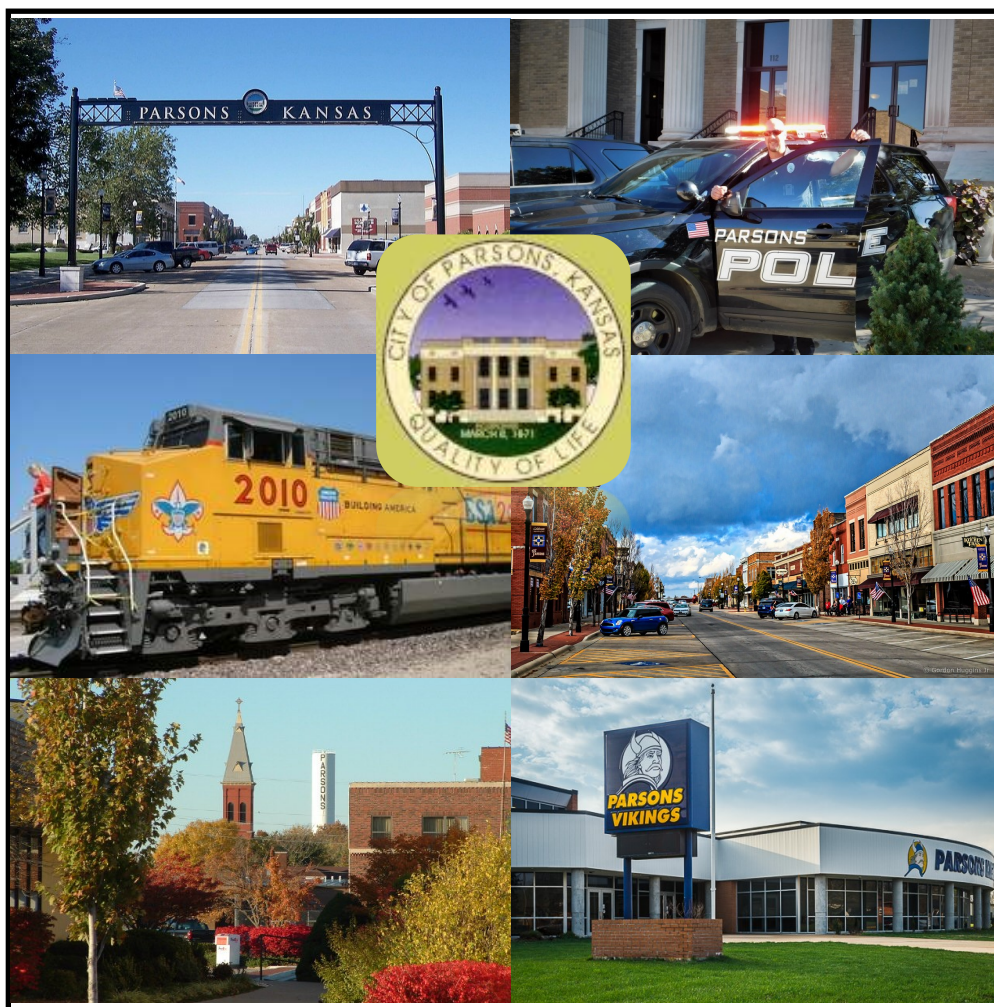


RECRUITMENT FOR RECRUIT & LATERAL POLICE OFFICER PARSONS POLICE DEPARTMENT



Applications accepted until filled

Parsons Police
www.parsonspd.com
620-421-7060

MISSION

Our mission is to partner with our community to protect our citizens and make the City of Parsons a safe and desirable place to live, work or visit. We are problem solvers using Pride, Professionalism and Dedication to guide our actions in an ethical and legal way.

VISION

We are evolving to meet the changing needs of our community, while maintaining our commitment to excellence in the highest traditions of police service.

