

**CITY OF ROCK ISLAND
CLASS SPECIFICATION**

POLICE OFFICER

CLASS CODE 343

DISTINGUISHING FEATURES OF WORK

Under direct supervision, performs routine patrol and traffic control duties and primarily administrative and investigative duties involving the safety and protection of life and property; assist senior level law enforcement personnel in the enforcement of civil and criminal laws and ordinances; prepares activity reports detailing the occurrence of all incidents during assigned shift.

ILLUSTRATIVE EXAMPLES OF WORK

1. Patrols an assigned district or beat on foot, motorcycle or radio cruiser, provides assistance to public; responds to emergency calls; makes arrests for violations or when warrants are in effect; investigates suspicious conditions; preserves evidence at crime scene; recovers stolen property; testifies in court when required.
2. Enforces traffic parking regulations; investigates automotive and vehicle accidents; reports abandoned vehicles; operates traffic radar devices.
3. Provides assistance to the general public; receives complaints and request for police assistance; books suspects; collects traffic and other fines; bond fees; prepares reports.
4. Assists senior level law enforcement personnel in the investigation of unlawful incidents; gathers information; evidence, interviews witnesses; may transport suspects to and from court, jail; may perform undercover or plain clothes duties.
5. Participates in a program of public information and relations; may speak before interested groups about law enforcement and crime preventions.
6. Performs other duties as required or assigned.

REQUIREMENTS

Education

Requires knowledge, skill and mental development equivalent to completion of four (4) years high school.

Experience

Requires no previous experience.

Requires successful completion of Police Academy Training Course.

Certificates/Licenses

Requires possession of a valid Class D Illinois Vehicle Operator's License as defined in the 1993 Secretary of State Driver License Classification System or an equivalent license issued by the employee's state of residence.

Significant Responsibilities

Requires ability to function effectively in emergency stress situations.

Requires ability to establish and maintain effective working relationships with other employees.

Requires ability to deal tactfully and firmly with the public.

Requires ability to prepare reports and keep records.

Requires ability to meet requirements of the Board of Fire and Police Commissioners.

Requires ability to pass physical fitness test as established by Department Rules and Regulations.

Requires ability to follow complex written and oral instructions.

Physical

Requires the ability to tolerate extremes of weather, as well as perform continuous standing, walking, climbing, bending, stooping, reaching, squatting, crawling, and frequent heavy lifting and frequencies are stated in terms of the maximum expectations of the position.

Revised 01/20

GENERAL REQUIREMENTS AND TESTING PROCEDURES

POLICE OFFICER

All applicants must be United States citizens and at least 21 years of age at the time of appointment. Persons that are over the age of 34 are not eligible to apply as stated in 65 ILCS 5/102.16 unless one of the listed exceptions apply. Applicants must successfully complete the required physical agility test, written examination, background investigation, and oral interview, in order to be placed on the eligibility list for the position of Police Officer.

Upon receiving a conditional offer of employment, applicants will be required to successfully complete medical examination(s), psychological examination(s), the P.O.W.E.R. Physical Fitness test, and drug screen(s).

PHYSICAL FITNESS

All Police Officer applicants are required to pass the Rock Island Police Department Candidates Physical Agility Test before any further consideration in the recruitment process.

The Rock Island Police Department Candidate Physical Agility Test is a timed, obstacle course-style test requiring the applicant to complete the following tasks: Patrol Vehicle Exit, Distance Run, Obstacle Weave, Crouching Exercise, Chest to Mat/Up-Downs, Window Entry, 4 ft Obstacle Climb, Stair Climb, and Dummy Drag.

The physical agility test will be completed outside regardless of weather conditions, so applicants must dress accordingly.

Included with this packet is a Preparation Guide for this test.

WRITTEN EXAMINATION

All persons successfully passing the Rock Island Police Department Candidates Physical Agility Test will then be scheduled to take the written examination.

The written examination requires a minimum passing score of 70%.

Based upon their numerical testing score, the top thirty candidates will be provided with an oral interview before the Police and Fire Commission, prior to which a background investigation will be conducted. The background investigation consists of verification of the application material provided by each applicant. Past employers and personal references are checked at this point.

NOTIFICATION

Applicants will be notified by e-mail as to the outcome of their testing.

ORAL INTERVIEW

The Board of Police Commissioners is a three-member board appointed by the Mayor, with the consent of the City Council. This Board, along with the Police Chief, are responsible for the examinations for membership in the Police Department. Questions will be asked of the candidate that will enable the Commissioners to properly evaluate and grade the candidate.

Candidates failing to secure a minimum grade of 70% are automatically eliminated from all further consideration.

ELIGIBILITY LIST

An initial eligibility list will be prepared for candidates successfully passing all tests. The list is subject to change with the addition of preference points as provided by law.

