


Administrative Rules for Hiring

Sworn Police and Fire Personnel



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CHAPTER I – FIRE DEPARTMENT RULES FOR ORIGINAL APPOINTMENT

SECTION 1. DEFINITIONS AND RULES OF CONSTRUCTION

The word “Commission” and/or “Board” wherever used shall mean the Board of Fire and Police Commissioners of the City of Bloomington. The word “Firefighter” shall mean any person holding a permanent sworn position in the Fire Department of the City of Bloomington. The phrase “Staff Liaison” shall mean any person appointed by the Human Resources Director to manage the business of the Commission. The masculine noun or pronoun includes the feminine. The singular includes the plural and the plural the singular. Section numbers listed in parenthesis herein are references to sections of the Board of Fire and Police Commissioners Act.

As used in these rules the term "Eligible" means a candidate who has been found to meet the minimum knowledge and physical requirements for employment as a firefighter. This does not mean that the candidate meets all the requirements of employment. The term "Candidate" means a person who has submitted to the City an application asking to be considered for employment as a firefighter.

SECTION 2. VACANCIES

The recruitment for initial eligibility and the hiring process for the original appointments of all offers of the Fire Department of the City shall be delegated as the responsibility of the City Manager or his/her designee(s) in accordance with the rules and regulations promulgated by the City Manager for the recruitment, selection and hiring of such original appointments which shall be consistent with the general provisions on such appointments contained within Division 2.1.-6.3 Any provision within Division 2.1-6.3 in conflict with this delegation of authority over original appointments shall be superseded by this subsection.

SECTION 3. APPLICATION BLANKS

Human Resources shall furnish a means for candidates to apply for Firefighter positions within the Fire Department within time limits established by Human Resources in accordance with state statute. Candidates must submit, if applicable:

- At the time of application, an official copy of all college transcript(s) and/or a certified copy of a DD214.
- At the time of background check, a copy of the Candidate’s birth certificate and either a high school diploma or equivalent.

The Candidate may obtain preference points by submitting an IDPH or National Registry Paramedic Certification, Pre-Hospital Registered Nurse (PHRN), Advance Practice Registered Nurse (APRN), and Pre-Hospital Physicians Assistants (PHPA) or prior to approval of the final Register of Eligibles.

Electronic or paper applications for positions in the Fire Department shall be required. All applications shall be filled out completely by the candidate and shall be submitted within the time

limits established. Persons making untruthful answers to questions or failing to complete said applications may be rejected by the City at any time and the candidate notified of such action. The City may remove candidates upon learning that false statements have been made or material facts have been misrepresented to the City.

SECTION 4. DISQUALIFICATION

The City may refuse to examine a candidate, or after examination, refuse to certify a candidate as eligible who:

- (a) is found lacking in any of the requirements established by law or ordinance for the service for which he or she applies;
- (b) is physically or mentally unable to perform the duties of the position to which he or she seeks appointment;
- (c) has taken or consumed illegal drugs, marijuana or consumed alcohol excessively unless such conduct has ceased and is unlikely to be resumed;
- (d) has been convicted of a felony or any disqualifying misdemeanor enumerated in the Board of Fire and Police Commissioners Act or in these Administrative Rules;
- (e) has been dismissed from any public service for good cause;
- (f) has made any misstatement of fact in his or her written application, or orally to the City;
- (g) has unsatisfactory character and employment references;
- (h) does not possess a high school education or its equivalent.

Any Candidate, or Eligible, deemed disqualified hereunder, shall be notified by the City and upon justifiable written request made by the candidate within five (5) business days, shall be given an opportunity to be heard by the City Manager.

SECTION 5. PHYSICAL AGILITY REQUIREMENTS

A candidate for the position of firefighter will pass the physical agility component of the testing process by providing proof that he or she has successfully passed the Candidate Physical Ability Test (CPAT) which has been developed by the International Association of Firefighters and the International Association of Fire Chiefs. The candidate may make a prima facie showing of successful passing of such test by providing proof of a laminated certification card or a signed copy of their completion signed by an authorized CPAT tester. In addition to proof of successful completion of the CPAT test, a candidate must supply documentation of the ability to climb ladders as required by 65 ILCS 5/10-2.1-6.3. Candidates must produce an active CPAT and ladder climb card that is no more than one year old from the issuance date prior to the final eligibility list being established.

SECTION 6. AGE REQUIREMENTS

Candidates who are twenty (20) years of age shall be eligible to take the initial examination for firefighter. However, no appointment will be made to the Fire Department until the candidate attains age twenty-one (21). All candidates shall be under thirty-five (35) years of age except as otherwise provided by statute:

- 1) Any person previously employed as a full-time firefighter in a regularly constituted fire department of any municipality or fire protection district located in Illinois.
- 2) Any person who has served a municipality as a regularly enrolled volunteer, paid-on-call or part-time firefighter, or
- 3) Any person who turned 35 while serving as a member of the active or reserve components of any of the branches of the Armed Forces or the United States or the National Guard of any state, whose service was characterized as honorable or under honorable, if separated from the military and is currently under the age of 40.

