



OFFICE OF  
**WASHINGTON COUNTY SHERIFF**

2181 LEXINGTON BLVD.  
PO BOX 6  
WASHINGTON, IOWA 52353

Sheriff Jared M. Schneider  
Chief Deputy Chad E. Ellis

Phone: 319-653-2107  
Fax: 319-863-1002

### **Washington County Hiring Deputy Sheriff**

The Washington County Sheriff's Office is currently accepting applications for the full-time position of Deputy Sheriff.

Completed applications must be received at the Washington County Sheriff's Office no later than 4:30 P.M., on Friday, June 12<sup>th</sup>, 2026. Physical and POST Testing will take place on Saturday, June 27<sup>th</sup>, 2026. You will be notified of additional information when needed.

**\*\*Certified peace officers are NOT REQUIRED to do POST or physical agility testing. \*\***

Applications may be picked up at:

- The Washington County Sheriff's Office is located at 2181 Lexington Blvd. in Washington, Iowa.
- Applications can also be downloaded at the Washington County web site: <https://www.washingtoncounty.iowa.gov/Jobs.aspx>
- By contacting the Sheriff's Office at 319-653-2107
- Email Karla Davis at: [kdavis@washingtoncounty.iowa.gov](mailto:kdavis@washingtoncounty.iowa.gov)

Starting pay on July 1<sup>st</sup>, 2026 will be \$32.10/hour (Beginning) to \$42.21/hour (7-year step) depending on experience.

Vacation is earned at a rate of two weeks per year starting out, plus new hires are given 40 hours vacation after 30 days of employment.

Patrol Deputies work 12-hour shift. Friday, Saturday, Sundays off every other week. (80 hours per 14 day pay period = 6 - 12hr shifts and 1 – 8-hour shift in 14 days)

Washington County contracts with seven communities so typical schedules have multiple deputies on duty.

IPERS Protection Occupation Class applicants can take advantage of the recently passed

IPERS Bill which went into effect 7-1-24 to improve the Iowa Sheriff's and Deputies Protection Occupation Class to retire at 80% and an annual COLA of 1.5% with 30 years of service and being 50 years old or older.

Contact IPERS to check on your status and opportunity.

Washington County does offer opportunities for lateral transfers. Depending on years of experience, Iowa ILEA Certified candidates can begin at up to 7 years credit for purposes of pay and vacation when hired. Washington County Sheriff's Office can provide a signing bonus and/or reimbursement of a police reimbursement agreement as the Sheriff deems appropriate. Iowa certified candidates are not required to perform physically agility or written POST testing to be considered.

Washington County does not discriminate on the basis of race, creed, sex, gender identity, sexual orientation, color, national origin, religion, age or disability in employment or the provision of services.

Veterans will be given statutory preference as provided by the State Code of Iowa section 35C.

# WASHINGTON COUNTY SHERIFF'S OFFICE

## APPLICATION FOR EMPLOYMENT

PLEASE PRINT LEGIBLY • EQUAL OPPORTUNITY EMPLOYER

### Personal Information

Today's Date	LAST Name	FIRST Name	MIDDLE Name
List any alias names you have used in the past or maiden name if applicable.			
Date of Birth	Driver's License Number	Driver's License State	
Social Security Number	Home Phone Number	Cell Phone Number	E-mail Address

### Current and Previous Addresses

	House Number & Street	City	State	Zip Code	From		To	
					Mo	Yr	Mo	Yr
Current								
Previous								
Next Previous								
Next Previous								

### Employment Information

Are you legally eligible for employment in the United States? <input type="checkbox"/> Yes <input type="checkbox"/> No If hired, you will be required to provide proof of eligibility.	Have you ever been fired/terminated for cause?
Are you eighteen (18) years of age or older? <input type="checkbox"/> Yes <input type="checkbox"/> No If hired, you will be required to provide proof of age.	If hired, on what date would you be available to work?

