

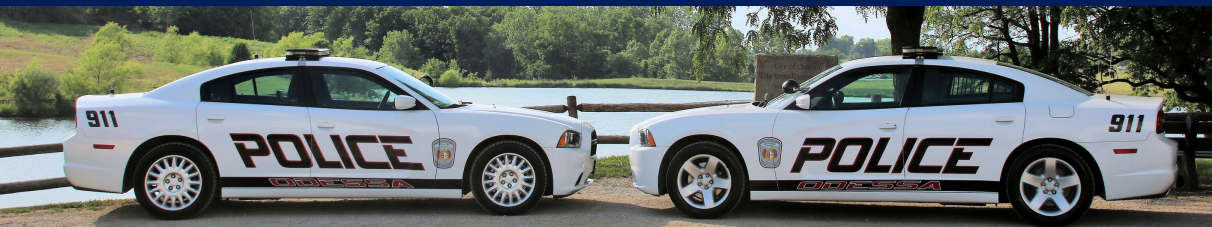
We're Hiring!



Join our team as a

POLICE OFFICER

The City of Odessa is seeking a full-time Police Officer. Odessa is a vibrant, historic community of approximately 5,600 people located in a strategic area for future growth, while being able to maintain the small, hometown feel that residents desire. Today, Odessa is the largest and fastest growing community in Lafayette County, situated in western Lafayette County at the intersections of US Interstate 70 (I-70) and Missouri State Highway 131. Odessa occupies about 4.1 square miles and is approximately 35 miles east of the heart of downtown Kansas City. It operates as a fourth class city and is served by a Mayor and Board of Aldermen with the City Administrator overseeing the day-to-day operations of the organization. We offer an excellent and competitive benefits package including medical, dental, and vision insurance. The City also offers 100% employer paid LAGERS retirement with the "Rule of 80", optional 457 retirement plan, short and long term disability, employer paid life insurance, generous employee leave program and twelve paid holidays.



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Missouri

Position will remain open until filled.

Qualified persons should send resume, cover letter, and references to:

Josh Thompson, Odessa Police Chief

310 S First Street, Odessa, MO 64076

josh.thompson@cityofodessamo.com | www.cityofodessamo.com



POLICE OFFICER

City Department: Police	Reports to: Chief of Police
FLSA Status: 1	Standard: Hourly
Prepared: 4/22/2026	Grade:

JOB SUMMARY

A sworn patrol officer responsible for enforcing laws, protecting life and property, responding to calls for service, conducting investigations, and engaging in proactive community policing to maintain public safety.

SUPERVISION

General supervision of the Chief of Police and immediate supervision of the Lieutenant and Sergeant.

SUPERVISION AUTHORITY

None

DUTIES AND RESPONSIBILITIES

Routine Patrol and Law Enforcement – Patrol assigned areas to enforce traffic and criminal laws, deter crime, and maintain visible police presence.

Calls for Service – Respond to emergency and non-emergency calls for service, assess situations, and take appropriate enforcement or assistance action.

Traffic Enforcement – Conduct traffic stops, issue citations or warnings, investigate crashes, and direct traffic as needed.

Criminal Investigations – Conduct preliminary investigations, gather evidence, interview witnesses and suspects, and complete follow-up actions.

Community Policing – Engage with residents, businesses, and community groups to build trust and address public safety concerns.

Crisis Intervention – Apply crisis intervention techniques when interacting with individuals experiencing mental health or emotional crises.

Drug Interdiction – Identify, investigate, and interdict illegal drug activity using training and enforcement tactics. Report Writing – Prepare accurate, thorough, and timely police reports, affidavits, and documentation.

Court Duties – Testify in municipal and state court, prepare case files, and coordinate with prosecutors.

Officer and Public Safety – Use appropriate force options, defensive tactics, and safety procedures to protect officers and the public.

Emergency Response – Respond to critical incidents, disasters, and high-risk situations following department protocols.

Medical Assistance – Render first aid, CPR, Narcan administration, and tactical medical aid as trained.

Inter-Agency Cooperation – Assist and coordinate with EMS, fire, county, state, and federal law enforcement agencies.

Training and Professional Development – Participate in required POST training, in-service education, and specialized training programs.

