 **Peace Officer Employment Application**

**City of Elkader** 207 N. Main Street, Elkader IA 52043 (563) 245-2098

Candidates must submit this employment application to be considered for this position. This can be sent to the City Clerk via USPS mail service to PO Box 427, Elkader IA 52043 or sent electronically to Chief Mitch Seitz epdchief@alpinecom.net.

**NAME:** First: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Middle: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Last: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Current Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ City:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ State:\_\_\_\_ Zip:\_\_\_\_\_\_\_\_\_\_\_\_

Social Security #:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Driver’s License #:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ State: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Phone : Cell:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Home:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ (where do you prefer to be contacted?)\_\_\_\_

Email:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Are you a U.S. Citizen? **Yes\_\_\_\_\_ No\_\_\_\_\_**

Are you a resident of the State of Iowa? **Yes\_\_\_\_\_ No\_\_\_\_\_**

If the answer to either of the foregoing questions is “no,” would you be willing and able to become a citizen or a resident of the State of Iowa upon offer of employment? **Yes\_\_\_\_\_ No\_\_\_\_\_**

**Explain:** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Section 400.17 of the Iowa Code states that the maximum age for a peace officer is 65 years of age. Are you at least 18 years of age and under the age of 65? **Yes:\_\_\_\_ No:\_\_\_\_**

Section 400.17 of the Iowa Code states that a person shall not be appointed if the person has attempted a deception or fraud in connection with a civil service examination. Do you attest that in regard to these requirements that you could be appointed**? Yes:\_\_\_\_ No:\_\_\_\_** If you answered no, please do not submit an application.

The City requires a Peace Officer to have a primary residence that is either within the city limits or located where you can respond to an emergency within 10 minutes time of normal driving conditions. If you are hired, do you agree to comply with this requirement within 90 days? **Yes:\_\_\_\_ No: \_\_\_\_**

Are you a certified peace officer in the State of Iowa? **Yes:\_\_\_\_ No: \_\_\_\_** Are you a certified officer in another state? **Yes:\_\_\_\_ No:\_\_\_\_** If yes, in what state? \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Has your ability to serve as a peace officer in the State of Iowa ever been suspended? **Yes:\_\_\_\_ No:\_\_\_\_** If yes, please explain the circumstances on a separate, attached sheet.

Have you applied for a position with the City of Elkader before? **Yes:\_\_\_\_ No:\_\_\_\_** If yes, please describe the position previously applied for.

Do you have any relatives employed here (including City Council)? **Yes:\_\_\_\_ No:\_\_\_\_** Name\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Have you ever been known by any other name(s) that this agency will require to verify any of the information on this application? **Yes:\_\_\_\_ No:\_\_\_\_** If yes, provide all other name(s): \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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After a conditional job offer has been made, the successful candidate will be required to pass the state mandated physical agility test, POST test, drug test, psychological test, physical examination, and a thorough background check. Are you aware of these requirements and are you willing to comply with it? (see last page of application for a complete list) **Yes:\_\_\_\_ No:\_\_\_\_**

**EDUCATION & TRAINING**

Education Name & Location of High School

Are you a high school graduate? **Yes:\_\_\_\_ No:\_\_\_\_** \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If no, do you have a GED? **Yes:\_\_\_\_ No:\_\_\_\_** Name/Location where GED Obtained

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| Name & Location of College or University Attended | Type of Degree  e.g., BA | Year Degree Received | Major |
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| --- | --- | --- | --- | --- |
| Other Schools or Training (trade, armed forces, business, etc.) | Date of Attendance or Training | Subjects Studied | Type of Certificate Received | Year Certificate Awarded |
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Are you a veteran of the United States Military? **Yes:\_\_\_\_ No:\_\_\_\_** If yes, please state:

1. Branch of service: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_.

2. Dates of Service: \_\_\_\_\_\_\_ to \_\_\_\_\_\_\_\_.

3. Type of Discharge: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

If less than honorable, please explain: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Relevant experience from your years in the military: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Fully describe any other special qualifications and skills possessed (i.e. licenses, certifications, computer software, public speaking, etc.). Explain how these were acquired and the extent of the experience. Attach additional sheets if necessary.