Proof of birth date will be required at the time of the background check.

SECTION 7. SEQUENCE OF EXAMINATIONS

Failure to achieve the minimum passing grade in any examination disqualifies the candidate from any further consideration. The Register of Eligibles shall be established with following components:

<u>Component</u>	<u>Scoring</u>
Written Examination	This is weighted as 70% of a candidate's total score exclusive of applicable preference points. The exam consists of 4 portions (Human Relations, Mechanical, Math and Reading). Candidates must score 70% or higher on each portion of the exam to pass.
Veteran's points, if applicable	5 points for Military preference, if applicable, will be added pursuant to state statute.
Education points, if applicable	5 points for a Fire Science or Emergency Medical Services Associates degree or a Bachelor's degree in any subject.
Paramedic points, if applicable	5 points for EMT-P license, Pre-Hospital Registered Nurse (PHRN), Advance Practice Registered Nurse (APRN), and Pre-Hospital Physicians Assistants (PHPA)
Oral interview	This is weighted as 30% of a candidate's total score exclusive of applicable preference points.

A final List of Eligibles shall be established. Candidates must complete a background investigation prior to a conditional job offer being made.

Police Record,
Background Investigation Pass or Fail

Candidate Conditional Offers

Medical, Drug and
Psychological Examination Pass or Fail

After the written examination and veteran's points and education points and oral interview score have been compiled, a Final Register of Eligibles shall be posted by the City, which shall show the final scores of the candidates prior to the background investigation and post conditional offer examinations.

SECTION 8. NOTICE OF EXAMINATIONS

Examinations shall commence on a date scheduled by Human Resources. In addition, examinations may be available at other testing location such as the National Testing Network. Such notice must be published on the City's website.

SECTION 9. TYPE OF EXAMINATIONS

The subject matter for the examination process shall be such as will fairly test the capacity of the candidate to discharge the duties of a Firefighter. No examination shall contain questions regarding the candidate's political or religious opinions or affiliations.

SECTION 10. NATURE OF WRITTEN EXAMINATION

The examination shall be practical in character and relate to those matters which will fairly test the capacity of the persons examined to discharge the duties of the positions to which they seek appointment. Written examinations shall be administered in a manner that ensures the security and accuracy of the scores achieved. Candidates must score a 70% or better on all four (4) portions of the written examination or it is considered an automatic failure.

SECTION 11. EXAMINATION PROCEDURE

Tests shall be selected and administered by Human Resources, the Fire Department or by an outside agency in such manner as to ensure the fairness and impartiality of the examination.

After grades are reported, candidates who fail to achieve the minimum passing score will be notified.

All examination papers shall be and will become the property of the City and the grading thereof by the City or its agent shall be final and conclusive and not subject to review by any other board or tribunal of any kind or description.

SECTION 12. REGISTER OF ELIGIBLES

The Register of Eligibles for the Fire Department will distinguish between the candidates who have obtained the highest combined scores for all examinations administered by the City prior to their background investigation.

SECTION 13. ORAL INTERVIEW PANEL

The Fire Chief shall designate up to three (3) Fire Department staff to score oral interviews. The City Manager or his designee shall designate up to two (2) staff members to score oral interview from the City Manager's Office or Human Resources. A minimum interview panel shall consist of three (3) members.

SECTION 14. ORAL EXAMINATION – SUBJECTS OF EXAMINATION

Questions developed by Human Resources, or an outside agency shall be asked of the candidate that will enable the interview panel to properly evaluate and grade the candidate on voice and speech, appearance, alertness, ability to present ideas, judgment, emotional stability, self-confidence, and personal fitness for the position. The Oral Examination shall make up 30% of the candidates score for the final eligibility list.

SECTION 15. ORAL EXAMINATION – GRADING OF EXAMINATION

On completion of each oral interview, the Panel will discuss the candidate. The panel will then grade the candidate on a percentage basis. The candidate's final grade will be the average of the panel's grades. Candidates failing to secure the minimum grade of 70% required by the Administrative Directive are automatically eliminated from all further consideration.