A maximum of five (5) additional points is added for veteran's preference if the applicant has had a minimum of one (1) year of active duty in the United States Armed Forces with an honorable discharge. These additional points must be requested by the applicant after the initial list is posted.

The Commissioners will prepare a Final Eligibility List based upon the application of any preference points added to the original weighted score of the applicants.

The Final Eligibility List contains all successful candidates in order of their total score.

The list remains in effect for a two-year period and all vacancies for Police Officers are filled from the Eligibility List.

CONDITIONAL OFFER OF EMPLOYMENT

At the time a vacancy occurs, a candidate is made a conditional offer of employment and must then successfully complete a thorough medical examination conducted by the City Physician, a spinal examination, a drug screen provided by a laboratory licensed per the Illinois Clinical Laboratory Act, a psychological examination conducted by a qualified psychologist and the P.O.W.E.R. Physical Fitness Test. Additional information regarding the basic medical requirements is attached for your review.

All applicants are required to meet the deadlines, tests and events outlined in this recruitment process. Failure to complete any portion of this process will result in disqualification; therefore, there will be no variations in the schedule.

NEW APPLICANT WORKSHOP

On March 25th and March 31st, 2021 at 6 P.M. there will be a New Applicant Workshop at the Rock Island Police Department, 1212 5th Av. These workshops will include an overview of the police department and testing process, along with department perspectives from new and veteran officers. Applicants are highly encouraged to attend one of these workshops.

TESTING DATE

All Police Officer applicants are required to pass the physical agility test before further consideration in the recruitment.

TESTING DATE

April 17, 2021

Testing for Rock Island Police applicants is scheduled for April 17, 2021, at 1212 5th Avenue, Rock Island.

Registration will begin at 7:00 am with physical agility testing immediately following at 8:00 am. **All applicants must arrive prior to 8:00 am.** No one will be allowed access to the testing site after 8:00 am.

A valid driver's license must be presented at both the agility test and written test.

The written test is scheduled for April 17, 2021 immediately following the physical agility test. In order to take the written examination, the applicant must have successfully completed the physical agility test.

Applicants must have completed a City of Rock Island application by April 15, 2021 at 5:00 pm to be eligible to test.

Testing is subject to further cancellations upon recommendation or mandates from local, state, or federal authorities.

This will be the only notification you will receive regarding these tests.

**This will be the only notification you will receive
regarding these tests.**

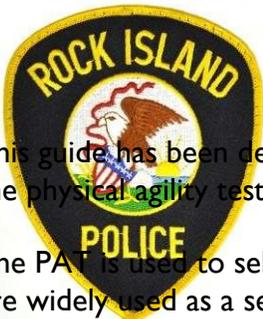
MINIMUM PHYSICAL FITNESS REQUIREMENTS

ROCK ISLAND POLICE DEPARTMENT CANDIDATE PHYSICAL AGILITY TEST

The Rock Island Police Department Candidate Physical Agility Test is a timed, obstacle course-style test requiring the applicant to complete the following tasks: Patrol Vehicle Exit, Distance Run, Obstacle Weave, Crouching Exercise, Chest to Mat/Up-Downs, Window Entry, 4 ft Obstacle Climb, Stair Climb, and Dummy Drag. The physical agility test will be completed outside regardless of weather conditions, so applicants must dress accordingly. Included below is a Preparation Guide for this test.

Physical Agility Test Candidate Preparation Guide

Rock Island Police Department



INTRODUCTION

This guide has been developed to assist Rock Island's Police Department officer candidates prepare for the physical agility test (PAT).

The PAT is used to select individuals from a pool of candidates for police positions. Physical agility tests are widely used as a selection tool for police departments across the country. The PAT is designed to simulate the physical aspects of the police officer job. The PAT is made up of different components, with each component addressing a specific police officer skill or job task. Because the PAT so closely resembles the job of a police officer, it can be used both as an effective selection tool and as a means of maintaining a minimum level of job fitness. Since the PAT closely resembles the job, performance on the PAT should mimic performance on the job. As a result, we can use a candidate's score on the PAT to predict how that candidate might perform if he/she were selected to become a police officer. Passing scores on the PAT indicate that a candidate is more likely to be physically fit for the job.

This booklet describes the components and guidelines for the PAT. Section I explains the PAT components. Section II offers a course map to use to gain familiarity with the PAT.



INDUSTRIAL/ORGANIZATIONAL SOLUTIONS
PUBLIC SAFETY SELECTION EXPERTS

Objectives of the Administration Guide

There are several objectives that we would like to accomplish with the use of this preparation guide. They are outlined for you below.

1. To inform you of the rules governing the physical agility test process.

This guide will provide you with information about what is expected of candidates and what they should expect of the testing process.

