



START YOUR CAREER AS A
**ROCK ISLAND
POLICE OFFICER**



ROCK ISLAND
ILLINOIS



ABOUT ROCK ISLAND

The City of Rock Island is a full-service community located on the Mississippi River, approximately 175 miles west of Chicago. Rock Island is a major city in what is known as the Quad Cities, a region with a population approaching 400,000 that encompasses Rock Island, Moline, and East Moline, Illinois, and Davenport and Bettendorf, Iowa. According to the 2010 census, Rock Island's population is 39,018.

Rock Island has great neighborhoods where residents feel at home. There's a wide variety of housing available in Rock Island including historic homes, new downtown condos, new construction in the heart of the city, and wooded retreats. The Rock Island-Milan School District 41, along with private schools, are innovative and prepare students for life. Rock Island offers plenty of options to play. The District (downtown Rock Island) has art galleries and theatres, nightclubs and coffee shops, and restaurants of all flavors. Golf courses, parks, a casino, botanical center, marina, historic tours, bike paths, and festivals will keep you entertained.



The Rock Island Police Department

The Rock Island Police Department was established in 1854. Our current authorized strength is 81 sworn officers and 27 civilians. The Rock Island Police Department has been an accredited law enforcement agency through the Illinois Law Enforcement Accreditation Program (ILEAP) since 2013 and is comprised of three divisions including the Field Operations Division, the Criminal Investigations Division, and the Technical Services Division.



The Rock Island Police Department is committed to enhancing the quality of life in our community by working with the citizens to enforce laws, solve problems, build partnerships, and protect individual rights. As a community policing and problem-solving agency, we hold in great regard, the trust our community bestows upon us and we take personal responsibility in nurturing and promoting that trust. Our members will always strive to set a positive example in the community by maintaining our own high ethical values.

Chief of Police Tim McCloud



Chief Tim McCloud began his law enforcement career with the Rock Island Police Department in April of 1994. Chief McCloud rose through the ranks of the police department, serving in the rank of detective from 2002 to 2006, sergeant from 2006 to 2009, and lieutenant from 2009 until 2021 when he was appointed as Deputy Chief of Police.

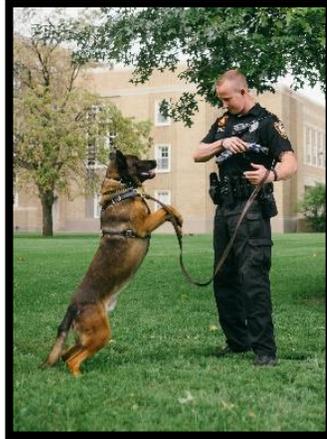
During his 30 years with the Rock Island Police Department, Chief McCloud has served in a variety of roles, including: Narcotics/Vice Officer, Field Training Officer, Range Officer, Emergency Response Team member, Methamphetamine Response Team member, Detective, Rock Island High School Liaison, Commander of the Juvenile Investigations Unit, Commander of the Honor Guard, Agent in the Office of Professional Standards, Accreditation Manager, Commander of the Technical Services Division, Commander of the Criminal Investigations Division, and Watch Commander for the Patrol Division.

Chief McCloud obtained a Master's Degree in Law Enforcement and Justice Administration from Western Illinois University in 2010. He is a 2013 graduate of the Federal Bureau of Investigation National Academy, Class #254, and obtained certification through the Illinois Association of Chiefs of Police in 2020.

“I consider it to be the highest honor and privilege of my career to be serving as your Chief of Police. Working as a part of a team of dedicated and hard-working law enforcement professionals, it is my pledge to always strive for excellence within our police department, to continue to strengthen our partnership with the members of our great community, and to see Rock Island become the safest it's ever been.”

- Chief McCloud

OPPORTUNITIES



While the uniformed officer is the most visible and recognizable aspect of policing, the law enforcement profession has many, exciting opportunities that go far beyond patrolling the streets in a squad car. As you progress through your career at the Rock Island Police Department, you could find yourself working in specialty units such as the bicycle patrol unit, K-9 unit, hostage negotiation team, or working undercover.



Select officers will have the opportunity to respond to high-risk situations as part of the Emergency Response Team, investigate serious/fatal vehicle accidents as a traffic reconstructionist, or represent the department at official functions as a member of the department's Honor Guard. Eventually you could achieve the position of Field Training Officer, get promoted to detective, or rise through the ranks as a supervisor.