SECTION 16. FINGERPRINTS

Candidates for original appointment shall be fingerprinted, with copies of fingerprints sent to those agencies directed by the Act to receive them. (Section 10-2.1-6.1)

SECTION 17. DISQUALIFICATION DURING HIRING PROCESS

If information is developed in the background investigation or a candidate admits, verbally or in writing, that the candidate has been convicted any of the following offences, the background investigation will be automatically halted and the information will be presented to the Fire Chief and Human Resources, or his/her designee, for immediate dismissal action. If information is developed in the background investigation or a candidate admits, verbally or in writing, that the candidate has committed, but was not charged or convicted any of the following offences, the information will be reviewed on a case-by-case basis to determine if the background investigation will continue:

Homicide

Homicide: 720 ILCS 5/9 *et seq.*

Kidnapping

Kidnapping: 720 ILCS 5/10-1

Aggravated Kidnapping: 720 ILCS 5/10-2

Unlawful Restraint: 720 ILCS 5/10-3

Forcible Detention: 720 ILCS 5/10-4

Child Abduction: 720 ILCS 5/10-5

Aiding and Abetting Child Abduction 720 ILCS 5/10-7

Sex, Prostitution, & Pornography Offenses

Prostitution: 720 ILCS 5/11-14

Indecent Solicitation of a Child: 720 ILCS 5/11-6

Promoting Prostitution: 720 ILCS 5/11-14.3

Patronizing a Prostitute: 720 ILCS 5/11-18

Patronizing a Minor Engaged in Prostitution: 720 ILCS 5/11-18.1

Promoting Juvenile Prostitution: 720 ILCS 5/11-14.4

Sexual Exploitation of a Child: 720 ILCS 5/11-9.1

Aggravated Criminal Sexual Abuse: 720 ILCS 5/11-1.60

Criminal Sexual Abuse: 720 ILCS 5/11-1.50

Public Indecency: 720 ILCS 5/11-30 (*felony*)

Child Pornography: 720 ILCS 5/11-20.1

Criminal Sexual Assault: 720 ILCS 5/11-1.20

Aggravated Criminal Sexual Assault: 720 ILCS 5/11-1.30

Aggravated Assault and Battery

Aggravated Assault: 720 ILCS 5/12-2

Criminal Transmission of HIV: 720 ILCS 5/12-5.01

Aggravated Battery: 720 ILCS 5/12-3.05

Reckless Conduct: 720 ILCS 5/12-5 (*felony*)

Battery of an Unborn Child: 720 ILCS 5/12-3.1 (*felony*)

Domestic Battery: 720 ILCS 5/12-3.2 (*felony*)

Intimidation

Intimidation: 720 ILCS 5/12-6

Hate Crime: 720 ILCS 5/12-7.1

Stalking: 720 ILCS 5/12-7.3

Aggravated Stalking: 720 ILCS 5/12-7.4

Compelling Confession or Information by Force or Threat: 720 ILCS 5/12-7

Deception and Fraud

Deceptive Practices: 720 ILCS 5/17.1 (*felony*)

Forgery: 720 ILCS 5/17-3 (*felony*)

False personation; solicitation: 720 ILCS 5/17-2 (*felony*)
Insurance Fraud: 720 ILCS 5/17-10.5 (*felony*)
False Statement to procure credit or debit card: 720 ILCS 5/17-31
Computer Fraud: 720 ILCS 5/17-50
Aggravated Computer Tampering: 720 ILCS 5/17-52
Financial Exploitation of Elderly Person or Person with Disability: 720 ILCS 5/17-56

Burglary

Burglary: 720 ILCS 5/19-1
Residential Burglary: 720 ILCS 5/19-3
Home Invasion 720 ILCS 5/19-6

Robbery

Armed Robbery: 720 ILCS 5/18-2
Robbery; Aggravated Robbery: 720 ILCS 5/18-1
Vehicular Hijacking: 720 ILCS 5/18-3
Aggravated Vehicular Hijacking: 720 ILCS 5/18-4

Arson

Arson: 720 ILCS 5/20-1
Aggravated Arson: 720 ILCS 5/20-1.1

Offenses Involving Children

Endangering the Life or Health of a Child: 720 ILCS 5/12C-5 (*felony*)
Luring of a Minor: 720 ILCS 5/10-5.1 (*felony*)
Contributing to the Delinquency of a Minor: 720 ILCS 5/12C-30 (*felony*)
Child Abandonment: 720 ILCS 5/12C-10

Mob Action & Disorderly Conduct

False Police Report: 720 ILCS 5/26-1.1; 720 ILCS 5/26-1
Mob Action: 720 ILCS 5/25-1
Looting: 720 ILCS 5/25-4

Deadly Weapons

Unlawful Use of a Weapon: 720 ILCS 5/24-1
Aggravated Discharge of a Firearm: 720 ILCS 5/24-1.2
Reckless Discharge of a Firearm: 720 ILCS 5/24-1.5
Unlawful Possession of a Firearm/Ammunition: 720 ILCS 5/24-3.1
Defacing Identification Marks of Firearms: 720 ILCS 5/24-5

Theft

Theft: 720 ILCS 5/16-1
Retail Theft: 720 ILCS 5/16-25 (*felony*)
Identity Theft: 720 ILCS 5/16-30

Interference with Public Officers

Resisting, Obstructing, Disarming an Officer: 720 ILCS 5/31-1
Obstructing Justice: 720 ILCS 5/31-4
Concealing or Aiding a Fugitive: 720 ILCS 5/31-5
Aiding Escape: 720 ILCS 5/31-7
Bringing/Possessing Contraband to or into Penal Institution: 720 ILCS 5/31A-1.1

