

City of Camanche Police Department

Police Officer Application Packet - 2026

Thank you for your interest in serving our community.

TIRED OF YOUR JOB? BUILD A CAREER.

Now accepting Applications for
POLICE OFFICER



The Camanche Police Department proudly serves a close-knit Mississippi River community built on professionalism, integrity, and service. Our officers thrive in a team-oriented environment where they are supported, well-equipped, and empowered to grow throughout their careers.

Camanche PD is not a stepping-stone — it's a destination. Our officers build lasting relationships, take ownership of their work, and play a direct role in protecting the safety, trust, and quality of life of the community they call home.

WHY CAMANCHE PD

- Competitive pay and structured increases
- 10-Hour shifts with a 4-day weekend every other week
- Department issued equipment and gear
- Comprehensive wellness program emphasizing physical and mental health
- Annual employer-paid physical examination
- Supportive field training and mentoring program opportunities for continued training and professional development

PAY & INCENTIVES

- Starting salary \$66,467.11
- Salary after probation \$72,583.74
- \$6000 sign-on bonus for Iowa-certified officers
- Shift differential pay for 2nd and 3rd shifts
- Education incentives for degrees and certifications
- Tuition reimbursement available

CIVIL SERVICE PROCESS

Camanche is a civil service community.

Applicants must complete:

- written examination
- physical agility test
- interview process
- background investigation
- medical and psychological evaluation

Successful candidates attend the Iowa Law Enforcement Academy and complete a structured field training program.

APPLICATION DEADLINE
MARCH 31ST AT 4:00 P.M.

APPLY ONLINE AT:

<https://www.camancheia.org/employment-opportunities/>



**CITY OF CAMANCHE
POLICE DEPARTMENT
POLICE OFFICER APPLICATION PACKET**

The City of Camanche appreciates your interest in law enforcement and your desire to work for the City and Police Department. Included in this packet you will find the application materials for your review, completion, and return. Please contact the Camanche Police Department at (563) 259-8575 if you have any questions.

The following items must be completed and requested documents returned to the address listed below in order for your application to be processed:

- _____ Application Form
- _____ Pre-employment questionnaire
- _____ Authorization for Release of Personal Information
- _____ Copy of DD214 (Military discharge papers) if applicable
- _____ High school grade transcripts (unofficial or copies are acceptable)
- _____ College grade transcripts (unofficial or copies are acceptable)
- _____ Certified Copy of birth certificate (copies or notary signed birth certificates are **not** acceptable)

An applicant may obtain a certified birth certificate from their county courthouse of birth. Also, applicants born in the state of Iowa can obtain a certified copy of their birth certificate by contacting or stopping by the Iowa Department of Public Health, Vital Records Bureau in the Lucas State Office Building located in Des Moines. The phone number for the Department of Public Health is: (515) 281-4944.

City of Camanche
PO Box 77
Camanche, IA 52730

I understand that my application will not be processed for a police officer position with the Camanche Police Department unless all required materials as listed above have completed and included with the application. I further understand that submitted materials become the property of the City of Camanche.

I understand that I must meet and maintain minimum qualification standards, including physical requirements and personal conduct, from the time my application is submitted through the end of the selection process.

I understand that providing false, misleading and/or incomplete information is grounds for exclusion for the selection process or discharge if discovered subsequent to employment.

(Signature of Applicant)

(Date)

Minimum Requirements for Application

- Applicant must be 19 years of age, by the application deadline date.
- Applicant must possess a high school diploma or hold a GED certificate.
- Applicant must be eligible to carry a firearm under all state and federal laws.
- Applicant must be a United States Citizen, a resident of the State of Iowa or become a resident of the State of Iowa upon being hired.
- Candidates who reside within the state of Iowa at the time of hire shall reside within 30 miles of their place of employment within one year after their first day of work, and must retain residency within 30 miles of their place of employment throughout their period of employment with the city.
- Applicant must possess a valid, state issued driver's license at time of appointment.

Physical Requirements

An applicant who will become an officer is required to be in acceptable physical and mental condition to perform his/her duties under physically demanding conditions. The following specific requirements must be met and maintained throughout the entire selection process:

- Uncorrected vision no worse than 20/100 in each eye, corrected to 20/20 in each eye.
- Has color vision consistent with the occupational demands of law enforcement.
- Normal hearing in each ear.
- Medical conditions not specified will be evaluated by the Department's physician, whose decision will be final.
- Must meet ILEA (Iowa Law Enforcement Academy) physical fitness standards.

