



Police Report #2: Licensure and Accreditation

April 2015



**BETTER TOGETHER
PUBLIC SAFETY STUDY
POLICE REPORT #2**

POLICE OFFICER CERTIFICATION & REQUIREMENTS

As part of its examination of how policing is provided to the residents of St. Louis City and St. Louis County, Better Together compiled data related to police officer certification and requirements. All data is publicly available and obtained via Sunshine Requests. The compiled data shows the following.

Seventy-five percent of the police departments in St. Louis City and St. Louis County are not accredited. The State of Missouri does not require departments to be accredited. So, perhaps not surprisingly, of the 60 police departments in our St. Louis City and St. Louis County, only 15 are accredited by one of the two accrediting bodies, the Commission on Accreditation for Law Enforcement Agencies (CALEA) and the Missouri Police Chiefs Charitable Foundation (MPCCF). While the State of Missouri has requirements that must be met or exceeded for individual officers to be licensed, no such requirements exist for the departments that employ them.

Of the 15 accredited departments, 10 have international accreditation from CALEA. These are: Chesterfield, Clayton, Creve Coeur, Florissant, Maplewood, Richmond Heights, Shrewsbury, St. Louis County, the St. Louis Metropolitan Police Department, and Webster Groves.

CALEA was first established in 1983 to establish a body of professional standards and an accreditation process, which requires a department to develop a set of comprehensive written directives, implement a preparedness program in the event of a crisis, and strengthen accountability both within the department and within the community, among other requirements. (A detailed and exhaustive list of CALEA standards can be found online at: <http://www.calea.org/content/standards-titles>.)

CALEA is governed by a 21-member board. Eleven members are law enforcement practitioners while the remaining ten members are representatives from the local/state/international law enforcement communities, business, the judiciary, and academia. The process for obtaining accreditation consists of five general phases, including enrollment, self-assessment, on-site assessment, commission review and decision, and the maintenance of compliance and reaccreditation.

The MPCCF is a not-for-profit formed in 1996 to provide assistance and service to citizens and law enforcement. The MPCCF established its accreditation process in 2008 to establish a cost effective way to improve and enhance law enforcement as a profession in Missouri. Specifically, it offers a program similar to CALEA, but with modified standards and at a reduced cost.

The phases of the MPCCF Law Enforcement Agency Certification process, which will take several years, are similar to those of CALEA and include application and enrollment, mock assessment, final assessment, oversight committee review and disposition, and annual compliancy reporting (as with CALEA standards, a detailed list of MPCCF requirements and processes can be found in our full report).

There are currently four police departments in St. Louis County that are fully accredited through MPCCF: Bellefontaine Neighbors, Maryland Heights, Olivette, and St. John. The fifth, Normandy, is currently certified on a one-year review as the department recently updated several policies that will be further reviewed after full implementation. Twelve municipal departments from St. Louis County are in one of the stages of the accreditation process, with the majority in the early stages. Those departments include Ballwin, Bridgeton, Des Peres, Ellisville, Eureka, Ferguson (status on hold), Manchester, Overland, Rock Hill (status on hold), St. Ann, Town & Country, and Vinita Park.

Accreditation is not cost-prohibitive and, in fact, carries financial benefits to certified departments. Accreditation is not a panacea for departments; the standards required for accreditation stipulate *what* should be accomplished but not *how* to accomplish it. However, it is evident that both practical and financial benefits follow from the process of accreditation and the accreditation itself. Based on the reduced rates that insurance companies offer accredited departments, it's clear that these companies believe accreditation improves outcomes and reduces risk.

MPCCF Law Enforcement Agency Accreditation offers accredited agencies a reimbursement of \$2,500 from Missouri Intergovernmental Risk Management Association (MIRMA) upon completion of their certification and each three-year renewal, making the MPCCF process even more affordable, at \$2,500 total for a three-year accreditation.

Additionally, accredited agencies can also receive a 10% rebate on the annual Law Enforcement Liability premium the entity pays to the Missouri Public Entity Risk Management Fund (MOPERM) for each year the agency is certified under MPCCF.

Significant disparities exist among the training requirements of St. Louis City and St. Louis County's 60 police departments. Missouri state statute provides that the Peace Officer Standards and Training (POST) Commission (a division of the Missouri Department of Public Safety) can require no less than 470 hours of training but no more than 600 hours of training for licensure as a police officer.

Although Missouri statute prevents the POST Commission from exceeding a 600-hour training requirement, statute also provides that a political subdivision or law enforcement agency may require more stringent standards for training hours and other requirements. In compiling the data for this report, Better Together found disparate requirements among the departments, based on records the departments themselves provided. The full report includes a table detailing requirements for all 60 agencies, the differences among which include:

- Inconsistent standards for psychological evaluation. While some departments require full screening by a department-appointed psychiatrist or psychologist, others have no written standard or did not provide the information, while still others offer a vague requirement such as "good emotional health."

- Background checks range from highly detailed in some departments (e.g. checking police records, education records, employment history, military history, credit history, and driving records, as well as using lie detection), while others rely on much more simple screenings (e.g., drug tests only). Still others do not provide information regarding their background-check process.

Standards concerning licensure, continuing education, and discipline are intended to be uniform across all departments based on direction from the Peace Officer Standards and Training Commission (POST). To be eligible for a peace officer license, an individual must be 21 years of age and a U.S. citizen, hold a valid high school diploma or its equivalent, be a graduate of a Basic Law Enforcement Training Center, pass the Missouri Peace Officer License Exam (the requirements of which are in the appendix of our full report), and have no criminal history as outlined in RSMo 590.080.1 and 590.100.1 (found in the appendix of the full report).

Additionally, each officer with the authority to enforce motor vehicle or traffic laws is required to receive three hours of training within a three-year reporting period concerning the prohibition against racial profiling. This training will focus on promoting understanding and respect for racial and cultural differences, as well as the use of “effective, noncombative methods for carrying out law enforcement duties in a racially and culturally diverse environment.”

Each of these continuing education courses must come from a POST Approved Provider, or alternatively be obtained through a college or university, military training, or by serving as an instructor for a POST certified course. Officers are required to report their continuing education hours to POST for each reporting period.

Under Missouri law, there are grounds for disciplining a peace officer explicitly provided to the Director of the Department of Public Safety. In accordance with Missouri Revised Statute 590.080.1, the Director of Public Safety has cause to discipline a police officer who is unable to perform the functions of a peace officer with reasonable competency or reasonable safety as a result of a mental condition, including alcohol or substance abuse; has committed any criminal offense, whether or not a criminal charge has been filed; or has committed any act while on active duty or under color of law that involves moral turpitude or a reckless disregard for the safety of the public or any person. (The complete list of infractions can be found in our full report.)

All data used for each section of the Better Together Police Report #2 came directly from the departments themselves. The full report, as well as a table comparing standards and training for the 60 departments, may be viewed at www.bettertogether.com/police-study.

BETTER TOGETHER PUBLIC SAFETY STUDY POLICE REPORT #2

This report is the second in a series focused on providing information around how St. Louis City, St. Louis County, and the 90 municipalities therein are provided police service by 60 departments. This second report details the requirements for individuals to become license peace officers in Missouri, as well as for being hired in each of the police departments in the region. Additionally, while the State of Missouri does not require a police department to be certified and only 15 departments in the region are accredited, the requirements and procedures for accreditation are discussed.

