

Job Postings


Police Officer (Non-Certified and Out-of-State Certified)

Type: Full Time
Salary/Pay Rate: \$37.14/hour (rate effective July 1, 2026)
Posted Date: 02/26/2026
Deadline to Apply: 04/07/2026

JOB DETAILS	DESCRIPTION
Department	Police Department
Benefits	Click here to review a Summary of Employee Benefits
Civil Service Status	This is a Civil Service position
Regular Hours	10-hour shifts for Patrol and Traffic units (Shift & Days of work may vary)
Tentative Start Date	To Be Determined

JOB DETAILS	DESCRIPTION
<p>Job Summary</p>	<p>We are seeking motivated, community-focused and service-oriented individuals, including officers certified outside of Iowa and non-certified applicants who are eager to make a meaningful difference. Become a part of a team that prioritizes respect, integrity, quality service, and accountability – and contribute to a greater purpose.</p> <p>Police Officers perform diverse tasks focused on working with the community to solve problems; protect life and property by patrolling assigned areas; enforce laws and regulations; investigate complaints; prepare detailed reports; and perform other law enforcement related activities.</p> <p>Explore the West Des Moines Police Department website to find more information and discover what it’s like to serve as a West Des Moines Police Officer. Additional details can also be found in this brochure.</p> <p><i>*Officers certified in the state of Iowa should apply for the Certified Police Officer (State of Iowa only) position.</i></p>
<p>Special Notes</p>	<p>Current certified law enforcement officers with the appropriate sworn, post-academy experience may qualify for a lateral transfer. The Chief, with the approval of the City Manager, shall have the authority to place a new officer on any step based upon factors determined by the City.</p> <p>Individual tours are available for those who want to learn more about the department, explore career opportunities, and visit the department facility. Completion of a tour is not required. If interested, please contact Lieutenant Ryan Anderson at 515-222-3347 or ryan.anderson@wdm.iowa.gov.</p>
<p>Deadline to Apply</p>	<p>April 7, 2026 @ 11:59 PM</p>
<p>Residency Requirement</p>	<p>Per department policy, employees must reside within a one (1) hour normal drive time measured on a drivable route from the employee’s residence to the West Des Moines Law Enforcement Center.</p>

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Requirements	<p>Qualified applicants MUST:</p> <ul style="list-style-type: none"> • Be twenty-one (21) years of age on or before the date of written examination • Possess a high school diploma or GED • Be a citizen of the United States on or before the date of written examination • Possess a valid (Iowa) driver’s license at the time of hire and have an acceptable driving record • Successfully pass a physical test adopted by the Iowa Law Enforcement Academy • Be of good moral character and have not been convicted of a felony or crime involving moral turpitude (<u>Police Officer Candidate Disqualifiers</u>) <ul style="list-style-type: none"> • Not be addicted to drugs or alcohol • Not be opposed to use of force • 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 • Have normal hearing in each ear, hearing is considered normal when, tested by an audiometer, hearing sensitivity thresholds are within 25dB measured at 500Hz, 1000Hz, 2000Hz, and 3000Hz averaged together • Meet physical standards through a medical examination by a physician • Not have been previously decertified in Iowa or another jurisdiction • Not have committed any act that could result in decertification under 501 – Chapter 6 <p>Successful candidates will have the ability to connect with and collaborate alongside individuals from various backgrounds. Additionally, they will demonstrate critical thinking and problem-solving skills, along with proficient writing and speaking abilities.</p> <p>See online job description for complete details.</p> <p>All applicants must meet the minimum standards for Iowa Law Enforcement Officers as established by legislation and the Iowa Law Enforcement Academy. Applicants who meet the minimum qualifications but are not successful in this process are encouraged to apply again for future opportunities.</p>



