



City of Norwalk (IA) Police Officer

SALARY	\$36.88 - \$47.12 Hourly \$76,710.40 - \$98,009.60 Annually	LOCATION	Public Safety Building, IA
JOB TYPE	Full-time	JOB NUMBER	00195
DEPARTMENT	Police Department	OPENING DATE	08/03/2026
CLOSING DATE	8/30/2026 11:59 PM Central		

Protect. Serve. Make a Difference.

The **Norwalk Police Department** is looking for dedicated, service-minded professionals who are committed to making a positive impact in the community. If you're seeking a career where every day presents new challenges, meaningful work, and the opportunity to build lasting relationships, we'd love to have you on our team.

As a Police Officer with the City of Norwalk, you'll do more than enforce laws—you'll serve as a trusted public servant, problem solver, and community partner. Our officers work proactively to keep neighborhoods safe, respond to emergencies, investigate crimes, assist residents in times of need, and help make Norwalk one of Iowa's best places to live, work, and raise a family.

We're looking for individuals who demonstrate **integrity, sound judgment, professionalism, compassion, and strong communication skills**. The ideal candidate is calm under pressure, enjoys working as part of a team, embraces continuous learning, and is committed to providing exceptional service to the public.

The City of Norwalk offers **competitive pay, outstanding benefits, modern equipment, ongoing training and professional development, and opportunities for career advancement** within a growing and progressive police department.

If you're ready to make a difference, build a rewarding career, and proudly serve a community that values its first responders, **apply today and join the Norwalk Police Department**.

JOB FUNCTION: Under general supervision, Police Officers perform various essential duties, including answering calls, conducting wellness checks, and engaging with the community. Officers patrol city streets, enforce state laws, traffic laws, municipal codes, and conduct investigations. The role involves inherent risks, including interactions with aggressive or armed individuals, arresting resisting offenders, pursuing fleeing suspects, and operating police vehicles at high speeds. Responsibilities may also include processing crime scenes, delivering training, making public presentations, and, when necessary, using deadly force with precision. These duties are often performed outdoors and in adverse weather conditions.

This job description applies to both full and part-time police officers employed by the City.

ESSENTIAL DUTIES AND RESPONSIBILITIES:

The following duties are typical for this position but depend upon the individual's skill, ability, and experience. They are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

- Perform routine patrol and traffic monitoring duties.
- Respond to calls for emergency assistance.
- Conduct Wellness Checks.
- Attend and participate in department-sanctioned community engagement events.
- Create community partnerships.
- Establish and participate in crime prevention programs.
- Issue citations to violators.
- Operate radar equipment.
- Assist members of the public and provide information about department policies and procedures.
- Participate in criminal investigations and the questioning of suspects and witnesses.
- Prepare and submit reports concerning daily activities and investigations.
- Present educational programs at school and community service functions.
- Receive and maintain security of prisoners, take fingerprints, search and photograph prisoners.
- Attend law enforcement conferences, seminars, and other related meetings and training.
- Make arrests.
- Maintain confidentiality of information as necessary.
- Establish and maintain effective working relationships with Officials, other agencies, fellow employees, and the general public.
- Maintain regular and punctual attendance and working hours.

MINIMUM TRAINING AND EXPERIENCE REQUIRED TO PERFORM ESSENTIAL FUNCTIONS:Entry Requirements and Skills:

- High school diploma or equivalent (GED).
- A bachelor's degree in social or police science is desirable.
- Successful candidates MUST meet all minimum standards for Iowa Law Enforcement Officers. The requirements for certification as a police officer in Iowa can be found [here \(Download PDF reader\)](#).
- Must be 21 years of age at the time of application.
- Preference may be given to applicants certified through the Iowa Law Enforcement Academy or any other state with comparable certification.

Special Requirements:

- Must maintain Iowa Law Enforcement Officer certification, a valid motor vehicle operator license issued by the State of Iowa, CPR Certification, Firearms Certification, Radar Certification, and any other certification required by the Police Chief.

Physical Requirements:

- The employee is regularly required to sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear.
- Frequently required to walk and stand.
- Occasionally required to climb or balance; stoop, kneel, crouch, or crawl; and taste or smell.
- Must occasionally lift and/or move up to 100 pounds.
- Specific vision abilities required by the State of Iowa and close vision, distance vision, color vision, peripheral vision, depth perception, and the ability to adjust focus.

Functional Requirements:

- Work is typically performed inside and outside locations in all weather conditions.
- When not outside performing police duties, a climate-controlled office with hazards typical to that environment.
- May be exposed to toxic or caustic chemicals.
- Occasionally exposed to wet and/or humid conditions; moving mechanical parts; high, precarious places; fumes or airborne particles; explosives; and risk of radiation.
- Moderate noise level but occasionally subject to loud noises.

Cognitive Demands:

- Requires a working knowledge of municipal law enforcement work presenting new and changing problems; knowledge of the principles of criminal justice procedures; ability to apply current law enforcement-related technology, resources and services to maintain law and order to assist citizens.
- Knowledge of City Ordinances and municipal government; interpersonal relations; and ability to use English effectively.
- Ability to exercise independent judgment in making decisions in accordance with established administrative direction, policies, and regulations.
- May receive assignments or work under conditions that exert unusual pressure.

Language Ability and Interpersonal Communication:

- Requires effective communication skills and the ability to provide assistance to employees, and the general public.
- Ability to speak clearly, distinctly, and effectively before public groups; read in English and compare similarities and differences between words and series of numbers; apply common sense understanding to the work process, procedures, programs, and services; and provide and follow verbal and written instructions.

SUPPLEMENTAL INFORMATION:

Certified peace officers in Iowa currently employed as peace officers must pass the entry-level physical agility test. Those not presently employed as peace officers must pass both the entry-level physical agility test and the POST written test.

Hiring Process: Applications will be reviewed and consideration will be given for testing and interviews based on certifications, experience and qualifications. Potential candidates must successfully complete a background investigation, medical physical through the City of Norwalk's Clinic and pass a drug screen. The Background Investigation and hiring process may include the following:

Cognitive skills testing

- Psychological testing
- Physical agility
- Polygraph
- Panel interview
- Criminal history
- Credit history
- References
- Other testing as necessary or appropriate

Candidates that have any of the following disqualifiers WILL be removed from consideration:

- Military service convictions under the Uniform Code of Military Justice (UCMJ)
- Outstanding arrest warrants
- Criminal convictions involving felonies, crimes of moral turpitude or illegal narcotics
- Convictions for Operating While Intoxicated (OWI) or suspension/cancellation/revocation of driving privileges within the last 12 years
- Convictions for domestic violence

Issues indicating a flawed character such as, repeated driving infractions, use of illegal narcotics, excessive use of alcohol, instances of immoral or unethical behavior, and issues involving truthfulness, etc. that did not rise to the level of a criminal conviction will be considered on a case by case basis and MAY be considered a disqualifier. Recent use of narcotics/drugs in other states where such use is legal, may be considered a disqualifier.

Once hired, the successful candidate must:

- Reside within 30 minutes driving time of the Norwalk Police Station within 12 months of hire
- Successfully complete a field training program
- Successfully complete a probationary period

Special Requirements

Iowa Law Enforcement Certification

Must maintain a valid Motor Vehicle Operator's License issued by the State of Iowa.

Employer

City of Norwalk (IA)

Address

705 North Ave.

Norwalk, Iowa, 50211

Phone

515-981-0228

Website

<http://www.norwalk.iowa.gov/>

Police Officer Supplemental Questionnaire

*QUESTION 1

Are you a United States Citizen?

☐ Yes

☐ No

* Required Question