Interference with Judicial Procedure

Compounding a crime: 720 ILCS 5/32-1
Perjury: 720 ILCS 5/32-2
Communicating with Jurors and Witnesses: 720 ILCS 5/32-4
Tampering with Public Records: 720 ILCS 5/32-8

Official Misconduct

Bribery: 720 ILCS 5/33-1
Official Misconduct: 720 ILCS 5/33-3

Drugs

Manufacture & Delivery of Controlled Substance: 720 ILCS 570/401
Controlled Substance Trafficking: 720 ILCS 570/401.1
Criminal Drug Conspiracy: 720 ILCS 570/405
Delivery to Persons Under 18: 720 ILCS 570/407

Traffic Offenses

Driving under the influence of alcohol and/or drugs (including a court supervision disposition) within 3 years of application date: 625 ILCS 11-501 (*felony*)
Reckless driving within 3 years of application date: 625 ILCS 11-503 (*felony*)
Fleeing or attempt to elude a police officer: 625 ILCS 11-204(b) (*felony*)

A firefighter candidate will not be disqualified for a misdemeanor conviction except those listed in 65 ILCS 5/10-2.1-6.3(i) nor for an arrest record for any cause without conviction thereon.

Additional disqualifying actions:

1. Having illegally sold any controlled substance or drug (or any of its derivatives) other than marijuana (but see 2 below).
2. Having illegally sold a felony amount of marijuana.
3. Having illegally used any controlled substance or dangerous drug other than marijuana including, but not limited, to anabolic steroids, cocaine, amphetamines, Lysergic Acid Diethylamide (LSD), Phencyclidine (PCP), Heroin, Methylenedioxymethamphetamine (MDMA/Ecstasy), Methamphetamine, other hallucinogenic, or any derivative of the aforementioned either synthetic or naturally occurring more than five (5) times or any time within the last three (3) years of application date.
4. No person shall be appointed to the Police or Fire department if he or she is determined to be a habitual drunkard or marijuana user. Candidates that continue usage of marijuana after their background integrity interview will be eliminated.
5. Having used prescription drugs not legally prescribed to them, or in a manner not intended. All such instances will be reviewed on a case-by-case basis provided there is no pattern of misuse or abuse.

SECTION 18. FINAL ELIGIBLE REGISTER

The City Manager will approve for Human Resources to post and keep a “Final Eligible Register” of the candidates successfully passing all examinations and including veteran and/or education preference points, if any. Candidates shall take rank upon the “Final Eligible Register” in the order of their relative excellence as determined by examination, without reference to priority of time of examination. The minimum grade established by the Administrative Directives is required for listing on the “Final Eligible Register”. The “Final Eligible Register” will remain in force for two (2) years from the date of posting.

In anticipation of vacancies, candidates will be subject to a background investigation. Such investigation must occur prior to a contingent job offer being made to a candidate. Candidates that fail to pass the background investigation shall be removed from the Final Eligible Register.

SECTION 19. ORIGINAL APPOINTMENT

All original appointments made to an affected fire department shall be made from the Final Eligible Register.

Whenever the City Manager authorizes action to hire a person to perform the duties of a firefighter to fill a position that is a new position or vacancy due to resignation, discharge, promotion, death, the granting of a disability or retirement pension, or any other cause, the City Manager shall appoint to that position the person with the highest ranking on the final eligibility register who has passed a background investigation. If the Fire Chief has reason to conclude that

the highest ranked person fails to meet the minimum standards for the position or if the Fire Chief believes an alternate candidate would better serve the needs of the department, then the City Manager has the right to pass over the highest ranked person and appoint either: (i) any person who has a ranking in the top 5% of the Final Eligible Register or (ii) any person who is among the top 5 highest ranked persons on the Final Eligible Register if the number of people who have a ranking in the top 5% of the Final Eligible Register is less than 5 people.

SECTION 20. MEDICAL EXAMINATION

A candidate after receiving a conditional job offer shall submit for “medical examination” by a licensed physician designated by the Human Resources. Failure to pass this examination shall eliminate the candidate’s name from the “Final Eligible Register” and any further consideration.

A licensed physician will reference the current National Fire Protection Association Standards #1582 and #1583 during the candidate’s examination to determine a pass/fail recommendation.

SECTION 21. PSYCHOLOGICAL EXAMINATION

In addition to the medical examination herein provided for, a candidate for an original position may be required to submit to a “psychological examination” by such psychological service as determined by Human Resources. Refusal of the candidate to take or failure to pass such examination shall eliminate them from further consideration. The term “Qualified or Unqualified” shall include evidence of any trait which in the City’s opinion renders the candidate unfit for the position applied for.

SECTION 22. CANDIDATES ELECTING TO TAKE A BYE.