POLICE OFFICER CERTIFICATION & REQUIREMENTS

Licensure

No person can hold a commission as a peace officer in the State of Missouri without a valid peace officer license.¹ The term “peace officer” is defined as “a law enforcement officer of the state or any political subdivision of the state with the power of arrest for a violation of the criminal code or declared or deemed to be a peace officer by statute.”²

The Peace Officer Standards and Training Commission, a division of the Missouri Department of Public Safety, is charged by state statute with establishing minimum standards for the basic training of peace officers.³ The Director of the Department of Public Safety has the responsibility of establishing other minimum requirements including minimum age, citizenship, and general education requirements.⁴ The Director is also responsible for issuing the proper peace officer license when requirements have been met.⁵

To be eligible for a peace officer license, an individual must:⁶

- Be 21 years of age and a United States citizen,
- Hold a valid high school diploma or its equivalent,
- Be a graduate of a Basic Law Enforcement Training Center,
- Pass the Missouri Peace Officer License Exam, which requires a score of 70% correct on a 200-question untimed test composed of multiple-choice and true/false questions. Questions are broken down into 4 categories: Legal Studies (11%), Interpersonal Perspectives (14%), Technical Studies (65%), and Skill Development (10%). Further details on the exam can be found in the appendix to this report.
- Have no criminal history as outlined in RSMo 590.080.1 and 590.100.1, which can be found in the appendix of this report.

There is no residency requirement to receive or hold a Missouri peace officer license.

¹ RSMo 590.020

² RSMo 590.010

³ RSMo 590.030.1

⁴ RSMo 590.030.2

⁵ RSMo 590.030.4

⁶ Department of Public Safety – Peace Officer Licensing Information available at <http://dps.mo.gov/dir/programs/post/licensing.php>

Rules promulgated by the Peace Officer Standards and Training (POST) Commission require that each peace officer license shall be classified according to the type of commission for which it is valid.⁷ In St. Louis City, St. Louis County, and political subdivisions therein, a “Class A” license is required.⁸

State statute provides that the POST commission can require no less than 470 hours of training but no more than 600 hours of training for licensure as a police officer. An individual law enforcement agency, such as the St. Louis City Metropolitan Police Department or the St. Louis County Police Department, may mandate up to 1,000 hours. A “Class A” license per 11 CSR 75-14.030 requires 600 hours of basic training.⁹ Also required is that these basic training hours include at least 30 hours of training in investigation and management of cases involving domestic and family violence.¹⁰

Although Missouri statute prevents the POST Commission from exceeding a 600-hour training requirement, statute also provides that a political subdivision or law enforcement agency may require more stringent standards for training hours and other requirements.¹¹ The following is a table indicating various requirements for serving as a police officer in each of the 60 departments in St. Louis City and County.

⁷ 11 CSR 75-13.010 Classification of Peace Officer Licenses

⁸ 11 CSR 75-13.010 Classification of Peace Officer Licenses

⁹ RSMo 590.040.1

¹⁰ RSMo 590.040.3

¹¹ RSMo 590.020.4

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
BALLWIN PD	High School diploma or equivalent.	Missouri resident within 30 miles of department	Employment, Personal History Questionnaire, Criminal, Driving Record, Military, CVSA, Drug Testing	Determined by department designated physician	Department designated psychologist	St. Louis County & Municipal Police Academy		
BEL-NOR PD	High School diploma or equivalent.	Missouri	Police Records, Education, Employment, Military, Credit, Character, Drug Testing	Height and weight must be proportionate and compatible.		Completion of certified academy of the State of Missouri for a first class county (600 hours or more).		
BEL-RIDGE PD	High School diploma or equivalent.	St. Louis City, St. Louis County, St. Charles County, Jefferson County, or Franklin County	Thorough background investigation by department	Weight commensurate with height, medical exam at Barnes Care Health facility				Bel-Ridge hires most officers as reserve and promotes reserve officers to full time positions
BELLA VILLA PD	High School diploma or equivalent.					Missouri Class A POST License		
BELLEFONTAINE PD	Associate's Degree or 64 credit hours and C grade average OR High School equivalent with 1 year police experience or two years military experience	Missouri	Employment, Personal, Criminal, Credit, Military, Neighborhood Reputations, Drug Testing	Medical examination by Bellefontaine Neighbors selected physician	Yes	Missouri Class A POST License		
BERKELEY PD	High School diploma or equivalent.			Weight commensurate with height. 20/20 vision, corrected.				
BEVERLY HILLS PD	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
BRECKENRIDGE HILLS PD	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided
BRENTWOOD PD	High School diploma or equivalent.		Criminal, Employment, Education, Credit,	Yes	Yes	Missouri Class A POST License	Valid state operator's license in good standing.	
BRIDGETON PD	60 college credit hours with 2.0 GPA, or equivalent experience and training.	Within 30 days of appointment, must reside in Missouri and the Greater St. Louis Metropolitan Area.	Police Records, Education, Employment, Military, Credit, Character, Driving, Adverse Information, False or Misleading Information, Lie Detection	Weight proportionate to height. Physical examination conducted by department designated physician.		POST license for a first class county	Police Service Test: police entry-level examination. Valid state operator's license in good standing.	
CALVERTON PARK PD	High School diploma or equivalent.	State of Missouri, preferably, St. Louis City, St. Louis County, St. Charles County, Jefferson County	Police Records, Education, Employment, Military, Credit, Character	Height and weight must be proportionate and compatible.		Completion of certified academy of the State of Missouri for a first class county (600 hours or more). Certification from the State of Missouri, Department of Public Safety.		
CHARLACK PD		Missouri				Missouri Class A POST License		
CHESTERFIELD PD	High School diploma or equivalent.	Missouri	Police Records, Education, Employment, Military, Credit, Character, Drug Testing	Physical condition assessment conducted by department training staff. Physical agility standards: 1.5 Mile Run, Push Ups, Sit Ups	Conducted by a Department designated psychologist.	Missouri Class A POST License	Written Exam, Oral Review, Valid state operator's license in good standing	

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
CLAYTON PD	Preference given to those with Associate's Degree in a law related field.			Weight proportionate to height. 20/20 corrected vision.		Missouri Class A POST License		
COUNTRY CLUB HILLS PD			Police Records, Arrest History, Driver's License Record, Drug Screening				Written Exam, Oral Interview	
CRESTWOOD PD	Associate of Science or Associate of Arts, or U.S. Armed Forces service with honorable discharge		Yes	Yes	Yes	800-level POST certification	written exam, valid driver's license	
CREVE COEUR PD	Associate of Arts or at least 50 college credit hours		Police Records, Education, Employment, Military, Credit, Character, Drug Testing	Physical performance tests, medical examination by Department designated physician	Conducted by a Department designated psychologist / psychiatrist.	POST certification		Creve Coeur's requirements are detailed and extensive. See SOP 205-14 and Essential Functions listed as 122.00 for more information.
DES PERES PD	High School graduate	U.S. Citizen and registered voter	Yes	Physical exam and drug screen administered by a physician approved by the Director of Public Safety.	Conducted by a psychologist approved by the Director of Public Safety	Graduate of State of Missouri POST Certified Police Academy		
EDMUNDSON PD	Completion of a standard high school course					Academy training course of sixteen weeks	Must possess good moral character and no unsatisfied financial obligations.	

