



## Davenport Police Officer Application Process Overview

### 1. Application

- a. Interested individuals must complete and submit an online application.
- b. Applicants must meet minimum qualifications to advance to the next step.

### 2. Testing

- a. **Physical Agility Test:** The Iowa Law Enforcement Academy Council, in recognizing the importance of physical fitness in job performance, established the physical test regimen as a pre-employment standard for all Iowa peace officers. This test is administered the same day as the written exam.
- b. **Written Exam:** The written exam is designed to test the knowledge, skills, and abilities necessary for a position in law enforcement. The written exam is administered on the same day as the physical agility test.

### 3. Background Investigation and Polygraph Examination

- a. Applicants who pass the physical agility and written exam are required to complete and submit a Personal History Statement by the due date.
- b. Each applicant's background will be evaluated as a whole to determine if the applicant meets the high ethical standards expected of the Davenport Police Department.

### 4. Panel Interview with Police Department Senior Command Staff & Affirmative Action Commissioner

- a. Applicants that pass the background investigation step will be invited to participate in an interview with the department's Senior Command Staff and a Commissioner from the Affirmative Action Commission.

### 5. Eligibility List

- a. Successful candidates are recommended for placement on a Civil Service List which is reviewed and approved by the Civil Service Commission. This list is used to fill Police Officer vacancies in the Davenport Police Department. The list remains in effect for 12 months or until such time the list is exhausted, whichever occurs first.

### 6. Employment Offer

- a. When a police officer opening occurs, a conditional offer of employment is extended to a selected candidate from the Civil Service List.
- b. The employment offer is contingent upon successful completion of pre-employment physicals, drug tests, and physical ability tests.



**7. Psychological Evaluation and Pre-Employment Medical Examination**

- a. Applicants will take a MMPI psychological test, and participate in a medical examination and a drug test.

**8. Pre-Academy Training at Davenport Police Department**

- a. After accepting a conditional offer of employment and successfully passing the MMPI and medical examination, new probationary officers receive in-house training and observation opportunities prior to the start of the Iowa Law Enforcement Academy.

**9. Iowa Law Enforcement Academy (ILEA)**

- a. Probationary Officers will attend a 16-week basic law enforcement academy at Camp Dodge to become an Iowa Certified Peace Officer.

**10. Post-Academy Training at Davenport Police Department**

- a. After successful completion of the Iowa Law Enforcement Academy, Probationary Officers will receive additional in-house training.

**11. Field Training Officer (FTO) Program**

- a. Probationary Officers will begin a four-month Field Training Officer (FTO) Program. During this time, probationary officers are assigned to three different Field Training Officers, each providing a unique training perspective to help develop the Probationary Officer's skills.
- b. Probationary Officers complete their probationary period twelve months from their date of hire following successful completion of the Field Training Program. Officers begin their solo assignment in the Patrol Division.

