



CITY OF WEST LIBERTY, IOWA

Full-Time Police Officer

Posting Date: August 10, 2026 | Applications accepted until Monday, August 24, 2026

Department	West Liberty Police Department
Position Type	Full-time, non-exempt sworn law enforcement position
Compensation	\$25.00 to \$31.00 per hour, plus an additional \$1.00 per hour for qualifying bilingual officers
Schedule	Rotating 12-hour shifts with every other Friday, Saturday, and Sunday off; evenings, weekends, holidays, overtime, court, training, and emergency response may be required.

OPPORTUNITY OVERVIEW

The City of West Liberty is accepting applications for a full-time Police Officer. ILEA-certified officers are preferred, but certification is not required if the selected candidate is eligible to obtain certification in accordance with Iowa Law Enforcement Academy requirements. Bilingual candidates are encouraged to apply.

The West Liberty Police Department values professional, community-focused policing, respectful service, sound judgment, and positive relationships with residents, schools, businesses, and community partners. Officers serve a diverse community and are expected to uphold constitutional policing, human dignity, and public trust.

PRIMARY DUTIES

- Patrol assigned areas by vehicle and on foot to prevent crime, protect life and property, enforce laws and ordinances, and preserve public order.
- Respond to calls for service, traffic crashes, emergencies, community concerns, and requests for assistance.
- Conduct preliminary investigations, gather and preserve evidence, interview witnesses and suspects, prepare reports, and testify in court as required.
- Use sound judgment to de-escalate difficult or dangerous situations and apply lawful force only when necessary and consistent with training and policy.
- Build positive working relationships with residents, schools, businesses, City staff, public safety partners, and community organizations.
- Participate in training, community policing activities, special events, safety programs, and other duties assigned by department leadership.

MINIMUM QUALIFICATIONS

- Must meet and maintain all minimum hiring and certification standards established by the Iowa Law Enforcement Academy and applicable Iowa law.
- Must be a United States citizen and an Iowa resident, or intend to become an Iowa resident upon employment, as required by Iowa standards.
- Must be at least 18 years of age at appointment. If City policy requires age 21 at hire, that requirement should be applied consistently and stated in the final posting.
- High school diploma or equivalent G.E.D. is required. Additional education in criminal justice, law enforcement, public administration, or a related field is preferred.
- Must possess or be able to obtain a valid Iowa driver's license and maintain an acceptable driving record.
- Must be eligible to lawfully possess, carry, and use a firearm under federal and state law.

- Must successfully complete required background investigation, fingerprint-based criminal history review, physical fitness testing, POST testing if applicable, psychological evaluation/MMPI, medical review, drug screening, and other lawful pre-employment or post-offer screening required for the position.
- Iowa Law Enforcement Academy certification is preferred. Non-certified candidates must be eligible to complete an approved path to certification within the required timeframe.

BENEFITS

- Paid vacation, sick leave, and holidays.
- Health insurance for single employee coverage paid by the City, with additional employee/spouse, employee/child(ren), and family coverage options available through Wellmark.
- Dental, vision, and life insurance.
- IPERS retirement and 457 retirement plan with employer matching contribution.
- Flexible Spending Accounts for health and childcare expenses.
- Updated patrol equipment and a department culture that supports professional community policing.

HOW TO APPLY

Submit a cover letter, resume, and three professional references to:

- City Manager Lee Geertz by email at lgeertz@cityofwestlibertyia.org
- In person or by mail to: City of West Liberty, Attn: Lee Geertz, 111 W. 7th Street, West Liberty, Iowa 52776

Applications will be accepted until Monday, August 24, 2026. The City may review applications as received and may adjust the process based on applicant pool, operational needs, and applicable law.

EQUAL OPPORTUNITY

The City of West Liberty is an Equal Opportunity Employer. Veteran's preference applies in accordance with applicable law. Reasonable accommodations may be made in accordance with applicable law.