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Steps to Apply	<p>Steps to Apply for Police Officer:</p> <ol style="list-style-type: none">1. Profile: You MUST complete an online Applicant Profile. A link is provided below to our Online Application System.2. Attachments: You must attach the following documents to your profile under the Apply For Job section (attachments are job specific, once you click Finish & Apply you will not be able to add any additional documents):<ol style="list-style-type: none">a) Authorization for Background Checks Form (link is provided below)b) Current/Former Police Officer Packet (to be completed by Current/Former Police Officers ONLY – link is provided below)c) Resume (preferred but not required)3. Qualifications/Certifications/Licenses: Under the Resume & Qualifications section, make sure to list any certifications or licenses you currently hold.4. Applying for Position: Once you have completed your profile, you MUST apply for the position (The link to Finish & Apply is located on the Apply For Job section after you have completed your profile. Once you have applied, it will be listed under your My Applications tab. Any applications marked as Status: Incomplete, have not been submitted.). <p>Click to open: Authorization for Background Checks Form (ALL applicants)</p> <p>Click to open: Current/Former Police Officer Packet (ONLY if applicable)</p> <p><i>Applications will not be rejected due to minor deficiencies that can be corrected prior to testing.</i></p> <p>All steps MUST be completed before the posted deadline to be considered for this position. We will not accept incomplete profiles. Communication throughout this process (including invitations to any examinations and/or interviews) will be made via the email supplied through the City's on-line application system. It is recommended to check your email "Junk" folder for emails from the City of West Des Moines. If you have any questions during the application process, please contact Human Resources at 515-222-3616 .</p>

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	<i>The City of West Des Moines is committed to providing equal employment opportunities for all persons, regardless of age, race, color religion, creed, sex, sexual orientation, marital status, national origin, disability, genetic information, or veteran status.</i>

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<p>Civil Service Exam</p>	<p>An examination consisting of several steps will be administered for this position. For applicants who provide all required materials and meet the minimum qualifications, the examination steps are as follows: application packet evaluation, initial background investigation, physical agility test (PAT), a written examination (POST), oral board exams, in-depth background investigations, ride alongs, polygraphs, and command staff review.</p> <p>If you will be requesting an accommodation for a disability to participate in any portion of the testing, please provide written notification of your request including the specific accommodation you are requesting and verification of the disability as soon as possible but no later than the posted deadline.</p> <p>Important information regarding the testing and selection process is detailed below and can also be found by clicking on the following link: [2025 WDMPD Recruitment Information Packet].</p> <p>Monday, April 27th, Wednesday, April 29th, and Tuesday, May 3rd, 2026 Physical Agility Test (PAT)</p> <p>*Passing scores from a physical agility test (Cooper Test) administered by another agency in Iowa will be accepted, provided the test took place on or after January 27th, 2026. Results must be submitted directly from the agency to Human Resources via e-mail at humanresources@wdm.iowa.gov.</p> <p>*Information about the physical agility test standards is available on the Iowa Law Enforcement Academy website. The required performance standards are based on your current age and the sex listed on your birth certificate.</p> <p>*You will be asked to provide a copy of your birth certificate later in the process to verify that the correct standards have been applied for your test.</p> <p>Monday, April 27th, Wednesday, April 29th, and Tuesday, May 3rd, 2026 Police Officer Standard Test (POST)</p> <p>*Passing POST scores will be accepted, provided the test took place on or after September 30, 2025. The submission of prior test scores is</p>

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	<p>not necessary, as the City will obtain any prior passing scores from Stanard & Associates, Inc. before the testing date.</p> <p>*A study guide may be provided upon request after your application has been submitted. To request a study guide, please contact Lieutenant Ryan Anderson at 515-222-3347 or ryan.anderson@wdm.iowa.gov. Online study guides and practice tests can be purchased directly at https://www.applytoserve.com/Study/.</p> <p>Week of May 18th, 2026 Oral Board Interviews</p> <p>May 2026 / June 2026 In-depth background investigations, ride alongs, and polygraphs</p> <p>Week of June 29th, 2026 Command Staff Review</p> <p>These dates are tentative and are subject to change due to unforeseen circumstances.</p> <p>To be considered for employment, applicants must successfully complete each step of the examination process.</p>
Physical/Drug Test	Post offer, pre-employment physical, drug test, and psychological evaluation are required.
Apply Here!	City of West Des Moines Online Application System

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Instructions & FAQ's	<p>You will need to complete an online profile and apply for this position online. There are Instruction Sheets under the Applying for a Job section of our City website as well as a number of topics in our FAQ section. If after reviewing these help guides you still need additional help, please visit or contact Human Resources 515-222-3616.</p> <p>Please click here and go to section 2.9, page 5, to review the City of West Des Moines' employment of relatives policy.</p> <p>If you are currently employed with the City, please reference the Internal Instruction Sheet prior to applying. With questions, please contact Human Resources at 515-222-3616.</p>
Contact Information	<p style="text-align: center;">CITY OF WEST DES MOINES Human Resources, 1st floor, Suite 1E 4200 Mills Civic Parkway PO Box 65320 West Des Moines, IA 50265-0320 515-222-3616  (phone) 515-273-0601  (fax)</p>

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