2. To help you become acquainted with the types of tasks included in the physical agility test.

This preparation guide will provide you with a better understanding of the nature and format of the components that compose the RIPD Physical Agility Test. The test is designed to be a measure of an applicant's job-related physical agility. Applicants will be tested on multiple distinct physical agility test components.

3. To outline administrator responsibilities for the physical agility test.

The administrators' responsibilities for the physical agility test are to time the test, observe candidate safety, and to guide candidates to their next event.

SECTION I – PAT COMPONENTS AND ADMINISTRATION

THE CUTOFF SCORE

The cutoff score for the physical agility test is **2 minutes 54 seconds (2:54)**.

Failure to complete the course successfully in the time allotted will result in the candidate being disqualified from further consideration.

The PAT consists of nine (9) components. All nine components are completed by police officer candidates and all components are timed collectively, with **2 minutes 54 seconds** being the pass/fail cutoff. Descriptions of all nine components are provided below.

TEST DESCRIPTION

The Rock Island Police Department Physical Agility Test is designed to simulate pursuing/apprehending a suspect. A series of obstacles and tasks have been assembled to create a comprehensive assessment of the physical abilities necessary to perform the essential job tasks related to the simulation. The test consists of the following tasks/components:

- Exiting a patrol vehicle quickly
- A distance run
- Weaving around obstacles
- Crouching under obstacles
- Dropping one's body to the floor
- Climbing through a window frame
- Climbing over a 4ft obstacle
- Climbing up and down stairs
- Victim Rescue (Dragging a dummy)

All components will be timed continuously. Timing begins when the candidate's hands leave the steering wheel whilst seated in the patrol vehicle at the start of the PAT. Timing will conclude once both feet of the dummy passes the finish line.

Prior to beginning the test, candidates will be fitted with a weighted vest weighing approximately 6-8 pounds that must be worn throughout all portions of the course.

A course diagram has been included at the end of this guide to allow you to follow along as the obstacle course is discussed.

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COMPONENTS

I. Patrol Vehicle Exit:



The candidate, wearing his/her vest, will sit in the driver's seat of a patrol vehicle, hands on the steering wheel, with the seatbelt securely fastened and the driver's door in the fully open position. The physical agility test will begin the moment the candidate's hands leave the steering wheel.

Equipment needed:

- 1 patrol vehicle

Proctor's Role:

- Ensure that the candidate is securely wearing vest.
- Ensure that all of the candidate's questions have been addressed prior to instructing the candidate to sit in the vehicle.
- Ensure that the candidate's seatbelt is securely fastened.

- Ensure that the vehicle's driver door is in the fully open position.
- After informing the candidate that he or she may begin when ready, start timing as soon as the candidate's hands leave the steering wheel.
- Ensure candidate's feet are placed inside the patrol vehicle.
- Ensure the candidate closes the door once they have exited. Failure to do so will require them to go back and close it before continuing the exercise.

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2. Distance Run



After completing the vehicle exit, the candidate will run a total distance of approximately 200 yards. The candidate will run towards the south end of the parking lot, go around a barrel/cone and return to the north end, and repeat. Once the candidate has completed their second lap around the barrels, they will progress towards the obstacle weave component.

Equipment needed:

- Two barrels/cones placed about 50 yards apart

Proctor Role:

- Ensure that the candidate is securely wearing all required equipment.
- Ensures that the candidate remains within the course bounds at all times, goes around the outside of the barrels/cones at both ends and completes the evolution twice.

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3. Obstacle Weave

Equipment construction/assembly:

- Place cones according to the cone position on the map.



Equipment needed:

- 5 traffic cones

weave in and out between obstacles (i.e., traffic cones) placed on the course. Indicators (i.e., arrows) will be marked on the pathway to show the intended path. Candidates will redo any cones that are missed.

Once the candidate successfully completes the distance run, they will proceed to the obstacle weave component. The candidate will

Proctor Role:

- Ensure that the candidate properly weaves around each cone.
- Candidate must redo any cones from the previous cone if he/she does not follow indicator signs.

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4. Crouching Exercise

- none



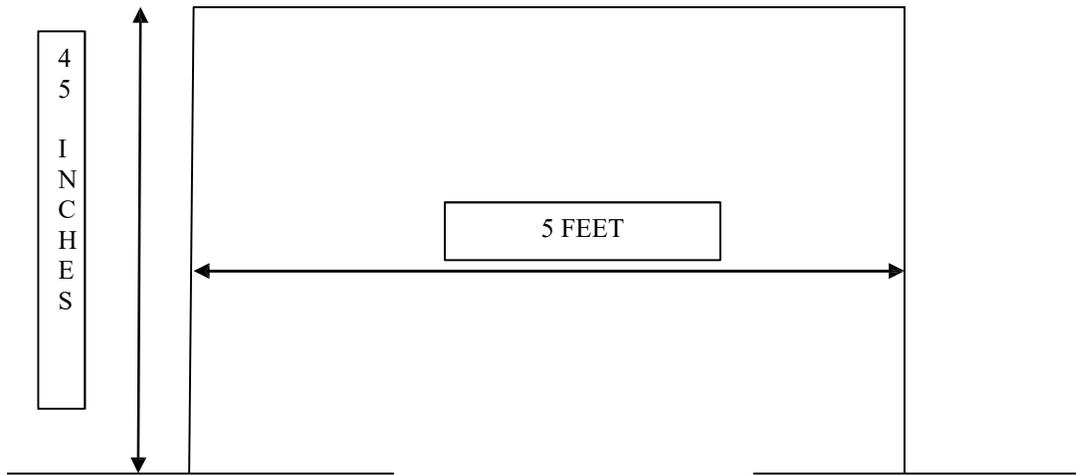
Equipment construction/assembly:

- Construction of the obstacle(s).

Equipment needed:

Once the candidate has successfully completed the obstacle weave component, they will approach the crouching obstacle and move

underneath
3 obstacles in any manner they choose,
provided they fully clear each obstacle.



Proctor Role:

- Ensure that the candidate is securely wearing all required equipment.
- Ensures that the candidate crouches and clears the obstacle completely. Any obstacle that is not cleared completely will be redone.

5. Chest to the Mat/Up-Downs



Once the candidate has successfully completed the crouching exercise, they will head towards the up/down component. The candidate will approach a gym mat placed on the ground and will need to drop his/her chest to the gym mat and lift their hands off the ground before getting up and repeating the exercise twice more (total of 3 up and downs). After completing 3 repetitions, they will move onto the next component.

Equipment needed:

- Gym mat

Equipment construction/assembly:

- Gym mat will need to be placed as indicated on the map.

Proctor Role:

- Ensure that the candidate is securely wearing all required equipment.
- Ensure that the candidate's feet are firmly on mat before he/she drops body to floor.
- Ensure that the candidate's chest touches the mat and they are able to lift both hands off the ground before they proceed to get up.
- Keep count aloud of number of repetitions.

6. Window Entry



Once the candidate has successfully completed the up/down component, they will approach the window obstacle where they must pull themselves through a standard-sized window frame mounted 3 feet off the ground.

Equipment needed:

- Window Frame mounted 3 feet off the ground
- Gym mats on each side of window frame

Proctor Role:

- Ensure that the candidate is securely wearing all required equipment.
- Candidates are not allowed to dive through the window frame. Candidates should pull themselves through the window by placing one leg through the window at a time and pulling themselves through.
- If candidate does not climb through the window, they must redo the component.



Once the candidate has completed the window entry component, they will approach and successfully climb over a 4-ft. high obstacle. The candidate may utilize the footholds on the obstacle to assist in this process. The candidate is not allowed to jump over the obstacle. They must climb over it in a controlled manner.

Equipment needed:

- 4 feet high obstacle

Equipment construction/assembly:

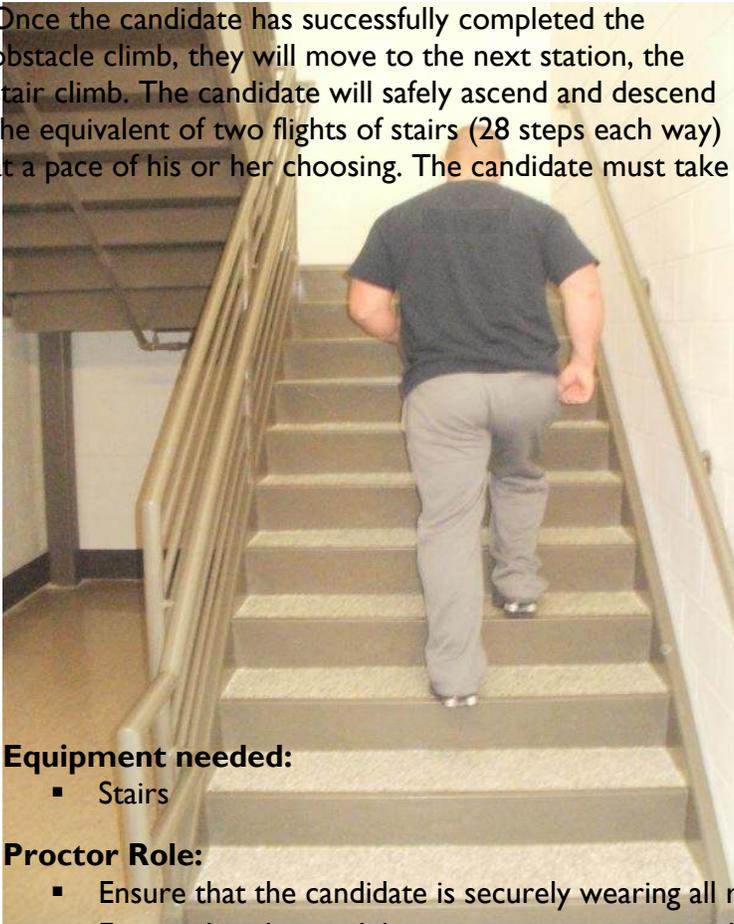
- obstacle

Proctor Role:

- Ensure that the candidate is securely wearing all required equipment.
- The candidate must use the footholds to assist in the climb.
- Ensure that the candidate does not plant both feet at the top of the obstacle and jump off; instead, the candidate should climb over the obstacle completely and place both feet on the ground.