VALUES

- **PROFESSIONALISM**
- **PRIDE**
- **DEDICATION**

THE COMMUNITY

Parsons is located in rural South-Eastern Kansas and has a population of approximately 10,000 residents and a daytime population of 13,000. It is the most populous city of Labette County. It is the 37th largest community in Kansas, and it is the second most populous city in the southeastern region of Kansas. Parsons covers over 10 square miles and the City owns nearby Parsons Lake. The median income for households in Parsons, Kansas is \$44,399, while the average household income is \$64,124.



The community was the birthplace of the Kansas-Arkansas-Texas (KATY) Railroad in the 1800's. In 1988, Union Pacific Railroad absorbed the KATY and still maintains a significant railyard operation in the City.

Parsons was named after Levi Parsons, president of the Missouri - Kansas - Texas (Katy) Railroad. The town was founded in 1870 and incorporated the following year. During World War II it was home to the Kansas Ordnance Plant, which later operated for some years as the Kansas Army Ammunition Plant. The facility was completed in 1942 to support World War II operations and consists of 21 separate facilities over 13,727 acres. In Spring of 2005, the munitions plant was placed on the BRAC list for closure. The community has rallied behind the redevelopment of the plant as the Great Plains Business Park.

In 1903 the Kansas State Hospital for Epileptics was opened. In 1957 the hospital was renamed Parsons State Hospital and Training Center. At that time it began providing programs for individuals with developmental disabilities. The Hospital occupies 43 buildings on 163 acres. The hospital also includes residential services, the University Center on Developmental Disabilities and the Parsons Research Center for the University of Kansas, the Special Purpose School of the Southeast Regional Education Service Center. The Southeast Kansas Agricultural Research Center of Kansas State University is also located on the grounds, as is the Alzheimer's Association, Heart of America Chapter, Southeast Kansas Regional Office.

On June 5, 2006 the National Trust for Historic Preservation named Parsons a 2006 Great American Main Street Award winner for its successful efforts in revitalizing its downtown area

through historic preservation.

Parsons is the home of Dwayne's Photo, which became the last processor of K-14 Kodachrome film in the world and was the location of the final frame taken on the final roll of Kodachrome film produced. Parsons is featured prominently in the plot of the 2018 Netflix movie Kodachrome about a man who takes a road trip to develop a roll of Kodachrome film. The motion picture Zombie Geddon (2003) was filmed in Parsons in July 2002.

The city has a host of annual celebrations with the largest being Katy Days, which is an annual festival held Memorial Day weekend to celebrate the Missouri-Kansas-Texas Railroad. The community also has celebrations for Halloween, the Christmas Season, Saint Patrick's Day and Veterans Day.

The community has excellent K-12 Schools including St Patrick Catholic School which is a private school for Pre-School through 8th grade.

Labette Community College (LCC) is a public community college in Parsons, Kansas. LCC's main campus was established in Parsons in 1923. LCC has satellite campuses in Cherokee, Oswego and Pittsburg.

The Parsons Recreation Commission operates a full-service facility that includes weight equipment, racquetball, an outdoor swimming pool, and various team sports. Reasonable individual and family memberships are available for purchase.



Parsons Lake Holds 980 acres of water. 1,000 acres are for public use surround the lake.

Parsons Lake is located northwest of Parsons approximately 6 miles and is owned by the City of Parsons. There are beach and picnic areas, boat ramps, fishing, RV and other camping.

Big Hill Lake is 9 miles southwest of Parsons. The reservoir holds 1,240 acres of water covering 1.94 square miles of surface area, with 367 acres available for public use. Fishing, picnicking, boating, and a sandy beach swimming area are popular activities. The lake is operated by the U.S. Army Corps of Engineers.



THE POLICE DEPARTMENT

The Parsons Police Department is a full-service community oriented police agency staffed by **34 employees** including 26 officers, 5 dispatch staff, and 3 support staff along with a Community Service Officer (CSO). In addition to the Chief of Police, the Deputy Chief oversees the Patrol and Investigations Divisions. Patrol includes a Lieutenant, 4 Sgts, 4 Corporals and 12 Officers; Investigations consists of a Detective Lt, and 2 Detectives.

