



JOB ANNOUNCEMENT – NEWTON POLICE OFFICER

The City of Newton, Iowa is accepting applications for the position of entry level (non-certified) and lateral (certified) Police Officer. The Newton Police Department is a full service law enforcement agency consisting of 23 sworn and 5 non-sworn employees and includes a school resource officer, narcotics detective, general crimes detective, K9 unit and motorcycle unit.

How to Apply: If you meet the listed requirements, submit your application online at www.newtongov.org by 4:00 p.m. December 28, 2018. **Any follow up communication with applicants will be done through email and/or telephone.**

Minimum Qualifications:

- Must be at least 18 years of age on the last day applications are accepted.
- Be a citizen of the United States.
- Have no felony or aggravated misdemeanor convictions or crimes involving moral turpitude.
- Uncorrected vision of not less than 20/100 in both eyes, corrected to 20/20.
- Be of good moral character.
- Have the ability to read, write, and speak the English language.
- Not addicted to drugs or alcohol or a have a long history of recreational drug use.
- Applicants must not object to using force, in the line of duty, if required in order to protect their life or the lives of others.
- Hold a valid Iowa driver's license upon hire.

Rate of Pay: Starting salary is **\$51,132** for non-certified and up to **\$61,308** for certified officers. Salary is subject to collective bargaining agreement. Annual salary range **\$51,132 to \$63,180**, not including overtime and other compensation.

Benefits: Health, dental, life, paid vacation, paid holidays, uniform/equipment allowance, educational bonus, and shift differential of up to \$0.55 per working hour for officers assigned to late night shift.



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- Preference:** Men and women honorably discharged from a branch of the US military may receive an additional 5 examination points. You are a 10 point preference eligible if you served at any time and you have a service connected disability or received a Purple Heart. A copy of the military discharge form DD-214 must be presented at the time the application is filed. Points are given only after passing the written examination.
- Pre-Employment Tests:** Post offer/pre-employment physical and drug testing required. Candidates must also successfully pass a psychological examination (MMPI), polygraph examination, and thorough background check prior to appointment.
- Education:** Two (2) years post high school education consisting of sixty (60) semester, ninety (90) quarter hours from an accredited institution, completed at the time of testing may receive an additional 5 points. Transcript should be presented at time of submittal of application. Points are given only after passing the written examination.
- Peace Officer Certification:** Men and women who have successfully completed the Iowa Law Enforcement Academy or other state POST certified academy will be given an additional 10 examination points after passing the written and oral examination. A copy of your completion certificate should be sent with your application.
- Lateral Officer Qualifications:** Certified officers seeking to qualify under the lateral police officer program must meet the following conditions: In-state applicants must hold a current ILEA certification and have, at minimum, successful completion of a field training program and two (2) years of experience upon hire with less than a 180-day break in service. Out-of-state certified applicants who have graduated from a state POST certified academy must have a minimum of four (4) years of law enforcement experience with less than a 180-day break in service.
- Working Conditions:** After successful completion of a Field Training Program, the recruit officer will be assigned to one of the following shifts:
0715 - 1715 hours 2130 - 0730 hours
1700 - 0300 hours 1130 - 2130 hours



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APPLICANT ASSESSMENT AND EXAMINATION

The assessment and examination consists of seven parts as follows:

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|-----------------------------|-------------------|
| 1. Written Test | 70% Passing Score |
| 2. PFT Assessment | Pass/Fail |
| 3. Oral Interview | 70% Passing Score |
| 4. Psychological Test | Pass/Fail |
| 5. Polygraph Test | Pass/Fail |
| 6. Background Investigation | Pass/Fail |
| 7. Medical Screening | Pass/Fail |

PRE-ASSESSMENT ORIENTATION (Optional)

On **January 12th from 10:30AM-12:00PM** the Newton Police Department will host an optional pre-assessment orientation that will allow candidates to learn more about the Newton Police Department and the position of Police Officer. The orientation meeting will be held at the City of Newton City Hall located at 101 W 4th St S. Attendees shall enter through the east doors and will be required to show a picture ID before entry.

TEST DATES –Entry level candidates will have two opportunities for testing.

January 12th at 1:00PM – City of Newton City Hall – 101 W 4th ST S

Entry level candidates who have a Certified POST score on file and who attend the pre-assessment orientation meeting may remain after the meeting and take the physical fitness assessment. Candidates who do not have a Certified POST score on file may remain and take the written POST exam followed up by the physical fitness assessment. Those who successfully pass the POST exam and the physical fitness assessment will receive priority scheduling for the civil service interviews on January 19.

January 19th at 8:30AM – E.J.H. Beard Administration Center– 1302 1st Ave W

Entry level candidates who were not able to attend on January 12th may report to the E.J.H Beard Administrative Center for the POST exam and physical fitness assessment. Candidates who have a Certified POST score on file will begin with the physical fitness assessment. Candidates who do not have a Certified POST score on file will begin with the written exam followed immediately by the physical fitness assessment. Those who successfully pass the POST exam and the Physical Fitness Assessment will be scheduled for an interview on January 19th or a later date based on available time slots.



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LATERAL (CERTIFIED) OFFICER CANDIDATE TESTING

Eligible lateral (certified) police officer candidates will take an alternate written examination assessing their judgment in various routine or common law enforcement situations.

The physical fitness test will be waived for lateral (certified) police officer candidates in the initial stage of the recruiting process. Candidates will be required to submit a PFT self-assessment attesting to and reflecting their ability to pass the PFT within 60 days of hire.

Newton Police Department staff will personally contact lateral police officer candidates to schedule their assessment, which may be scheduled for the same day(s) as entry level candidates.

POST EXAM

You will be required to show a picture ID before taking the POST exam. **There is a \$15.00 testing fee.** All eligible applicants will be allowed to take the POST, whether you want to increase your score or have a fail score on file. If you have a passing Certified POST exam score, within one year of the test date, that score may be accepted towards this process. **There is a \$5.00 fee for the Certified POST score.** Multiple scores will result in the highest score of that particular test being accepted towards this process. **Fees are payable by cash or check only.**

The POST exam is not required for police officers who are ILEA certified.

TEST DAY PREPARATION AND COMMUNICATION

Applicants need to RSVP the Newton Police Department after receiving an email invitation to test notice. This may be done by calling or emailing Administrative Assistant Janet Cox at janetc@newtongov.org or 641-791-0850. **Follow up communication with applicants will be done through email or telephone.**

Please bring appropriate fitness clothing and footwear to participate in this examination. All candidates should wear/bring appropriate interview attire if scheduled for an interview or are completing the POST and Physical Fitness testing. Shower facilities are not available for testing, but bathrooms will be available for changing clothes. Cumulative time for written and physical testing is approximately four hours.

The information contained herein does not constitute either an expressed or implied contract and these provisions are subject to change in accordance with the current collective bargaining agreement.