8. Stair Climb Station

Once the candidate has successfully completed the obstacle climb, they will move to the next station, the stair climb. The candidate will safely ascend and descend the equivalent of two flights of stairs (28 steps each way) at a pace of his or her choosing. The candidate must take



each step one at a time. Any steps that are skipped will have to be redone. Once the candidate reaches the top, they will need to bring both feet onto the landing before they can descend back down one step at a time.

Equipment needed:

- Stairs

Proctor Role:

- Ensure that the candidate is securely wearing all required equipment.
- Ensure that the candidate is exercising caution when ascending and descending the stairs.
- Ensure that the candidate touches every step (does not skip steps).
- Candidate must repeat step(s) that are skipped.
- Ensure that the candidate places both feet at the top of the stairs before descending.
- Candidates are allowed to use the hand railing when ascending and descending the stairs.

9. Dummy Drag

Once the candidate successfully completes the stair climb-and-descend component, they will proceed to the dummy drag station. Candidates will drag a 165 lb. manikin dummy a distance of 30 feet in the order to mimic forcibly moving a suspect/rescuing a victim. The dummy will be dragged across a line



indicator. The candidate will drop the dummy once both feet of the dummy cross the line. At this time, the PAT will be

complete.

Equipment needed:

- 165 lbs. manikin
- Harness strap

Equipment construction/assembly:

- Ensure harness strap is firmly secured onto the manikin.

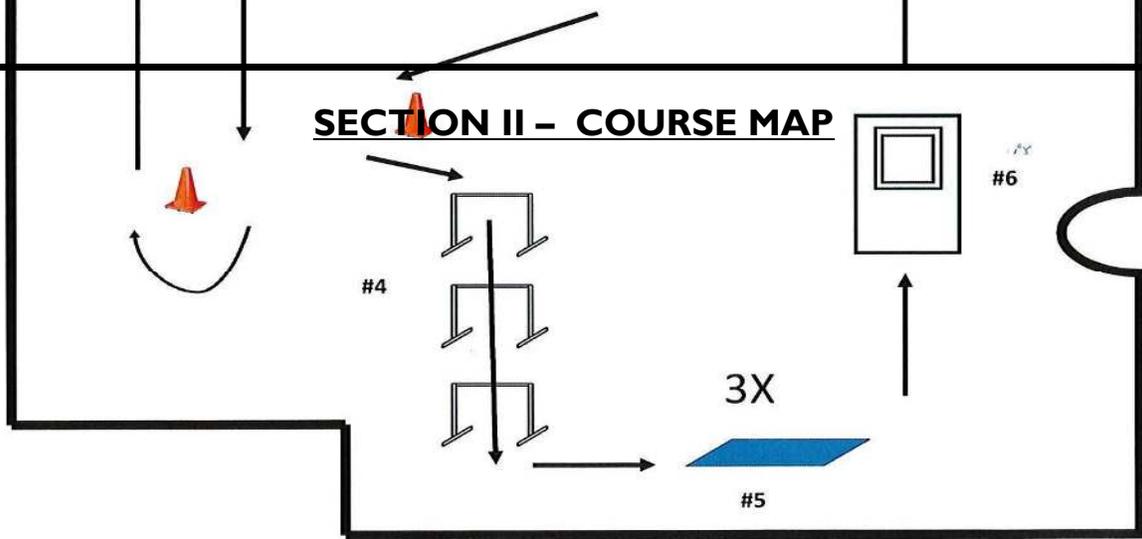
Proctor Role:

- Ensure that the candidate is securely wearing all required equipment.
- Ensure that the candidate utilizes harness to drag the dummy.
- The candidate is allowed to drag the dummy in any manner but must use harness strap.
- Ensure that the dummy is dragged completely across the line.
- Ensure dummy is placed correctly at starting line. The manikin's head should be placed right behind the start line.
- Ensure that the manikin's feet are completely across the line before the dummy is dropped.
- Candidate will have to pick up the dummy again if he/she drops the dummy before both feet pass line.
- Proctor should verbally instruct the candidate when to drop the dummy.
- Once the candidate has finished the exercise, the proctor should stop the stopwatches and record the candidate's lowest time.

