

**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 01/25

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 Ability (P.O.W.E.R.) Test before any further consideration in the recruitment process. Included with this packet is an explanation of the P.O.W.E.R. test along with requirements and preparation guidance.

**Illinois Law Enforcement
Training and Standards Board**



Preface

The Illinois Law Enforcement Training and Standards Board, in recognizing the importance of physical fitness status for academy performance (and eventual job performance), has established the **Peace Officer Wellness Evaluation Report (POWER)** test for entering any of the Illinois certified police academies.

The POWER test will be provided to all candidates prior to entering the academy to see if each individual meets the standards. These fitness entrance requirements help to ensure that each recruit can undergo both the physical and academic demands of an academy without undue risk of injury and with a level of fatigue tolerance to meet all academy requirements. If the applicant does not meet all the standards, the recruit will not be allowed to enter the academy.

In an effort to brief police administrators and police applicants, this pamphlet will provide information on the rationale, purpose, testing and procedures, standards of performance and fitness activities to prepare for the POWER test. It is intended to answer the basic questions pertaining to all aspects of the fitness testing process. Any questions you may have about these standards should be directed to the Board's Office at (217) 782-4540.

Brent Fischer
Executive Director

What Is Physical Fitness?

Physical fitness is a health 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 or cardiovascular endurance pertaining to the heart and vascular system's capacity to transport oxygen. It is also a key area for 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 the 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 for 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 risks* for law enforcement officers.

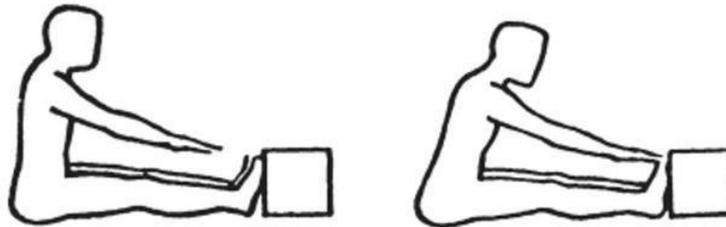
Physical fitness has been demonstrated to be a bona fide occupational qualification (BFOQ). Job analysis that account for physical fitness have demonstrated that fitness areas are underlying factors determining the physiological *readiness* to perform a variety of *critical* physical tasks. These three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

- Physical fitness can be an important area for 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 POWER test consists of four basic tests. Each test is a scientifically valid test. It is recommended that five minutes of static stretching, using techniques approved by the Board, be completed prior to each test. A five-minute rest is recommended between each test with a fifteen-minute rest before the 1.5 mile run. The tests will be given in the following sequence with a rest period between each test.

SIT AND REACH TEST: This is a measure of the flexibility of the lower back and upper leg area. It is an important area for performing police tasks involving range of motion and is important in minimizing lower back problems. The test involves stretching out to touch the toes beyond the extended arms from the sitting position. The score is in the inches reached on a yard stick with 15" being at the toes.



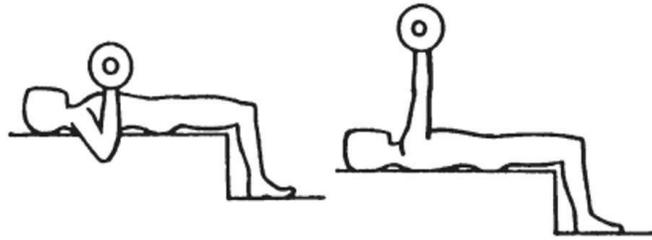
| | MALE AGE | MALE AGE | MALE AGE | MALE AGE | | FEMALE AGE | FEMALE AGE | FEMALE AGE | FEMALE AGE |
|---------------|-------------|-------------|-------------|-------------|--|---------------|---------------|---------------|---------------|
| Sit and Reach | 20-29 | 30-39 | 40-49 | 50-59 | | 20-29 | 30-39 | 40-49 | 50-59 |
| 12-15-22 | 14.4 | 13.0 | 12.0 | 10.5 | | 17.0 | 16.5 | 15.0 | 14.8 |

ONE MINUTE SIT UP TEST: This is a measure of the muscular endurance of the abdominal muscles. It is an important area for performing police tasks that may involve the use of force and is an important area for maintaining good posture and minimizing lower back problems.



| | MALE AGE | MALE AGE | MALE AGE | MALE AGE | | FEMALE AGE | FEMALE AGE | FEMALE AGE | FEMALE AGE |
|--------------|-------------|-------------|-------------|-------------|--|---------------|---------------|---------------|---------------|
| 1-Min Sit Up | 20-29 | 30-39 | 40-49 | 50-59 | | 20-29 | 30-39 | 40-49 | 50-59 |
| 12-15-22 | 33 | 30 | 24 | 19 | | 24 | 20 | 14 | 10 |

