City of Ankeny Iowa

Police Officer

SALARY	$76,648.00 - $102,866.00 Annually	**LOCATION**	411 SW Ordnance Rd, Ankeny
JOB TYPE	Full Time	**JOB NUMBER**	00725
DEPARTMENT	Police Department	**OPENING DATE**	11/04/2026
CLOSING DATE	12/20/2026 11:00 PM Central		

Function

The City of Ankeny is accepting applications for a Police Officer position at the Ankeny Police Department.

Starting salary for fiscal year 2027 (beginning June 15, 2026) is up to **$88,731 plus a $10,000 signing bonus for certified officers or $76,648 plus a $5,000 signing bonus for non-certified officers**. Twenty-five (25) days of paid time-off after your first year of employment. Work five (5) days on and get three (3) days off. Excellent benefits. **Recruitment Information**

The physical agility and Police Officer Selection Test (POST) will be administered to all qualified applicants on **Saturday, January 9, 2027**. More information will be emailed to qualified candidates who submit an online application.

Certified police officers in the State of Iowa, who are current officers or have no more than a six-month break in service, may be exempt from taking the Police Officer Selection Test (POST) and the Cooper agility test as they have already passed these tests to become a certified officer.

Interested candidates should complete a City of Ankeny employment application online at **www.ankenyiowa.gov** and attach a cover letter and resume. ***DEADLINE to submit your application with required attachments is Sunday, December 20, 2026, by 11:00 PM***.

Current certified law enforcement officers with the appropriate sworn experience as stated below are eligible for lateral transfer if they meet the following conditions:

- Completion of 24 months (2 years) post academy service shall be paid at Step 3 ($84,506/annual)
- Completion of more than 36 months (3+ years) post academy service shall be paid at Step 4 ($88,731/annual)

Signing Bonus: New employees who at time of hire are currently law enforcement officers shall receive a $10,000 signing bonus. New employees who are not certified as a law enforcement officer yet will receive a $5,000 signing bonus.

Contract Reimbursement: The City of Ankeny will pay 50% of the balance due on their employment contract with their latest city/county/state employer not to exceed $2,000.

Principal Duties and Responsibilities

Primary function is to enforce local, state and federal laws and ordinances; to patrol assigned areas; and to do skilled police work in the investigation of alleged criminal offenses and juvenile cases.

Entry Requirements and Skills

To be eligible you must have graduated from high school or an equivalent, and be able to meet minimum standards for Iowa Law Enforcement officers as indicated by the **Iowa Law Enforcement Academy.**

Physical Agility Test Standards are located on the ILEA website

The National Police Officer Selection Test (POST) study guide and practice test for candidates can be found on the **Stanard & Associates website** for a minimal fee. The online practice test and study guide requires a computer or laptop to view the material. The practice exam and study guide are not iPad or mobile friendly.

Click **HERE to purchase the online POST practice test and study guide.**

Applicants must be a United States citizen. You must also be able to maintain a valid motor vehicle operator's license issued by the State of Iowa. No OWI convictions within the last five years. No more than three convictions for moving violations within any 12-month period over the last five years. Must be able to obtain an Iowa Professional Permit to carry weapons. The police department will only hire non-tobacco users.

Post offer physical, drug screen, psychological exam, and polygraph required.

See also full **Police Officer Disqualifying Factors**.

- May require working for extended periods outdoors in adverse weather conditions.
- May be required to sit or stand for long periods.
- May be exposed to hazardous or unpleasant conditions.
- May be called to report to duty at any time.

PHYSICAL REQUIREMENTS

- Must be insurable.
- Must be sighted (corrected to 20/20)
- Must be able to hear normal conversation.
- Must be able to speak clearly at normal rate of conversation.
- Must be able to pass agility test -per requirements of MFPRSI.

Employer
City of Ankeny Iowa

Address
410 West 1st St

Ankeny, Iowa, 50023-1557

Phone
515-965-6400

Website
http://www.ankenyiowa.gov

Police Officer Supplemental Questionnaire

*QUESTION 1

Have you successfully completed the Iowa Law Enforcement Academy (ILEA) or any other state law enforcement academy?

- ◯ Yes, from ILEA
- ◯ Yes, from another state
- ◯ No

*QUESTION 2

Please choose what best describes your college education.

- ◯ Bachelor's degree in Law Enforcement/Criminology/Criminal Justice
- ◯ Have completed two plus years towards degree in criminal justice
- ◯ Bachelor's degree in another major
- ◯ Have completed two plus years towards a bachelor's degree
- ◯ Associate's degree in Law Enforcement/Criminology/Criminal Justice
- ◯ In last semester of earning two-year degree in criminal justice
- ◯ Associate's degree in another major
- ◯ Have completed at least one year of college
- ◯ I do not have a college education

*QUESTION 3

Please choose the response that best describes your sworn law enforcement experience.

- ◯ 4+ years of full-time sworn officer experience
- ◯ 2+ years of full-time sworn officer experience
- ◯ Less than 2 years full-time sworn officer experience
- ◯ I have no sworn officer experience

*QUESTION 4

Veteran' Preference: Have you served in the armed forces of the United States at any time during the following dates and were discharged under honorable conditions? To receive the veteran's preference, you must submit a copy of your DD-214 with your application.

- ◯ Persian Gulf conflict (8/2/1990 - Present)
- ◯ Panama service (12/20/89 - 01/31/90)
- ◯ Lebanon or Grenada service (8/24/82 - 7/31/84)
- ◯ Vietnam conflict (2/28/61 - 5/7/75)
- ◯ I have not served in the military

*QUESTION 5

If you are a veteran of the above, do you have a service-related disability?

- ◯ Yes
- ◯ No

*QUESTION 6

Have you completed and passed an ILEA qualifying physical fitness test with another police department within the last 6 months? If yes, request a copy of the physical test scores be emailed to Ankeny Human Resources at adawson@ankenyiowa.gov.

- ◯ Yes
- ◯ No

*QUESTION 7

Have you completed and passed the Police Officer Selection Test (POST) within the last 12 months?

- ◯ Yes
- ◯ No

*QUESTION 8

By clicking on the Police Officer Disqualifier List link as shown in the entry requirements and skills section of this posting, I acknowledge that I reviewed the list.

- ◯ Yes
- ◯ No

*QUESTION 9

How did you learn about the Police Officer position opening? City website, newspaper advertisement, college website, social media, etc.? Please be specific.

*QUESTION 10

All candidates will have a review of their driving records during a preliminary background check investigation. The violations that may disqualify a candidate from further consideration if the offense occurred within certain time frames are listed below. The listed disqualifying factors may not be all inclusive. A history of repeated disregard for traffic regulations, public safety and the level of offense, may also disqualify a candidate. Please acknowledge that you are aware you will be disqualified due to traffic and public safety violations for any of the following acts if found in your recent history: (a) Reckless driving, careless driving, or similar offense (1 offense in the last 3 years or 2 offenses in the last 5 years) (b) Operating While Intoxicated, Driving Under the Influence (OWI, DUI) of any controlled substance, or driving with a suspended or revoked license (1 offense in last 5 years) (c) All moving violations as defined by state code (4 offenses in last 3 years) (d) Eluding or attempting to elude a police officer (1 offense in last 5 years) (e) Suspension (1 offense in last 2 years) (f) Revocation (1 offense in last 5 years) (g) Hit & Run - Failure to Give Information or Failure to Give Information and Aid (1 offense in last 10 years)

- ◯ Yes, I understand I may be disqualified due to a history of disregard for traffic regulations, public safety and certain levels of offense, as listed above. I also understand that this list is NOT all inclusive.

* Required Question