Minimum Departmental Qualifications

The Missoula Police Department has also established CONFIDENTIAL minimum standards that are applied to the results of the mandated background investigation.

Screening Criteria

- P.O.S.T. approved written and physical strength & ability tests
- Complete application packet
- Initial phase of background investigation and compliance with statutory and departmental minimum qualifications.
- Interview of selected applicants by the Hiring Board.
- Completed background investigation.
- Applicants on our eligibility list remain viable candidates for employment for two recruitment cycles (12 months).
  - Applicants on the eligibility list who have not been hired within that period must reapply.

- Psychological Evaluation, Physical Fitness Assessment. drug screening and Montana P.O.S.T. physical strength and ability re-test are conducted as part of a conditional offer of employment.
  - The psychological evaluation and physical fitness assessment are paid for by this department.

Training

- New officers who are not already P.O.S.T. certified must successfully complete the twelve-week Basic School at the Montana Law Enforcement Academy in Helena.
  - Montana P.O.S.T. recognizes Basic certification from most states.
  - Those persons who are P.O.S.T. certified in another state may contact Montana P.O.S.T. at (406) 444-9975 to determine if that state's certification will be recognized by Montana P.O.S.T.
  - Your P.O.S.T. certification being recognized means you wouldn't have to attend Basic at MLEA but you are still required to take the written and physical tests to participate in our recruitment process. P.O.S.T. certification has no bearing on that.
- All new officers must successfully serve a one year probationary period.
- To be confirmed at the end of the probationary period: All new officers must have successfully completed the department's fourteen week field training program.
- In addition to their salary, qualified veterans are eligible for financial assistance from the Veterans Administration while attending Basic School and/or the department's field training program.

Additional Information

- Employment is not ensured as a result of successful completion of testing. Lateral transfers are not accepted.
- Effective July 1, 2009, the salary during the required one year probationary period is $22.46 per hour ($3894 per month) per month.
- Forty-hour work week; four ten-hour work days per week; biweekly pay period.
- Various shift assignments with rotating shifts and variable days off.
- New officers are provided initial issue of clothing and equipment per contract, during first year of employment. Annual uniform allowance paid to each officer after first year of service.
- The Missoula Police Department is an equal opportunity employer.