### Certifications

Are you ILEA Certified? <input type="checkbox"/> Yes <input type="checkbox"/> No	Are you certified in any other state? If yes, what state? <input type="checkbox"/> Yes <input type="checkbox"/> No	Do you have at least a two-year degree in Criminal Justice, Police Science, or other related field? <input type="checkbox"/> Yes <input type="checkbox"/> No
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### Education

School	Name & Address of School	Course of Study	Circle Last Year Completed				Did You Graduate?	List Diploma or Degree
			5	6	7	8		
Elementary							<input type="checkbox"/> Yes	
						<input type="checkbox"/> No		
High							<input type="checkbox"/> Yes	
						<input type="checkbox"/> No		
College							Yes	
						<input type="checkbox"/> No		
Other (Specify)							Yes	
						<input type="checkbox"/> No		

**Employment History** • List present and past employment below, with the most recent employment first

<b>1</b>	Name and Address of Company	From		To		Weekly Starting Salary	Weekly Ending Salary	Reason for Leaving	Name of Supervisor
		Mo.	Year	Mo.	Year				
	Describe the work you did.								
	Telephone								
	Permission to contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No								

<b>2</b>	Name and Address of Company	From		To		Weekly Starting Salary	Weekly Ending Salary	Reason for Leaving	Name of Supervisor
		Mo.	Year	Mo.	Year				
	Describe the work you did.								
	Telephone								
	Permission to contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No								

<b>3</b>	Name and Address of Company	From		To		Weekly Starting Salary	Weekly Ending Salary	Reason for Leaving	Name of Supervisor
		Mo.	Year	Mo.	Year				
	Describe the work you did.								
	Telephone								
	Permission to contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No								

<b>4</b>	Name and Address of Company	From		To		Weekly Starting Salary	Weekly Ending Salary	Reason for Leaving	Name of Supervisor
		Mo.	Year	Mo.	Year				
	Describe the work you did.								
	Telephone								
	Permission to contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No								

<b>5</b>	Name and Address of Company	From		To		Weekly Starting Salary	Weekly Ending Salary	Reason for Leaving	Name of Supervisor
		Mo.	Year	Mo.	Year				
	Describe the work you did.								
	Telephone								
	Permission to contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No								

**Employment History • Continued**

<b>6</b>	Name and Address of Company	From		To		Weekly Starting Salary	Weekly Ending Salary	Reason for Leaving	Name of Supervisor
		Mo.	Year	Mo.	Year				
	Telephone	Describe the work you did.							
	Permission to contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No								

<b>7</b>	Name and Address of Company	From		To		Weekly Starting Salary	Weekly Ending Salary	Reason for Leaving	Name of Supervisor
		Mo.	Year	Mo.	Year				
	Telephone	Describe the work you did.							
	Permission to contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No								

<b>8</b>	Name and Address of Company	From		To		Weekly Starting Salary	Weekly Ending Salary	Reason for Leaving	Name of Supervisor
		Mo.	Year	Mo.	Year				
	Telephone	Describe the work you did.							
	Permission to contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No								

<b>9</b>	Name and Address of Company	From		To		Weekly Starting Salary	Weekly Ending Salary	Reason for Leaving	Name of Supervisor
		Mo.	Year	Mo.	Year				
	Telephone	Describe the work you did.							
	Permission to contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No								

<b>10</b>	Name and Address of Company	From		To		Weekly Starting Salary	Weekly Ending Salary	Reason for Leaving	Name of Supervisor
		Mo.	Year	Mo.	Year				
	Telephone	Describe the work you did.							
	Permission to contact this employer? <input type="checkbox"/> Yes <input type="checkbox"/> No								

**Military History**

Have you ever served in the U.S. Armed Forces? <input type="checkbox"/> Yes <input type="checkbox"/> No	If YES, was your last discharge honorable? <input type="checkbox"/> Yes <input type="checkbox"/> No
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**Please list any skills, experiences or qualifications that would be of special benefit for the position that you are applying for.**

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**Criminal Record**

Have you ever been convicted of a crime, including traffic offenses?  Yes  No    If yes, please list below.

Date	Location	Crime	Explanation

**Personal References**

Please do not list former employers or relatives

Name and Occupation	Address	Phone Number

May we call you at home to follow up on this application?  Yes  No

If yes, what is the best time to call? \_\_\_\_\_ Which phone number should we use?  Home  Cell

May we call you at work to follow up on this application?  Yes  No

If yes, what is the best time to call? \_\_\_\_\_ What is your work phone number? \_\_\_\_\_

**Please read and sign below**

My signature below signifies that the facts set forth in my application for employment are true and complete. I understand that if employed, any false statement on this application may result in my dismissal. I further understand that this application is not and is not intended to be a contract of employment, nor does this application obligate the employer in any way if the employer decides not to employ me.

