



JOB ANNOUNCEMENT - CERTIFIED POLICE OFFICER

Job Summary and Requirements:

Seeking dedicated, team-oriented individuals to perform a wide range of law enforcement and crime prevention duties for the safety and protection of life and property in the Johnston community. Johnston Police Officers preserve peace, restore order, and serve the best interests of community safety. Officers regularly engage in problem solving, community education/outreach, critical thinking, and perform investigative work in preparation of arrests and criminal prosecution.

This position requires a high school diploma or equivalent and sixty (60) semester credit hours from an accredited university or college as well as meeting all requirements of the Iowa Law Enforcement Academy.

- Full-time law enforcement officer experience may be substituted for college credits as follows: each year of full-time experience equates to fifteen (15) semester credit hours.
- Full-time military experience may be substituted for college credits as follows: each year of full-time military experience equates to fifteen (15) semester credit hours.

This recruitment is for certified law enforcement officer candidates only. To be eligible for consideration of lateral transfer, the following additional prerequisites are required:

- In-state applicants must hold current ILEA certification and have a minimum of: successful completion of a field training program and two (2) years' professional law enforcement experience upon hire with no less than a 180-day break in service.
- Out-of-state POST-certified applicants must have a minimum of three (3) years' law enforcement experience with less than a 180-day break in service.

Law enforcement officers interested in applying should demonstrate professionalism, a commitment to community policing, and a proven work history of proactivity and citizen engagement.

How to Apply:

Go to www.cityofjohnston.com/employment to review the position description. Interested applicants must create a profile with NEOGOV to apply for consideration. If already registered at governmentjobs.com, interested persons may use that account for the City of Johnston application process. Most job-related notifications, including application status and other time-sensitive items or requests, will be sent via email. Incomplete applications will not be considered.

Deadline to Apply:

Recruitment for lateral transfer candidates is on a continual basis. Qualifying officers will have their application materials reviewed and be contacted by administrative support staff when an opening exists or is anticipated.

Rate of Pay: Starting wage range for lateral transfer police officers is \$58,852 - \$67,051 depending upon experience, qualifications, training and certifications.

After hire and upon successful completion of field training, successful candidates will have their performance evaluated and may be eligible for a one-time incentive pay of up to \$2,500.

Benefits: Health, dental, life, paid holidays, uniform stipend, 7.39 hours of paid time off (PTO) bi-weekly. The maximum accumulation of PTO is four hundred twenty (420) hours. The Johnston Police Department participates in the IPERS retirement system.

Other Minimum Qualifications:

- Applicants must be 21 years of age
- Citizen of the United States
- Be of good moral character with no felony convictions or commission of crimes involving moral turpitude; misdemeanor convictions will be judged on a case-by-case basis
- Uncorrected vision of not less than 20/100 in both eyes, corrected to 20/20; normal color vision and hearing
- Be of good moral character
- Ability to read, write, understand and clearly speak the English language
- Not addicted to drugs or alcohol or history of on-going recreational drug use
- Applicants must not object to the use of force in the line of duty
- Capable of working for extended periods outdoors in adverse weather, unpleasant, or hazardous conditions
- Ability to push and pull greater than 50 pounds
- Ability to lift and carry 21-50 pounds
- Hold a valid Iowa driver's license upon hire
- Not show a significant history of driving related infractions and be able to safely operate an emergency response vehicle in hazardous conditions
- Successful candidates shall be required to reside within sixty (60) minutes response time of the Public Safety Building within 180 days of hire

Process:

When a vacancy occurs, initial screening will include confidential telephone interview and pre-screening with agency command staff. Details of supplemental process will be provided to candidates selected for further consideration after initial pre-screening. An in-depth background, personal and financial history investigation including polygraph shall be conducted on applicants seeking employment. Finalists will also be vetted and ranked through comprehensive practical skills assessments.

Post offer/pre-employment physical and drug testing required. Candidates must also successfully pass a psychological examination (MMPI) and psychologist interview.

The City of Johnston is an Equal Opportunity Employer