



# SWORN MEMBER VACANCY

*The Kansas City Missouri Police Department employment practices are designed to hire, promote, and assign members without discrimination on the basis of race, color, national origin, limited English proficiency, sex, sexual orientation, gender identity, age, religion, disability, or low-income level.*

**Date:** January 26, 2026

**JOB VACANCY MEMORANDUM NO.** 26-05

**TITLE:** Special Weapons and Tactics Officer

**ELEMENT OF ASSIGNMENT:** Special Operations Division

**VACANCY STATUS:** Anticipated

**EXPIRATION DATE:** February 9, 2026

## **REQUIREMENTS:**

For this process, sworn members with no change in employment status, must have an Academy graduation date on or before **11-22-2022** as recorded in HRD.

Sworn members who have separated from employment and/or lateral sworn members, must be re-appointed or appointed on or before **11-22-2022**, as recorded in HRD. Years of service completed with KCPD, or any other law enforcement agency, prior to a sworn members current appointment/re-appointment date will not be counted to establish the years of service eligibility requirement.

In addition, officers must also be able to meet the following requirements:

- Willing to commit to a minimum (3) three-year assignment.
- Able to accept stand-by responsibilities for Operation 100 duty.
- Can attend out of town Tactical Response Team training. This training is mandatory as a function for the SWAT Teams.
- Capable of working flexible hours on short notice.
- Successfully complete the current SWAT physical abilities test.
- Agree to participate in the SWAT physical training program
- Work closely with other squad members.
- Proficient in the use of assigned firearms, and be capable of becoming proficient in the use of specialized weapons, including long barreled firearms.

- Maintain reliable and predictable attendance.
- Have no known Brady/Giglio concerns

Members should review the following Procedural Instructions, Personnel Policy, and the following sections from the SWAT Manual for the process.

- L.B. 03-03 Execution of Search Warrants
- P.I. 19-03 Pursuits and Emergency Police Vehicle Operations
- P.I. 21-01 Response to Resistance
- P.I. 22-06 State Search Warrant Procedures
- P.I. 22-07 Firearms Procedures
- P.I. 22-08 Operation 100/Negotiator Response
- P.I. 25-02 Use of Department and Private Vehicles

The following listed materials from Patrol Bureau/Special Operations Division-Duty Manual **03-20-25**:  
 Patrol Bureau/Special Operations Division-Duty Manual, Tactical Response Teams, Page 6  
 Patrol Bureau/Special Operations Division-Duty Manual, Duties and Responsibilities, Page 8-9  
 Patrol Bureau/Special Operations Division-Duty Manual, Operation 100 Procedures, Page 27  
 Patrol Bureau/Special Operations Division-Duty Manual, Personnel Selection Process, Page 50-52  
 Patrol Bureau/Special Operations Division-Duty Manual, SWAT Team Training Page 52-54  
 Patrol Bureau/Special Operations Division-Duty Manual, Firearms Qualification Standards, Page 54-55  
 Patrol Bureau/Special Operations Division-Duty Manual, Individual and Operational Equipment, Page 68-69

All interested qualified law enforcement members who meet the above requirements must submit a Request for Transfer, Form 4 P.D., through their chain of command. In addition, one copy must be submitted to the Human Resources Division and one copy submitted to **Sergeant Trevor Hachman, SWAT Team 3** along with a résumé no later than **FEBRUARY 9, 2026**. Your resume should include education, work history, special training, military experience or commitment, personal data, and current supervisor. Additionally, a Selection Process Candidate Review Form 417 P.D. must be submitted through their chain of command.

Past work performance evaluations and disciplinary actions will be reviewed and considered as part of the selection process. Immediate Supervisors of all applicants requesting to process for this position will be asked to participate in an evaluation of the candidate.

Members who meet the qualifications will be contacted and scheduled for the following:

- Firearms- Pistol Qualification Course** (score of 90% or better to advance in process)
- NTOA PFQ Variation-** (Candidates will need to complete the course not exceeding 24 minutes to advance in the process)
- Written Test** – (score of 70% or better to advance in the process)
- Structured Interview** - (Evaluation of “Adequate” or above by all evaluators needed to advance in the process)
- Scenario based decision making** - (Evaluation of “Adequate or above by all evaluators needed to advance in the process)

*Captain Justin Pinkerton*

Captain Justin Pinkerton  
 Commander  
 Employment Unit