



City of Waukeee Police Officer

SALARY	Depends on Qualifications	LOCATION	Waukeee, IA
JOB TYPE	Full-Time	JOB NUMBER	2025 Fall Police Officer
DEPARTMENT	Police	OPENING DATE	09/02/2025
CLOSING DATE	9/25/2025 4:00 PM Central		

JOB PURPOSE

A Waukeee Police Officer performs law enforcement and crime prevention for the safety and protection of life and property in the City of Waukeee. The City of Waukeee is recognized as one of the fastest-growing cities in Iowa and is located in Dallas County - one of the fastest growing counties in the US, giving employees opportunities for career advancement. Waukeee offers a family-friendly environment featuring quality parks, schools and trails. The Waukeee Police Department is very team oriented and has a culture of success.

[Waukeee Police Department Recruitment Video](#)

Certified Officers wage range is \$35.27 - \$46.41

Non-Certified Police Officers will start between \$32.60 - \$42.91. After successful completion of the police academy, wages may increase.

The physical agility test and Police Officer Selection Test (POST) will be administered to qualified applicants on Friday, October 3rd. Applicants who are already Iowa Certified Officers (lateral transfers) are not required to complete this testing process. Additional details will be provided to qualified candidates by email at a later date.

We offer an excellent benefit package: Health/Dental/Vision, Life Insurance, Long Term Disability, Vacation, Sick Leave, Holidays and IPERS.

ESSENTIAL FUNCTIONS & SUCCESS FACTORS

ESSENTIAL FUNCTIONS:

(Order of Essential Functions does not indicate importance of functions.)

- Patrols the city and responds to calls for service to control traffic, protect life and property, prevent crime and provide for the safeguarding of citizens.
- Completes all written reports as required.
- Conducts preliminary investigations including interviewing witnesses, victims and suspects of complaints, accident/crime scenes and other assigned cases to apprehend violators, to enforce laws and to determine if charges should be filed.
- Secures and preserves evidence. Appears in court to present evidence and give testimony.

- Writes citations, arrests violators of the law and processes arrested subject.
- Establishes and maintains effective working relationships with other law enforcement agencies in matters relating to the apprehension of offenders and the investigation of offenses.
- Complies with and has excellent knowledge of all departmental Standard Operating Procedures (SOPs).
- Performs other duties or assumes other responsibilities as apparent or assigned.

SUCCESS FACTORS:

- Takes action in solving problems while exhibiting judgment and a systematic approach to decision making.
- Creates and participated in a team environment.
- Displays integrity, honesty, trustworthiness, dependability and respectfulness at all times.
- Supports all efforts to increase cooperation, communication, and collaboration between and among departments, staff members and the community.
- Understands and internalizes the importance of seeking resolution to problems and concerns by bringing them to the direct attention of supervisor in a timely manner.
- Attends administrative, department, and team meetings as scheduled.
- Safeguards confidential information and uses it or disclose it only as expressly authorized or specifically required in the course of performing specific job duties.
- Continually seeks and accepts opportunities for personal and professional growth including practicing the use of firearms.
- Contributes to overall City effectiveness by providing critical staff support to task forces and by participating, as necessary, in assisting all other teams.
- Attentive to the City's and Department's standards for customer service, accuracy, quality, efficiency and all City and Department policies and procedure ensuring that all work performed meets those standards.
- Excellent knowledge of current municipal, state, and federal codes, laws and ordinances, interpreting and enforcing the same.

QUALIFICATIONS

QUALIFICATIONS:

- High school diploma or GED required. Associate's or bachelor's degree preferred.
- Experience in law enforcement preferred.
- Must hold Iowa Law Enforcement Academy certification or have the ability to meet the licensing standards established by the Iowa Law Enforcement Academy within a year from date of hire.
- Must be a US citizen.
- Bi-lingual and bi-cultural understanding preferred.
- Must be 21 years of age or older by date of hire.
- Must possess and have the ability to maintain a valid Driver's License.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS

PHYSICAL REQUIREMENTS:

- Must meet all minimum standards for Iowa Law Enforcement Officers per ILEA.
- Able to perform all essential functions of the position while wearing required protective equipment.
- Able to lift, pull, push up to 100 pounds unassisted when necessary.
- Be responsive to verbal and visible signs of distress and alarms.
- Able to remember names, faces and details of incidents.
- Able to effectively communicate orally (in person and over the telephone) and in writing (using electronic devices and handwritten) in English with other employees, vendors and the community.

WORKING CONDITIONS:

- Position requires outdoor work where heat, cold, precipitation, and the results of weather and nature may be encountered.
- Position requires travel within and outside of the City which imposes common travel hazards.

- Will be exposed to emergencies, stressful situations, and significant workplace pressure.
- Standard work hours must be flexible, will include days, evenings, overnights and weekends, may be greater than 40 hours per week, and may be called to report to duty at any time.
- To successfully fulfill the essential functions of this position, employee must maintain standard work hours within Waukee Public Safety building.
- There is no residency requirement for this position.

Employer

City of Waukee

Address

236 W. Hickman Rd

Waukee, Iowa, 50263

Website

<https://www.waukee.org/>