Candidates who receive a job offer shall be eligible to take a bye one time by providing written notice to the Staff Liaison. If the candidate elects to take a bye the second time a job offer is made they will be removed from further consideration, except that it such removal will not prejudice that candidate’s opportunities to participate in future examinations, including an examination held during the time a candidate is already on the City’s register of Eligibles.

CHAPTER II – POLICE DEPARTMENT RULES FOR ORIGINAL APPLICATION

SECTION 1. APPLICATION PROCESS

Human Resources shall furnish a means for candidates to apply for Patrol Officer positions in the Police Department. Candidates must submit with their application their DD214, if applicable. Candidates must submit their birth certificate, high school diploma or equivalent and college transcripts, if applicable at time of background check.

Electronic or paper applications for Patrol Officer positions shall be required. All applications shall be completely filled out by the candidate and shall be submitted within the time limits established. Persons making untruthful answers to questions or failing to complete said applications may be rejected by the City at any time and the candidate notified of such action. The City Manager or his designee may remove persons certified to positions on the Police Department upon learning that false statements have been made or material facts have been misrepresented to the City.

SECTION 2. DISQUALIFICATION

The City may refuse to examine a candidate, or after examination refuse to certify the candidate as eligible who:

- (a) is found lacking in any of the requirements established by law or ordinance for the service for which he or she applies;
- (b) is physically or mentally unable to perform the duties of the position to which he or she seeks appointment;
- (c) has taken or consumed illegal drugs, marijuana or consumed alcohol excessively unless such conduct has ceased and is unlikely to be resumed;
- (d) has been convicted of a felony or any disqualifying misdemeanor enumerated in the Board of Fire and Police Commissioners Act or in these Administrative Rules;
- (e) has been dismissed from any public service for good cause;
- (f) has made any misstatement of fact in his or her written application, or orally to the City;
- (g) has unsatisfactory character and/or employment references;
- (h) does not possess a high school education or its equivalent;
- (i) does not possess a valid driver's license at the time of application; or
- (j) is ineligible to maintain a Firearm Owners Identification (FOID) Card.

Any candidate, or eligible, deemed disqualified hereunder, shall be notified by the City and upon justifiable written request made by the candidate, shall be given an opportunity to be heard by the City Manager.

SECTION 3. AGE REQUIREMENTS

Entry Level candidates who are twenty (20) years of age shall be eligible to take the initial examination for Patrol Officer. However, no appointment will be made to the Police Department until the candidate attains age twenty-one (21). All entry level candidates shall be under thirty-five (35) years of age except as otherwise provided by statute. Per 65 ILCS 5/10-2.1-6, a veteran shall be allowed to exceed the maximum age provision of this Section by the number of years served on active military duty, but by no more than 10 years of active military duty.

SECTION 4. ENTRY LEVEL PROCESS

Failure to achieve the minimum passing grade in any examination disqualifies the candidate from any further consideration. The Register of Eligibles shall be established with following components:

<u>Component</u>	<u>Scoring</u>
Written Examination	The exam consists of 3 portions in which candidates must achieve a minimum raw score as follows: <ol style="list-style-type: none"> 1. Video – 65 2. Writing - 70 3. Reading - 70 Candidates must pass each portion and have an average of 80% or higher to pass the exam.
Veteran’s points, if applicable	5 points for Military preference, if applicable, will be added pursuant to state statute.

A list will be established in rank order based on the above combined scores. As examinations are administered candidates will be added to the list in rank order.

The following examinations may be administered to the group of Eligibles. If a member of the group of Eligibles fails one of the examinations, then he or she shall not be eligible for hire and need not continue with the examination process.

Physical Agility	Pass or Fail
Oral interview	75%
Police Record,	

Background Investigation Pass or Fail

Polygraph Pass or Fail

If the City Manager authorizes a Contingent Job Offer, the Eligible will be required to submit to the following additional examinations:

Medical, Drug and Pass or Fail
Psychological Examination

If an Eligible fails any of the examinations identified in this Section, the Eligible shall not be qualified for hire and will be removed from the examination process.

SECTION 5. NOTICE OF EXAMINATIONS

Examinations shall commence on a date scheduled by Human Resources. In addition, examinations maybe available at other testing location such as the National Testing Network. Such notice must be published in the City website in accordance with the Board of Fire and Police Commissioners Act.

SECTION 6. TYPE OF EXAMINATIONS

The examinations shall be practical in character and relate to those matters that will fairly test the capacity of the persons examined to discharge the duties of the position to which they seek appointment. The subject matter for the examination process shall be such as will fairly test the capacity of the candidate to discharge the duties of the positions to which they seek appointment. No examination shall contain questions regarding the candidate's political or religious opinions or affiliations.

SECTION 7. NATURE OF WRITTEN EXAMINATION

The examination shall be practical in character and relate to those matters which will test the capacity of the persons examined to discharge the duties of the positions to which they seek appointment. Candidate must score a minimum of 80% on the written examination to pass.

