



City of Urbandale
Police Officer

SALARY	\$76,028.04 - \$101,985.58 Annually	LOCATION	Urbandale, IA
JOB TYPE	Full-Time	JOB NUMBER	26-Officer-01
DEPARTMENT	Police	OPENING DATE	04/20/2026
CLOSING DATE	5/17/2026 11:59 PM Central		

Summary Description

The City of Urbandale is accepting applications for Police Officer. Under the general direction of the Sergeant/Captain, Police Officers perform law enforcement and crime prevention services for the safety and protection of life and property in the Urbandale community. Police Officers also perform investigative work in preparation for arrests and/or criminal prosecution. Review the online [JOB DESCRIPTION](#) for complete details.

We are proud to be a CALEA (Commission on Accreditation for Law Enforcement Agencies) accredited agency ensuring our personnel adhere to the best practices in law enforcement. We are a responsive community oriented police department where safety, community relations, and customer service are top priorities. The Urbandale Police Department provides officers with many opportunities for advancement, including specialized police responsibilities and/or units, such as, but not limited to: Accident Investigation (AI); Field Training Officer; Firearms Instructor; Bike Patrol; Community Relations Officer; School Resource Officer; Suburban Narcotics Unit; Suburban Emergency Response Team (SWAT).

Check out this [VIDEO](#) to see what it's like to be a UPD Officer.

We offer a comprehensive salary and benefits package. Please visit the [POLICE UNION CONTRACT](#) for detailed pay and benefit information. Visit our [POLICE CAREERS](#) site to see more information about employment with the Urbandale Police Department.

Police Officers average up to 2184 per year and typically work a schedule that observes the following repeating pattern:

- 2 days on, 2 days off, 3 days on
- 2 days off, 2 days on, 3 days off

Current starting pay:

- Step One – \$76,028 annually (\$36.55/hour)

Current lateral transfer starting pay:

- Step Two – Certified officer with less than two full years of service (\$79,069 annually)
- Step Three – Certified officer with two full years of service (\$82,232 annually)
- Step Four – Certified officer with three or more full years of service (\$85,521 annually)

See [POLICE UNION CONTRACT](#) for detailed wage schedule.

Incentive/benefit highlights for Police Officers include:

- \$7,500 certified officer signing bonus
- Certified officers relocating to the State of Iowa may qualify for a tax credit up to \$2,000 to offset moving expenses ([CLICK FOR MORE INFORMATION ON THE PUBLIC SAFETY TAX CREDIT](#))
- \$600/year if you have 60 college credit hours or an associate degree
- \$1,000/year if you have 120 college credit hours or a bachelor's degree
- Four weeks paid parental leave
- 10 paid holidays per year
- Individual health insurance for only \$77.46 per month; family health insurance for only \$237.74 per month
- Dental, vision, and flexible spending account options

- Voluntary benefits including accident insurance, critical illness insurance, LegalShield, and identity theft monitoring and restoration
- Iowa MFPRSI pension/retirement plan + 457 deferred compensation plan with city match
- City-paid life insurance policy plus additional voluntary life insurance options
- Overnight shift differential
- \$1,000/year clothing allowance
- Longevity pay
- Bi-lingual pay
- Senior officer pay: \$1,000 per year after five years of service; \$2,000 per year after ten years of service
- Every other Friday, Saturday and Sunday off
- Paid overtime

See the [POLICE UNION CONTRACT](#) and [2026 POLICE UNION BENEFITS GUIDE](#) for detailed incentive/benefits information.

Routine Job Duties/Responsibilities

- Interprets and enforces municipal, state, and federal regulations, codes, laws, and ordinances in assigned areas of the city.
- Responds to immediate calls for services in the answering of complaints, including handling "walk-in" complaints.
- Conducts uniformed preventative patrols in a 24 hour a day, seven day a week environment.
- Conducts preliminary investigations of crimes and completes appropriate reports, including, but not limited to: major crimes; traffic; theft; personal/familial and neighborhood disputes/assaults; intoxication; residential/commercial security alarms; etc.
- Prepares and completes supplementary reports related to complaints and investigations.
- Makes determination to arrest and processes arrested subject(s), which includes, but is not limited to: searching and/or seizing persons, vehicles, and/or property; collecting, preserving and processing evidence; interviewing victims/witnesses/suspects; transporting offenders; testifying in court proceedings; etc.
- Identifies and corrects safety hazards around public roadways, including, but not limited to: crash analysis, accident investigations; assisting stalled motorists or disabled vehicles; directing and controlling traffic; providing information on hazardous street conditions (e.g. non-working traffic signals, visibility during blizzards, flooded roadways, etc.), impounding vehicles, checking vehicle registration, issues traffic citations, etc.
- Acts as a partner with citizens, neighborhood groups, school systems, etc. in the resolution and identification of problems and/or for education etc., which may include, but is not limited to: referrals to other agencies; welfare checks; unlocking motor vehicles; education on law enforcement and crime prevention related topics; assisting with animal control related calls; civil code enforcement, etc.
- Assists in emergency situations, including, but not limited to responding to Fire and EMS calls; watching and reporting on potentially severe weather conditions, etc.
- Inspects and maintains vehicle and all related law enforcement equipment.
- May be assigned to specialized police responsibilities and/or units, such as, but not limited to: Accident Investigation (AI); Field Training Officer; Firearms Instructor; Bike Patrol; Suburban Narcotics Unit and other assigned task forces; Suburban Emergency Response Team (SERT); etc.
- May provide direction and oversight to one or more Urbandale Police Reserve Officer(s).
- Establishes and maintains effective working relationships with other law enforcement agencies in matters relating to the apprehension of offenders and the investigation of offenses.
- Performs other duties and responsibilities as assigned.