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
ELLISVILLE PD	High School graduate or equivalent	Missouri				Graduation from an accredited police academy preferred. Must be certified as a police officer in Missouri.	valid Missouri Driver's License, be a registered voter	
EUREKA PD	High School graduate or equivalent	Missouri	Yes, Drug Test	Conducted by a Department designated physician, includes medical examination	Conducted by a Department designated psychologist		valid driver's license	
FERGUSON PD			Yes, Drug Test	Yes	Yes			Requirements inconclusive based on records provided
FLORDELL HILLS PD						state certified		
FLORISSANT PD	Associate's Degree or 64 semester credit hours from an accredited university or college with a "C" average or 2.0/4.0. High School diploma or GED with one year prior police experience, one year in non-commissioned position with City of Florissant, or two years military service.		Police Records, Education, Employment, Military, Credit, Character, Drug Testing	Conducted by a Department designated physician, includes medical examination	Conducted by a Department designated psychologist	Class A Peace Officer's License	valid driver's license	

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
FRONTENAC PD	Bachelor's degree or equivalent		Police Records, Education, Employment, Military, Credit, Character, Drug Testing	Physical performance tests, medical examination by Department designated physician	Conducted by a Department designated psychologist / psychiatrist.	POST certification		Frontenac's requirements are detailed and extensive. See Frontenac PD - PD Application_Revised_09_2012 and SOP 1-17 - 1-19 for more information.
GLENDAL PD	High School Diploma, GED, or equivalent, "some college preferred"		No Criminal Record, background investigation		Yes	Missouri Class A POST Certification for a First Class County	Valid Missouri Driver's License, Written Exam, Oral Board Interview	
HAZELWOOD PD	High School Diploma or GED	State of Missouri	Background investigation checking all details contained in the personal history questionnaire. If discovery of adverse information is made then a voice stress analyzer examination is conducted.	City of Hazelwood selected physician will ensure candidate is physically capable to perform the essential job functions of the position.	City of Hazelwood selected psychologist to ensure psychologically capable of performing essential job functions of position.	Missouri Class A POST License	Free from excessive debt. Has not consumed alcohol or used a controlled substance within 6 months because of an addiction to alcohol or controlled substances.	
HILLSDALE PD	High school diploma or GED. Associate's or bachelor's degree in law enforcement or police administration preferred, or 1 year of police experience.					Missouri POST Certificate of 600 hours or more		
KINLOCH PD								

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
KIRKWOOD PD			Personal history statement used to investigate aspects of professional and personal life, including current and prior employment, criminal and motor vehicle history.	Extensive physical examination and chemical substance screen.	Work assessment evaluation conducted by private psychologist involving written test and interview.	Missouri Class A POST License		
LADUE PD			Background check conducted by trained investigator, will include record check, interviews with past employers and personal references.	Conducted at police academy, includes minimum agility standards. For potential hires not requiring academy training no specific physical training is required unless deemed appropriate by the Chief of Police. Drug screening is included.	Licensed, certified psychologist performed examination, to determine suitability for law enforcement duties.		Written test and oral interview.	
LAKESHIRE PD								
MANCHESTER PD			Must submit to thorough background investigation.	Weight proportionate to height, pass physical agility test.		Missouri Class A POST License	Applicant must have no convictions or pending indictment for any felony or crimes related to domestic violence.	

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
MAPLEWOOD PD	Associates Degree or at least 64 college credit hours desirable. High school or GED acceptable with either one year prior police experience or one year prior experience as non-commissioned officer with Maplewood PD	Missouri resident		Pre-employment physical exam and drug test mandatory.		Missouri Class A POST License		
MARYLAND HEIGHTS PD	Associates degree or higher.	Missouri resident. Within twelve (12) months from date of appointment, all sworn personnel shall reside within a 30 mile radius of the intersection of Dorsett Road and Millwell and within the state of Missouri.	Prior to chief's review of candidates, the police department shall conduct a background investigation of the applicant.	All applicant shall mee tthe physical requirements as set forth by the board.	Yes.	Missouri Class A POST License		
MOLINE ACRES PD	Highschool diploma or GED					Missouri Class A POST License		

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
NORMANDY PD	Associates degree or 64 college credit hours with cumulative GPA of 2.0 on 4.0 scale preferred. Highschool diploma or GED also acceptable.		Background investigation includes checks on past employment, personal references, neighborhood reputation, police records, credit and military history (where applicable).	Regardless of prior experience, intensive 12 week field training program must be passed in order to be hired.	Psych examination required.	Missouri Class A POST License		
NORTHWOODS PD	Highschool diploma or GED		Past employment, personal references, neighborhood reputation, police records and credit checks performed.	Physical conducted by a Northwoods selected physician consisting of organic tests and medical examinations. A drug screening is included.		Missouri Class A POST License		
OLIVETTE PD	Highschool diploma or GED, Associates degree preferred.	State of Missouri	Bureau of Investigation will complete background check based on personal questionnaire. Applicant must also take a computer voice stress analyzer exam.	Applicant must pass a physical abilities assessment.	Olivette-selected psychologist will perform psych evaluation on applicant.	Missouri Class A POST License		
OVERLAND PD	High school diploma or GED, Associates degree preferred.	State of Missouri		Good physical health. Must not be addicted to any types of drugs, either legal or illegal, including alcohol or prescription drugs.	Good emotional health.	Certified as a police officer by the state of Missouri		
PACIFIC PD	Highschool diploma or GED		Criminal background check	Yes, and drug screen	Yes	Missouri Class A POST License		

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
PAGEDALE PD	Associates degree or 64 college credit hours with cumulative GPA of 2.0 on 4.0 scale preferred. Highschool diploma or GED also acceptable.	Must live within an hour commute of the police department	Background investigation includes checks on past employment, personal references, neighborhood reputation, police records, credit and military history (where applicable).	Regardless of prior experience, intensive 12 week field training program must be passed in order to be hired.	Psych examination required.	Missouri Class A POST License		
PINE LAWN PD	Highschool diploma or GED.	Resident of the state of Missouri residing within "thirty (50) miles" of the Pine Lawn Police Department	Yes.	Must be in good health and physical condition at all times, able to pass department medical exam upon appointment. Weight must be commensurate to height.	Must be able to pass a psychological exam upon appointment.	Missouri Class A POST License		According to information provided by Pine Lawn "selection criteria for reserve officers are the same as that for full-time officers. Reserve officers are subject to the same licensing, policies, procedures and values that govern the conduct of full time officers of the Pine Lawn Police Department."
RICHMOND HEIGHTS PD			Yes.	Yes, and drug screen	Test designed to assess work habits and preference along with overall compatibility for the position.	Missouri POST Certification (640 hours)		
RIVERVIEW PD	High school diploma or GED	Missouri resident	Employment record, personal references, neighborhood reputation, police record, and credit rating check.	Physical evaluation shall consist of various organic tests and medical examinations and includes drug screen.		Missouri POST Certification		

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
ROCK HILL PD	High school diploma or GED		Past employment, personal references, POST certification and license, and other information provided on the applicant's personal history questionnaire	Performed by department-designated physician to determine applicant's ability to perform essential police duties. Drug screen included.	Designed to assess the emotional stability and psychological fitness for the position.	Missouri POST Certification		
SAINT ANN PD	High school diploma or GED		Criminal background check			Missouri POST Certification (not less than 600 hours of training)		
SAINT JOHN PD	High school diploma or GED	None listed	Employment, personal references, neighborhood reputations, criminal, credit, personal references, drug screening, military, voice stress analysis testing	Physical fitness test, medical examination by physician selected by City of St. John	Psychological testing to assess work habits and preferences and overall compatibility for position administered by qualified professional	Missouri POST Certification (not less than 600 hours of training)	Written Aptitude Test - National Police Officer Selection Test	
SHREWSBURY PD	High graduate or equivalent	Missouri resident	Employment, personal references, POST certification and license, Personal History Questionnaire, Military, Criminal, Drug Screening, character and integrity interview	Medical examination by department-designated physician	Psychological testing to assess emotional stability and psychological fitness administered by qualified professional	Missouri POST Certification	Written Aptitude Test - Police Officer Selection Test	

