

BENEFITS

The Windsor Heights Police Department is a full service law enforcement agency that recognizes its most valuable resource is a close relationship with the community and its contributors. To that end, the department fosters a true community philosophy and encourages personal and professional growth for all members.

As a small police department in the Des Moines metropolitan area, we take great pride in providing high quality service in the most cost effective manner possible. Our staff receives all of the specialized training and technological tools necessary, including mobile data computers, in-car video cameras and other needed safety equipment to best serve the citizens of Windsor



PROBATION PERIOD

All new personnel serve a 12 month probation period. Entry level police officers must complete the probation period before being eligible for a seniority list.

PAID TIME OFF

Maximum accrual of 400 hours PTO. Progressive PTO accrual starting at 8.34 hours per pay period.

HOLIDAYS

8 paid holidays observed per year

SALARY

Patrol Officer: \$46,337 to \$64,601
Command pay and shift differential pay.

UNIFORMS

Uniforms and equipment, including body armor and weapons are provided.

INSURANCE

Single health insurance not to exceed \$65 a month and family insurance not to exceed \$85 a month. Low deductibles and out of pocket expenses. Life insurance policy at no cost to employees.

EDUCATION

Annual payment up to \$900 after three years of service for college degree.

Tuition reimbursement based on qualifying GPA, up to \$175 a credit hour.

RETIREMENT

16% wage contribution towards retirement. All unused PTO paid out. Deferred compensation after 3 years of service.



REQUIREMENTS

- Twenty-one(21) years of age
- High School Diploma or GED
- Iowa drivers license upon hire
- Normal hearing and correctable vision
- Never convicted of serious misdemeanor or above; limitations on simple misdemeanor convictions.
- Capable of obtaining ILEA certification

WINDSOR HEIGHTS POLICE DEPARTMENT



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