ONE REPETITION MAXIMUM BENCH PRESS: This is a maximum weight pushed from the bench press position and measures the amount of force the upper body can generate.



| | MALE AGE | MALE AGE | MALE AGE | MALE AGE | | FEMALE AGE | FEMALE AGE | FEMALE AGE | FEMALE AGE |
|-------------|-------------|-------------|-------------|-------------|--|---------------|---------------|---------------|---------------|
| Bench Press | 20-29 | 30-39 | 40-49 | 50-59 | | 20-29 | 30-39 | 40-49 | 50-59 |
| 12-15-22 | 88% | 78% | 72% | 63% | | 51% | 47% | 43% | 39% |

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



| | MALE AGE | MALE AGE | MALE AGE | MALE AGE | | FEMALE AGE | FEMALE AGE | FEMALE AGE | FEMALE AGE |
|--------------|-------------|-------------|-------------|-------------|--|---------------|---------------|---------------|---------------|
| 1.5 Mile Run | 20-29 | 30-39 | 40-49 | 50-59 | | 20-29 | 30-39 | 40-49 | 50-59 |
| 12-15-22 | 14:00 | 14:34 | 15:24 | 16:58 | | 16:46 | 17:38 | 18:37 | 20:44 |

How Does One Prepare for the Power Test?

1. Preparing for the Sit and Reach Test

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

Sit and Reach. Do 5 repetitions of this 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 the 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 three times a week, do three sets (three groups of the number of repetitions one did in 1 minute).

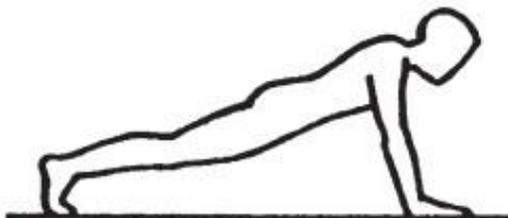


3. Preparing for the 1 Repetition Maximum Bench Press

If one has access to weights, determine the maximum weight one can bench press one time. Take 50% of that poundage. This will be the training weight. One should be able to do 8-10 repetitions of that weight. Do three sets of 8-10 repetitions adding 2 ½ to 5 pounds every week.



If one does not have weight equipment, then the push-up exercise can be utilized. Determine how many push-ups one can do in 1 minute. At least three times a week, do three sets of the amount one can do in 1 minute.



4. Preparing for the 1.5 Mile Run

Below is a gradual 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 | Frequency |
|------|----------|-----------|---------|-----------|
| 1 | Walk | 1 Mile | 20'-17' | 5/Week |
| 2 | Walk | 1.5 Miles | 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 | 23' | 4/Week |
| 10 | Jog | 2 Miles | 22' | 4/Week |
| 11 | Jog | 2 Miles | 21' | 4/Week |
| 12 | Jog | 2 Miles | 20' | 4/Week |

WRITTEN EXAMINATION

All persons successfully passing the Rock Island Police Department Candidates Physical Ability (P.O.W.E.R.) 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, and 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.

TESTING DATE

All Police Officer applicants are required to pass the P.O.W.E.R. physical test before further consideration in the recruitment process.

Test Date
To be determined (TBD)

**Once the City of Rock Island has a test date it will be posted here.
Applicants who have provided an email address within their
application will be notified via email.**

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/mild/moderate anomalous trichromatism (red-green deficiency) as defined by specific pseudoisochromatic plates. Individuals with extreme/severe anomalous trichromatism or monochromasy color vision, as determined through testing, are not eligible to be hired as law enforcement officers in the City of Rock Island. |
| 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. Individuals with one hearing aid may be accommodated if their aided hearing reaches the above standard. If use of a hearing aid is required, applicants must sign an agreement that they will wear their hearing aid at all times when on duty. Two hearing aids are not considered a reasonable accommodation in the City of Rock Island.

LUNGS AND CHEST

Each applicant shall be required to have 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 is \$65,873.00. 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 employees and employees with twelve (12) months of service or more in the class specification of Police Officer and Police Detective shall accumulate paid vacation leave as follows:

0 thru 6 years of service earn 3.1 hours/per pay period = 10 days per year
7 thru 9 years of service earn 4.6 hours/per pay period = 15 days per year
10 thru 14 years of service earn 5.2 hours/per pay period = 17 days per year
15 thru 19 years of service earn 7.1 hours/per pay period = 23 days per year
20 and over years of service earn 7.7 hours/per pay period = 25 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 112 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 18 months 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 may reside in the states of Illinois or Iowa and must be within a 60 (60) minute commute time from their residence to the police department within 6 months after completing one (1) year probation period.

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%. 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 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.