



## City of Grinnell

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Police Department  
1020 Spring Street  
Grinnell, IA 50112

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OR#IA0790100

### INFORMATION FOR POLICE OFFICER APPLICANTS

The Grinnell Police Department serves a community of approximately 9,534 residents. The Department currently has an authorized strength of 14 full time police officers.

The Department is covered and governed by Civil Service law in all areas including hiring, promotion, retirement, and termination. All recruit police officers must successfully serve a probationary period as outlined under Iowa Code Section 400.8.

Police officers are represented in the collective bargaining process by the Teamsters Union. Starting wages for an entry level police officer, effective 7/1/2023, is \$29.07 per hour. A police officer hired by the City of Grinnell, who has previous experience as a police officer in another public safety department, will be given half credit for each full year of service as a certified police officer, employed with a public safety department, for the purpose of determining the wage rate in which to place the officer. Overtime is either pay or compensatory time, computed at 1.5 times the base rate. All uniforms, equipment, and weapons are furnished by the city.

The city provides health insurance for the employee at no cost. An optional family plan is available, paid jointly by the city and employee. A \$15,000 life insurance policy is provided for the employee at no cost, with an option to purchase additional coverage at employee cost. Officers receive 12 paid holidays and work 12-hour shifts, with every other weekend off. Additionally, officers are paid time and one-half for any holiday hours worked. After one year of service, officers receive 40 hours of vacation, 80 hours after two years. Sick leave is earned at 8 hours per month with unlimited amount of total accumulation possible. Effective July 1, 2023, officers residing within the city of Grinnell, and who own their home, receive an annual housing stipend of \$2,000, and those who rent within the city limits an annual stipend of \$1,000.

Certified hires are eligible to receive a Hiring and Retention Incentive of up to \$10,000. Any other individual who is newly hired by the City with an advanced educational degree (AA degree or higher) shall receive a Hiring and Retention Incentive payment of \$2,000 immediately upon their start of employment with the City.

The cost of real estate is comparable to other cities of comparable size in Iowa, as is house or apartment rental.

Additional information concerning the Grinnell community may be obtained from the Grinnell Chamber of Commerce, 833 - 4th Ave., Grinnell, Iowa 50112. Their phone number is 641-236-6555.

Enforcement

Service

Courtesy