

★ **Meet the Challenge** ★ **Join Our Team** ★



Independence POLICE

WHY CHOOSE INDEPENDENCE?

The City of Independence Missouri boasts a proud history as well as a law enforcement agency that is respected throughout the Midwest. The Independence Police Department patrols 78 square miles, protecting over 117,000 people 24 hours a day, 7 days a week. It is also is one of the largest agencies in the metropolitan area with significant chances for advancement as you progress throughout your career, including movement into one of our many specialized units after two years of service or promotion to sergeant after four years of service.

The Independence Police Department is a proud supporter of their employees, negotiating and honoring Work Agreements with the Fraternal Order of Police, the Communication Workers of America and the International Brotherhood of Electrical Workers. The Work Agreement with the Fraternal Order of Police was the first work agreement in the state of Missouri between officers and the City they serve.

Uniforms and equipment are provided

Specialized Assignments Include: Criminal Investigation, Drug Enforcement, Jackson County Drug Task Force, Drug Enforcement Agency Task Force, Street Crimes, SWAT, Explosive Ordnance Disposal, Hostage Negotiator, Canine, Accident Investigation, Selective Enforcement (Motorcycle Unit), STEP, School Recourse Officers, Community Services, Field Training Officer, Color Guard and Public Information Officer,

City of Independence

Employee Benefits

Benefit	Eligibility	Benefit Description
Holidays	All Regular employees.	12 paid holidays
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)
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. 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. Cost is shared with employees.
Deferred Compensation	Full-time general fund employees	Employee can choose to make contributions for retirement savings on a pre-tax basis to a traditional 457 plan or on an after-tax basis to the Roth 457 Plan.
Aflac Voluntary Insurance	Full-time employees - eligible for all plans; Part-time employees - eligible for accident, cancer insurance, and critical illness.	Employee pays premiums for optional insurance plans that include short term disability, accident insurance, cancer insurance, and critical illness.
Basic Life Insurance & long term disability	Full-time employees/Regular Part-time employees with benefits who work 20 or more hours per week (basic life only).	City paid term life insurance - provided in the amount of the employee's annual salary. Two years of long term disability coverage included.
LAGERS Retirement L-6 Benefit Program	Missouri Local Government Employees Retirement System for full-time employees. A LAGERS member is vested after 5 years of service credit within the LAGERS system.	Employee contributes 4% upon completion of probationary period.

Police Officer / Master Police Officer - Pay Scale as of July 1, 2019

	Entry	4 th Year	8 th Year	12 th Year	16 th Year	20 th Year
Hourly	\$21.63	\$24.08	\$26.78	\$29.80	\$33.14	\$36.87
Annually	\$44,990	\$50,086	\$55,702	\$61,984	\$68,931	\$76,689

POST Certified Officers with 4+ years of service may be eligible to start at the 4 year officer's salary.