

Lateral Hiring Program

QUALIFICATIONS

- Must be a full-time certified peace officer at the time of application deadline.
- Must meet the same minimum qualifications as noncertified applicants.
- Out-of-State applicants: Must be eligible to take the competency test or tests to gain Iowa law enforcement officer certification.

TESTING

- Lateral transfer applicants will complete the same testing process as their non-certified counterparts.
- The requirement to take MMPI may be waived if lateral transfer applicants have previously taken the MMPI test within 365 days of their established date of hire, and those results are released to the City of Davenport.

STARTING PAY **Starting January 1, 2024*

A newly hired police officer who has laterally transferred to the Davenport Police Department will receive starting pay commensurate with his/her sworn and certified law enforcement experience. Once hired, lateral transfers will progress through the steps of the salary schedules in accordance with the Police collective bargaining agreement.

Step 1: 0 to 1 year of service (0 through 364 days): \$65,646

Step 2: 1 to 3 years of service (1 year through 2 years and 364 days): \$70,313

Step 3: 3 to 5 years of service (3 years through 4 years and 364 days): \$72,087

Step 4: 5 to 7 years of service (5 years through 6 years and 364 days): \$73,883

Step 5: 7 or more years of service (7 years or more): \$75,715

PAID LEAVE

A newly hired police officer who has laterally transferred to the Davenport Police Department with at least one (1) year of sworn law enforcement experience will be provided with forty (40) hours of vacation leave and forty (40) hours of sick leave after successful completion of the Davenport Police Department's FTO program.

TRAINING

Out of State applicants who are hired under the lateral transfer program will be required to complete a Certification through Examination Test (CET) through ILEA per Iowa Code 501-3.8, as well as any other legally required training or certifications.

All lateral transfer applicants will be required to complete the Davenport Police Department's FTO program.

Updated October 2023



For more information & to apply visit
www.davenportiowa.com/policecareers