Equipment and Vehicle Operation – Operate patrol vehicles, radios, MDTs, body cameras, and assigned police equipment.

Ethical and Legal Compliance – Adhere to department policies, POST standards, CJIS requirements, and constitutional policing principles.

The individual in this role is expected to contribute to the team's efforts by completing other related tasks, as may be assigned.

WORK SCHEDULE

Shift work based on assignment and department need.

OCCUPATIONAL CERTIFICATES/LICENSES

- Class A Missouri POST License
- US Citizenship
- Must possess and maintain a valid Missouri driver's license

EDUCATION/VOCATIONAL PREPARATION

The minimum education and experience required for the position is a High School Diploma/GED and one year of previous relevant work experience. An equivalent combination of education, training, and experience may be considered.

PHYSICAL ABILITIES

- Work requires the ability to sit, stand, and walk for extended periods of time.
- Work requires the ability to complete repetitive wrist, hand, and fine motor movements.
- Work requires the ability to grasp, pull, push, and reach.
- Work requires the ability to climb and balance.
- Work requires the ability to talk, hear, listen, and comprehend.
- Work requires the ability to drive and operate mechanical equipment.
- Work requires visual acuity of 20 feet or more, 20 inches or less, depth perception, and color vision.
- Must be able to lift up to 50 pounds.
- May be required to work outside normal hours, including nights, weekends, and emergencies.
- Work requires the ability to stoop, kneel, crouch, and/or crawl.

ENVIRONMENTAL CONDITIONS

In this position, the employee will primarily work in a fleet vehicle, the field, and office environments. The work requires the ability to sit for extended periods of time, climb stairs, and work in high or dangerous places or possibly confined spaces. The employee may be exposed to extreme temperatures, noise, hazardous situations, and physical trauma, as well as fumes or airborne particles and biohazards and bloodborne pathogens. The work may involve potentially life-threatening exposure to violence or emergency situations.

EQUIPMENT AND TOOLS

Duty firearm, duty belt, vest, handcuffs, taser, OC spray, baton, flashlight, radio, body camera, patrol vehicle, MDT, radar/LIDAR, emergency lighting, medical equipment, Narcan, evidence collection tools, traffic control equipment.

MINIMUM SKILL REQUIREMENTS

- Knowledge of criminal and traffic law.
- Knowledge of patrol procedures and investigative techniques.
- Knowledge of crisis intervention and de-escalation methods.
- Knowledge of police report writing standards.
- Knowledge of courtroom procedures and testimony.
- Skill in observing, assessing, and responding to incidents.
- Skill in effective verbal and written communication.
- Skill in operating police vehicles and equipment.
- Ability to make sound decisions under stress.
- Ability to interact professionally with diverse populations.
- Ability to apply use-of-force principles appropriately.
- Ability to work independently and as part of a team.
- Ability to maintain confidentiality and ethical conduct.
- Ability to respond to emergencies at any time.
- Ability to learn and apply new laws and procedures.
- Ability to follow orders and department policies.
- Ability to manage multiple tasks simultaneously.
- Ability to maintain physical and mental readiness.

MISCELLANEOUS REQUIREMENTS

The individual in this role must pass a background investigation and a drug screening.

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. Certain job functions described herein may be subject to possible modification in accordance with applicable state and federal laws, and employees may be required to comply with the changes.

APPLICANT SELECTION PROCESS

Applicants will be sought via advertisements and direct recruitment. All applications will be reviewed on the basis of related experience and education. First interviews will be conducted with the applicants found to have the most experience directly related to the position. The successful applicant will be hired by the approval of the City Administrator and City Clerk. The position will remain open until an experienced, well-qualified, and motivated applicant is found.

EQUAL OPPORTUNITY STATEMENT

The City of Odessa is an Equal Opportunity Employer and complies with all applicable federal, state, and local laws prohibiting discrimination in employment. Employment decisions are made without regard to race, color, religion, sex (including pregnancy, gender identity, and sexual orientation), national origin, age, disability, genetic information, military service or veteran status, or any other status protected by applicable law.

The City of Odessa provides reasonable accommodations to qualified individuals with disabilities in the application and employment process. If you need accommodation to participate in the hiring process or to perform the essential functions of the position, you may request accommodation at any time.

Employee Signature

Employee Printed Name

Date