_____ Date	_____ Signature of Applicant
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Phone: 319-653-2107  
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Civil: 319-653-6651  
Jail: 319-653-5902

## **BACKGROUND CHECK – WAIVER OF LIABILITY**

Date: \_\_\_\_\_

I, \_\_\_\_\_, do hereby authorize the Washington County Sheriff's Office or its agents, employees, or designees therein, to perform a background check or investigation of my personal history should they deem necessary, for the consideration of my application.

In addition, I give my consent to have the Washington County Sheriff's Office perform any inquest they may deem necessary, which may include contacting previous employers, associates, clergy officials and education instructors, but not limited to them, and conferring with them; and I authorize the Washington County Sheriff's Office to perform a criminal background check with any local, state or federal agency as they would feel necessary to satisfy a check of this nature.

I also understand that if I am selected as one of the finalist, I will be subject to any testing, consisting of written or oral examination, and may possibly be subjected to drug testing, polygraph examination and psychological testing.

Signed \_\_\_\_\_ on this \_\_\_\_\_ day of \_\_\_\_\_, 2026.

### 3. 1 MINUTE PUSH UP TEST

This test requires pushing one's own weight off the floor. This measures the amount of force the upper body can generate and is an important area of performing police tasks requiring upper body strength. The score is calculated by the number of push ups performed in one minute. The body is supported by the hands and feet touching the ground, with legs straight and off the ground. The chest must come down and touch a fist placed under the individual's chest, then the arms must go to full extension to complete a push up.



### 4. 1.5 MILE RUN

This is a timed run to measure the heart and vascular system's capability to transport oxygen. It is an important area of performing police tasks involving stamina and endurance and to minimize the risk of cardiovascular problems. The score is in minutes and seconds.



#### What are the standards?

- The actual performance requirement for each test is based upon norms from a national population sample.
- The applicant must pass every test.
- The required performance to pass each test is based upon sex and age (decade). The absolute performance is different for the eight categories, the relative level of effort is identical for each age and sex group. All recruits are required to meet the same percentile rank in terms of their respective age/sex group. The performance requirement is that level of physical performance that approximates the 40th percentile for each age and sex group.

Test MALES AGE	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

Test FEMALES AGE	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

\*Females in excess of 49 years of age may do push ups on their knees. Normative data for these age groups have not been established.

#### How does one prepare for the test?

1. Preparing for the sit and reach test.

Performing sitting types of stretching exercises daily will increase this area. There are two recommended exercises.

Sit and reach. Do 5 repetitions of the exercise. Sit on the ground with legs straight. Slowly extend forward at the waist and extend the fingertips toward the toes (keeping legs straight). Hold for 10 seconds.



Towel stretch. Sit on the ground with legs straight. Wrap a towel around the feet holding each end with each hand. Lean forward and pull gently on the towel extending the torso toward the toes.



2. Preparing for the sit up test.

The progressive routine is to do as many bent leg sit ups (hands behind the head) as possible in 1 minute. At least 3 times a week do 3 sets (3 groups of the number of repetitions one did in 1 minute.)

3. Preparing for the push up test.

If one has access to weights, determine the maximum weight one can bench press one time. Take 60% of that poundage. This will be the training weight. One should be able to do 8-10 repetitions of that weight. Do 3 sets of 8-10 repetitions adding 2.5 pounds every week.

If one does not have weight equipment, then the push up exercise can be utilized. Determine how many push ups once can do in one minute. At least 3 times a week do 3 sets of the amount one can do in one minute.

4. Preparing for the 1.5 mile run.

Following is a graduated schedule that would enable one to perform a maximum effort for the 1.5 mile run. If one can advance the schedule on a weekly basis, then proceed to the next level. If one can do the distance in less time, then that should be encouraged.

Week	Activity	Distance	Time in Min.	Frequency
1	Walk	1 mile	20-17	5/week
2	Walk	1.5 mile	29-25	5/week
3	Walk	2 miles	35-32	5/week
4	Walk	2 miles	30-28	5/week
5	Walk/Jog	2 miles	27	5/week
6	Walk/Jog	2 miles	26	5/week
7	Walk/Jog	2 miles	25	5/week
8	Walk/Jog	2 miles	24	4/week
9	Jog	2 miles	24	4/week
10	Jog	2 miles	22	4/week
11	Jog	2 miles	21	4/week
12	Jog	2 miles	20	4/week

