

Chicago Police Officer – Re-Hire Program 2023 – FAQ

The Chicago Police Department (CPD) is now accepting applications from former CPD Sworn Members interested in returning to the position of Police Officer. This process, agreed upon with the Fraternal Order of Police and CPD, allows for an expedited re-hire process under certain criteria.

The BASICS:

Rehires may return if they have not been gone for 36 months or have reached age 50.

Rehires will be placed at their last step on the current Salary Schedule for Sworn Police Personnel.

All members will be rehired as title code 9161 regardless of rank or title code at time of resignation.

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
4. Q: Where do I go to start the process?
A: Please visit this link to submit your interest to the City of Chicago and CPD. Complete the on line form and once completed you will receive a confirmation email:
<https://chicago.taleo.net/careersection/105/jobdetail.ftl?job=9161-CPD-032023>
5. Q: Will I have to complete a probationary period?
A: It will depend on when you left CPD. If you were already a Career Service Police Officer you do not need to complete a new probationary period. If you left prior to your 18 month probationary period you will be required to complete a probationary period. Please email CPDNEWHIRE@chicagopolice.org for further questions.
6. Q: Will I be returned to the assignment/district I had at the time of my separation?
A: No, you will be re-assigned at the discretion of the Bureau of Patrol
7. Q: I was a Detective at the time of separation, do I return to that title code and those duties?
A. No, you will return to the rank of Police Officer. (see question 3 above)
8. Q: I was a Sgt/LT/Cpt/Exempt at the time of my separation, am I eligible?
A. You are eligible, however you will be required to return to the rank of PO.
9. Q: Do I need to take the Police exam and complete all the other pre-employment steps.
A: You DO NOT need to sit for the Police Exam. However, you will be required to complete a background investigation along with other pre-employment requirements.

10. Q: How long will the process take to be re-hired?

A: There are a number of factors including your ability to provide information in a timely manner and complete the required steps. Based upon this it could take approximately 8 to 24 weeks.

11. Q: I was discharged during my probationary period at another department after employment with CPD, am I eligible for rehire?

A: As part of the background investigation we will review your prior employment history and if it is determined you do not meet our hiring standards you will not be eligible for re-hire.

12. Q: I was on the Sergeant and Detective list at the time of my separation, am I still eligible for promotion?

A: No, you will not be eligible for promotion from any promotional lists you may have been on at the time of your separation. You may re-apply and sit for future exams.

13. Q: I had an open CR at the time of separation, am I eligible for re-hire?

A: As part of the background investigations any open/sustained CR history will be reviewed and will be at the discretion of the Director as to the egregiousness, seriousness and nature of the allegations and/or penalties.

14. Q: Will I be issued a new vest or do I need to purchase a new one?

A: You will be required to have a standard/regulation vest. If your original vest that was issued to you by the department remains in good condition and meets the Departments uniform standards you may use that.

15. Q: I was in the Tuition Reimbursement program when I left and was required to pay back monies I received due to my separation. Once I am re-hired is this waived and I can participate in the TR program again.

A: You would be required to clear any debt you have to the City prior to re-hire. You would be eligible for TR upon re-hire.

16. Q: What type of medical time will I be afforded at the time of re-employment?

A: 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.

17. Q: Will my medical benefits immediately be re-instated?

A: You will need to re-apply for benefits. This may take up to 30 days to become active.

18. Q: What will happen with my benefit days? (ie; Vacation, Personal, Baby Furlough)?

A: These days 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.

19. Q: What happens with my pension?

A: All pension questions need to be addressed directly with the pension board. The Chicago Police Department does not make determinations related to pension.

20. Q: Am I required to be vaccinated?

A: You will be required to comply with any existing City of Chicago Hiring requirements in place at time of re-hire. You may visit the City of Chicago's website at: https://www.chicago.gov/city/en/depts/dhr/supp_info/city-of-chicago-employee-vaccination-policy.html to learn more regarding vaccination requirements.

21. Q: If I have additional questions, who should I reach out too?

A: You may contact the OPSA Background Investigations team at 312-745-5230 or email CPDNEWHIRE@chicagopolice.org and reference the CPD Police Officer Re-Hire program.