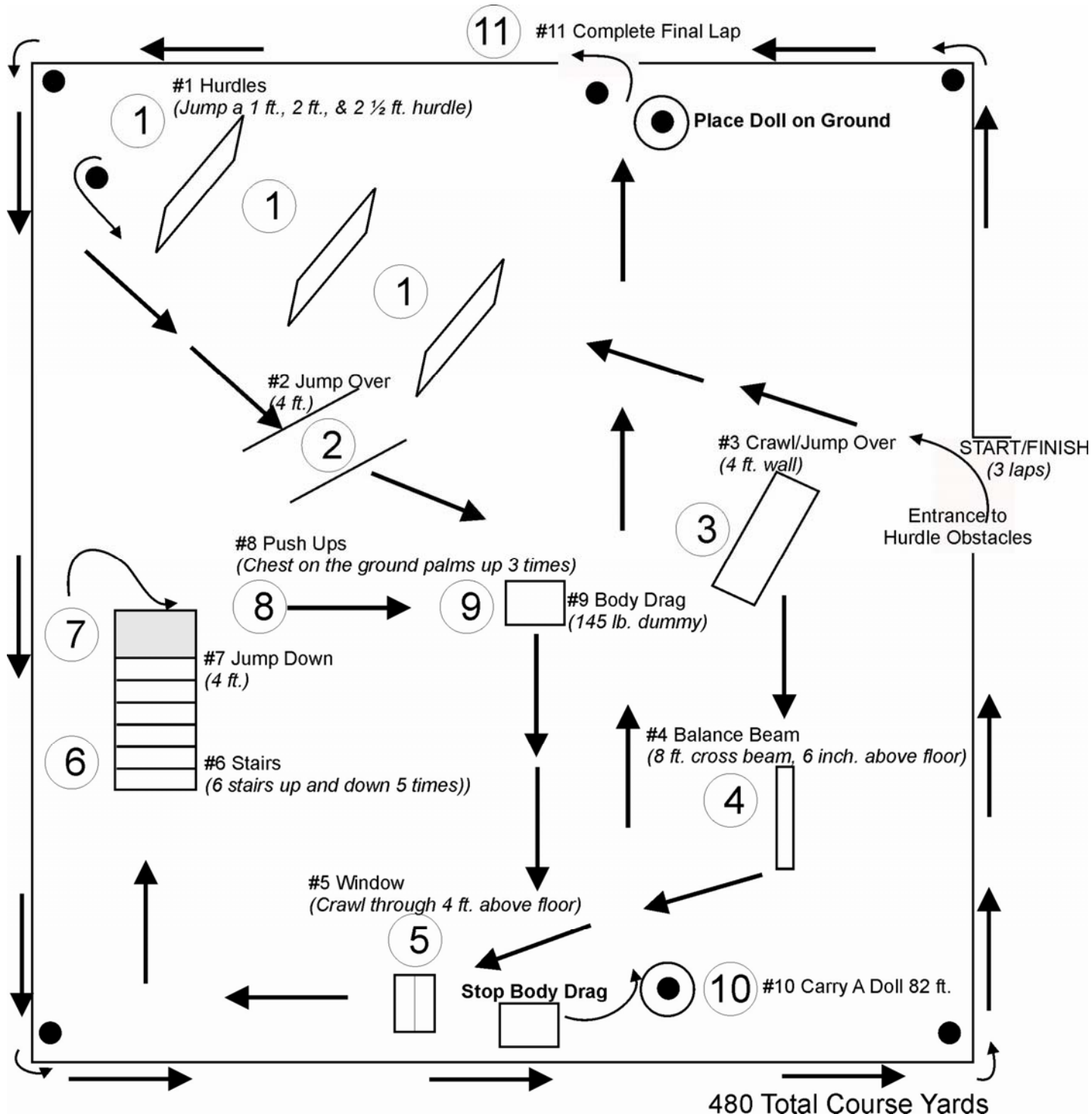
- In the event that a candidate has not been selected, they may reapply at the next posting
- In the event that you have not passed the oral board, you may be required to wait a year to reapply