SALARY AND BENEFITS

BASE SALARY

Starting: **\$65,873.00**
After your 1st year: **\$69,167.00**
After your 4th year: **\$80,070.00**

- Additional general wage increases are typically added each year in accordance with police union contract negotiation.
- Longevity pay increases also are applied at 5-year increments.
- 5% pay increases upon each promotion.
- Additional pay for specialty positions
- Shift Differential pay
- Pension upon retirement

HIRING BONUS - \$1,500.00

Upon successful completion of the police academy.

BENEFITS

Vacation Time:

- 80 hours/year (years 1-6)
- 120 hours/year (years 7-9)
- 135 hours/year (years 10-14)
- 185 hours/year (years 15-19)
- 200 hours/year (years 20+)

Additional paid time off/compensation:

- 32 hours personal time/year
- 96 hours sick time/year
- 80 hours holiday time
- 1 ½ X hourly rate of pay for working holidays
- Bereavement time
- Tuition reimbursement
- Deferred Compensation Plans

Insurance:

- Health Insurance (single, double, or family)
- Dental Insurance
- Vision Insurance
- Optional Life Insurance
- City Wellness Center

- All uniform/equipment provided
- Clothing allowance for plain clothes assignments
- Fully equipped workout room at the department
- Housing and financial assistance through Live-Work Rock Island Employer Assisted Housing Program



A GREAT PLACE TO WORK

Constructed in 2015, the Rock Island Police Department is a state-of-the-art facility that provides a professional work environment with a strong balance of function and design. The department features cutting-edge technology along with a wide range of amenities to enjoy every day.



Fully equipped workout room, available to employees 24-hours a day.

Defensive Tactics training room equipped with scenario based virtual simulator and regularly scheduled hand-to-hand, ground-fighting, and less-lethal weapons training.



Comfortable employee break room with eat-in kitchen, vending, and television.



INVESTED IN YOUR WELL-BEING

At the Rock Island Police Department, we take your health and well-being very seriously. In addition to great health, dental, and vision insurance benefits, the City of Rock Island has taken an innovative approach to providing its employees with health services you can't find at any other area department.

City Wellness Center

Conveniently located inside our City Hall, our Wellness Center is staffed by a Genesis Family Nurse Practitioner trained in occupational health, emergency medicine, and public health. All City employees and their families have quick and easy access to health care without having the added cost of co-pays. As an officer with the Rock Island Police Department, here are just some of the services provided by our Wellness Center that you and your family can take advantage of:

- Abdominal pain
- Ace wraps
- Allergic reaction treatments
- Anxiety
- Apnea referrals
- Asthma / Bronchitis airway treatments
- Back pain
- Bee stings
- Bleeding wounds
- Blood draws, blood tests
- Blood pressure checks / control
- Blood sugar tests / control
- Burn injuries
- Cellulitis (Skin infection)
- Chicken Pox
- Cold packs
- Cold treatment
- Cold sores
- Conjunctivitis
- Contact dermatitis
- Depression referrals
- Dermatology concerns
- Diabetes monitoring
- Drug testing
- Cortisone injections
- Ear infections
- Ear wax removal
- Edema
- EKG
- Eye flush
- Fevers
- Flu shot
- Flu rapid testing
- Fungal infections
- Gastritis
- Hepatitis B shots
- Hordeolum (Stye)
- Irritant dermatitis
- Itching
- Joint pain
- Lacerations repair
- Lice
- Lyme disease
- Migraine headaches
- Skin rash
- Nasal Congestion
- Nausea
- Nosebleeds
- Oral infections
- Ingrown toenails
- Physicals: camp / school / sports
- Pneumonia
- Pregnancy testing
- Prescription refill
- Records transfer and request
- Rhinitis
- Shingles
- Sinus infection
- Splinter removal
- Splinting of fractures
- Staple removal
- Strep test and treatment
- Suture removal
- TB test
- Tetanus shot
- Thyroid check
- Toenail checks
- Treatment of STIs
- Urinary tract infections
- Urine testing
- Ultrasound orders
- Warts
- X-Ray orders
- Yeast infections

City of Rock Island Wellness Initiative

Voluntary participation in this program allows city employees to set new health and wellness goals while being rewarded at the same time. Employees who participate are given options on how they would like to be rewarded, including a \$260 lump sum payout, Rock Island Fitness and Activities Center membership, Whitewater Junction waterpark membership, or season passes to all city golf courses.