CANDIDATE WALK-THROUGH AND ORIENTATION

Candidates will be given a thorough orientation regarding the course before they begin. Once all candidates have arrived, the test administrators will begin the orientation and walk-through. Even though only one candidate will be actually going through the course at a time, the administrators will take all candidates together in one large group to do the walk-through. Candidates will be told of the cut-off score and the consequences of not meeting this time. Candidates will then be walked through the entire course. Each component will be explained thoroughly. All rules will be discussed at this time (as described in this guide). Candidates are then fitted with a weighted vest and the testing will begin.

SECTION II - COURSE MAP



PAT Component Listing:

1. Vehicle exit
2. Distance run
3. Object weave
4. Crouching
5. Up/Downs
6. Window Entry
7. 4ft obstacle climb
8. Stair climb
9. Victim Rescue

P.O.W.E.R. TEST REQUIREMENTS

Upon receiving a conditional offer of employment, the candidate will also be required to complete and pass the P.O.W.E.R. Physical Fitness Test, as the candidate will be required to pass this test on the first day of the Academy, in order to remain in the Academy. The standards for this test are listed below.

SIT AND REACH: This test involves stretching out to touch the toes or beyond with extended arms from the sitting position and is measured in inches.

MALE				FEMALE			
AGE: 20-29	30-39	40-49	50-59	AGE: 20-29	30-39	40-49	50-59
16.0"	15.0"	13.8"	12.8"	18.8"	17.8"	16.8"	16.3"

ONE MINUTE SIT-UP: To pass this test, the candidate must be able to complete the below list number of bent leg sit-ups in one minutes time.

MALE				FEMALE			
AGE: 20-29	30-39	40-49	50-59	AGE: 20-29	30-39	40-49	50-59
37	34	28	23	31	24	19	13

MAXIMUM BENCH PRESS: The candidate is required to bench the below listed percent of his/her body weight one time.

MALE				FEMALE			
AGE: 20-29	30-39	40-49	50-59	AGE: 20-29	30-39	40-49	50-59
98%	87%	79%	70%	58%	52%	49%	43%

1.5 MILE RUN: The candidate must complete a 1.5 Mile Run in the time listed below.

MALE				FEMALE			
AGE: 20-29	30-39	40-49	50-59	AGE: 20-29	30-39	40-49	50-59
13.46	14.31	15.24	16.21	16.21	16.52	17.53	18.44

GENERAL MEDICAL REQUIREMENTS

POLICE OFFICER

After a conditional offer of employment is made, candidates will be given a thorough medical examination by the City Physician and a spinal screen examination. Candidates who fail the examination shall not be appointed. The medical examination shall be at the City's expense except for specialized tests or other extra information the applicant may wish to provide as supporting evidence of suitability for appointment.

A sample of the general causes for rejection based on the City's medical standards follows. These are intended to be general conditions and do not constitute the entire list of medical requirements. A copy of the complete set of medical requirements is available upon request.

EYE AND VISUAL REQUIREMENTS

Visual Acuity:	Uncorrected visual acuity, minimum of 20/40 with both eyes open using a typical Snellen opticon. Aided vision corrected to 20/20 with both eyes.
Refractive Error:	Limitations on higher hyperopic corrections (farsighted).
Tonometry:	Acceptable 10 - 22mm Hg, without other signs or symptoms.
Peripheral Vision:	Normal horizontal field, each eye.
Color Vision:	Normal or mild anomalous trichromat (red - green deficiency) as defined by specific pseudoisochromatic plates.
Stereo Acuity:	50 seconds of arc or less on specific targets.
Fusion/Motility:	Prism dissociation and its recovery time.
Glare Sensitivity:	Reduction of corrected binocular vision to no less than 20/70
Eye Health & History:	No pathology or condition which would impair performance or increase risk on the job, e.g. repair of detached retina, signs and symptoms of glaucoma, lack of certification of specific months of stabilization following Radial Keratotomy, Laser PRK or Intacs Inserts.
Refractive Surgery:	Radial Keratotomy (RK): Prior to application, recipients of the surgery, are required to obtain from the surgeon or co-management professional, evidence of stable non-fluctuating vision and no appreciable problem with glare at the six month period. Photo refractive Keratectomy (PK): Prior to application,

recipients of the surgery, are required to obtain from the surgeon or co-management professional, evidence of stable non-fluctuating vision and no appreciable problem with glare at the six month period.

Lasik Surgery: Prior to application, recipients of the surgery are required to obtain from the surgeon or con-management professional, evidence of stable non-fluctuating vision and no appreciable problem with glare at the fifth month period. If an enhancement procedure has or is to be performed then the certification is to be extended an additional three months.

