

Police Officer Position

Hiring for Police Officer

The Nevada Public Safety Department is seeking qualified candidates for the position of Police Officer. Preference to candidates with EMT-B, Fire Fighter I certification and current ILEA certified police officers in good standing. If you are a certified police officer out of state, there may be options available other than attending ILEA Basic School. Candidates without EMT-B or Fire Fighter I must agree to successful training and completion. If you are not currently ILEA certified, you must attend the state academy within a year of hire. You must be 18 years of age to be considered. Starting wage is \$25.00/hr. Applications, Resume and Cover Letters will be due January 21st, 2021 @ 5pm. Testing will be held on Saturday, February 5th, 2022 at 8:00am. On the testing date, you will complete the POST test, Physical Agility Test, Critical Hire Assessment and you will be fingerprinted. Testing will begin at 8am at the Nevada Public Safety Department: 1209 6th Street, Nevada, IA 50201. If you have any questions contact Sgt. Andrew Henderson @ ahenderson@cityofnevadaiaowa.org. Minorities, Women and Military Veterans are encouraged to apply.

Principal and Duties

Primary functions are 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. Also to be active with community police events and organizations within the department and community. The Nevada Public Safety Department offers several opportunities for a smaller department like Bike Patrol, Investigations, Story County Emergency Response, Story County Dive Team, DRE, Bomb Response and several others.

Entry Requirements

Must have a high school education or GED and meet ILEA minimum standards. You must be able to maintain a valid Iowa Driver's license. Must be able to obtain a Permit to carry weapons. Post offer physical, drug screen, psychological exam and polygraph required.

Agency Benefits and Enticements

- **Competitive Wages (\$52,000-\$70,137)**
- **Great Benefits**
- **90 Floating Holiday Hours each year**
- **Extensive Training/Specialty Training**
- **Contract Extra Duties**
- **Body Cameras**
- **In-Car Cameras**
- **In-Car Computers**
- **New Report Management System**
- **\$8,000 Longevity Bonus**
- **\$5,000 Bonus for certified officers**
- **Take home cars**

Community Benefits

- Excellent School System
- Expanding School System
- SCORE Park
- Revitalized Downtown
- US 30 Flyover
- Expanding Housing Development
- Increased Business Expansions
(Verbio/Burke/Mid-States)
- Close to Interstate 35/Metro-Des Moines
- Close to Iowa State University
- 3 hours north of Kansas City, Mo
- 3 hours south of Minneapolis/St. Paul, MN
- 3 hours east of Omaha, NE
- 5 hours west of Chicago, IL

Testing Questions

- Physical Agility requirements can be found on the ILEA website at <https://ileatraining.org/files/DDF/Form-PTStandards.pdf>
- POST test practice test and study guides can be found at: <https://post.dixie.edu/wp-content/uploads/sites/65/2018/06/Npost-studyguide.pdf>

<https://www.mctxsheriff.org/Divisions/Administrative%20Services/SampleWrittenTestStudyGuide.pdf>

Frequently Asked Questions

What requirements must I meet in order to get hired by The Nevada Public Safety Department?

All minimum standards for Iowa law enforcement officers must be satisfied:

The person must

1. Be a U. S. Citizen and a resident of Iowa or intend to become a resident upon being employed*;
**As reference in Iowa Administrative Code 2.1(1) Is a citizen of the United States and a resident of Iowa or intends to become a resident upon being employed; provided that the state residency requirement under this sub-rule shall not apply to employees of a city or county that has adopted an ordinance to allow employees of the city or county to reside in another state and shall not apply to an employee of a city or county that later repeals such an ordinance if the employee resides in another state at the time of the repeal. Railway special agents who are approved by the commissioner of public safety as special agents of the department shall be exempt from the Iowa residency requirement.*
2. Is 18 years of age at the time of appointment;
3. Hold a valid Iowa driver's license*;
**As reference in Iowa Administrative Code 2.1(3), Railway special agents who are approved by the commissioner of public safety as special agents of the department and officers who are allowed to reside in an adjacent state shall be required to possess a valid driver's or chauffeur's license of the state of residence of the officer.*
4. Not be addicted to drugs or alcohol [modified for Chapter 400 civil service positions by §400.17 of the

Code of Iowa];

5. Be of good moral character as determined by a thorough background investigation including a fingerprint search conducted of local, state and national fingerprint files and have not been convicted of a felony or a crime involving moral turpitude;
6. Successfully pass physical fitness tests;
7. Not be opposed to use of force to fulfill duties;
8. Be a high school graduate or hold a GED certificate;
9. Have uncorrected vision of not less than 20/100 in both eyes, corrected to 20/20, and color vision consistent with the Occupational demands of law enforcement;
10. Have normal hearing in each ear (hearing aids are acceptable if a candidate can demonstrate sufficient hearing proficiency to perform all necessary duties of a law enforcement officer)
11. Be examined by a physician and meet the physical requirements necessary to fulfill the responsibilities of a law enforcement officer.
12. Undergo psychological testing.
13. Undergo cognitive (Basic Skills) testing

I am an officer who is already certified and who is working for another jurisdiction. Does that person still have to meet the minimum standards?

