



ST. LOUIS COUNTY POLICE DEPARTMENT

“The Best Place for the Best People to Work”

COMMISSIONED POLICE OFFICER

By mandate of the St. Louis County Charter, the St. Louis County Police Department is organized and administered on a non-political merit basis for selection and appointment of police personnel. This announcement provides the information necessary for a potential job applicant to determine whether he/she meets the basic qualifications for probationary police officer or police recruit with the St. Louis County Police Department.



St. Louis County Police Department
An Internationally Accredited Agency

MINIMUM REQUIREMENTS FOR POLICE OFFICER

AGE REQUIREMENT: Must be at least 21 years of age, or applicant must reach their 21st birthday by the time of completion of the academy training course.

RESIDENCY: No residency requirement. Must be a citizen of the United States.

EDUCATION/WORK EXPERIENCE: You must have either:

1. An associate's degree or 64 semester credit hours from an accredited university or college. Both require a cumulative average letter grade of “C” or a cumulative GPA of 2.0 on a 4.0 scale or equivalent, **OR**
2. A high school diploma or GED with one year full-time prior police experience or two years of military service. Police experience can be in a civilian position with the St. Louis County Police Department designated by the Chief as part of the Department's Cadet Program.

Out-of-state police officers/military peace officers who possess or obtain State of Missouri POST class “A” certification will be evaluated in conjunction with their education/work experience. Visit the POST website at www.dps.mo.gov/POST/Main/POSTForms.htm for additional information.

HEIGHT AND WEIGHT: Weight must be in proportion to height according to Department standards (see Weight Standards/Approved Chart for Commissioned and Security Officer Employees).

VISION: Minimum Department standard is 20/200 in each eye, uncorrected; correctable to 20/20 in each eye.

ARREST RECORD: Must be free from conviction of a Felony or a Class “A” Misdemeanor.

DRIVER'S LICENSE: Must possess a valid State Driver's License by date of employment and have five (5) or less points charged against his/her driving record at time of application.

MILITARY: Must have an “*Honorable*” discharge, or a discharge “*Under Honorable Conditions*” if having served in the military.

COMPETITIVE SELECTION PROCESS

Under the regulations of the Police Department, all appointments to the St. Louis County Police Department are made on the basis of an open, competitive selection process conducted under the supervision of the Personnel Services Unit. Each applicant must successfully complete each stage of the selection process before becoming eligible to proceed to the next step. The selection steps, in their order, take up to six months to complete:

PRELIMINARY BACKGROUND REVIEW: A review and detailed evaluation of Personal History Questionnaire and supporting documents to determine if applicant meets the minimum requirements for the position.

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PHYSICAL CONDITION ASSESSMENT: A physical condition assessment shall be conducted at the St. Louis County and Municipal Police Academy. This assessment will include sit-ups, push-ups and a 1.5 mile run. Applicants are expected to meet the minimum requirements in each category. A limited amount of applicants will be scheduled per session with each session lasting approximately two to four hours. A score for rating each applicant will be given.

WRITTEN TEST: Administration of a reading and comprehension test.

VIDEO BASED ORAL EXAMINATION: Candidates will be judged on verbal communication, ability to assess situations and deal with people and their probable adaptability to police duties. A police record check will be completed prior to the examination. Applicants will also be photographed and fingerprinted.

BACKGROUND INVESTIGATION: A thorough background investigation will be conducted on all police applicants in the areas of past employment record and reputation, personal references, neighborhood reputation, police record check, credit history and military record (when applicable). The background investigation is concluded with a polygraph examination in an attempt to verify information received from and about the applicant. Results of the polygraph examination are confidential and are provided to the Chief of Police.

STAFF SERVICES DIRECTOR'S INTERVIEW: A further evaluation to determine the candidate's overall fitness for the position, including appearance, self-expression, mental alertness and suitability for police duties.

FINAL REVIEW BOARD: This is the final determination toward an offer of conditional appointment. High-ranking Department officials provide the final evaluation of the candidate to the Chief of Police. This evaluation may result in an offer of conditional employment or an end to the current selection process.

REAPPLICATION: In the event an applicant is eliminated during any phase of the process, reapplication may not be made for six months unless circumstances indicate that an earlier review may be warranted.

PHYSICAL HEALTH AND PSYCHOLOGICAL EXAMINATIONS: These examinations will be given after a conditional offer of employment by a Department designated physician and psychologist and shall consist of various organic tests to determine the applicant's suitability for the rigors of police work and their ability to participate in an increasingly difficult physical training program as a recruit at the Police Academy. The psychological exam will be used to determine the applicant's suitability for police work. If a Department designated physician or psychologist finds that the applicant meets physical and psychological standards for employment, the applicant will be appointed.

PROBATIONARY PERIOD: Academy recruits are on probation while attending the Academy. Experienced police officers who are hired or Academy recruits who are promoted to Police Officer serve a 12-month probationary period.

SALARY

After graduation from the Police Academy and upon completion of a probationary period, police officers are eligible to receive a yearly merit increase until they reach the top step in pay. Department employees are paid on a bi-weekly basis. Pay for the various classifications is:

	<i>STARTING SALARY</i>	<i>WITH BACHELORS DEGREE</i>	<i>WITH MASTERS DEGREE</i>	<i>TOP SALARY</i>
POLICE RECRUIT – UNTIL PROMOTION TO POLICE OFFICER (24 WEEKS)	\$16.59/Hr.	\$17.01/Hr.	\$17.42/Hr.	
POLICE OFFICER	\$40,980	\$42,005	\$43,028	\$64,952
POLICE OFFICER - WITH 10+ YEARS OF FULL-TIME POLICE EXPERIENCE	\$42,188	\$43,243	\$44,297	\$64,952
POLICE OFFICER - WITH 15+ YEARS OF FULL-TIME EXPERIENCE	\$46,716	\$47,885	\$49,052	\$64,952

Military veterans' benefits are available to those individuals who qualify.

AN EQUAL OPPORTUNITY EMPLOYER/MALE/FEMALE