Intacs Inserts: The fact that Intacs Inserts can be removed, allowing the wearer's prescription to be replaced and that thinning of the cornea is not involved, makes the procedure a unique alternative to other modes of correction. However, because of its extremely low record of usage we are not certain of what the future holds. Accordingly, we believe a candidate seeking entrance into law enforcement field who has been subject to the procedure should, at this time, be subject to the same restriction, as that of those who have undergone a Lasik refractive procedure, that is certification after five months.

Special Note: **This is a synopsis of the visual standards for entrance to the Rock Island Law Enforcement field. The applicant will be provided with more details at the time of the eye examination.**

EARS AND HEARING REQUIREMENTS

Cause for rejection for appointment shall be hearing acuity loss by audiometric test of 20 decibels or more for the speech frequencies (500-1000-2000) cycles in either ear or loss of speech reception of phonetically balanced words at or below 90 percent normal reception for either ear.

LUNGS AND CHEST

Each applicant shall be required to have a chest x-ray and a thorough evaluation of present and past respiratory and chest diseases. Medical surveillance will be conducted to insure that potential employees are physically capable of wearing required respiratory protective equipment.

HEART AND BLOOD VESSELS

Disqualifying conditions include heart murmurs resulting from diseases or anomalies of valves or vessels, rapid heart rate persistently over 100 per minute, presence or history of any cardiac failure, hypertension and any major or serious disturbances of heart rhythm.

ABDOMINAL/ORGANS AND WALLS

Disqualifying conditions include recent hernias, severe hemorrhoids, pregnancy or termination of pregnancy within the last six weeks, intestinal obstructions and hepatitis within the last six months.

GENITO-URINARY ORGANS

A urine examination for sugar and albumin will be performed at the time of examination as well as a thorough review of past and present medical history.

METABOLIC: ENDOCRINE OR HEMIC DISORDERS

Disqualifying conditions include diabetes or history of diabetes, gout, uncorrected anemia and other disorders which obviously preclude satisfactory performance of duty, or which require frequent and prolonged treatment.

NEUROLOGICAL DISORDERS

This section of the examination will include past and present history designed to reveal conditions such as epilepsy, hysteria, multiple sclerosis, severe ear injuries.

PERSONALITY DISORDERS

This section of the examination will consist of an interview directed to establish that the applicant has been able and is now able to adapt himself to working with others without visible or concealed conflict.

MUSCLES, BONES, JOINTS, EXTREMITIES

Disqualifying conditions include tuberculosis of any bone, arthritis, healed fractures of any bone which interferes with duties, spine curvature, herniated disc or history of operations for this disorder, major amputations restricting activities and related limitations of motion and/or movements.

BENEFIT INFORMATION

BASE WAGE

The position of Police Officer is compensated through the City's Class and Pay Plan. There are five steps included in the pay plan. The starting salary for a City of Rock Island Police Officer will be \$58,383.00. Yearly step increases are provided to members of the police service on an annual basis, but may be withheld for disciplinary reasons.

LONGEVITY

Longevity increases shall be given to full-time permanent employees upon completion of 5, 10, 15, 20, 25, and 30 years of continuous service. Longevity increases for employees shall be in the amount of two-percent (2%) between all longevity steps in the pay plan after the completion of 5, 10, 15, 20, 25, and 30 years respectively.

HEALTH BENEFIT PLAN

The Rock Island Municipal Employees Health Benefit Plan is a program designed to meet the demands of ever rising medical costs while providing the most economically beneficial health insurance to our employees. Benefits become effective the first (1st) of the month following thirty (30) days of full-time employment for both the employee and eligible dependents, if applicable. The City pays 77% of the premium while the employee pays the remaining of the premium through payroll deduction. A choice of 1 health plan is offered, as is a dental and vision plan on a voluntary basis with the employee paying 100% of the dental and vision insurance premiums. A vision discount coverage is included as a standard portion of the health benefit plans.

PENSION

Effective January 1, 2011, Illinois' legislators amended the Pension Code to create a two tier pension system. Anyone who becomes a police officer after this effective date is a Tier 2 participant. Anyone that was hired as a police officer in Illinois and contributed to an Article 3 fund prior to the effective date will be considered a Tier 1 participant.

Tier 1 participants who have worked 20 years and are at least 50 years old may receive a pension at 50%. Participants can reach maximum of 75% pension at 30 years of service.

Tier 2 participants also can receive a 50% pension at 20 years and up to a 75% pension at 30 years, but cannot collect a pension until they are at least 55 years old.

For further information on pension, you may refer to [40 ILCS 5/3-111](#).

VACATION

Non-probationary Police Officers accumulate paid vacation leave as follows:

- 0-7 years of service - 10 days per year
- 8-14 years of service - 15 days per year
- 15+ years of service - 20 days per year

This is provided the employee receives compensation for at least one full week during each pay period.

SICK LEAVE

Full-time Police Department personnel accumulate paid sick leave benefits at the rate of 3.7 hours per pay period provided the employee received compensation for at least one week each pay period.