**MINORITIES AND WOMEN ENCOURAGED TO APPLY**

Personnel Job Information Recording (816) 325-7394



# PHYSICAL ABILITIES TEST



Applicant's Name \_\_\_\_\_ Age \_\_\_\_\_ Date \_\_\_\_\_

Time Completed \_\_\_\_\_  Pass  Fail Witnessed By \_\_\_\_\_

# City of Independence



## EMPLOYEE BENEFIT SUMMARY

Benefit	Eligibility	Benefit Description
Vacation	Full-time and Regular Part-time employees - eligible with pay after six months of continuous service. Regular Part-time employees - pro rata basis.	Full-time employees accrue vacation as follows: <60 mths. = 80 hrs./yr. (3.08 hrs./pay period) 60-119 mths. = 120 hr./yr. (4.62 hrs./pay period) 120-179 mths. = 160 hrs./yr. (6.16 hrs./pay period) 180 mths.+ = 200 hrs./yr. (7.70 hrs./pay period)
Holidays	All Regular employees.	12 paid holidays.
Personal Business Leave	Full-time employees - no usage or payment prior to six months of service.	Personal business leave = 24 hrs./yr. (.93 hrs./pay period).
Sick Leave	Full-time and Regular Part-Time employees - not paid the first six months of employment. Regular Part-time employees - pro-rata.	Full-time employees accrue 96 hrs. of sick leave per year (3.7 hrs./pay period).
Health Insurance	Full-time employees - eligible on the first of the month following 30 days of employment.	2 health insurance plans - 1 PPO (Staywell) and 1 HMO. Cost is shared with employees.
Dental Insurance	Full-time employees - eligible on the first date of the month following date of hire.	2 dental insurance plans. The City pays 100% of basic coverage.
Basic Life Insurance	Full-time employees/Regular Part-time employees who work 20 or more hours per week - eligible on the first of the month following the date of hire	City paid term life insurance - provided in the amount of the employee's annual salary.
Supplemental Life Insurance	Full-time employees.	Employee pays premium based upon supplemental life insurance amount requested. Employee has option to elect dependent coverage. Premium is 100% employee paid. If you enroll during the initial new hire enrollment period, the guaranteed issue amount is the lesser of \$200,000 or 3 x basic annual earnings. Any amount over the guaranteed issue amount or enrollments after the initial new hire enrollment period (for all coverage amounts), requires evidence of good health.
Accidental Death and Dismemberment Insurance	Full-time Employees - eligible on the first of the month following the date of hire	City paid - equivalent to two times the employee's annual salary.
Long Term Disability	Full-time employees - eligible the first of the month following one complete month of continuous service. Must be off 180 days before applicable.	Long Term Disability Insurance Plan pays 60% of income after 180 days of disability, when employee is totally disabled and coordinates with "other income benefits". Provides for up to 24 months of disability. Employees may purchase additional coverage.

Section 125 Flexible Benefit Plan	Full-time employees. Regular part-time employees.	Pre-tax earnings for health insurance premiums, unreimbursed medical and dental expenses, and dependent care expenses.
Employee Assistance Program (EAP)	Full-time employees.	Confidential, short-term counseling services for employees and eligible dependents.
Longevity Pay	Regular employees.	Paid annually up to 30 years of service, or in accordance with Work Agreements.
Tuition Reimbursement	Full-time employees - eligible after six months of continuous employment.	Up to 50% of the tuition reimbursement for a maximum of six credit hours per semester or quarter.
401(A) Defined Contribution Plan	All non-union, full-time benefit eligible employees.	Receive 1% of base salary. Contributions to be made at each pay period. Fully vested in 5 years.
Section 457 Deferred Compensation Plan	Regular full-time employees.	The employee defers a portion of his or her salary before taxes. 2 Plans - ICMA and Aetna. These plans do not affect social security benefits.
State Retirement Plan (LAGERS)	Employees - vested after 5 years of continuous service. City paid. Employees must work at least 1,500 hours annually. Enrollment after six months probationary period.	Retirement age is 60 for general employees and 55 for Public Safety employees. Early retirement is available up to 5 years prior to retirement age.
Credit Union	Employees - eligible upon hire.	Services include payroll deduction, checking and savings accounts, and favorable loan rates.
Bereavement Leave	Regular employees - eligible in the event of the death of an immediate family member.	3 to 5 working days.
Parking	All employees.	Free parking.
Social Security	All employees.	Contributions to Social Security are matched on the employee's behalf. Provides income at the time of disability, retirement, or the employee's death if eligibility requirements are met.
Direct Deposit	All employees.	All pay checks are directly deposited to financial institution of employee's choice.
Workers' Compensation	All employees.	The employee, in conjunction with current workers' compensation laws, may be granted up to 30 weeks (or 52 weeks for Public Safety personnel) of injury leave at 80% of the employee's base pay. In the event the injury requires time off beyond 30 or 52 weeks, the employee may receive pay at 66 2/3% of the employee's base pay. The City pays related medical expenses.

This is a summary of benefits not a statement of policy. This summary is not part of a contract and no applicant or employee has any contractual rights to the matters set forth. There may be changes to the benefits outlined in this summary or the legal document or Human Resources policies and procedures governing them that will affect present and future applicants and employees. Also, charges for benefits may be increased, decreased, initiated, or eliminated at any time. Contact Human Resources for additional information at 325-7390.