



City of Waukee Police Officer

SALARY	Depends on Qualifications	LOCATION	Police Department - 815 NW 20th St, Waukee, IA
JOB TYPE	Full-Time	JOB NUMBER	2026-June Posting
DEPARTMENT	Police	OPENING DATE	06/09/2026

JOB PURPOSE

The City of Waukee is looking for Police Officers to join our team. A Waukee Police Officer performs law enforcement and crime prevention for the safety and protection of life and property in the City of Waukee. The City of Waukee 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. Waukee offers a family-friendly environment featuring quality parks, schools and trails. The Waukee Police Department is very team oriented and has a culture of success.

This position will be posted until filled.

Wages:

- Certified Officer: \$36.50 - \$48.03
- Non-Certified Police Officer: \$33.75 (After successful completion of the police academy, wages may increase.)

Tentative Hiring Process Timeline

Applications: This position will be posted until filled.

Physical Ability Evaluations and Written Exam: The first test will take place on Thursday, June 25, 2026. The Physical Agility Test and Police Officer Selection Test (POST) will be administered to qualified applicants. Candidates selected to test will receive detailed instructions by email at a later date.

Applicants must present a valid photo ID and birth certificate on the day of testing.

Iowa Certified Officers (lateral transfers) are not required to complete the testing process.

Interviews: The first Panel interviews will tentatively be scheduled on Monday, July 6, 2026

We offer an excellent benefit package: Health/Dental/Vision, Life Insurance, Long Term Disability, Vacation, Sick Leave, Holidays, Longevity, Educational Incentive 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 participates in a team environment.
- Displays 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. Associate's or bachelor's degree preferred.
- Experience in law enforcement preferred.
- 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.
- Must be able to obtain an Iowa Professional Permit to carry weapons.

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 work place pressure.
- Standard work hours must be flexible, will include days, evenings, over nights 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/>