HOLIDAY AND PERSONAL LEAVE

Non-probationary Police Officers receive a total of 96 hours of paid time off per year for holidays and personal leave in the form of a bank.

BEREAVEMENT

All Police Department personnel receive up to a total of twenty-four (24) hours of paid leave for a death in the employee's immediate family.

SPECIAL LEAVE

Employees who are members of regular reserve units of Armed Forces or the National Guard are paid the difference between their regular salary and the salary they earn while on active duty up to time allowed by law.

Leave with pay will be allowed for employees to attend training sessions, professional conferences and other types of meetings and educational seminars, which are beneficial to the employee in the performance of duties. This leave must be approved by the Department Manager.

UNIFORMS

All probationary employees at the start of their service have full uniform and weapons issued to them by the City.

PROBATIONARY PERIOD

Once the Commission appoints a candidate to the police service, he/she is placed in a probationary position. The probationary period is equal to one year and shall be served by all members of the Police Department upon their original appointment. After completion of the probationary period, the Police Chief must submit a written

recommendation to Fire and Police Commissioners and the members shall attain a certified status and listed by the Fire and Police Commission as a certified employee for that title.

RESIDENCY REQUIREMENT

Selected candidate must meet residency requirement, which includes an Illinois or Iowa residency and fall within a 60 minute commute time.

LATERAL ENTRY PROGRAM

WHAT IS IT? HOW DOES IT WORK?

The City of Rock Island Police Department, in conjunction with the City of Rock Island Board of Fire and Police Commissioners, initiated the Lateral Entry Program for the position of Police Officer in 1989. The purpose of the program was to allow the City to hire experienced, trained law enforcement officers who would require little additional training prior to assuming a full range of duties. The City benefits with regard to lower training costs, increased efficiency as well as being able to hire qualified, experienced and a street Police Officers. The Police Officers benefit by being eligible to start at a higher salary.

This is how the City of Rock Island Lateral Entry Program for Police Officers works:

1. Any law enforcement officer who has successfully completed a certified basic law enforcement academy program is eligible to apply for appointment to the Rock Island Police Department through the Lateral Entry Program. A Certified Basic Law Enforcement Academy means any law enforcement academy which is accepted by the Illinois Training Board. In order to qualify, the applicant must be presently employed full time as Police Officer.
2. All applicants for the Lateral Entry Program must complete the appropriate portion of the City of Rock Island Lateral Entry Program application in addition to all other application materials. All application materials must be properly completed and returned by the specified deadlines.
3. All Lateral Entry Program applicants must pass the physical agility examination along with regular applicants at the same time the test is given to regular applicants.
4. Lateral Entry Program applicants successfully passing the physical agility examination will have the option of taking the written test and the resulting score or they may elect not to take the test and receive the minimum passing score of 70%. During our last examination, the average written score for all applicants was 79.15%. The average written score for the top thirty applicants was 83.59%. If the applicant elects to take the written examination and does not receive a score of at least 70%, they will no longer be considered for appointment.
5. The top thirty applicants who successfully pass the background investigation will then be interviewed by the City of Rock Island Board of Fire and Police Commissioners and Police Chief. All interviews require a minimum score of 70% to

pass.

6. Once interviews are completed, a preliminary eligibility list is prepared by the Fire and Police Commissioners. Successful candidates are ranked in the order of their combined scores on the written examination and oral interviews. This list is posted and a period of time is allowed for applicants to claim their veteran's points. Once all veteran's points have been claimed, a final eligibility list is established. All successful candidates are listed in the order of their total scores, combined with veterans points.
7. As openings for Police Officer occur, appointments are made by the Fire and Police Commission to fill these vacancies. The final steps before appointment are a re-check of the candidate's background investigation, a complete medical examination conducted by the City physician, a psychological examination, a drug test, and successful completion of the P.O.W.E.R. Test Physical Agility Test if the candidate is going to have to attend the Academy.

Once a Lateral Entry Program applicant is actually appointed by the Board of Fire and Police Commissioners to a probationary position as Police Officer, the candidate must successfully complete a one-year probationary period prior to being placed on permanent status. The decision to place the candidate on permanent status is the responsibility of the City Manager upon recommendation of the Police Chief.

Lateral Entry Program candidates benefit in the following ways:

1. Successful Lateral Entry Program candidates may be eligible for higher starting salaries.
2. Successful Lateral Entry Program candidates do not have to attend the police academy prior to assuming normal duties within the department.

These are only benefits successful Lateral Entry Program candidates enjoy. Prior years of service do not count towards longevity pay calculations, step increases calculations, vacation time calculations, department seniority or other calculations pertaining to the determination of actual years of service with the Rock Island Police Department. All such determinations shall be based solely upon years of creditable service with the Rock Island Police Department. No other preferences or benefits are implied or expressed for successful Lateral Entry Program applicants.