



# City of Chicago



O2014-2361

Office of the City Clerk

## Document Tracking Sheet

**Meeting Date:** 4/2/2014

**Sponsor(s):** O'Connor (40)  
Balcer (11)

**Type:** Ordinance

**Title:** Amendment of Municipal Code Section 2-74-020 concerning review of police and fire entry level employment tests that discriminate against qualified military veterans

**Committee(s) Assignment:** Committee on Public Safety

City Council  
April 2, 2014

**ORDINANCE**

**WHEREAS**, there are certain tests that applicants to the Chicago Police and Fire Departments must undergo in order to gain entrance to the respective academies; and

**WHEREAS**, those tests include a psychological evaluation which asks certain questions that pertain to the use and knowledge of firearms; and

**WHEREAS**, the purpose of the tests is to determine whether an applicant is fit and qualified to serve the citizens of the City of Chicago; and

**WHEREAS**, not all applicants have the same experiences when it comes to the use of firearms; and

**WHEREAS**, the portion of the population that has served in the United States military will necessarily answer the questions pertaining to firearms differently than those individuals who are members of the civilian population; and

**WHEREAS**, the United States is engaged in past and current conflicts around the world where numerous service members have been stationed; and

**WHEREAS**, service members have returned home to Chicago with unique and valuable skills and training which could be beneficial to the Chicago Police Department, Fire Department, and the citizens of the City of Chicago; and

**WHEREAS**, these service members may never have the opportunity to utilize their skills as members of the Police Force or Fire Department because of their truthful answers to questions on the entrance exams involving firearms; and

**WHEREAS**, the tests were likely not drafted with past military service in mind; and

**WHEREAS**, residents of the City of Chicago who served our nation should not be excluded from serving the citizens of this City because of that service; and

**WHEREAS**, it is necessary that the City of Chicago assess the purpose and nature of the entrance exams to the Police and Fire academies and determine whether those tests unnecessarily exclude veterans and if so whether a different or modified test should be administered to those applicants who served in the United States Military; now, therefore,

**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:**

**SECTION 1.** Section 2-74-020 of the Municipal Code of the City of Chicago is hereby amended by deleting the language struck through and inserting the language underscored, as follows:

**2-74-020 Department established – Composition – Commissioner's powers and duties.**

There is hereby established an executive department of the City of Chicago which shall be known as the department of human resources. The commissioner of human resources shall be the chief executive officer of the department of human resources and shall be appointed by the mayor with the advice and consent of the city council and shall serve at the pleasure of the mayor. The commissioner of human resources shall be responsible for the general management and control of the department of human resources in a manner consistent with the ordinances of the city, the laws of the state, and the rules of the department. The commissioner of human resources shall have the power and duty to:

- (1) encourage and exercise leadership in the development of effective personnel administration within the several departments in the government service, and to make available the facilities of the department of human resources to this end;
- (2) advise the mayor on utilization of employees;
- (3) foster and develop programs for the improvement of employee effectiveness including but not limited to position classification, salary administration, recruitment, selection, which may include as part of the selection process a preference for veterans and a further preference for disabled veterans, promotion, performance ratings, probationary periods, training, employee communications, employee benefits, affirmative action, safety and health;
- (4) investigate from time to time the operation and effect of this ordinance and of the rules made thereunder and to report the findings and recommendations to the mayor;
- (5) establish and maintain records of all employees in city service, in which there shall be set forth as to each employee the class title, pay and status, and other relevant data;
- (6) make an annual report to the mayor regarding the work of the department;
- (7) certify that persons named on every payroll have been appointed and employed in accordance with the provisions of this ordinance and the rules adopted thereunder. No city disbursing or auditing officer shall make or approve or take any part in making or approving any payment for personnel service to those persons holding a position in the city service unless said payroll voucher or account of such pay bears the certification of the commissioner or his authorized agent;

(8) (a) Impose a fee for the preparation, administration and processing of examinations relating to entry level positions in the city service. The maximum examination fee relating to each entry level examination shall be as follows:

Police officer	\$30.00
Uniformed service in fire department	30.00
Professional series (multiple positions)	10.00
Other	5.00

The commissioner may provide by rule for a waiver of the examination fee for an applicant who provides appropriate documents that the applicant is receiving unemployment compensation, supplementary security income or general assistance, or that the applicant's income is below the federally-defined poverty level at the time of the application; provided, however, that, if the applicant is hired for the position for which the applicant took the examination, the applicant shall be required to reimburse the city for the examination fee.

The commissioner ~~may~~ shall provide by rule for a waiver of the examination fee relating to entry level positions for a police officer or for uniformed service in the fire department for an applicant who provides appropriate documents that the applicant is a veteran.

(b) Impose a fee for the preparation, administration and processing of promotional examinations. The maximum examination fee relating to each police sergeant or police lieutenant promotional examination shall be \$25.00. The maximum examination fee for each promotional examination for the position of fire engineer, lieutenant, battalion chief or other uniformed service within the fire department shall be \$75.00.

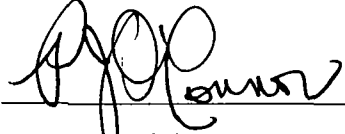
(9) oversee compliance with the city's hiring policies and procedures.

(10) subject to the availability of funds duly appropriated therefor, to purchase off-the-shelf tests for the purpose of employee selection and promotion;

(11) review periodically employment tests for entry level positions for police officer and for uniformed service in the fire department, in order to identify and eliminate those elements and components that discriminate against otherwise qualified military veterans;

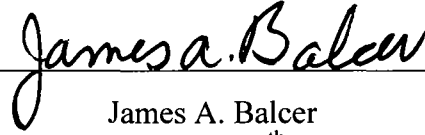
(12) apply and carry out this ordinance and the rules thereunder and to perform any other lawful acts which may be necessary or desirable to carry out the purposes and provisions of this ordinance.

**SECTION 2.** This ordinance shall be in full force and effect from and after its passage and approval.



---

Patrick J. O'Connor  
Alderman, 40th Ward



---

James A. Balcer  
Alderman, 11<sup>th</sup> Ward