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
ST. LOUIS COUNTY PD	Associate's degree or 64 semester credit hours with C grade average OR high school diploma or equivalent with one year full-time police experience or two years of military service	None	Criminal, Military, Personal History Questionnaire, Employment, Reputation, Personal References, Neighborhood Reputation, Credit History, Polygraph	Weigh in proportion to height, vision correctable to 20/20, Physical Condition assessment, physical health examination by designated physician	Psychological examination by designated psychologist	St. Louis County and Municipal Police Academy	Written reading comprehension test	
ST. LOUIS METROPOLITAN PD	High school diploma or equivalent; at least 30 hours of college credit within 24 months of being commissioned	St. Louis City for at least 7 years, then within 1 hour	Criminal, Background Investigation, Drug screening	Physical abilities test, physical examination, weight proportional to height, Vision correctable to 20/20	Psychological evaluation	St. Louis City Police Academy	Written Exam	
SUNSET HILLS PD	Associate's degree or 64 semester credit hours with 2.0 grade average OR high school diploma or equivalent with one year prior police experience or two years military service	1 hour or less driving time from police department	Arrest, Driving, Military	Weight in proportion to height according to department standards, vision correctable to 20/20 in each eye		completion of police academy	valid driver's license	

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
TOWN AND COUNTRY PD	High school diploma or equivalent	Missouri resident within 60 minutes normal travel time of police department	Military, Drug Testing, Polygraph, investigative background check	Physical examination by physician approved by Police Chief	Psychological evaluation conducted by psychologist approved by Chief of Police	St. Louis County and Municipal Police Academy Basic Training	A variety of other requirements including a written test, free from excessive debt and others. See Town and Country PD Files (Part 1) for full details.	
UNIVERSITY CITY PD		St. Louis City, St. Louis County, St. Charles County, Jefferson County, or Franklin County resident; Monetary incentive offered to University City residents	Employment, Traffic and Criminal, Personal references, Drug Testing, CVSA	Physical examination by University City worker's compensation physician, Physical agility testing, physical fitness exam	Day-long psychological assessment by licensed and certified private psychologist	Missouri Class A POST License	Written test	
VELDA CITY PD			Thorough background investigation, Drug Testing	Physical agility tests		Missouri Class A POST License	Other tests as determined by Police Chief	
VINITA PARK PD								
WARSON WOODS PD			Yes; detailed information not available	Medical examination, physical fitness examination, physical agility examination	Emotional psychological fitness examination	Missouri Class A POST License	Other tests and evaluations as Police Chief sees fit	
WEBSTER GROVES PD	High school diploma or equivalent	Missouri	Criminal, Employment, Military, Personal References, Neighborhood Reputation, Credit, Drug Testing	Physical examination by Webster Groves chosen physician	Psychologist or psychiatrist conducted evaluation	Missouri Class A POST License		
WELLSTON PD	High school diploma or equivalent		Pre-employment background check	"must be in good general health"		Class A' license		

POLICE DEPARTMENT	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
WOODSON TERRACE PD	High school diploma or equivalent	Missouri	A thorough background investigation	Vision, Speaking/Hearin g, Sitting, Walking, Running, Strength & Stamina, Us of Upper Extremities, Medical examination		Missouri Class A POST License	Other tests and evaluations as Police Chief sees fit	

*Table reflects information as provided by departments in response to November 4, 2014 Sunshine Request.

Continuing Education

In addition to overseeing officer licensure, the POST Commission implemented a continuing education program, the requirements of which apply to peace officers throughout the state. Currently, all officers must complete 48 hours of continuing education during each 3-year reporting period.¹² While the selection of continuing education courses can be determined by the individual officer, POST does require that a minimum of four hours of continuing education be completed in each of the four core curriculum areas, which are:¹³

- Legal Studies – Training focuses on updates or familiarization concerning federal, state, local criminal law or legal issues
- Interpersonal Perspectives – Training focuses on communication skills such as cultural diversity training, ethics, conflict management, victim sensitivity, and stress management
- Technical Studies – Training focuses on specialized studies or activities which directly relate to the job description, including first aid and CPR training
- Skill Development – Training focuses on activities that develop physical skill proficiency such as defensive tactics, firearms driver training, first aid and CPR training. A minimum of four hours of some type of Firearms Skill Development training must be completed every three year reporting period.

Additionally, each officer with the authority to enforce motor vehicle or traffic laws is required to receive three hours of training within a three-year reporting period concerning the prohibition against racial profiling.¹⁴ This training will focus on promoting understanding and respect for racial and cultural differences, as well as the use of “effective, noncombative methods for carrying out law enforcement duties in a racially and culturally diverse environment.”¹⁵

Each of these continuing education courses must come from a POST Approved Provider, or alternatively be obtained through a college or university, military training, or by serving as an instructor for a POST certified course.¹⁶ Officers are required to report their continuing education hours to POST for each reporting period.¹⁷

Disciplinary Process

Under Missouri law and regulations promulgated from Section 590.080, there are grounds for disciplining a peace officer explicitly provided to the Director of the Department of Public Safety.¹⁸ What follows is a summary of those grounds and the process by which an officer may be disciplined for misconduct.

¹² Department of Public Safety – Continuing Law Enforcement Education Requirements, available at <http://dps.mo.gov/dir/programs/post/edrequirements.php>

¹³ Department of Public Safety – Continuing Law Enforcement Education Requirements, available at <http://dps.mo.gov/dir/programs/post/edrequirements.php>

¹⁴ RSMo 590.050.1

¹⁵ RSMo 590.050.1

¹⁶ Department of Public Safety – Continuing Law Enforcement Education Requirements, available at <http://dps.mo.gov/dir/programs/post/edrequirements.php>

¹⁷ Department of Public Safety – Continuing Law Enforcement Education Requirements, available at <http://dps.mo.gov/dir/programs/post/edrequirements.php>

¹⁸ RSMo 590.080.1

The Director of Public Safety has cause to discipline a police officer who:¹⁹

- Is unable to perform the functions of a peace officer with reasonable competency or reasonable safety as a result of a mental condition, including alcohol or substance abuse;
- Has committed any criminal offense, whether or not a criminal charge has been filed;
- Has committed any act while on active duty or under color of law that involves moral turpitude or a reckless disregard for the safety of the public or any person. Moral turpitude is defined as the wrongful quality shared by acts of fraud, theft, bribery, illegal drug use, sexual misconduct, and other similar acts, as defined by the common law of the State of Missouri. Reckless disregard is defined as conscious disregard for a substantial risk that circumstances exist or a result will follow, and such failure constitutes a gross deviation from the standard of care that a reasonable officer would exercise in the situation;
- Has caused a material fact to be misrepresented for the purpose of obtaining or retaining a peace officer commission or any license issued pursuant to this chapter
- Has violated a condition of any order of probation lawfully issued by the director; or
- Has violated a provision of Chapter 590 RSMo or a rule promulgated pursuant to Chapter 590 RSMo

The Director shall have cause to immediately suspend the license of any officer who:²⁰

- Is under indictment for, is charged with, or has been convicted of the commission of a felony;
- Is subject to an order of another state, territory, the federal government, or any peace officer licensing authority suspending or revoking a peace officer license or certification; or
- Presents a clear and present danger to the public health or safety if commissioned as a peace officer. Clear and present danger is defined as a grave and immediate danger, not merely a probable or likely danger.

While statute provides significant authority to the Director of Public Safety, it also provides for due process through a multi-step procedure. The following is a brief of overview of the process governing the disciplining of a police officer's license. It is important to note that while each of these steps is available, the process may stop at any point if an officer voluntarily surrenders his license or voluntarily submits to discipline. Barring such an action, the following procedure will follow:²¹

1. A complaint is received from any source that a licensed peace officer is subject to disciplinary action, as outlined in Section 590.080.1(1-6), RSMo.
2. All available information is gathered to determine if a licensed peace officer has committed a violation.
3. If it is determined that a licensed peace officer is subject to disciplinary action, a complaint is filed with the Administrative Hearing Commission (AHC) detailing the violation. Once filed, notice of the complaint is served to the licensed peace officer. Note: In accordance with Section 590.030.5(2), RSMo, all licensed peace officers shall maintain a current address of record on file with the Director of the Department of Public Safety.