ABOUT YOUR NEW CAREER

DUTIES

As a patrol officer, some examples of your duties include:

- Patrolling an assigned district or beat on foot, bicycle, or in a squad car
- Providing assistance to the public
- Responding to emergency calls
- Making arrests for violations or when warrants are in effect
- Investigating suspicious or unlawful behavior
- Preserving evidence at a crime scene and recovering stolen property
- Testifying in court when required
- Enforcing parking and traffic regulations, investigating traffic accidents
- Participating in community events

QUALIFICATIONS

- Must be between 21 and 34 years of age (some exceptions apply)
- Must have high school diploma or GED
- Must possess a valid driver's license
- Must be United States citizen
- 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.
- Must live in Illinois or Iowa and fall within a 60-minute commute time

TRAINING

All new officers will attend a 16-week basic police training academy at one of several different academies throughout Illinois. Academy training provides and requires on-site housing during the week, with commuting home on the weekends. While in the academy, recruits will learn criminal law statutes, the Illinois Vehicle Code, problem solving, defensive tactics, conflict resolution and de-escalation techniques, emergency vehicle operation, and basic marksmanship.

After successful completion of the police academy, new officers are assigned to their first of three Field Training Officers and will spend the next approximately four months learning to properly perform basic police functions, applying department policies and procedures, becoming familiar with businesses, parks, schools, and neighborhoods, and developing their report writing skills. Each new officer will spend approximately one month on each shift before rotating back to their primary Field Training Officer in preparation for release to solo patrol.

Throughout your career as a Rock Island police officer, you will have many on-going training opportunities, both in-house and out-of-town. Additionally, we have our own defensive tactics room, and Firearms Training Simulator on site at the police department.

WHERE DO I START?

Step 1: COMPLETE AN APPLICATION

The City of Rock Island has an online application process. Begin by going to:

<https://www.rigov.org/1470/Join-the-Rock-Island-Police-Department>

Here, you can complete an online application, purchase a written exam study guide, or review the New Applicant Packet for more information.

Our application process will remain open with testing to be scheduled once a sufficient number of applications have been received.

Step 2: PHYSICAL ABILITY TEST

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. The P.O.W.E.R. Test includes a Sit and Reach Test, a One-Minute Sit-Up Test, a One Repetition Maximum Bench Press, and a 1.5 Mile Run. See the New Applicant Packet for complete details and standards for each of these tests.

You will be notified when the Physical Abilities test will be offered.

Step 3: 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, typically following the Physical Ability Test. The written examination requires a minimum passing score of 70%. Applicants will be notified by email as to the outcome of their testing. You may purchase a written exam study guide at <https://www.rigov.org/1470/Join-the-Rock-Island-Police-Department>, under Hiring Process/Selection Process.

The date for the Written Examination is to be determined but typically follows the completion of the Physical Ability Test.



THIS TOWN



Step 4: BACKGROUND INVESTIGATION

Once you have passed the written examination, based on testing scores, background investigations begin on the candidates. The background investigation consists of verification of your application material, with past employers and personal references checked at this point.

Step 5: ORAL INTERVIEW

The candidates are provided with an oral interview before the Police and Fire Commission at a date and time to be determined. This Commission, 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.

Step 6: 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 are 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, or until exhausted, and all vacancies for Police Officers are filled from the Eligibility List.

Step 7: 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, a spinal examination, vision and hearing examination, a drug screen, and a psychological examination conducted by a qualified psychologist. Once all these conditions have been met, the candidate will be given a hire date.



ALREADY A POLICE OFFICER?

LATERAL ENTRY PROGRAM

The Lateral Entry Program allows the City to hire experienced, trained law enforcement officers who require little additional training prior to assuming a full range of duties. Lateral Officers are eligible to start at a higher salary, with additional financial incentives, and are typically not required to attend the basic law enforcement academy. To qualify, you must:

- Have successfully completed a certified basic law enforcement academy program (which is accepted by the Illinois Training and Standards Board).
- Be presently employed full time as a Police Officer
- Complete the appropriate portion of the City of Rock Island Lateral Entry Program application in addition to all other application materials.
- Pass the Physical Ability Test.

Lateral Entry Program applicants have the option of taking the written test or they may elect not to take the test and receive the minimum passing score of 70%. 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.

2025 LATERAL HIRING INCENTIVES

HIRING BONUS - \$2,500.00

Lateral Entry Officer – One Full Year of Service

An example of a candidate who could qualify for an enhanced incentive would be one who is an active fulltime police officer in good standing with at least one year of service with a recognized law enforcement agency outside of Illinois, and with police academy certification that is eligible for recognition by the Illinois Law Enforcement Training and Standards Board, subject to approval.

- **Starting salary of \$69,167** (\$3,294 above entry level salary)

Lateral Entry Officer - Two Full Years of Service

- **Starting salary of \$72,626** (\$6,753 above the entry level salary)

Lateral Entry Officer – Three Full Years of Service

- **Starting salary of \$76,258** (\$10,385 above entry level salary)

Lateral Entry Officer - Four or more Full Years of Service

- **Starting salary of \$80,070** (\$14,197 above the entry level salary)