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List any awards received and memberships in professional organizations.\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**EMPLOYMENT HISTORY:** Begin with your present or most recent employment. Explain any gaps in employment. Attach additional sheets if necessary.

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Employer’s Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_From:\_\_\_\_\_\_\_\_\_\_\_\_ To:\_\_\_\_\_\_\_\_\_\_\_\_\_

Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Hours Worked Per Week:\_\_\_\_\_\_\_\_\_\_\_\_

Phone Number:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Supervisor’s name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisors’ email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ May we contact the supervisor?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Start Salary:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ End Salary:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Title of Position:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Reason for Leaving:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Describe your Duties and Accomplishments:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Employer’s Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_From:\_\_\_\_\_\_\_\_\_\_\_\_ To:\_\_\_\_\_\_\_\_\_\_\_\_\_

Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Hours Worked Per Week:\_\_\_\_\_\_\_\_\_\_\_\_

Phone Number:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Supervisor’s name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisors’ email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ May we contact the supervisor?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Start Salary:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ End Salary:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Title of Position:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Reason for Leaving:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Describe your Duties and Accomplishments:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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Employer’s Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_From:\_\_\_\_\_\_\_\_\_\_\_\_ To:\_\_\_\_\_\_\_\_\_\_\_\_\_

Address:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Hours Worked Per Week:\_\_\_\_\_\_\_\_\_\_\_\_

Phone Number:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Supervisor’s name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Supervisors’ email: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ May we contact the supervisor?\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Start Salary:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ End Salary:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Title of Position:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Reason for Leaving:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Describe your Duties and Accomplishments:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

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**GENERAL BACKGROUND**

1. Have you ever been convicted of an offense against the law or are you now under charges for any offenses against the law? You may omit: (1) traffic violations for which you paid less than $75 in fines and (2) any other offense which reached final adjudication in juvenile court.

If yes, provide details in the space provided below. Note: A conviction does not automatically exclude you from consideration for employment. **Yes:\_\_\_\_\_ No:\_\_\_\_\_**

Please provide details of each offense, and include all military offenses:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Court/ Jurisdiction | Type of Offense | Status | Conviction or Acquittal | Date Resolved, if applicable. |
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1. Driving History:
2. Do you possess a valid driver’s license? **Yes:\_\_\_\_ No \_\_\_\_\_**

If you do not currently hold a valid driver’s license, please explain: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

1. If you do possess a valid driver’s license please list your name exactly as it appears on your

driver’s license: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3. Have you ever been involved in a traffic accident? **Yes:\_\_\_\_ No: \_\_\_\_\_**

If yes, please explain (date, circumstances, outcome):

**FINANCIAL STATUS:**

List all creditors or persons to whom you are financially obligated. If additional space is needed, please list on a separate sheet.

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| --- | --- | --- | --- | --- |
| Name of Person/Creditor | Address of Person or Creditor | Nature of Obligation | Balance Owed | Monthly Payment |
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Have you ever filed for bankruptcy? Yes:\_\_\_\_\_ No:\_\_\_\_\_ If yes, please give dates and circumstances.

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**RESIDENCES**

Please list all residences where you have lived in the last five years. Begin with your present address and work backwards.

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| --- | --- | --- | --- | --- |
| Address | City | State | Zip Code | Dates |
|  |  |  |  |  |
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**REFERENCES:** List at least three persons who are not related to you and who have knowledge of your qualifications for this position. Do not repeat the names of supervisors listed under employment history.