¹⁹ RSMo 590.080.1

²⁰ RSMo 590.090.1

²¹ Department of Public Safety – Peace Officer License Disciplinary Process available at <http://dps.mo.gov/dir/programs/post/disciplinary.php>

4. The AHC shall conduct a hearing to determine whether the Director has cause to discipline and will issue a Findings of Fact and Conclusions of Law on the matter.
5. If the AHC determines that a licensed peace officer is subject to disciplinary action, the Director of the Department of Public Safety shall, within thirty days, hold a hearing to determine the form of discipline to be imposed.
6. After the disciplinary hearing, the Director may probate, suspend, or permanently revoke the peace officer's license.
7. The licensed peace officer may appeal the AHC decision to the Circuit Court of Cole County.

Records of the AHC hearings and filings are kept online at <http://ahc.mo.gov> as public information and can be used to track any formal action taken.

DEPARTMENT ACCREDITATION/CERTIFICATION

While the State of Missouri has requirements that must be met or exceeded for individual officers to be licensed, there are no such requirements for the departments that employ them. However, over the past several decades groups and programs have emerged with the goal of further professionalizing and enhancing the provision of police services.

Of the 60 police departments in the St. Louis region only 15 are accredited by one of two accrediting bodies, the Commission on Accreditation for Law Enforcement Agencies (CALEA), and the Missouri Police Chiefs Charitable Foundation.

CALEA

Of the 15 accredited departments, 10 are accredited by CALEA. The 10 departments that have received international accreditation from CALEA are: Chesterfield, Clayton, Creve Coeur, Florissant, Maplewood, Richmond Heights, Shrewsbury, St. Louis County, St. Louis Metropolitan Police Departments, and Webster Groves.²²

CALEA was first established in 1983 to establish a body of professional standards and an accreditation process, which:²³

- Require an agency to develop a comprehensive, well thought out, uniform set of written directives.
- Provide the necessary reports and analyses a CEO needs to make fact-based, informed management decisions.
- Require a preparedness program by put in place that addresses natural or man-made critical incidents.
- Are a means for developing or improving upon an agency's relationship with the community.
- Strengthen an agency's accountability, both within the agency and the community, through a continuum of standards that clearly define authority, performance, and responsibilities.
- Can limit an agency's liability and risk exposure because it demonstrates that internationally recognized standards for law enforcement have been met, as verified by a team of independent outside CALEA-trained assessors.

²² <http://www.calea.org/content/calea-client-database>

²³ <http://www.calea.org/node/30/content/programs>

- Facilitate an agency's pursuit of professional excellence.

CALEA is governed by a 21-member board. Eleven members are law enforcement practitioners while the remaining ten members are representatives from the local/state/international law enforcement communities, business, the judiciary, and academia.²⁴

The process for obtaining accreditation consists of five general phase:²⁵

1. Enrollment – The initial cost of enrollment for a department is determined by a department's number of full-time employees and ranges from \$8,475 for a department with fewer than 25 employees to \$19,950 for a department of over 1000 full-time employees.²⁶ Additional costs that a department must pay such as for CALEA's on-site visits, travel, and lodging are not included in these figures.²⁷ CALEA offers two tiers of accreditation. While there is no difference in cost, the Tier 1 Law Enforcement Accreditation Program consists of 189 standards, while the Advanced Law Enforcement Accreditation Program includes 484 standards. A detailed list of the standards for each tier can be found in the appendix to this report.
2. Self-assessment - Once an agency is enrolled in one of the accreditation programs, it enters self-assessment. Depending on the program, an agency has either 36 or 24 months from the date a CALEA representative signs the Accreditation Agreement to complete self-assessment and schedule an on-site assessment. The agency proceeds with self-assessment by complying with applicable standards, developing proofs of compliance, and preparing for the on-site assessment. During this time, CALEA staff is available to provide guidance on the applicability of standards and attaining compliance.
3. On-site assessment - Once the agency notifies CALEA of its completion of the self-assessment phase and its desire to schedule its initial on-site assessment, staff will schedule a date that is mutually agreeable. A team of CALEA-trained assessors visits the agency to determine compliance with standards, views agency operations, conducts a public information session, and reports its findings to the Commission for final determination of accreditation status.
4. Commission review and decision - At each CALEA conference (held three times a year), the Commission's Review Committees conduct hearings, which are open for public attendance, regarding the agency's compliance to applicable standards. Designated agency representatives are invited to participate in this review. If satisfied the agency has met all compliance requirements, the Commission awards accreditation for a three year period and the agency is able to display the CALEA program's Mark of Excellence.
5. Maintaining compliance and reaccreditation - During its three-year accreditation award cycle, the agency must maintain compliance with applicable standards, keep its proofs of compliance up-to-date, and live by the letter and spirit of the standards. To retain its accredited status, the agency is required to submit to CALEA its appropriate accreditation continuation fees, as well as an annual report. Reaccreditation occurs at the end of the three years, following another successful on-site assessment and hearing before the Commission.

²⁴ <http://www.calea.org/node/30/content/calea-commissioners>

²⁵ <http://www.calea.org/content/steps-accreditation-process>

²⁶ <http://www.calea.org/content/law-enforcement-accreditation-cost>

²⁷ <http://www.calea.org/content/law-enforcement-accreditation-cost>

Missouri Police Chiefs Charitable Foundation

The Missouri Police Chiefs Charitable Foundation (MPCCF) is a not-for-profit formed in 1996 to provide assistance and service to citizens and law enforcement.²⁸ The MPCCF established its accreditation process in 2008 to establish a cost effective way to improve and enhance law enforcement as a profession in Missouri.²⁹ Specifically, it offers a program similar to CALEA, but with modified standards and at a reduced cost.

There are currently 5 police departments in St. Louis County that are accredited through MPCCF: Bellefontaine Neighbors, Maryland Heights, Olivette, and St. John. The fifth, Normandy, is currently certified on a one year review. The one year review term does not reflect a lack of compliance, but indicates that new policies or procedures have been adopted and a period of time must pass to ensure full implementation.³⁰

The phases of the MPCCF Law Enforcement Agency Certification process, which will take several years, are similar to those of CALEA and include:³¹

1. Application/Enrollment

Agencies may apply to enroll in the MPCCF Law Enforcement Certification process using the form available on the MPCCF website. Registration for the process requires a \$500 non-refundable fee to the MPCCF.

“[Agencies] will receive a Confirmation or Denial letter from the Program Director accepting, denying, or communication depicting a determination of acceptance and position on a list or accepted agencies for the certification program. If a confirmation form is sent to the agency and the agency seeks to continue with the process, they shall send the Confirmation Letter to the Missouri Police Chiefs Charitable Foundation with the certification process fee of \$5,000 or a request for a payment plan for the \$5,000 program fee.”

Upon receipt of confirmation of enrollment in the certification process, the agency will receive all necessary materials for the process and schedule a time for an agency certification manager to attend the Certification Managers’ training.

2. Mock Assessment

After a Certification Manager has attended training, the agency participates in a mock assessment. The mock assessment is designed to be a “cursory audit of agency information.” Its intent is to identify deficiencies and make recommendations for achieving compliance. An agency should seek to remedy any problems revealed at the this stage of the process and move to schedule a final in-depth review only after addressing all issues identified during the mock assessment.