The agency handles approximately 27,000 total incidents annually.

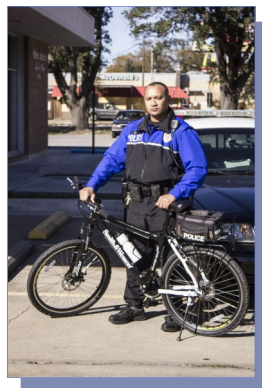


The Department is an evolving law enforcement agency that is in the process of engaging in a self-assessment phase of the **Kansas Law Enforcement Accreditation Program (KLEAP)**. The agency embraces the philosophy of Community Oriented Policing and Problem Solving (COPPS) and markets itself as a Guardian agency first and an enforcement agency second.

Since 2018, the Department has embarked on a significant training program with a focus on investigations, interview skills, narcotics expertise, sexual assault investigations and defensive tactics certification training (the agency has adopted the Pressure Point Control Tactics system),

Additional agency projects include:

- ◆ Land has been acquired and design work is complete for a **new Public Safety facility. Estimated cost is \$18.5M.**
- ◆ A **Police Annex** to house Investigations.
- ◆ Creation of a **Bicycle/ATV Unit** to support 'Hot Spot Policing.'
- ◆ Completion of a **new off-site Evidence and Property Room Facility** totally 10,000 square feet of secure storage.
- ◆ **Speakers Bureau** to enhance community interaction.
- ◆ Enhanced **capital replacement** and upgrading of the fleet, radio and officer safety equipment.
- ◆ Creation of a County-wide Inter-agency narcotics task force; Kansas Combined **Anti-Drug Taskforce (K-CAT)**.
- ◆ Deployment of a **Narcotics/Tracking K-9**.
- ◆ Installation is complete of a federally funded 300-degree **use of force simulator**.
- ◆ **Partnered with KLETC** to provide space in the Police Training Annex for the regional in-service training center.
- ◆ The Department is in the self-assessment phase of accreditation



with the **Kansas Law Enforcement Accreditation Program** (kleap.org).

Scope of this Position

As a recruit or lateral police officer the responsibility for this position includes initial call response, investigation of crimes and the arrest of criminals while working on an assigned patrol team. Officers are expected to be proactive in patrols and in meeting the public in a host of situations. Traffic enforcement is expected to be driven by crash location, criminal activity and citizen complaints. Our enforcement tolerance is to use the lowest level of enforcement to gain the highest level of voluntary compliance.

Officers complete a 12-week structured Field Training and Evaluation Program (FTEP) after Academy graduation prior to being assigned to patrol duties. Officers are responsible for documenting crimes and investigations using superior writing skills. Work performance is tracked using the Guardian software package which provides documentation used in creating annual work evaluations.

IDEAL CANDIDATE

The ideal candidate must be approachable, humble, and responsive to community concerns. Excellent communication skills are a must, and the selected individual needs to foster open and transparent dialog for building trust with both internal and external stakeholders.

This is a tremendous opportunity for a self motivated individual who wants to start his/her career and build a strong foundation or for an experienced officer who still values the work ethic associated with self-initiative, proactive

policing and connecting community policing with tangible results.

This type of position calls to individuals with either a love of service to their community as a new officer or as a mentor to other officers to enhance their policing experience and expertise. It could offer a super career development step for the right candidate looking to grow the breadth and depth of their policing abilities. It could also be an ideal position for an experienced in-state or out-of-state candidate who is energized to expand and sharpen their police leadership skills to instructor level assignments.

Peace Officers are a critical position for the organization's success and continued evolution. This position holds with it a responsibility to receive training and mentorship and grow into a subject matter expert. The agency's philosophy is to develop in-house training instructors who can enhance their skill set and the abilities of their fellow officers.