Periodic Job Duties/Responsibilities

- Assists in receiving, searching, booking, fingerprinting, photographing and supervising prisoners.
- Orders and maintains equipment and supplies.

Typical Qualifications

- High school diploma or GED is required.
- Preference may be given to candidates with at least an AA degree from an accredited college or university in diversified academic subjects or two years of active military service.
- Twenty years of age on or before application deadline date.
- Citizen of the United States at the time of application.
- No felony convictions or convictions for crimes involving moral turpitude.
- Uncorrected vision of not less than 20/100 in both eyes, corrected to 20/20.
- Certification as an Iowa Police Officer within twelve months of employment.
- NCIC certification within twelve months of employment.
- CPR/First Aid/AED certifications within twelve months of employment.
- Valid Iowa driver's license.
- All certifications required by the I.L.E.A.
- Ability to meet the standards of acceptance for the I.L.E.A.
- Ability to meet all physical standards for the job as specified by the Police Retirement System.
- Ability to perform physical functions of the job while wearing personal protective equipment.

- Positions filled within the Urbandale Police Department require employees to reside within a 50 mile radius of the Urbandale Police Department.

Please click [HERE](#) to review the requirements & disqualifying factors document.

Must successfully complete the following post-offer, pre-employment requirements: physical, drug screening, psychological exam, background/motor vehicle report/credit check, and polygraph required.

Supplemental Information

PLEASE READ ALL INFORMATION IN THIS SECTION THOROUGHLY

All candidate communication will be via the city's online career site: www.governmentjobs.com (NEOGOV). Be sure to apply with a valid email that you check regularly to receive information regarding all components of the selection process, including testing locations, dates and test times. Candidates are also encouraged to sign-up to receive text message notifications.

A completed city application and a copy of your school transcripts, if you have a completed AA or BA degree, or DD214, plus your release waivers must be submitted by the application deadline of 11:59 PM (CST) on 5/17/26. We do not need your original official school transcripts, a copy is sufficient. The preferred method to submit documentation is to scan a copy and attach it to your application. However, you may also send documentation via email to jbobst@urbandale.org.

All applicants taking the Urbandale Police Department physical agility assessment must sign a Physical Agility Test Waiver and Release prior to testing. In addition, all candidates must also complete the Authorization to Release Information Waiver and Release. Waivers should be included in your application as an attachment or emailed to jbobst@urbandale.org prior to the application deadline of 11:59 PM (CST) on 5/17/26. Both the Physical Agility Test Waiver and Release the Authorization to Release Information form can be found [HERE](#).

TESTING PROCESS

The physical agility test (PAE) and Police Officer Selection Test (POST) will be administered on Thursday, June 4, 2026 and Friday, June 5, 2026. Testing location and times will be sent to qualifying candidates. Additional information regarding testing can be found [HERE](#).

We will accept passing Cooper Test (physical agility test) scores from other agencies within the state of Iowa. **If you have passed the Cooper Test since December 4, 2025, we will accept test results directly from that agency.** Candidates must notify the agency and request that results be emailed to jbobst@urbandale.org prior to the application deadline of 11:59 PM (CST) on 5/17/26.

Applicants who have a passing POST score on file since June 4, 2025 may choose to waive the POST exam. Non-certified candidates without a passing POST score on file within the past year are required to take the exam. In-state certified officer candidates will be able to waive the POST exam with proper documentation of their officer certification. Out-of-state certified officer candidates will be required to take the POST test if they do not have a passing POST test score on file within the past year. Click [HERE](#) to purchase the online POST practice test and study guide. You can also request a study guide by [CONTACTING A UPD RECRUITER](#).

Candidates meeting minimum qualifications and who have passing scores for both the PAE and POST will be invited to oral board interviews. **Oral interviews are tentatively scheduled for June 16–17, 2026, with June 18 reserved if needed based on the number of candidates.**

Applicants that achieve a passing score on the interview will be placed on the certified list of candidates eligible for hire. Once certified by the Civil Service Commission, the eligible list will remain active for up to one (1) year.

More information provided by the Iowa Law Enforcement Academy (I.L.E.A.) can be found [HERE](#).