SECTION 8. EXAMINATION PROCEDURE AND SCHEDULE

Examinations shall be selected and administered by Human Resources Department, the Police Department or by an outside agency such as the National Testing Network in such manner as to ensure the fairness and impartiality of the examination.

Examinations may be established multiple times per year. Candidate's score is good for one year. After one year, candidates will be removed from the hiring list unless they are in an active register of Eligibles.

Candidates who fail to achieve the minimum passing score will be notified by Human Resources or their designee.

All examination papers shall be and will become the property of the City and the grading thereof by the City or its agent shall be final and conclusive and not subject to review by any other board or tribunal of any kind or description.

SECTION 9. PHYSICAL AGILITY REQUIREMENTS

Those candidates that pass the written exam, must pass the physical agility standards established by the Chief of Police. The physical agility examination will be posted on the City website for candidates. The results of a physical agility examination will be valid for six months. If more than six months have elapsed since a candidate passed a physical agility examination, he or she must retake the examination.

Prior to taking any physical agility examination, all candidates shall execute a statement that the candidate is in good physical condition and is fully able to take a rigorous physical agility examination with no adverse effects; and release the City and their employees and agents from all liability arising out of the physical agility examination.

SECTION 10. ENTRY LEVEL ORAL INTERVIEW PANEL

The Police Chief shall designate up to three (3) Police Department staff to score oral interviews. The City Manager or his designee shall designate up to two (2) staff members to score oral interview from the City Manager's Office or Human Resources. A minimum interview panel shall consist of three (3) members.

SECTION 11. ORAL EXAMINATION – SUBJECTS OF EXAMINATION

Questions developed by Human Resources or an outside agency shall be asked of the candidate that will enable the interview panel to properly evaluate and grade the candidate on voice and speech, appearance, alertness, ability to present ideas, judgment, emotional stability, self-confidence, and personal fitness for the position. Candidate must score an average of 75% from the interview team panel to pass.

SECTION 12. ORAL EXAMINATION – GRADING OF EXAMINATION

On completion of each oral interview, the Panel will discuss the candidate. The panel will then grade the candidate on a percentage basis. The candidate's final grade will be the average of the panel's grades. Candidates failing to secure the minimum grade of 75% required by the Administrative Directives are automatically eliminated from all further consideration.

SECTION 13. FINGERPRINTS

Candidates for original appointment shall be fingerprinted, with copies of fingerprints sent to those agencies directed by the Act to receive them pursuant to 65 ILCS 5/10-2.1-6.1.

SECTION 14. DISQUALIFICATION DURING HIRING PROCESS

If information is developed in the background investigation or a candidate admits, verbally or in writing, that the candidate has been convicted any of the following offenses, the background investigation will be automatically halted and the information will be presented to the Chief of Police and Human Resources, or his/her designee, for immediate dismissal action. If information is developed in the background investigation or a candidate admits, verbally or in writing, that the candidate has committed, but was not charged or convicted any of the following offences, the information will be reviewed on a case-by-case basis to determine if the background investigation will continue:

Homicide

Homicide: 720 ILCS 5/9 *et seq.*

Kidnapping

Kidnapping: 720 ILCS 5/10-1
Aggravated Kidnapping: 720 ILCS 5/10-2
Unlawful Restraint: 720 ILCS 5/10-3
Forcible Detention: 720 ILCS 5/10-4
Child Abduction: 720 ILCS 5/10-5
Harboring a Runaway 720 ILCS 5/10-6
Aiding and Abetting Child Abduction 720 ILCS 5/10-7

Sex, Prostitution, & Pornography Offenses

Prostitution: 720 ILCS 5/11-14
Indecent Solicitation of a Child: 720 ILCS 5/11-6
Promoting Prostitution: 720 ILCS 5/11-14.3
Patronizing a Prostitute: 720 ILCS 5/11-18
Patronizing a Minor Engaged in Prostitution: 720 ILCS 5/11-18.1
Promoting Juvenile Prostitution: 720 ILCS 5/11-14.4
Sexual Exploitation of a Child: 720 ILCS 5/11-9.1
Aggravated Criminal Sexual Abuse: 720 ILCS 5/11-1.60
Criminal Sexual Abuse: 720 ILCS 5/11-1.50
Public Indecency: 720 ILCS 5/11-30
Child Pornography: 720 ILCS 5/11-20.1
Criminal Sexual Assault: 720 ILCS 5/11-1.20
Aggravated Criminal Sexual Assault: 720 ILCS 5/11-1.30

Aggravated Assault and Battery

Aggravated Assault: 720 ILCS 5/12-2
Criminal Transmission of HIV: 720 ILCS 5/12-5.01
Aggravated Battery: 720 ILCS 5/12-3.05
Reckless Conduct: 720 ILCS 5/12-5
Battery of an Unborn Child: 720 ILCS 5/12-3.1

