

Hiring Process

H R Morrow & Associates

Written Testing

Physical Agility Testing

*City of Council Bluffs, Iowa
testing*

Oral Boards

Background Investigation

Polygraph Examination

Chief's Interview

*Conditional Offer of Employ-
ment*

*Pass physical requirements as
set forth by the Iowa Law En-
forcement Academy*

Psychological Evaluation

Medical Examination

**THE CITY OF
COUNCIL BLUFFS IS AN
EQUAL OPPORTUNITY
EMPLOYER**



Southwest Iowa Law Enforcement Training Facility

COUNCIL BLUFFS POLICE DEPARTMENT

227 South 6th street
Council Bluffs, Iowa 51501
Web Site www.cbpolice.org

COUNCIL BLUFFS POLICE DEPARTMENT



**Council Bluffs Police Department
Ralph M. O'Donnell
Chief of Police**

**If you are interested in
becoming a
police officer
See what the
Council Bluffs
Police Department
has to offer you!**

CBPD Departments

Uniform Division

Uniform Patrol
 Bike Patrol
 Special Operations
 Traffic Accident Investigators
 K-9 Officer

Criminal Investigation Division

Crimes Against People
 Crimes Against Property
 Indent-techs

Vice and Narcotics

Southwest Iowa Narcotics Task Force
 Narcotics Investigation

P.A.R. Unit Police Area Representative

S.R.O. School Resource Officers

What requirements must I meet in order to get hired by an Agency?

All minimum standards for Iowa law enforcement officers must be satisfied:

The person must

1. Be a U. S. Citizen and a resident of Iowa or intend to become a resident upon being employed;
2. Be 18 years of age at the time of appointment;
3. Hold a valid Iowa driver's license;
4. Not be addicted to drugs or alcohol [modified for Chapter 400 civil service positions by §400.17 of the Code of Iowa];
5. 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;
6. Successfully pass physical fitness tests; (see chart below)
7. Not be opposed to use of force to fulfill duties;
8. Be a high school graduate or hold a GED certificate;
9. 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;

sistent with the Occupational demands of law enforcement;

10. 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)
11. Be examined by a physician and meet the physical requirements necessary to fulfill the responsibilities of a law enforcement officer.
12. Undergo psychological testing.
13. Undergo cognitive (Basic Skills) testing.

Minimal Physical Fitness Performance Requirements					
Males	Age				
	20-29	30-39	40-49	50-59	60 +
Test	20-29	30-39	40-49	50-59	60 +
Sit & Reach	16.5	15.5	14.3	13.3	12.5
1 Minute Sit-up	38	35	29	24	19
1 Minute Push-up	29	24	18	13	10
1.5 Mile Run	12:51	13:36	14:29	15:26	16:43
Females	Age				
	20-29	30-39	40-49	50-59	60 +
Test	20-29	30-39	40-49	50-59	60 +
Sit & Reach	19.3	18.3	17.3	16.8	15.5
1 Minute Sit-up	32	25	20	14	6
1 Minute Push-up	15	11	9	* 12	* 5
1.5 Mile Run	15:26	15:57	16:58	17:54	18:44

Officers must live in the State of Iowa, and within twenty miles of the city limits

Wages & Benefits

Wages & benefits are negotiated between the City of Council Bluffs and the F.O.P. Lodge #1.

- Police officer salary range \$39,699.41 to \$58,038.05. Starting salary for new hires is \$19.35 per hour
- Vacation: All eligible employees shall accrue an annual paid vacation as specified,
 - 0-6 years 80 hours per year
 - 6-13 years 120 hours per year
 - 13-19 years 160 hours per year
 - 19 years 200 hours per year.
- Uniform Allowance \$700.00 per year
- Longevity pay \$9.23 per bi-weekly payroll after 5 years,
 - \$18.46 per bi-weekly payroll after 6 years,
 - \$25.39 per bi-weekly payroll after 14 years,
 - \$30.00 per bi-weekly payroll after 18 years,
 - \$39.24 per bi-weekly payroll after 22 years.
- Health Insurance ,Sick leave, Education Incentive, FTO Program