Good Moral Character

An applicant must be of good moral character, which means that he/she can be trusted and is considered by those who know him/her to be a person of good reputation and good standing in the community. When conduct is of a nature that, if known, would tend to discredit the applicant as a peace officer, the applicant will not be employed. The character of a person is determined by past behavior. Many factors are relevant in this assessment. The Department seeks applicants whose histories show good judgment, maturity, a sense of responsibility, and the respect of others. Several factors will be considered:

- Conviction or commission of a felony (as defined by Iowa Law) will disqualify an applicant.
- Conviction or commission of an aggravated misdemeanor (as defined by Iowa Law), less than 5 years ago will disqualify an applicant. Conviction or commission of an aggravated misdemeanor more than 5 years ago will be evaluated.
- Conviction or commission of a serious misdemeanor (as defined by Iowa Law), less than 2 years ago will disqualify an applicant. Conviction or commission of a serious misdemeanor more than 2 years ago will be evaluated.
- Conviction of domestic assault, child abuse, or other conviction resulting from domestic or child abuse will disqualify an applicant.
- A consistent pattern of unexplained failures to meet debt obligations will be evaluated.

- An applicant who intentionally gives false or misleading information to the Department at any time during the application process will be disqualified.
- History of excessive use of alcohol will be evaluated.
- An applicant who has used any illegal drug while employed in any law enforcement or prosecution position, or while employed in a position which carries with it a high level of responsibility or public trust, will be found unsuitable for employment.
- Unlawful sale of ANY controlled substance will disqualify an applicant.
- Individuals who have illegally used soft drugs at least one time within three years prior to application date, and up to the date of employment will be grounds for disqualification. Special circumstances will be reviewed on a case by case basis.
 - **Examples:** Illegal use of cough syrup with low dose codeine, Amytal, Anabolic Steroids, Codeine (low dose), Darvon, Deca Ketamine, Librium, Phenobarbital, Rohypnol, Roofies, Seconal, Special K, "Steroids, Talwin, Valium, Xanax. This list is not meant to be all inclusive.
- Individuals who have illegally used hard drugs at least one time within five years prior to application date, and up to the date of employment will be disqualified.
 - **Examples:** The illegal use of Adam, Angel Dust, Amphetamine (i.e. Adderall), Black Tar, Blue Birds, Buttons, Cocaine, Codeine (high dose), Crack, Crystal, Demerol, Dilaudid, Ecstasy, GHB, Hallucinogens, Heroin, Ice, LSD, Mescaline, Methadone, Methamphetamine, MDA, MDMA, Microdot, Morphine, Mushrooms, Opium, Percocet, Percodan, Peyote, PCP, PHP; Psilocybin, Quaalude, Red Birds, Ritalin, Smack, Speed, STP, TCP, XTC, Yellow Jackets. **This list is not meant to be all inclusive.**
- An applicant who has used marijuana, cannabis, or THC in any form (natural or synthetic) and in any location (domestic or foreign) at least one time within one year prior to the application date, and up to the date of employment, will be disqualified.
- An applicant who is discovered to have misrepresented his/her drug history in completing the application will be found unsuitable for employment.
- An applicant's employment history, including terminations, or leaving an employer in lieu of termination, will be thoroughly assessed and may be grounds for disqualification.
- Other conduct not specified will be evaluated.



City of Camanche Application for Employment

We consider applicants for all positions without regard to race, color, creed, religion, gender, national origin, age, disability, marital status, or any other legally protected status (EOE).

General Information

Name		Date			
Home Address					
Phone		Email			
Position applying for		Are you a citizen of the United States Yes No			
If no, do you have a valid work permit? Yes No		Are you 18 years or older?		Date you can start	
Have you ever been employed or applied for employment with the City? Yes No		If yes, when and what position?			
Do you have relatives employed by the City? Yes No		If yes, Name Position		Relationship	
Emergency contact name and phone		Have you ever been convicted of a felony? Yes No			
Education and Training					
High School Graduate or General Education (GED) Test passed? Yes No					
If no, please list the highest grade completed					
High School, College, Business School, Military (Most recent first)					
Name and Location		Dates Attended Month/Year	Year Graduated	Degree and Year	Major or Subject
Occupational License, Certificate or Registration		Number	Where Issued		Expiration Date
Occupational License, Certificate or Registration		Number	Where Issued		Expiration Date
Languages Read, Written or Spoken Fluently Other than English					

Veteran Information

Branch of Service		Date of Entry	Date of Discharge
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Special Skills

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Employment History

Dates Employed	Employer	Phone Number
Starting	Address	Hours per week
Ending	Job Title	Number of Employees Supervised
Specific Duties		
Reason for leaving		May we contact this employer?