RECRUITMENT PROCESS

MINIMUM QUALIFICATIONS: Recruit officers are not required to have prior policing experience. Lateral candidates should have a minimum of five (5) years of experience in law enforcement work. An Associate or Bachelors degree is encouraged for this position.

PREFERRED:

MINIMUM NECESSARY SPECIAL REQUIREMENTS: An applicant who has been convicted of a felony or who is under indictment on a felony charge will be disqualified. Conviction for a domestic battery is disqualifying. See our web site for a complete list of disqualifiers at: www.parsonspd.com

Must acquire a valid Kansas driver's license once hired. Required to qualify at least annually with a firearm.

Must be certified by the Kansas Commission on Peace Officers' Standards and Training (KS-CPOST) if the applicant is an out of state candidate, they must either be eligible to apply for reciprocity through KLETC or attend the basic academy to be certified as a police officer in Kansas.

Compensation and Benefits: The range of pay for a **Recruit Officer** is **\$18.99 hr. to \$24.37 hr. or \$42,214.77 to \$54,174**, while a **Lateral Officer** has a pay range tops out at **\$28.65 or roughly \$63,688** (12 hr. schedule) to a top step of \$29.80 hr., \$66,245 annually. This is an hourly position with overtime opportunities.

Incentive Pay: The agency pays incentive pay for selected instructor specialties and special assignments up to \$5,400 annually.

Field Training Officer - \$250 month

High Liability Police Instructor (firearms, DT, EVOC, ALERRT Active Shooter, de-escalation, taser or APCO Trainer) - \$200 month

Core Instructor Topics (OC Spray) - \$150 month

Special Assignment (Crime Prevention Specialist) - \$200

Special Assignment (Bike Officer) - \$125 month

Special Assignment (Armorer) - \$100 month

NOTE - A maximum of two specialty pays is allowed to be paid.

Insurance Coverage – Employees are covered by the City's medical, dental and vision plans through Kansas Blue Cross. The employee has their premium paid in-full (100%) by the City (5,115.36), there is a premium contribution of 35% for spouse and dependent health care coverage by the city. **2023 Rates** for employee contribution from bi-weekly pay (this includes medical, dental and vision care):
Employee & Child \$130.59



Employee/Spouse \$146.32

Employee/Family \$276.83

Current medical co-pay is \$35 per office visit. The deductible is \$1,500/\$3,000 per year with co-insurance.

Annual Health Screening - provided free by the City.

Life Insurance - provided by the city with coverage of 2 1/2 times your annual salary.

Holidays and Leave – City employees receive the following 9 paid holidays each year: New Year's Day, Martin Luther King, Jr. Day, Memorial Day, Juneteeth, Independence Day, Labor Day, Veteran's Day, Thanksgiving Day and Christmas Day. City employees earn sick and annual leave. The accrual rate increases as years of service increase.

Vacation accrual -

0 - 3 years = 3.29 hrs. per pay period = 121.54 hours a year

Maximum accrual is 121.54 hours.

Sick Time accrual -

3.81 hrs. per pay period = 91.44 hours annually

Maximum accrual of 1,114 hrs.

Retirement – This position is covered by either KPERS or the Kansas Police and Fire Retirement System (KP&F for all sworn staff) with a city contribution of 22.86% of your base wage. KP&F takes 15 years of Kansas police employment to vet for retirement.



APPLICATION PROCESS

Applications will be accepted until open positions are filled and then a hiring list will be created for future openings. A completed city application and supporting detailed resume are required. The announcement will also appear on the Parsons Police Department web site at: <http://www.parsonspd.com>

For further information, please contact:

Charlotte Lamb

Parsons (KS) Police Department

620-421-7060 phone

620-421-7081 fax

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The City of Parsons, Kansas, is an Equal Opportunity Employer and values diversity in its workforce. Applicants selected as finalists for this position will be subject to a comprehensive background check, as well as medical, psychological and may be scheduled for polygraph/ VSA verification and/or physical ability testing. The City participates in E-Verify.

