

The following amendments to Chapter II, Section 10 “Disqualification” of the the Board of Fire & Police Commission Rules and Regulations have been approved by the Commission on October 8, 2024. The amendments incorporate language to clarify and provide additional transparency as to the process and criteria for disqualification.

DISQUALIFICATION

- A. The following acts shall automatically disqualify any applicant from examination and consideration for appointment:
 1. Sale of any illegal drug identified as a Schedule I, II or III controlled substance in the Illinois Compiled Statutes;
 2. The illegal usage of any prescription drug or legally obtainable substance that was not prescribed to applicant by a licensed physician or that is used in a manner for which it was not intended within the past three (3) years;
 3. The illegal usage of cannabis within the past three (3) years.
 4. Is found to have taken an illegal drug identified as a Schedule I, II or III controlled substance in the Illinois Compiled Statutes, and not legally prescribed by a licensed physician within the last ten (10) years;
 5. Conviction of a felony or any misdemeanor involving moral turpitude as specified in Section 5/10-2.1-6 of the Board of Fire and Police Commissioners Act;
 6. **Has been involved in any situation whether charged or not that would constitute a felony in the last five (5) years;**
 7. Conviction of a misdemeanor crime of domestic violence, or for any other reason has lost, forfeited or been deprived of the lawful capacity to possess firearms or ammunition;
 8. Conviction of a crime that requires registration under the Sex Offender Registration Act, 730 ILCS 150/1 et seq.;
 9. Entry as a gang member or associate in LEADS or similar law enforcement data system;
 10. Classification by the Selective Service as a conscientious objector;
 11. Dishonorable discharge from the military service;

12. Any deception or fraud or attempted deception or fraud in the application, supporting documents, examinations or other submissions to or dealings with the Board, the Department, ~~or~~ the Village **or any other governmental agency**, any knowing receipt of test questions or answers prior to taking any examination, or any untruthful responses to questions during the application process; ~~and~~
 13. **Is found not to meet the minimum qualifications for the position of Police Officer.**
- B. In addition to the automatic disqualifiers set forth above, at any stage of the application process, and to the extent permitted by statute and case law, the Board may refuse to examine, or after examination to certify or fully certify as eligible, any applicant who:
1. Is found lacking in any of the established preliminary requirements for the service for which he or she applies, as set forth in the notice of position availability;
 2. Is physically, mentally or medically unable to perform the essential core duties of the position for which he or she seeks appointment, as set forth in the notice of position availability;
 3. In the opinion of a licensed physician, has any physical, mental or medical condition or disorder that would create a safety risk to the Applicant or any Village employee or the general public, if the Applicant were hired as a police officer;
 4. Is addicted to the habitual use of intoxicating beverages or cannabis to the extent that performance may be diminished on the job;
 5. Has **ever** been involved in any situation whether charged, convicted or not that would constitute a felony or any misdemeanor involving moral turpitude, under the Illinois Compiled Statutes;
 6. Has committed the offense of driving under the influence or has committed multiple misdemeanor traffic violations exhibiting a total lack of regard for traffic laws;
 7. Has been dismissed from any public service for a good cause;
 8. Omits material information in his application, supporting documents, or other submissions to the Board, the Department or the Village;
 9. Fails to cooperate in the application process, including but not limited to failure to provide full and complete information, to

respond to any request for information, or to provide authorization in order to receive information or records from third parties;

10. ~~has~~ In the opinion of the Chief of Police as confirmed by the Board, or as determined by the Board, has unsatisfactory character and/or employment references;
11. Has a work record which reveals excessive absences, repeated unexcused tardiness, unremediated misconduct, work performance problems, verified harassment of fellow employees or any pattern of inability to maintain employment, has been terminated, forced to resign or resigned in lieu of discharge from a past employer(s);
12. Has a consistent pattern of financial irresponsibility creating a reasonable doubt as to the Applicant's ethics, stability, trustworthiness, honesty or moral character;
13. Does not possess a valid driver's license;
14. Has failed to appear for, or failed any examination or otherwise has not successfully completed any portion of the examination process;
15. Has previously tested for the position of police officer and has failed the polygraph, or background check;
16. Has not successfully completed the background examination, who has made admissions during the polygraph examination of criminal conduct or such other conduct that would otherwise disqualify Applicant or who has attempted to influence the results of the polygraph examination in any manner;
17. Does not possess a valid high school diploma or its equivalent; or a grade point average of less than 2.0 in college or high school; or
18. In the reasonable opinion of the Chief of Police as confirmed by the Board, or as determined by the Board is otherwise unqualified for service in the Police Department.