



CITY OF CHICAGO



OFFICE OF BUDGET AND MANAGEMENT

July 14, 2023

TO THE HONORABLE CLERK OF THE CITY OF CHICAGO

Madam:

I transmit herewith a copy of the Chicago Police Department Lateral and Rehire Agreement referenced in the resolution amending the Salary Resolution regarding lateral and rehire agreement, health benefits, salary adjustments, and salary schedule IT.

I request that you keep the document on file for review.

Very truly yours,

A handwritten signature in cursive script that reads "Annette Guzman".

Annette Guzman
Budget Director

Chicago City Clerk - Council Div.
2023 JUL 14 AM 10:26

The City of Chicago will allow for the re-employment of former sworn Chicago Police Department Members, hereinafter, "Rehires" as well as adjusted salary schedules for lateral hires from other sworn law enforcement agencies, hereinafter, "Lateral Hires". This will allow for an expedited re-employment process under certain criteria for Rehires. Former sworn Officers who **resigned** from the Chicago Police Department, may request to the Commissioner of City DHR to be re-employed by CPD. Lateral Hires from other agencies shall be eligible for law enforcement experience credit for salary purposes only.

1. Rehires may return if they have not been gone for 36 months or have reached age 50. Lateral hires must not have reached age 40. Rehires and Lateral Hires must be eligible for full duty status.
2. Lateral hires will be required to complete at least a 12 month probationary period.
3. Rehires who had already successfully completed their 18 month probationary period that are hired back to return to the Department will not be required to undergo a probationary period, but they will have a standard "re-tread" orientation period;
 - a. Rehires that had not completed their full Academy training prior to resignation will be required to complete an 18 month probationary period.
 - b. Rehires that had successfully completed the Academy but had not yet attained 12 months when they resigned will be required to complete a full 12 month probationary period.
 - c. Rehires that completed 12-18 months prior to resignation will be required to complete an additional 6 month probationary period. Appendix P benefits shall apply to members that completed their 12 month probationary period prior to resignation.
4. Rehires will be placed at their last step prior resignation on the current Salary Schedule For Sworn Police Personnel. Lateral Hires shall receive credit for their law enforcement experience and be placed in an equivalent step on the current Salary Schedule. City DHR shall evaluate prior experience for Later Hires and make equivalent step determination.
5. All members will be rehired as title code 9161 regardless of rank or title code at time of resignation.
6. Rehires will be removed from the Department's promotion lists and will not maintain their placement on such lists.
7. Benefit days (Vacation days, Personal Days, Baby Furlough Days) for Rehires shall be prorated based on date of member's return to service; however, if a member returns in the same calendar year that the member resigned, the member shall not be entitled to any additional benefit days for that calendar year.
8. Non-IOD medical roll banks shall be treated as if the Rehire did not have a break in service for medical day count purposes only. Rehired members' break in service shall not count as working days for accrual of medical time.

9. Members will have up to 30 days prior to the effective date of a resignation or retirement to rescind a submitted and approved retirement or resignation PAR. For example, if a member submits a retirement request on March 1, 2023 with an effective retirement date of October 31, 2023, the member would have until the close of business on October 1, 2023 to notify HR that they wish to rescind the PAR form.
10. Rehires will be required to meet all minimum qualifications to be a Chicago Police Officer and meet the hiring criteria and conditions listed below.
 1. Request re-employment and be able to be re-hired within 36 months of separation
 2. Left City and CPD employment in good standing
 3. Have not been de-certified as a law enforcement officer by the state of Illinois
 4. Have an up to date Illinois Law Enforcement licensure
 5. Have an active and valid FOID Card
 6. Have a valid Illinois Driver's License
 7. Must be a resident of the City of Chicago at the time of re-employment
 8. No indebtedness to the City of Chicago
 9. Are not over the age of 50 at the time of re-employment
 10. Comply with any existing City of Chicago Hiring requirements in place at time of re-hire

Additionally, Rehires will be required to complete all pre-employment hiring steps which include but are not limited to;

1. Fingerprints
2. Drug Test
3. Employment verification
5. Residency verification
6. Background Investigation
7. Psychological and Medical Examination
8. Physical Assessment

Frequently Asked Questions:

1. Q: Do I have to re-do the Academy when I am re-hired?
A: You will be required to go to the Police Academy for an individualized training plan. The Academy will determine the trainings you will be required to attend prior to being returned to a full time assignment.
2. Q: Will I retain my seniority?
A: No, seniority will begin at the time of re-employment to comply with collective bargaining agreements.
3. Q: Will I retain the salary I left off at?
A. For salary purposes you will be placed back at the step at the time of your separation as a 9161 Title code, Police Officer

February 28, 2023

The Union and the City Agree to the terms of the attached Chicago Police Department Lateral and Rehire Agreement dated February 27, 2023

Chicago FOP Lodge 7

By: John J. Catanzano Jr.

Its: President

City of Chicago

Dan J. Reilly

Commander, Labor Relations Division