Domestic Battery: 720 ILCS 5/12-3.2

Intimidation

Intimidation: 720 ILCS 5/12-6

Hate Crime: 720 ILCS 5/12-7.1

Stalking: 720 ILCS 5/12-7.3

Aggravated Stalking: 720 ILCS 5/12-7.4

Compelling Confession of Information by Force or Threat: 720 ILCS 5/12-7

Deception

Deceptive Practices: 720 ILCS 5/17.1

Forgery: 720 ILCS 5/17-3

Impersonating a Police Officer: 720 ILCS 5/17-2

Insurance Fraud: 720 ILCS 5/17-10.5

False Statement to procure credit or debit card: 720 ILCS 5/17-31

Computer Fraud: 720 ILCS 5/17-50

Aggravated Computer Tampering: 720 ILCS 5/17-52

Financial Exploitation of Elderly Person or Person with a Disability: 720 ILCS 5/17-56

Burglary

Burglary: 720 ILCS 5/19-1

Residential Burglary: 720 ILCS 5/19-3

Home Invasion 720 ILCS 5/19-6

Robbery

Armed Robbery: 720 ILCS 5/18-2

Robbery; Aggravated Robbery: 720 ILCS 5/18-1

Vehicular Hijacking: 720 ILCS 5/18-3

Aggravated Vehicular Hijacking: 720 ILCS 5/18-4

Arson

Arson: 720 ILCS 5/20-1

Aggravated Arson: 720 ILCS 5/20-1.1

Offenses Involving Children

Endangering the Life or Health of a Child: 720 ILCS 5/12C-5

Luring of a Minor: 720 ILCS 5/10-5.1

Contributing to the Delinquency of a Minor: 720 ILCS 5/12C-30

Child Abandonment: 720 ILCS 5/12C -10

Disorderly Conduct

False Police Report: 720 ILCS 5/26-1.1; 720 ILCS 5/26-1
Mob Action: 720 ILCS 5/25-1
Looting: 720 ILCS 5/25-4

Firearms

Unlawful Use of a Weapon: 720 ILCS 5/24-1
Unlawful Possession of a Firearm/Ammunition: 720 ILCS 5/24-3.1
Aggravated Discharge of a Firearm: 720 ILCS 5/24-1.2
Reckless Discharge of a Firearm: 720 ILCS 5/24-1.5
Defacing Identification Marks of Firearms: 720 ILCS 5/24-5

Theft

Theft: 720 ILCS 5/16-1 (Felony)
Retail Theft: 720 ILCS 5/16-25 (Felony)
Identity Theft: 720 ILCS 5/16-30

Interference with Public Officer

Resisting, Obstructing, Disarming and Officer: 720 ILCS 5/31-1
Obstructing Justice: 720 ILCS 5/31-4
Refusing to Aid an Officer: 720 ILCS 5/31-8
Concealing or Aiding a Fugitive: 720 ILCS 5/31-5
Aiding Escape: 720 ILCS 5/31-7
Bringing/Possessing Contraband to or into a Penal Institution: 720 ILCS 5/31A-1.1

Interference with Judicial Procedure

Compounding a crime: 720 ILCS 5/32-1
Perjury: 720 ILCS 5/32-2
Communicating with Jurors and Witnesses: 720 ILCS 5/32-4
Tampering with Public Records: 720 ILCS 5/32-8

Official Misconduct

Bribery: 720 ILCS 5/33-1
Official Misconduct: 720 ILCS 5/33-3

Drugs

Manufacture & Delivery of Controlled Substance: 720 ILCS 570/401
Delivery or Possession with Intent to Deliver Controlled Substance: 720 ILCS 570/401.1
Criminal Drug Conspiracy: 720 ILCS 570/405
Delivery to Persons Under 18: 720 ILCS 570/407

Traffic Offenses

Driving under the influence of alcohol and/or drugs (including a plea of guilty in return for court supervision) within 3 years of application date: 625 ILCS 11-501 (a)(1) - (a)(7).

Reckless driving within 3 years of application date: 625 ILCS 11-503

Fleeing or attempt to elude a police officer: 625 ILCS 11-204(b)

Supervising a minor while intoxicated: 625 ILCS 11-507

Additional disqualifying actions:

1. Having illegally sold any controlled substance or drug, (or any of its derivatives) other than marijuana (but see 2. below).
2. Having illegally sold a felony amount of marijuana.
3. Having illegally used any controlled substance or dangerous drug other than marijuana, including but not limited to anabolic steroids, cocaine, amphetamines, Lysergic Acid Diethylamide (LSD), Phencyclidine (PCP), Heroin, Methylenedioxymethamphetamine (MDMA/Ecstasy), Methamphetamine, other hallucinogenic, or any derivative of the aforementioned either synthetic or naturally occurring more than five (5) times or any time within the last three (3) years of application date.
4. No person shall be appointed to the Police or Fire department if he or she is determined to be a habitual drunkard or marijuana user. Candidates who continue usage of marijuana after their date of application will be eliminated.
5. Having used prescription drugs not legally prescribed to them, or in a manner not intended. All such instances will be reviewed on a case-by-case basis provided there is no pattern of misuse or abuse.