The City of Urbandale is committed to providing Equal Employment Opportunity for all employees and applicants of the city. No personnel decision or action shall be unlawfully influenced in any manner by consideration of an individual's race, sex, color, creed, religion, national origin, ancestry, age, disability, sexual orientation, gender identify, genetic information, or other characteristic protected by applicable state or federal laws. If reasonable accommodation is needed, please contact the Human Resources Department at hr@urbandale.org or (515) 331-6738 prior to the application deadline.

Employer

City of Urbandale

Address

3600 86th St.

Urbandale, Iowa, 50322

Phone

515-278-3900

Website

<http://www.urbandale.org>

Police Officer Supplemental Questionnaire

***QUESTION 1**

Provide your social security number in XX-XX-XXXX format, REQUIRED

***QUESTION 2**

Please provide your date of birth in MM/DD/YYYY format, REQUIRED

***QUESTION 3**

Have you taken a polygraph with another agency(ies)? If yes, name of agency(ies); REQUIRED

***QUESTION 4**

Have you successfully completed the Iowa Law Enforcement Academy (I.L.E.A.) or any other state law enforcement academy?

- Yes from ILEA
- Yes from another state
- No

***QUESTION 5**

Have you ever been convicted of a felony?

- Yes
- No

***QUESTION 6**

Have you ever been convicted of income tax evasion?

- Yes
- No

***QUESTION 7**

Have you ever been convicted of perjury?

- Yes
- No

***QUESTION 8**

Have you ever been convicted of theft?

- Yes
- No

***QUESTION 9**

Have you ever been convicted of indecent exposure?

- Yes
- No

***QUESTION 10**

Have you ever been convicted of a sex crime?

- Yes
- No

***QUESTION 11**

Have you ever been convicted of conspiracy to commit a crime?

- Yes
- No

***QUESTION 12**

Have you ever been convicted of defrauding the government?

- Yes
- No

***QUESTION 13**

Have you ever been convicted of illegal drug sales?

- Yes
- No

***QUESTION 14**

Have you ever been convicted of domestic abuse?

- Yes
- No

***QUESTION 15**

Have you ever been convicted of assault? A "yes" answer will not necessarily disqualify you from testing. A thorough background investigation will be conducted to discover the circumstances under which the crime was committed and determine eligibility for employment as Police Officer.

- Yes
- No

***QUESTION 16**

Have you ever been convicted of stalking? A "yes" answer will not necessarily disqualify you from testing. A thorough background investigation will be conducted to discover the circumstances under which the crime was committed and determine eligibility for employment as Police Officer.

- Yes
- No

***QUESTION 17**

Have you ever been convicted of use and abuse of alcohol and/or other drugs? A "yes" answer will not necessarily disqualify you from testing. A thorough background investigation will be conducted to discover the circumstances under which the crime was committed and determine eligibility for employment as Police Officer.

- Yes
- No

***QUESTION 18**

Have you ever been convicted of any offense in which a weapon was used? A "yes" answer will not necessarily disqualify you from testing. A thorough background investigation will be conducted to discover the circumstances under which the crime was committed and determine eligibility for employment as Police Officer.

- Yes
- No

***QUESTION 19**

Do you have a high school diploma or GED?

- Yes
- No

***QUESTION 20**

If you have a college degree, have you attached copies of your unofficial school transcripts or DD214 (if applicable) to this application? If no, please fax to 515-331-6755, email to jbobst@urbandale.org or mail to Human Resources, 3600 86th St. Urbandale, IA 50322 prior to the application deadline.

- Yes
 No

***QUESTION 21**

How did you hear about this position (e.g., Indeed, LinkedIn, referral from a current employee)?

***QUESTION 22**

If you were referred by a current employee, please provide the employee's name. If not applicable, enter "N/A."

***QUESTION 23**

Have you taken the POST exam since June 4, 2025?

- Yes
 No

***QUESTION 24**

Are you currently a certified peace officer? If yes, please list what state you are certified in. Please email in your certification from the academy and the curriculum used for your academy to be reviewed by the department and I.L.E.A. peace officer to jbobst@urbandale.org.

***QUESTION 25**

Have you applied to any other law enforcement agencies in the past 12 months? If so, please list agencies.

***QUESTION 26**

Have you taken a MMPI and psychological assessment with another agency(ies)? If yes, name of agency(ies)

***QUESTION 27**

Iowa law requires all peace officers to successfully complete a physical fitness performance test. Performance standards are determined by current age and gender. For purposes of Iowa's physical fitness testing requirements, please indicate the gender listed on your birth certificate.

- Female
 Male

***QUESTION 28**

All candidates will undergo a preliminary background check, including a review of criminal convictions. Certain offenses may disqualify a candidate from further consideration if they occurred within specified timeframes outlined in the disqualifying factors document; this list may not be all-inclusive. A candidate's overall history of convictions, severity of offenses, and demonstrated disregard for public safety may also result in disqualification. By selecting "yes", you acknowledge that recent convictions related to public safety, as defined in the disqualifying factors document, may disqualify you from consideration. If you have a disqualifying violation that is not accepted by I.L.E.A., a waiver from I.L.E.A. must be submitted with your application before advancing in the process.

- Yes
 No

* Required Question