Dates Employed	Employer	Phone Number
Starting	Address	Hours per week
Ending	Job Title	Number of Employees Supervised
Specific Duties		
Reason for leaving		May we contact this employer?

Dates Employed	Employer	Phone Number
Starting	Address	Hours per week
Ending	Job Title	Number of Employees Supervised
Specific Duties		
Reason for leaving		May we contact this employer?

References: List information of three people with knowledge of your character, work experience, and skills or ability for the position you are applying for. Do not list relatives.

Name	Telephone	Years Acquainted

All statements made on this application are true and correct. I understand that intentional false statements made on this application will eliminate me from further consideration for employment or will be grounds for dismissal. I authorize the City of Camanche, and all my previous employers, educational institutions, law enforcement agencies, and other organizations named in this application (with the exception of _____) to conduct or participate in an investigation of my personal background, work history, educational credentials and police record as may be necessary to verify the information provided in my employment application and to determine my fitness to hold the position for which I have applied.

Signature of applicant _____

Signature of applicant _____ Date _____

CITY OF CAMANCHE, IOWA

AUTHORIZATION FOR RELEASE OF PERSONAL INFORMATION

_____	_____	_____
Last Name	First Name	Middle Name
_____/_____/_____	_____	____-____-_____
Date of Birth	Sex	Social Security Number

I, _____, do hereby authorize a review of and full disclosure of all records concerning myself to any duly authorized agent of the City of Camanche, Iowa, whether the said records are of a public, private or confidential nature, including criminal histories.

The intent of this authorization is to give my consent for full and complete disclosure of records of educational institutions; financial or credit institutions, including records of loans, the records of commercial or retail credit agencies (including credit reports and/or ratings) and other financial statements of records whenever filed; medical and psychiatric treatment and/or consultation, including hospitals, clinics, private practitioners, and the U.S. Veteran's Administration; employment and pre-employment records, including background reports, efficiency ratings, complaints or grievances filed by or against me; criminal arrest record; police driving record; and the recollections of attorneys at law, or of other counsel, whether representing me or another person in any case, either criminal or civil, in which I presently have, or have had an interest.

I understand that any information obtained by a personal history background investigation which is developed directly or indirectly, in whole or in part, upon this release authorization will be considered in determining my suitability for employment by the City of Camanche, Iowa. I also certify that any person(s) who may furnish such information in good faith concerning me shall not be held accountable for giving this information; and I do hereby release said person(s) from any and all liability which may be incurred as a result of furnishing such information. I further release the City of Camanche from any and all liability which may be incurred as a result of collecting such information.

I HEREBY SWEAR AND AFFIRM THAT EACH STATEMENT AND ALL INFORMATION IN OR SUPPLEMENTING THIS APPLICATION ARE COMPLETE, TRUE AND ACCURATELY RECORDED TO THE BEST OF MY KNOWLEDGE. I UNDERSTAND THAT PROVIDING FALSE, MISLEADING AND/OR INCOMPLETE INFORMATION ON THIS APPLICATION IS GROUNDS FOR EXCLUSION FROM THE SELECTION PROCESS OR DISCHARGE IF DISCOVERED SUBSEQUENT TO EMPLOYMENT.

A photocopy and/or fax of this release form will be valid as an original thereof, even though the said photocopy/fax does not contain an original writing of my signature.

I have read and fully understand the contents of the "Authorization for Release of Personal Information".

Signature of Applicant _____ Date _____



STATE OF IOWA

Criminal History Record Check Request Form



DCI Account Number: _____
(if applicable)

To: Iowa Division of Criminal Investigation
Support Operations Bureau, 1st Floor
215 E. 7th Street
Des Moines, Iowa 50319
(515) 725-6066
(515) 725-6080 (Fax)

From: City of Camanche City Clerk

Camanche, IA 52730

Phone: (563) 259-8342

Fax: (563) 259-9025

The Camanche Police Department is requesting an Iowa Criminal History Record Check on:

Last Name (mandatory)	First Name (mandatory)	Middle Name (recommended)
Date of Birth (mandatory)	Gender (mandatory)	Social Security Number (recommended)
	<input type="checkbox"/> Male <input type="checkbox"/> Female	

Waiver Information: Without a signed waiver from the subject of the request, a complete criminal history record may not be releasable, per Code of Iowa, Chapter 692.2. For complete criminal history record information, as allowed by law, always obtain a waiver signature from the subject of the request.