²⁸ <http://www.mopca.com/mpca.nsf/web/MPCCF-Home>

²⁹ [http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/\\$file/2012%20MPCCF%20Certification%20Brochure.pdf](http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/$file/2012%20MPCCF%20Certification%20Brochure.pdf)

³⁰ From document provided by MPCCF and available at: <http://www.bettertogetherstl.com/files/better-together-stl/04.09.2015%20MPCCF%20Certification%20Status%20Report.pdf>

³¹ [http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/\\$file/2012%20MPCCF%20certification%20powerpoint.pdf](http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/$file/2012%20MPCCF%20certification%20powerpoint.pdf) and [http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/\\$file/2012%20MPCCF%20Certification%20Application%20REV.pdf](http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/$file/2012%20MPCCF%20Certification%20Application%20REV.pdf)

3. Final Assessment

Once an agency has properly prepared all necessary files with the appropriate standards, analysis, and documented proof of compliance with written standards, they may schedule a final assessment with MPCCF program director. Final assessment includes review of all required materials and interviews with appropriate personnel to evaluate compliance with all requirements for accreditation. Standards for MPCCF certification can be found in the appendix to this report.

4. Oversight Committee Review and Disposition

After the final assessment, the program director will make a recommendation on the accreditation of the agency's status to the MPCCF Joint Review Committee.

5. Annual Compliance Reporting

If a certification is granted, it is valid for a period of three years. The agency must submit an annual report certifying continuing compliance with standards. An agency may be granted certification on a one year basis with full accreditation pending further review of any "wet ink" standards that have not yet been fully implemented.

While only 5 departments are accredited by MPCCF, 12 municipal departments from St. Louis County are in one of the stages of the accreditation process. Those departments are:

1. Ballwin – Working toward Mock Assessment
2. Bridgeton – Working toward Mock Assessment
3. Des Peres – Working toward Mock Assessment
4. Ellisville – Working toward Mock Assessment
5. Eureka – Mock Assessment completed
6. Ferguson (had begun process - status currently on hold)
7. Manchester – Working toward Mock Assessment
8. Overland – Working toward Mock Assessment
9. Rock Hill (status on hold)
10. St. Ann – Working toward Mock Assessment
11. Town & Country – Working toward final on-site visit
12. Vinita Park – Working toward Mock Assessment

MPCCF Law Enforcement Agency Accreditation also offers financial benefits to certified departments.³² Accredited agencies can be reimbursed \$2,500 from Missouri Intergovernmental Risk Management Association (MIRMA) upon completion of their certification and each three year renewal, making MPCCF process is even more affordable.³³ Additionally, accredited agencies can also receive a 10% rebate on the annual Law Enforcement Liability premium the entity pays to the Missouri Public Entity Risk Management Fund (MOPERM) for each year the agency is certified under MPCCF.³⁴

While accreditation is not a panacea for departments, data analysis by insurance and risk management companies indicates practical, real-life benefits, which are then reflected in reduced rates. Reduced risk

³² [http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/\\$file/2012%20MPCCF%20Certification%20Brochure.pdf](http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/$file/2012%20MPCCF%20Certification%20Brochure.pdf)

³³ [http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/\\$file/2012%20MPCCF%20Certification%20Brochure.pdf](http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/$file/2012%20MPCCF%20Certification%20Brochure.pdf)

³⁴ [http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/\\$file/2012%20MPCCF%20Certification%20Brochure.pdf](http://www.mopca.com/mpca.nsf/str/77570F34CAAD1BC2862577D7006500F6/$file/2012%20MPCCF%20Certification%20Brochure.pdf)

management and insurance costs point to the benefits of accreditation including among the 15 accredited departments in St. Louis City and County.



Police Report #2: Licensure and Accreditation - Appendix

April 2015

POLICE DEPARTMENT	AGE	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
BALLWIN PD [1]	21	High School diploma or equivalent.	Missouri resident within 30 miles of department	Employment, Personal History Questionnaire, Criminal, Driving Record, Military, CVSA, Drug Testing [2]	Determined by department designated physician	Department designated psychologist	St. Louis County & Municipal Police Academy		
BEL-NOR PD [3]	21	High School diploma or equivalent.	Missouri	Police Records, Education, Employment, Military, Credit, Character, Drug Testing	Height and weight must be proportionate and compatible.		Completion of certified academy of the State of Missouri for a first class county (600 hours or more).		
BEL-RIDGE PD [4]	21	High School diploma or equivalent.	St. Louis City, St. Louis County, St. Charles County, Jefferson County, or Franklin County	Thorough background investigation by department	Weight commensurate with height, medical exam at Barnes Care Health facility				Bel-Ridge hires most officers as reserve and promotes reserve officers to full time positions [5]
BELLA VILLA PD [6]	21	High School diploma or equivalent.					Missouri Class A POST License		
BELLEFONTAINE PD	21	Associate's Degree or 64 credit hours and C grade average OR High School equivalent with 1 year police experience or two years military experience	Missouri	Employment, Personal, Criminal, Credit, Military, Neighborhood Reputations, Drug Testing	Medical examination by Bellefontaine Neighbors selected physician	Yes	Missouri Class A POST License		
BERKELEY PD [7]	21	High School diploma or equivalent.			Weight commensurate with height. 20/20 vision, corrected.				
BEVERLY HILLS PD	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided
BRECKENRIDGE HILLS PD	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided	No Information Provided
BRENTWOOD PD [8]	21	High School diploma or equivalent.		Criminal, Employment, Education, Credit,	Yes	Yes	Missouri Class A POST License	Valid state operator's license in good standing.	
BRIDGETON PD [9]	21	60 college credit hours with 2.0 GPA, or equivalent experience and training.	Within 30 days of appointment, must reside in Missouri and the Greater St. Louis Metropolitan Area.	Police Records, Education, Employment, Military, Credit, Character, Driving, Adverse Information, False or Misleading Information, Lie Detection	Weight proportionate to height. Physical examination conducted by department designated physician.		POST license for a first class county	Police Service Test: police entry-level examination. Valid state operator's license in good standing.	
CALVERTON PARK PD [10]	21	High School diploma or equivalent.	State of Missouri, preferably, St. Louis City, St. Louis County, St. Charles County, Jefferson County	Police Records, Education, Employment, Military, Credit, Character	Height and weight must be proportionate and compatible.		Completion of certified academy of the State of Missouri for a first class county (600 hours or more). Certification from the State of Missouri, Department of Public Safety.		
CHARLACK PD [11]	21		Missouri				Missouri Class A POST License		
CHESTERFIELD PD [12]	21	High School diploma or equivalent.	Missouri	Police Records, Education, Employment, Military, Credit, Character, Drug Testing	Physical condition assessment conducted by department training staff. Physical agility standards: 1.5 Mile Run, Push Ups, Sit Ups	Conducted by a Department designated psychologist.	Missouri Class A POST License	Written Exam, Oral Review, Valid state operator's license in good standing	

