



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: February 22, 2024

JOB VACANCY MEMORANDUM NO. 24-04

TITLE: Detective

ELEMENT OF ASSIGNMENT: Illegal Firearms Squad 1930, Gang Intelligence Squad 1150 and Gang Squad 1940

VACANCY STATUS: Anticipated

EXPIRATION DATE: March 7, 2024

REQUIREMENTS:

NATURE OF WORK

Detectives assigned to the Special Investigations Squads are responsible for assisting and following up on current investigations across the department. Detectives are also responsible for assisting other elements on the police department.

Detectives are responsible for interviewing witnesses, victims, and suspects, completing and serving phone orders. As well as completing and applying for search warrants.

Detectives also present a complete case file to the state and federal prosecutor's office. Detectives rotate the "on-call" responsibility, which requires them to respond on short notice 24 hours a day.

Detectives conduct covert and overt investigations involving multiple types of investigations.

Detectives must be able to pro-actively work to identify violent criminals and complete necessary investigations to ensure successful prosecution.

The Gang Intelligence Squad and the Gang Squad works in conjunction with Municipal, State and Federal agencies to collect, store, assess and disseminate Criminal Intelligence and Data on individuals involved in Hybrid/Neighborhood based Criminal Street Gang activity, violent crime and drug trafficking, using established criteria that provides for the legitimate needs of law enforcement.

Detectives identify members of Criminal Street Gangs and work to dismantle these criminal groups through actionable intelligence, strategic enforcement, tactical enforcement and coordinated prosecution.

REQUIREMENTS:

Sworn law enforcement officer with the rank of Police Officer, with a minimum of three (3) years consecutive service, eighteen (18) months of which must have been served in a line element of the Patrol Bureau.

For this process, sworn members with no change in employment status, must have an Academy graduation date on or before **02/18/2021**, and an appointment date on or before **02/18/2021**, 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 **02/18/2021**, 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:

- Maintain reliable and predictable attendance.
- Willing to accept a minimum two (2) year assignment.
- Successfully complete a six (6) month probationary period.
- Ability to work varied hours of assignment, on short notice, related to the nature of the investigation including, but not limited to, surveillance, interviews, informant contacts, etc.
- Willing to sacrifice off-duty employment and personal time to meet job requirements.
- Be available to work weekend, holidays, and overnight hours in conjunction with on-call duties.
- Proficient in communicating effectively both orally and in writing.
- Must be able to conduct interviews, assemble facts in a chronological order, analyze physical evidence and arrive at conclusions based upon the information gathered.
- Work closely with other detectives.
- Have no Giglio or Brady concerns that would affect courtroom testimony.
- Successfully participate in a criminal and financial vetting process.

SELECTION PROCESS

All interested qualified law enforcement members who meet the above qualifications must submit a Request for Transfer, Form 4 P.D. through the member’s chain of command. One copy must be sent to the Human Resource Division (HRD). In addition, one copy of the Request for Transfer, a completed Selection Process Candidate Review Form, Form 417 P.D. (with chain of command endorsements), and a resume to include any previous experience (if any). Candidates must submit two examples of police related written work (FIRs, police reports, memos, etc.). All must be submitted directly to **Nicholas Sola** of the **Gang Intelligence Squad 1150** no later than **MARCH 7, 2024**.

Members submitting to participate in this selection process will have their personnel jacket reviewed prior to participating. Past work performance, disciplinary actions, and Brady/Giglio issues in regard to ethics violations will be taken into consideration.

Officers meeting the basic qualifications will be contacted individually for scheduling their participation in the process. Past work performance evaluations and disciplinary actions will be reviewed and considered as part of the selection process.

In preparation for the written exercise and oral interview, the following material should be reviewed:

- P.I. 17-05 Arrest Guidelines/Procedures
- P.I. 17-13 Towing/Protective Custody of Vehicle and Contents
- P.I. 21-07 Recovered Property Procedures
- P.I. 21-08 Eyewitness Identification Procedures
- P.I. 21-09 Patrol Procedures
- P.I. 22-05 Detaining & Questioning and Search & Seizure Procedures
- P.I. 22-06 State Search Warrant Procedures
- P.I. 13-06 Arrest Procedures Possession of Controlled Substance
- P.I. 22-10 Use of Department and Private Vehicles
- P.P. 201-12 Code of Ethics and Rules of Conduct
- D.M. 18-08 SafeTNet Deconfliction
- Illegal Firearms, Gang and Gang Intel Squads Duty Manuals
- D.M. 21-02 Second Amendment Preservation Act
- Legal Bulletin 21-01 Warrantless Entry Inside Curtilage of a Private Residence-Simplified

Captain Justin Pinkerton

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Commander, Employment Unit