



City of Moline, IL

# Police Officer Recruitment



[www.moline.il.us](http://www.moline.il.us)

Application Deadline: Friday, February 22, 2019 at 5:00 PM

## **Salary and Benefits:**

- Starting Pay: \$52,656/year
- Excellent Health Benefits and Pension
- Uniform Allowance: \$700/year
- Firearms Proficiency Pay: Up to \$360/year
- Physical Fitness Incentive: \$200/year
- Shift Differential: \$0.35/hour for 2<sup>nd</sup> shift and \$0.45/hour for 3<sup>rd</sup> shift

## **Training:**

- 14-week police academy with full pay, benefits and housing provided
- In-house training after completion of police academy

## **Probationary Period:**

- 12 months for those already certified as Illinois law enforcement officers
- 18 months for all others

## **Age and Residency:**

- 21-34 years of age to apply (see exceptions in packet)
- Must live within a 20-mile radius of 1630 8<sup>th</sup> Avenue in Moline within 2 years of hire (includes Illinois and Iowa)
- Additional requirements contained further in this packet

**Are you ready to serve Moline?**

# Police Officer Required Testing Schedule

## Important Dates

<b>Online employment application due</b>	Friday, February 22, 2019 at 5:00 PM
<b>Agility Test and Written Exam</b> (See start times below.)	Saturday, March 2, 2019 <b>OR</b> Saturday, March 9, 2019
<b>Oral Interviews</b>	April 2019
<p><b>Employment Application</b></p> <ul style="list-style-type: none"> <li>The City of Moline only accepts online applications.</li> <li>Study guides for the written exam are available for pick up at City Hall, 619 16<sup>th</sup> Street, Moline, upon completion of the application, or will be mailed upon request. Study guides should be returned at the agility test.</li> </ul>	
<p><b>Test Date Sign-up</b></p> <p>After you submit your application, you will receive an email from the City allowing you to schedule your test date. If you have not received an email within one week of submitting your application, contact <a href="mailto:emckenzie@moline.il.us">emckenzie@moline.il.us</a>. Those requesting an accommodation for a disability should contact <a href="mailto:emckenzie@moline.il.us">emckenzie@moline.il.us</a> by February 22, 2019.</p>	
<p><b>Agility Test</b></p> <p><b>Dates:</b> March 2, 2019 or March 9, 2019  <b>Time:</b> 8:30 AM  <b>Location:</b> Black Hawk College (Building 3), 6600 34<sup>th</sup> Avenue, Moline, IL 61265</p> <ol style="list-style-type: none"> <li>All applicants are required to report for an agility test.</li> <li>Report ahead of time. <b>Late arrivals will not be allowed to participate.</b></li> <li>Bring a valid driver's license.</li> <li>Bring study guide.</li> </ol>	
<p><b>Written Examination (for applicants who pass agility test)</b></p> <p><b>Dates:</b> March 2, 2019 or March 9, 2019  <b>Time:</b> 2:00 PM  <b>Location:</b> Moline Public Library, 3210 41<sup>st</sup> Street, Moline, IL 61265</p> <ol style="list-style-type: none"> <li>Report ahead of time. <b>Late arrivals will not be allowed to participate.</b></li> <li>Bring a valid driver's license.</li> <li>Bring two sharpened #2 pencils.</li> </ol>	
<p><b>Oral Interviews</b></p> <p>The top 25 applicants who pass the written exam will be scheduled for the 1<sup>st</sup> round of oral interviews. Interviews are tentatively scheduled for April 2019. These dates are subject to change.</p>	

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

# Police Officer

## General Requirements and Testing Procedures

Applications are available online during a given time period and must be submitted by the required deadline to be eligible to test.

### **Applicants must:**

- Be citizens of the United States.
- Be at least 21 years old by the time of appointment. Candidates who are 20 years old and have taken two years of certified law enforcement courses are eligible to test, but will not be appointed until 21 years old.
- Be under 35 years of age, except that the age requirement shall not apply to the following:
  - A veteran shall be allowed to exceed the maximum age provision by the number of years served on active military duty, but by no more than 10 years of active military duty
  - A person previously employed as a police officer in a regularly constituted police department of any municipality, regardless of whether the municipality is located in Illinois or in another state
  - A person who has served as an auxiliary police officer under Section 3.1-30-20 for at least 5 years and is under 40 years of age
  - A person who has served as a deputy under Section 3-6008 of the Counties Code and otherwise meets necessary training requirements
  - A person who has served as a sworn officer as a member of the Illinois Department of State Police
- Have 20/20 correctable vision.

Candidates will be required to successfully complete events as required by the Rules and Regulations of the Board of Fire and Police Commissioners such as a physical agility test, written examination and oral interview, in order to be placed on the eligibility register for the position of Police Officer. A copy of said Rules and Regulations may be obtained at City Hall, 619 16<sup>th</sup> Street, in the Human Resources Office for review.

### **Physical Agility Test**

- All applicants must pass before proceeding to the written examination.
- This is a pass/fail test.
- Be prompt and dress in comfortable clothing; bring a valid driver's license.
- Test requirements are further described in this packet.

### **Written Examination**

- Minimum passing score is 70%.
- Be prompt and bring a valid driver's license.
- 5 points added to passing written score for at least 1 year of active military service with honorable discharge after submission of DD214.
- Study guides are available upon completion of application.

### **Oral Interview**

- Top 25 applicants with passing scores will be scheduled to participate in the 1<sup>st</sup> round of oral interviews.
- Subsequent rounds of interviews may be conducted until an eligibility register of 25 is achieved.
- Minimum passing score is 70%.

### **Eligibility Register**

- Passing scores from the written examination and the oral interview are averaged together and posted on a one-year eligibility register.
- At the time a vacancy occurs, a background investigation, including reference checks, credit history check and a criminal history record check, is conducted. The Police Chief recommends a candidate from the top 3 candidates on the eligibility register.

Appointment from the eligibility register is subject to the applicant passing a thorough medical examination by a licensed physician of the City's choice. Appointment is further subject to the applicant passing, with a rating of "recommended" or better, a bonafide, valid and job-related psychological examination performed by a licensed psychologist of the City's choice. The current residency requirement states that employees shall live within 20 miles of 1630 8<sup>th</sup> Avenue within two years of hire.

# Police Officer Physical Agility Test Minimum Physical Fitness Requirements

The physical agility test consists of the following exercises, times and/or repetitions:

TEST / AGE	Male				Female			
	20-29	30-39	40-49	50-59	20-29	30-39	40-49	50-59
Sit and Reach	16.0	15.0	13.8	12.8	18.8	17.8	16.8	16.3
1 Minute Sit Up	37	34	28	23	31	24	19	13
Bench Press Ratio	0.98	0.87	0.79	0.70	0.58	0.52	0.49	0.43
1.5 Mile Run	13:46	14:31	15:24	16:21	16:21	16:52	17:53	18:44

\* The Power Chart events are used by the Illinois certified police academies and are provided to all candidates prior to entering the academy.

## **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 or beyond with extended arms from the sitting position. *The score is in inches reached on a yardstick with 15 inches being at the toes.*

## **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. *The score is in the number of bent leg sit ups performed in one minute.*

## **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. It is an important area for performing police tasks requiring upper body strength. *The score is a ratio of weight pushed divided by body weight.*

## **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 rise of cardiovascular problems. Once the run begins candidates must continuously run without walking or stopping until the entire 1.5 miles is complete. *The score is in minutes and seconds.*