# STATE OF IOWA

## Facts about Iowa Law Enforcement Physical Standards for Pre-employment Testing



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Director**

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[www.state.ia.us/ilea](http://www.state.ia.us/ilea)

# IOWA LAW ENFORCEMENT ACADEMY COUNCIL MEMBERS

Francis C. Donchez  
Davenport Police Department

Officer Angela M. Bonar  
West Burlington Police Department

Sergeant Genie Clemens  
Iowa State Patrol

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Des Moines County Attorney  
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Clay County Sheriff

Barry E. Ferguson, Senior  
Supervisory Resident Agent  
Federal Bureau of Investigation

David M. Giles,  
Resident Agent-In-Charge  
United States Drug Enforcement  
Administration

## PREFACE

The Iowa Law Enforcement Academy Council, in recognizing the importance of physical fitness status for job performance, established this physical test regimen as a pre-employment standard effective February 15, 1993.

No person can be selected or appointed as a law enforcement officer without first successfully passing all of the elements of this test. (See 501 IAC 2.1, adopted pursuant to Section 80B.11(5), Code of Iowa.)

Upon entry into the Academy every candidate will be given the same test as an assessment for training purposes and to ensure that each recruit can undergo the physical demands of the Academy without undue risk of injury, and with a level of fatigue tolerance to meet all Academy requirements. If at the time of entrance into the Academy an officer does not meet minimum standards, he or she will not be admitted.

This pamphlet will provide information on the rationale, purpose, testing procedures, standards of performance and fitness activities to prepare for the fitness testing. It is intended to answer the basic questions pertaining to all aspects of the fitness testing process.

Provisions as to push ups for females were modified in February, 1996, and are as set forth in this brochure, effective for persons hired on or after July 1, 1996.

Any questions you may have about these standards should be directed to the Academy at 515-242-5357 or at the address shown on the cover.

### **What is physical fitness?**

Physical fitness is a status pertaining to the individual officer having the physiological readiness to perform maximum physical effort when required.

Physical fitness consists of three areas:

- Aerobic capacity of cardiovascular endurance pertaining to the heart and vascular system's capacity to transport oxygen. It is also a key area of heart disease in that low aerobic capacity is a risk factor.
- Strength pertains to the ability of muscles to generate force. Upper body strength and abdominal strength are important areas in that low strength levels have a bearing on upper torso and lower back disorders.

- Flexibility pertains to the range of motion of the joints and muscles. Lack of lower back flexibility is a major risk area of lower back disorders.

### **Why is fitness important as a job related element for law enforcement officers?**

• It has been well documented that law enforcement personnel (as an occupational class) have serious health risk problems in terms of cardiovascular disease, lower back disorders and obesity. Law enforcement agencies have the responsibility of minimizing known risk. Physical fitness is a health domain which can minimize the "known" health risk for law enforcement officers.

• Physical fitness has been demonstrated to be a bonafide occupational qualification (BFOQ). Job analysis that account for physical fitness have demonstrated that the fitness areas are underlying factors determining the physiological readiness to perform a variety of critical physical tasks. These three fitness areas have also been shown to be predictive of job performance ratings, sick time and a number of commendations of police officers. Data also shows that fitness level is predictive of trainability and academy performance.

• Physical fitness can be an important area of minimizing liability. The unfit officer is less able to respond fully to strenuous physical activity. Consequently, the risk of not performing physical duties is increased.

### **How will physical fitness be measured?**

The Physical Fitness Test Battery consists of four basic tests. Each test is a scientifically valid test. The tests will be given in sequence with a rest period between each test.

#### **1. SIT AND REACH TEST**

This is a measure of the flexibility of the lower back and upper leg area. It is an important area of performing police tasks involving range of motion and is important in minimizing lower back problems. The test involves stretching out to touch the toes or beyond with extended arms from a sitting position. The score is in inches reached on a yard stick fastened to an apparatus with 15 inches being at the toes and the one inch mark closest to the body. Knees must be locked and the hands together as the person stretches down the measuring apparatus.



#### **2. 1 MINUTE SIT UP TEST**

This is a measure of the muscular endurance of the abdominal muscles. It is an important area of performing police tasks that may involve the use of force and is an important area for maintaining good posture and minimizing lower back problems. The score is in number of bent leg sit ups performed in 1 minute. Hands behind the head, in the up position, elbows should touch the knees or upper portion of the thigh, in the down position, the back must come down so that shoulder blades touch the floor. Legs may be held for assistance.