Certified Iowa law enforcement officers who move from one Iowa agency to another with no more than a six month break in service are not required to re-verify compliance with minimum standards; however, a background investigation including fingerprint checks and psychological examination are necessary prior to hiring. Agencies may establish additional standards. Civil service provisions and requirements, if any, still apply.

I am an officer who has been trained and certified in another state. Do I still have to go through the Academy?

No, providing that the person has actually served as a sworn officer in the other state within twelve months before the hiring date in Iowa, and that the training received for certification in the other state was at least 160 hours. The person may then be eligible for **Certification Through Examination** in Iowa. Application must be made to the Academy within 120 days after hiring. All minimum standards for Iowa law enforcement officers must be met prior to hiring. Although you may not *have* to attend the Academy to receive certification it is strictly up to the hiring agency if they *want* you to attend.

Can only certified officers be hired?

No. Officers have one year from the date of their employment in which to become certified through the successful completion of training at an approved law enforcement training facility. This must be accomplished in order to remain eligible for continued employment. However, liability implications in placing untrained officers on duty should be very carefully considered.

Will I be tested on the physical fitness minimums again after I have been hired?

Yes, before entry into *any* of the law enforcement certification training programs you will be re-tested to make sure you meet the minimum hiring PT standards.

<https://ileatraining.org/files/DDF/Form-PT%20Standards.pdf>

We wish to hire a person who has undergone radial keratotomy (Lasik) and whose vision is now within standards. Is this acceptable?

The minimum standards for Iowa law enforcement officers do not address the radial keratotomy procedure; thus it is within the discretion of each individual hiring authority, who must certify to the Academy that all hiring standards have been met, to make that determination. If the question arises, the Academy strongly recommends consultation with appropriate eye doctors.

What can I expect at the academy?

Currently the academy is 625 hours, lasting 16 weeks. You will be staying on site at the academy during the entire 16 weeks, but allowed to go home on the weekends. The academy is located at Camp Dodge in Johnston, Iowa. You will follow all of Camp Dodge and ILEA rules while attending the academy.

What can I expect during the Field Training Program?

The Nevada Public Safety Department Field Training Program (FTO) is currently 14 weeks and you will be paired with 3 different Field Training Officers. You will be evaluated each week and when you change to a new FTO. You will not be permitted to solo patrol until you've completed and passed your FTO period.

Do I have to buy any of my uniform or equipment?

No, the Nevada Public Safety Department will purchase all of your uniforms and equipment before you attend the academy. However, if you want to purchase additional pieces of equipment or additional clothing approved by the Director, you will need to purchase those items on your own. Each year you are given a uniform allowance, which is approved by the Director.

I am currently not a US Citizen but have my work Visa and working on getting my US Citizenship, can I still be hired?

If you are currently not a US Citizen but working on a work Visa but will soon be obtaining your US Citizenship, you would need to provide citizenship or your country of origin, your Visa work status, birth certificate and fill out an ILEA Council Waiver and request a board hiring. Additional information would also need to be obtained so a more in-depth interview and meeting with the ILEA Director and ILEA Council would need to happen.

What if I have a criminal history or past drug use?

If you do have a criminal history, you will have to disclose those on the application and it will be on a case by case situation. If you are a felon and have felony charges that will disqualify you from the hiring process. If you have a past drug history, it will be based on what drugs used and how long ago you last used those drugs. This will be discussed in your interview and polygraph and the decision will be left to the Director if you will continue with the hiring process.

How do I apply?

You can apply by downloading the City of Nevada Employment application at www.cityofnevadaiaowa.org and fill out the application. Provide a cover letter and resume with the application. Turn in the application, cover letter and resume by the deadline date. Once we receive the application we will order a POST test for you and arrive on one of the testing dates offered. We currently have two testing date options.

Do I have to live in Nevada to apply?

No, we encourage those who live outside of Nevada and Story County to apply. We have a 45-minute living restriction, but we do encourage you to live in Story County or Nevada. We have a take home car policy if you live in the city limits of Nevada.

If I have a current POST test score can I use that score?

Yes, you can use a current POST test score as long it is within the year. We will need the date and agency you took the test with along with the scores.

Physical Standards

The physical fitness test established by the Council consists of three events:

1. 1 Minute Push-Up Test

The push-up event measures the endurance of the chest, shoulder, and triceps muscles. Recruits will have one minute in which to do as many push-ups as they can.

2. 1 Minute Sit-Up Test

The sit-up event measures the endurance of the abdominal and hip-flexor muscles. Recruits will have one minute to perform as many sit-ups as they can.

3. 1.5 Mile Run

The 1.5mile run is used to assess your aerobic fitness and your leg muscles' endurance. They must complete the run without any physical help. They are being tested on their ability to complete the course in the shortest time possible. Although walking is authorized, it is strongly discouraged.

STANDARDS

All recruits are required to meet the standards of the 40th percentile for each age and sex group.

Event	Age Group Repetitions/ Run Time									
	M	F	M	F	M	F	M	F	M	F
	<20-29	<20-29	30-39	30-39	40-49	40-49	50-59	50-59	60-65	60-65
PU	29	15	24	11	18	9	13	12*	10	5*
SU	38	32	35	25	29	20	24	14	19	6
1.5M Run	12:51	15:26	13:36	15:57	14:29	16:58	15:26	17:54	16:43	18:44

*Females in excess of 49 years of age may conduct pushups on their knees.