Waiver Release: I hereby give permission for the above requesting official to conduct an Iowa criminal history record check with the Division of Criminal Investigation (DCI). Any criminal history data concerning me that is maintained by the DCI may be released as allowed by law.

Waiver Signature: _____

Iowa Criminal History Record Check Results

(DCI use only)

As of _____, a search of the provided name and date of birth revealed:

- No Iowa Criminal History Record found with DCI
- Iowa Criminal History Record attached, DCI # _____

DCI initials _____



CAMANCHE IOWA POLICE DEPARTMENT

Pre-Employment Questionnaire

The information from this form will be utilized throughout the entire selection process

If extended a "Conditional Offer of Employment", applicants applying for police officer positions with the Camanche Iowa Police Department may be required to take a pre-employment polygraph examination. However, you may request that your examination be terminated at any time. This will disqualify you from immediate consideration, but will *not* disqualify you from applying for future employment opportunities.

NAME: _____ DATE: ____/____/____

DATE OF BIRTH ____/____/____

DISCLOSURE OF INFORMATION, IN AND OF ITSELF, DOES NOT DISQUALIFY CANDIDATE FROM CONSIDERATION.

I hereby swear and affirm that each statement and all information in this questionnaire are COMPLETE, TRUE, and ACCURATELY recorded. I understand that providing FALSE, MISLEADING and/or INCOMPLETE information on this questionnaire is grounds for exclusion from the selection process or discharge if discovered subsequent to employment.

Applicant Signature _____ Date ____/____/____

ALL QUESTIONS MUST BE ANSWERED HONESTLY AND TRUTHFULLY

HISTORY

Yes No

Have you ever caused the death of a person? If yes, explain _____

Have you ever caused a person to be hospitalized? If yes, explain _____

Have you ever participated in or committed domestic abuse, child abuse or dependent adult abuse or neglect? If yes, explain _____

Have you ever participated in or committed any crime when a weapon was used? If yes, explain _____

Do you now or have you ever owed any gambling debts? If yes, explain _____

What is the most serious crime you have ever committed? _____

Have you ever been sued or party to a civil proceeding? If yes, explain _____

Have you ever been arrested for any drug violation? If yes, explain _____

Have you ever unlawfully used/tried marijuana? Last date used: _____

Have you ever unlawfully used/tried any illegal drugs? Type and last date used _____

DRIVING / CRIMINAL RECORD

YES NO

Have you ever been licensed under any other name? If yes, what name, state and year _____

Requires a
Written response

List all crimes you have ever committed? _____

Requires a
Written response

List all of the states in which you have had a driver's license issued to
you _____

Requires a
Written response

How many traffic citations have you had in the last three (3) years? _____

Has your driver's license in any state been suspended or revoked? If yes, give specific date
and state _____

Do you have any unpaid traffic tickets? If yes, explain _____

Have you been involved in a motor vehicle accident as a driver? If yes, how many? _____

Have you ever been sued as the result of a traffic accident? If yes, explain _____

Have you ever been convicted of operating a motor vehicle while under the influence of
alcohol or drugs? If yes, explain _____

EMPLOYMENT RECORD

YES NO

Have you omitted any place(s) of employment on you application? If yes, explain _____

Have you ever been fired from any job or been asked to resign rather than being fired? If
yes, explain _____

Has any employment related disciplinary action ever been taken against you? If yes, explain _____

Have you ever served in any branch of the Armed Forces? If yes, identify branch and job classification _____

GENERAL INFORMATION

YES NO

Are you aware of any reason why you cannot perform the essential functions of a police officer with or without a reasonable accommodation as stated in the Americans with Disabilities Act of 1990? If yes, explain _____

Do you feel it necessary for all law enforcement applicants to be completely honest?

Are you aware of anything about yourself that you feel may disqualify you for this job? If yes, explain _____

Have you applied at, or are you on the hiring list of any other law enforcement agencies? If so, please list the agencies:

Are you aware of anyone that we may discover during and in-depth background investigation that would say you are not qualified or would not make a good police officer? If so, identify this person and why you believe they would say this.

Did you answer all questions truthfully and accurately on your employment application? If no, explain _____

