

Chicago Police Officer – Lateral Hire Program 2023 – FAQ

The Chicago Police Department (CPD) is now accepting lateral applications to the position of Police Officer. This process, agreed upon with the Fraternal Order of Police and CPD, allows for an expedited lateral hiring process under certain criteria.

The BASICS:

Lateral hire applications are now being accepted for an expedited hiring process.

All Lateral Hires will be hired as title code 9161 (Police Officer) regardless of rank at current employer.

Lateral Hires will receive credit for law enforcement experience for salary purposes only.

Lateral Hires must be under the age of 40 at the time of hire.

Lateral Hires will be required to meet all minimum qualifications to be a Chicago Police Officer and meet the hiring criteria and conditions listed below.

1. Apply for the position of Police Officer with the City of Chicago through the dedicated link.
2. Is in good standing with current employer.
3. Have not been de-certified as a law enforcement officer by the state of Illinois or any other state.
4. Have an up to date 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 hire.
8. No indebtedness to the City of Chicago
9. Are not over the age of 40 at the time of hire.
10. Comply with any existing City of Chicago hiring requirements in place at time of hire.

Additionally, Lateral Hires 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 attend Academy training when I am a Lateral Hire?
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 assigned to the Bureau of Patrol.
2. Q: Will I be given seniority?
A: No, seniority will begin at the time of hire to comply with collective bargaining agreements.
3. Q: Will I receive years of service credit for salary purposes?
A. Yes, for salary purposes Lateral Hires shall receive credit for their law enforcement experience and will be placed in an equivalent step on the current salary schedule. The City Department of Human Resources will evaluate prior experience and make the equivalent step determination.
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-042023>
5. Q: Will I have to complete a probationary period?
A: Yes, Lateral Hires will be required to complete a 12 month probationary period.
6. Q: I am a Detective at my current agency, do I go to that title code and those duties?
A. No, you will be hired at the rank of Police Officer.
7. 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.
8. Q: How long will the process take to be 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 10 to 24 weeks.

9. Q: I was discharged from another department, am I eligible for the Lateral Hire program?
A: No the Lateral Hire program is for current-active law enforcement officers working in a sworn law enforcement capacity.
10. Q: Am I eligible to be promoted in the future?
A: Yes, as long as you meet the minimum qualifications for the position and meet the qualifications to sit for the exams.
11. Q: I have an open disciplinary investigation at my current employer, am I eligible for hire?
A: As part of the background investigations any open/sustained disciplinary history will be reviewed and hiring decisions will be based on the Chicago Police Departments hiring standards.
12. Q: What type of medical time will I be afforded at the time of hire?
A: Non-IOD medical roll banks shall be treated as probationary (12 days per year). After the probationary period is complete you will be eligible for contractual medical days.
13. Q: When will I be eligible for medical benefits?
A: You will need to apply for benefits. This may take up to 30 days to become active.
14. 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.
15. 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 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.
16. 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 Lateral Hire Program.