

Job Announcement



**GRINNELL POLICE DEPARTMENT  
IS NOW ACCEPTING APPLICATIONS FOR  
POLICE OFFICER**

**Mission Statement of the Grinnell Police Department: To protect and serve the community of Grinnell, providing a peaceful and safe existence, free from fear and with democratic values applied equally to all.**

GENERAL DUTIES

The Patrol Officer is under the general direction of the Chief of Police and subordinate to the Captain and Sergeant. An Officer in Charge (OIC) acts in place of a police supervisor when a higher-ranking supervisor is not available. A Patrol Officer enforces local, State and Federal laws and ordinances; performs criminal investigations; and performs related duties as required.

See attached job description.

SALARY

- **\$60,465 - \$68,577 Hiring and Retention Incentive of up to \$10,000 for Certified Candidates. Uncertified with an advanced education degree (AA or higher) shall receive an incentive payment of \$2000.**
- **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.**
- **Officers residing within the city of Grinnell, and who own their home, receive an annual \$2,000 housing stipend.**

ABOUT GRINNELL POLICE DEPARTMENT

The Grinnell Police Department serves a community of approximately 9,500 residents. The Department currently has an authorized strength of 14 full time police officers. Patrol officers work a 12-hour tour of duty, with every other weekend off. In 2022 Grinnell officers responded to over 13,800 calls for service.

In addition to patrol, officers have an opportunity to become involved in collateral duties such as crime prevention, training, traffic safety, criminal investigations, and a Central Iowa drug taskforce.

The City of Grinnell is centrally located along Interstate 80, between the Des Moines metro area and Iowa City. Additional information concerning the Grinnell community may be obtained from the Grinnell Chamber of Commerce (<https://www.grinnellchamber.org/>).

#### MINIMUM QUALIFICATIONS

- Be a U.S. Citizen and a resident of Iowa or intend to become a resident upon being employed.
- Is 18 years of age at time of appointment.
- Hold a valid Iowa driver's license upon appointment.
- Not be addicted to drugs or alcohol.
- 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.
- Successfully pass physical fitness tests
- Not be opposed to use of force to fulfill duties.
- Be a high school graduate or hold a GED certificate.
- 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 aids are acceptable if a candidate can demonstrate sufficient hearing proficiency to perform all necessary duties of a law enforcement officer).
- Be examined by a physician and meet the physical requirements necessary to fulfill the responsibilities of a law enforcement officer.
- Undergo psychological testing.
- Undergo cognitive (Basic Skills) testing

#### TESTING REQUIREMENTS

- Candidates must be able to pass a physical fitness test. Candidates can refer to <https://ileatraining.org/default.aspx/MenuItemID/239/MenuGroup/Home.htm> for further information related to physical fitness requirements and other certification related questions. Current Iowa Certified Peace Officers are not required to take the physical fitness tests.
- Candidates passing the physical fitness testing must be able to pass the P.O.S.T test created by Standards and Associates. Candidates can refer to <http://www.stanard.com/for-candidates> for additional details on the P.O.S.T. test. Applicants who have a passing, currently valid P.O.S.T. test score, which is not over 1 year old by the date of testing, will not be required to re-test.

Candidates passing the P.O.S.T test will sit before a Civil Service Commission interview panel and Grinnell Police Department interview panel.

- Candidates provided with a conditional offer of employment will be required to pass a psychological and physical examination.

#### TESTING PROCESS

- Acceptance of applications
- Physical fitness and P.O.S.T test
- Civil Service interview
- Department Oral Board Interviews
- Conditional Offer of Employment (Contingent on successful passing of)
  - Polygraph Examination; Background Investigation.
  - Medical Examination; Psychological Examination
- Appointment

THIS PROCESS WILL ESTABLISH A CIVIL SERVICE CERTIFIED HIRING LIST.

Please direct questions regarding this position to [wsimmons@grinnellpd.com](mailto:wsimmons@grinnellpd.com)

APPLY ONLINE: <https://www.policeapp.com/GrinnellIA>