POLICE DEPARTMENT	AGE	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
CLAYTON PD [13]	21	Preference given to those with Associate's Degree in a law related field.			Weight proportionate to height. 20/20 corrected vision.		Missouri Class A POST License		
COUNTRY CLUB HILLS PD				Police Records, Arrest History, Driver's License Record, Drug Screening				Written Exam, Oral Interview	
CRESTWOOD PD [14]		Associate of Science or Associate of Arts, or U.S. Armed Forces service with honorable discharge		Yes	Yes	Yes	800-level POST certification	written exam, valid driver's license	
CREVE COEUR PD [15]	21	Associate of Arts or at least 50 college credit hours		Police Records, Education, Employment, Military, Credit, Character, Drug Testing	Physical performance tests, medical examination by Department designated physician	Conducted by a Department designated psychologist / psychiatrist.	POST certification		Creve Coeur's requirements are detailed and extensive. See SOP 205-14 and Essential Functions listed as 122.00 for more information.
DES PERES PD [16]	21	High School graduate	U.S. Citizen and registered voter	Yes	Physical exam and drug screen administered by a physician approved by the Director of Public Safety.	Conducted by a psychologist approved by the Director of Public Safety	Graduate of State of Missouri POST Certified Police Academy		
EDMUNDSON PD [17]		Completion of a standard high school course					Academy training course of sixteen weeks	Must possess good moral character and no unsatisfied financial obligations.	
ELLISVILLE PD		High School graduate or equivalent	Missouri				Graduation from an accredited police academy preferred. Must be certified as a police officer in Missouri.	valid Missouri Driver's License, be a registered voter	
EUREKA PD	21	High School graduate or equivalent	Missouri	Yes, Drug Test	Conducted by a Department designated physician, includes medical examination	Conducted by a Department designated psychologist		valid driver's license	
FERGUSON PD				Yes, Drug Test	Yes	Yes			Requirements inconclusive based on records provided
FLORDELL HILLS PD [18]							state certified		
FLORISSANT PD [19]	21	Associate's Degree or 64 semester credit hours from an accredited university or college with a "C" average or 2.0/4.0. High School diploma or GED with one year prior police experience, one year in non-commissioned position with City of Florissant, or two years military service.		Police Records, Education, Employment, Military, Credit, Character, Drug Testing	Conducted by a Department designated physician, includes medical examination	Conducted by a Department designated psychologist	Class A Peace Officer's License	valid driver's license	

TABLE 1

POLICE DEPARTMENT	AGE	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
FRONTENAC PD [20]		Bachelor's degree or equivalent		Police Records, Education, Employment, Military, Credit, Character, Drug Testing	Physical performance tests, medical examination by Department designated physician	Conducted by a Department designated psychologist / psychiatrist.	POST certification		Frontenac's requirements are detailed and extensive. See Frontenac PD - PD Application Revised 09_2012 and SOP 1-17 - 1-19 for more information.
GLENDAL PD [21]	21	High School Diploma, GED, or equivalent, "some college preferred"		No Criminal Record, background investigation		Yes	Missouri Class A POST Certification for a First Class County	Valid Missouri Driver's License, Written Exam, Oral Board Interview	
HAZELWOOD PD [22]	21	High School Diploma or GED	State of Missouri	Background investigation checking all details contained in the personal history questionnaire. If discovery of adverse information is made then a voice stress analyzer examination is conducted.	City of Hazelwood selected physician will ensure candidate is physically capable to perform the essential job functions of the position.	City of Hazelwood selected psychologist to ensure psychologically capable of performing essential job functions of position.	Missouri Class A POST License	Free from excessive debt. Has not consumed alcohol or used a controlled substance within 6 months because of an addiction to alcohol or controlled substances.	
HILLSDALE PD [23]	21	High school diploma or GED. Associate's or bachelor's degree in law enforcement or police administration preferred, or 1 year of police experience.					Missouri POST Certificate of 600 hours or more		
KINLOCH PD									
KIRKWOOD PD [24]	21			Personal history statement used to investigate aspects of professional and personal life, including current and prior employment, criminal and motor vehicle history.	Extensive physical examination and chemical substance screen.	Work assessment evaluation conducted by private psychologist involving written test and interview.	Missouri Class A POST License		
LADUE PD				Background check conducted by trained investigator, will include record check, interviews with past employers and personal references.	Conducted at police academy, includes minimum agility standards. For potential hires not requiring academy training no specific physical training is required unless deemed appropriate by the Chief of Police. Drug screening is included.	Licensed, certified psychologist performed examination, to determine suitability for law enforcement duties.		Written test and oral interview.	
LAKESHIRE PD									
MANCHESTER PD [25]	21			Must submit to thorough background investigation.	Weight proportionate to height, pass physical agility test.		Missouri Class A POST License	Applicant must have no convictions or pending indictment for any felony or crimes related to domestic violence.	

POLICE DEPARTMENT	AGE	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
MAPLEWOOD PD [26]	21	Associates Degree or at least 64 college credit hours desirable. High school or GED acceptable with either one year prior police experience or one year prior experience as non-commissioned officer with Maplewood PD	Missouri resident		Pre-employment physical exam and drug test mandatory.		Missouri Class A POST License		
MARYLAND HEIGHTS PD [27]	21	Associates degree or higher.	Missouri resident. Within twelve (12) months from date of appointment, all sworn personnel shall reside within a 30 mile radius of the intersection of Dorsett Road and Millwell and within the state of Missouri.	Prior to chief's review of candidates, the police department shall conduct a background investigation of the applicant.	All applicant shall mee tthe physical requirements as set forth by the board.	Yes.	Missouri Class A POST License		
MOLINE ACRES PD	21	Highschool diploma or GED					Missouri Class A POST License		
NORMANDY PD [28]	21	Associates degree or 64 college credit hours with cumulative GPA of 2.0 on 4.0 scale preferred. Highschool diploma or GED also acceptable.		Background investigation includes checks on past employment, personal references, neighborhood reputation, police records, credit and military history (where applicable).	Regardless of prior experience, intensive 12 week field training program must be passed in order to be hired.	Psych examination required.	Missouri Class A POST License		
NORTHWOODS PD [29]	21	Highschool diploma or GED		Past employment, personal references, neighborhood reputation, police records and credit checks performed.	Physical conducted by a Northwoods selected physician consisting of organic tests and medical examinations. A drug screening is included.		Missouri Class A POST License		
OLIVETTE PD [30]	21	Highschool diploma or GED, Associates degree preferred.	State of Missouri	Bureau of Investigation will complete background check based on personal questionnaire. Applicant must also take a computer voice stress analyzer exam.	Applicant must pass a physical abilities assessment.	Olivette-selected psychologist will perform psych evaluation on applicant.	Missouri Class A POST License		
OVERLAND PD [31]	21	High school diploma or GED, Associates degree preferred.	State of Missouri		Good physical health. Must not be addicted to any types of drugs, either legal or illegal, including alcohol or prescription drugs.	Good emotional health.	Certified as a police officer by the state of Missouri		
PACIFIC PD [32]	21	Highschool diploma or GED		Criminal background check	Yes, and drug screen	Yes	Missouri Class A POST License		

TABLE 1

POLICE DEPARTMENT	AGE	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
PAGEDALE PD	21	Associates degree or 64 college credit hours with cumulative GPA of 2.0 on 4.0 scale preferred. Highschool diploma or GED also acceptable.	Must live within an hour commute of the police department	Background investigation includes checks on past employment, personal references, neighborhood reputation, police records, credit and military history (where applicable).	Regardless of prior experience, intensive 12 week field training program must be passed in order to be hired.	Psych examination required.	Missouri Class A POST License		
PINE LAWN PD [33]	21	Highschool diploma or GED.	Resident of the state of Missouri residing within "thirty (50) miles" of the Pine Lawn Police Department	Yes.	Must be in good health and physical condition at all times, able to pass department medical exam upon appointment. Weight must be commensurate to height.	Must be able to pass a psychological exam upon appointment.	Missouri Class A POST License		According to information provided by Pine Lawn "selection criteria for reserve officers are the same as that for full-time officers. Reserve officers are subject to the same licensing, policies, procedures and values that govern the conduct of full time officers of the Pine Lawn Police Department."
RICHMOND HEIGHTS PD [34]	21			Yes.	Yes, and drug screen	Test designed to assess work habits and preference along with overall compatibility for the position.	Missouri POST Certification (640 hours)		
RIVERVIEW PD [35]	21	High school diploma or GED	Missouri resident	Employment record, personal references, neighborhood reputation, police record, and credit rating check.	Physical evaluation shall consist of various organic tests and medical examinations and includes drug screen.		Missouri POST Certification		
ROCK HILL PD	21	High school diploma or GED		Past employment, personal references, POST certification and license, and other information provided on the applicant's personal history questionnaire	Performed by department-designated physician to determine applicant's ability to perform essential police duties. Drug screen included.	Designed to assess the emotional stability and psychological fitness for the position.	Missouri POST Certification		
SAINT ANN PD [36]	21	High school diploma or GED		Criminal background check			Missouri POST Certification (not less than 600 hours of training)		
SAINT JOHN PD [37]	21	High school diploma or GED	None listed	Employment, personal references, neighborhood reputations, criminal, credit, personal references, drug screening, military, voice stress analysis testing	Physical fitness test, medical examination by physician selected by City of St. John	Psychological testing to assess work habits and preferences and overall compatibility for position administered by qualified professional	Missouri POST Certification (not less than 600 hours of training)	Written Aptitude Test - National Police Officer Selection Test	
SHREWSBURY PD [38]	21	High graduate or equivalent	Missouri resident	Employment, personal references, POST certification and license, Personal History Questionnaire, Military, Criminal, Drug Screening, character and integrity interview	Medical examination by department-designated physician	Psychological testing to assess emotional stability and psychological fitness administered by qualified professional	Missouri POST Certification	Written Aptitude Test - Police Officer Selection Test	