SECTION 15. POLYGRAPH EXAMINATION

Any candidate for an original position with the Police Department of the City of Bloomington, Illinois shall submit to a polygraph device deceptive test, commonly known as a lie detector test, at such time and place as determined by Human Resources. Refusal of the candidate to take or manipulate the polygraph test (breathing techniques) or failure to pass this examination shall disqualify him or her to enter upon the duties of the office for which the application for examination was filed. Examples of "failure to pass this examination" include:

- (1) making statements of fact to the polygraph operator inconsistent with statements made orally or in writing to the Board;
- (2) admissions to the operator which establish unfitness for the position applied for;

Statements made to a polygraph operator during an examination, and all written reports thereof, shall be deemed confidential and shall not be the basis for any criminal prosecution.

SECTION 16. MEDICAL EXAMINATION

A candidate receiving a conditional job offer shall submit for a “medical examination” by a licensed physician designated by the Human Resources. A pass/fail recommendation will be determined by a licensed physician. Failure to pass this examination shall eliminate the candidate from further consideration. Notice of such results shall be presented to the City Manager.

Patrol Officer candidates must have corrected or uncorrected vision of 20/30 binocular with worst eye no more than 20/200 and must be able to distinguish red from green for color blindness.

Patrol Officer candidates may be subject to hearing tests as part of the medical examination. Patrol officer candidates may be evaluated on an individual basis to determine whether he or she is eligible for hiring. The standards required for police officer candidates are as follows: on audiometric testing, pure tone thresholds in the unaided worst ear, must not exceed 25 dB at 500 Hz, 1000 Hz, and 2000 Hz, and must not exceed 35 dB at 3000 Hz, or must not exceed 30 dB at any one of the first three frequencies with an average loss of no greater than 30 dB for all four frequencies. Cochlear implants and hearing aid use are not considered reasonable accommodations.

SECTION 17. PSYCHOLOGICAL EXAMINATION

In addition to the medical examination herein provided for, a candidate receiving a contingent job offer shall be required to submit to a “psychological examination” by such psychological service as determined by Human Resources and the Police Department. Refusal of the candidate to take or failure to pass such examination shall eliminate him or her from further consideration. The term “Qualified or Unqualified” shall include evidence of any trait which in the Chief of Police’s opinion renders the candidate unfit for employment as a Patrol Officer.

SECTION 18. REQUEST TO HIRE

When a vacancy exists and is approved by the City Manager to fill, the Chief of Police will determine if the City will hire from the experienced officer pool or the entry level list. If the Chief elects to hire from entry level hiring list, the top scores from the list will be pulled and will be determined to be a group of Eligibles. The number of candidates pulled will be determined by the Chief or his designee based on the number of vacancies and the number of candidates with the same score. Once the determination is made on the number candidates to be under consideration, those candidates will not be removed if their examination score expires.

SECTION 19. EXPERIENCE HIRE CANDIDATES

The Chief of Police and Human Resources shall follow the established procedures for hiring entry level Patrol Officers when screening experienced Patrol Officer applicants, unless specified differently in this section.

An experienced hire candidate must have 2 years out of the last 3 years employed as a full-time police officer with a municipal, county, or state law enforcement agency.

The candidate must be in good standing or separated from previous department in good standing. The experienced hire candidate must also have successfully completed the Illinois Basic Training Academy or a recognized equivalent.

ILETSB (Illinois Law Enforcement Training and Standards Board) certified candidates are not required to take the written test. Any candidate working as a Patrol Officer outside of Illinois must complete the entry level written exam. Upon successful completion (physical agility, oral interview process, background and polygraph), the Chief of Police or his/her designee shall make a recommendation of the experienced hire candidate to the City Manager for consideration of hiring. The City Manager or his designee shall approve the final candidate

Candidates who served in Illinois must be certified according to the Illinois Law Enforcement Training and Standards Board (ILETSB) Officer Lookup Database (<https://www.ptb.illinois.gov/resources/officer-lookup>). Any listed misconduct may disqualify the candidate.

*Equivalency is determined by the Illinois State Training and Standards Board (ILETSB). The Bloomington Police Department may not contact the board prior to hiring a candidate. If a candidate is determined to be unqualified following the hiring process, they will be required to attend a certified State of Illinois Basic Training Academy.

Candidates trained in or out of state, may contact ILETSB to verify their qualifications at <http://www.ptb.illinois.gov/>

SECTION 20. SELECTION OF ENTRY-LEVEL CANDIDATE

Upon successful completion of the group of eligible candidates (physical agility, oral interview process, background and polygraph), the Chief of Police or his designee shall make a recommendation of any candidate remaining on the group of Eligibles to the City Manager for consideration of hiring. The City Manager shall approve the final candidate. If more than one candidate is hired on the same date, candidates will be hired in rank order based on a combined score of written exam, military points and interview score.