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| --- | --- | --- |
| Name: | Relationship: | Telephone Number: |
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**SIGNATURE REQUIRED/AGREEMENT and RELEASE**

* To the best of my knowledge, the information herein is true and complete.
* I have read the Job Announcement and I can perform the essential functions of the Peace Officer, with or without reasonable accommodations.
* I understand that if I receive a Conditional Offer of Employment, the City of Elkader will complete a thorough background check to include past employment, schools, references, driving record, and criminal convictions.
  + I hereby consent to all corporations, employers, former employers, credit agencies, educational institutions, law enforcement agencies, city, state, county and federal courts and agencies, military services and any other persons to release all information they may have about me, including criminal and driving records.
  + I hereby release all those corporations, employers, former employers, credit agencies, educational institutions, law enforcement agencies, city, state, county and federal courts and agencies, military services and any other persons and the City from any and all liability arising from their giving or receiving information about my employment history, my academic credentials or qualifications, and my suitability for employment with the City.
  + I also understand that I will be tested for the presence of drugs as part of the pre-employment screening.
* No promises of any form or nature regarding employment have been made to me, and no guarantee of any length of employment is, nor shall be, binding on this employer, unless an agreement to the contrary has been written and signed by the City.
* I understand that providing false information on this application is grounds for disqualification and/or dismissal.

**Failure to sign and date this application will disqualify you from further consideration for employment for this position.**

Applicant Signature:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ Date Signed:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

The City of Elkader is an equal opportunity provider and employer.

Applicants are considered for employment without regard to race, creed, color, religion, gender, national origin, disability, age, familiar status, political affliction, citizenship, gender identity or sexual orientation or any other basis prohibited by law, unless such basis constitutes a bona fide occupational qualification. The City of Elkader will comply with any legal obligation to provide reasonable accommodations to qualified individuals with disabilities.

Submit this application to:

City of Elkader

PO Box 427

Elkader IA 52043

or elkaderadmin@alpinecom.net

**(2/2025)**

**STATE OF IOWA MINIMUM REQUIREMENTS AND QUALIFICATIONS** **FOR POLICE OFFICERS**

The State of Iowa has established minimum requirements and qualifications for being a Police Officer in Iowa. The City of Elkader will apply these standards to the extent that such requirements do not violate federal laws governing employment. Please contact the City's Personnel Department if you have questions about either State or City requirements.

1. Applicant must have reached 18 years of age by the date of appointment.

2. Applicant's vision must be at least 20/100 in both eyes, correctable to 20/20 in both eyes with normal color vision as

determined by the American Optical Company Pseudo Isochromatic Plates Test which requires correct identification of 10

out of 14 plates.

3. Applicant should have normal hearing in each ear. Hearing is considered normal when testing by an Audiometer and

hearing sensitivity thresholds are within 25 db measured at 100Hz and 3000Hz averaged together.

4. Applicant must be a citizen of the United States and a resident of Iowa or intend to become a resident upon being

employed.

5. Applicant must be a graduate of an accredited high school or possess an equivalency certificate (GED) by the date of

the application deadline. (Verification of GED or high school graduation will be required at a later date.)

6. Applicant must not be addicted to alcohol or drugs.

7. Applicant must be able to read and write the English language.

8. Applicant must have a current valid driver's from the State of residence and be able to obtain an Iowa driver's license at

the time of employment.

9. Applicant must 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 has not been convicted of a felony or a crime

involving moral turpitude. Moral turpitude is defined as an act of baseness, vileness, or depravity in the private and social

duties which a person owes to another person or to society in general, contrary to the accepted and customary rule of

right and duty between person and person. It is conduct that is contrary to justice, honesty or good morals. The following

nonexclusive list of acts has been held by the courts to involve moral turpitude: income tax evasion, perjury, or its

subornation, theft, indecent exposure, sex crimes, conspiracy to commit a crime, defrauding the government, and illegal

drug sales. Various factors, however, may cause an offense which is generally not regarded as constituting moral

turpitude to be regarded as such. For example, a record of a number of convictions for simple assault would involve moral

turpitude, whereas a singular act would not.

10. Applicant is not by reason or conscience or belief opposed to the use of force when necessary to fulfill his or her

duties.

11. Applicant can successfully complete and pass all tests required by the Iowa Law Enforcement Academy (ILEA). Upon appointment the candidate must complete an extensive training program at the ILEA in Des Moines in order to be certified by the State as a law enforcement officer.