POLICE DEPARTMENT	AGE	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
ST. LOUIS COUNTY PD [39]	21	Associate's degree or 64 semester credit hours with C grade average OR high school diploma or equivalent with one year full-time police experience or two years of military service	None	Criminal, Military, Personal History Questionnaire, Employment, Reputation, Personal References, Neighborhood Reputation, Credit History, Polygraph	Weigh in proportion to height, vision correctable to 20/20, Physical Condition assessment, physical health examination by designated physician	Psychological examination by designated psychologist	St. Louis County and Municipal Police Academy	Written reading comprehension test	
ST. LOUIS METROPOLITAN PD [40]	21	High school diploma or equivalent; at least 30 hours of college credit within 24 months of being commissioned	St. Louis City for at least 7 years, then within 1 hour	Criminal, Background Investigation, Drug screening	Physical abilities test, physical examination, weight proportional to height, Vision correctable to 20/20	Psychological evaluation	St. Louis City Police Academy	Written Exam	
SUNSET HILLS PD [41]	21	Associate's degree or 64 semester credit hours with 2.0 grade average OR high school diploma or equivalent with one year prior police experience or two years military service	1 hour or less driving time from police department	Arrest, Driving, Military	Weight in proportion to height according to department standards, vision correctable to 20/20 in each eye		completion of police academy	valid driver's license	
TOWN AND COUNTRY PD [42]	21	High school diploma or equivalent	Missouri resident within 60 minutes normal travel time of police department	Military, Drug Testing, Polygraph, investigative background check	Physical examination by physician approved by Police Chief	Psychological evaluation conducted by psychologist approved by Chief of Police	St. Louis County and Municipal Police Academy Basic Training	A variety of other requirements including a written test, free from excessive debt and others. See Town and Country PD Files (Part 1) for full details.	
UNIVERSITY CITY PD [43]	21		St. Louis City, St. Louis County, St. Charles County, Jefferson County, or Franklin County resident; Monetary incentive offered to University City residents	Employment, Traffic and Criminal, Personal references, Drug Testing, CVSA	Physical examination by University City worker's compensation physician, Physical agility testing, physical fitness exam	Day-long psychological assessment by licensed and certified private psychologist	Missouri Class A POST License	Written test	
VELDA CITY PD [44]	21			Thorough background investigation, Drug Testing	Physical agility tests		Missouri Class A POST License	Other tests as determined by Police Chief	
VINITA PARK PD									
WARSON WOODS PD [45]	21			Yes; detailed information not available	Medical examination, physical fitness examination, physical agility examination	Emotional psychological fitness examination	Missouri Class A POST License	Other tests and evaluations as Police Chief sees fit	
WEBSTER GROVES PD [46]	21	High school diploma or equivalent	Missouri	Criminal, Employment, Military, Personal References, Neighborhood Reputation, Credit, Drug Testing	Physical examination by Webster Groves chosen physician	Psychologist or psychiatrist conducted evaluation	Missouri Class A POST License		
WELLSTON PD	21	High school diploma or equivalent		Pre-employment background check	"must be in good general health"		Class A' license		

TABLE 1

POLICE DEPARTMENT	AGE	EDUCATION	RESIDENCY	BACKGROUND	PHYSICAL EVALUATION	PSYCHOLOGICAL EVALUATION	TRAINING	ADDITIONAL	NOTES
WOODSON TERRACE PD	21	High school diploma or equivalent	Missouri	A thorough background investigation	Vision, Speaking/Hearing, Sitting, Walking, Running, Strength & Stamina, Us of Upper Extremities, Medical examination		Missouri Class A POST License	Other tests and evaluations as Police Chief sees fit	

APPENDIX

- [1] Ballwin PD– GO 17–01
- [2] CVSA stands for Computer Voice Stress Analyzer
- [3] Bel–Nor PD Files, General Orders, Rule #3, p326–329
- [4] Bel–Ridge PD General Orders Book PDF pg 46
- [5] Bel–Ridge General Orders Book PDF pg 68
- [6] Bella Villa PD Files, p10
- [7] Berkeley PD – record request–better together, PDF p33
- [8] Brentwood PD Files
- [9] Bridgeton PD – 02–01 Minimum Standards & Qualifications for Appointment
- [10] Calverton Park PD Files, p7
- [11] Charlack PD Files, p231
- [12] Chesterfield PD – Police Officer Requirements and Process
- [13] Clayton PD – Clayton Police Officer Minimum Hiring Requirements
- [14] Crestwood PD – Crestwood documents (00814239), p65
- [15] Creve Couer PD Files (Part 1), p58
- [16] Des Peres PD (Part 1), Procedure 2.010, p152
- [17] Edmundson PD Files, PDF p415–416, Police Patrol Officer
- [18] Flordell Hills PD Files, p2
- [19] Florissant PD Files (Part 1), 2–2–2, PDF p111
- [20] Frontenac PD – SOP MANUAL_FRONTENAC POLICE_SUNSHINE REQUEST, SOP 1–17 – 1–19, PDF p25
- [21] Glendale PD – Cover Letter
- [22] City of Hazelwood (Part 2)
- [23] Hillsdale PD – General Order 4 – Organization
- [24] Min–PoliceOfficer2014
- [25] Manchester Minimum Hiring Requirements – Item 15 Qualified applicants must meet the following requirements
- [26] Maplewood PD Files (Part 2)
- [27] Maryland Heights PD – Chapter_21_POLICE
- [28] Normandy PD – Minimum requirements for police officers
- [29] Northwoods General Orders 2010–32
- [30] Olivette Police Officer Job Description and 17.2 Selection Process REV 3
- [31] Overland 39. Police Officer

APPENDIX

- [32] Pacific PD Files
- [33] Pine Lawn PD docs
- [34] Richmond Heights PD General Orders 3.0
- [35] Riverview PD Files, 2–3 Police Office Applicant Selection – Policy
- [36] St. Ann City Ordinances: Chapter 200.030 Police Officers – Selection
- [37] St. John PD Files (Part 4) PDF ppg 23–26
- [38] Shrewsbury PD Recruitment and Selection General Order 2006.04
- [39] St. Louis County PD Hiring Requirements
- [40] St. Louis City PD – Metro Police (Part 3) PDF ppg 509–517
- [41] Sunset Hills PD 110 Police Minimum Requirements
- [42] Town and Country PD Files (Part 1) PDF ppg 187–91, 204
- [43] University City PD Files (Part 4) PDF pg 94–99 GO 4–06
- [44] Velda City PD GO6 Recruitment Selection
- [45] Warson Woods PD Files PDF pg 296–297
- [46] Webster Groves PD General Order 02–01 (Personnel – Recruitment and Hiring)