

ORDINANCE NO. 2026 -04

AN ORDINANCE AMENDING CHAPTER 46, ARTICLE II, SECTION 46-43.5 RELATED TO THE LATERAL ENTRY PROCESS AND REQUIREMENTS FOR CERTAIN POLICE OFFICERS FOR THE VILLAGE OF STICKNEY.

WHEREAS, the Village of Stickney (the “Village”) is a home rule municipal corporation in accordance with Article VII, Section 6(a) of the Constitution of the State of Illinois of 1970; and

WHEREAS, the Village has the authority to adopt ordinances and to promulgate rules and regulations that pertain to its government and affairs, and to review, interpret and amend its ordinances, rules and regulations; and

WHEREAS, the Village President (the “President”) and the Board of Trustees of the Village (the “Village Board” and with the President, the “Corporate Authorities”) are committed to ensuring the health, safety and welfare of individuals residing in, working in and visiting the Village; and

WHEREAS, the Village is authorized under the Illinois Municipal Code, 65 ILCS 5/1-1-1 *et seq.*, and Illinois law to adopt ordinances pertaining to the public health, safety and welfare; and

WHEREAS, the Corporate Authorities have previously enacted regulations relative to the manner in which police officers are hired for the Village; and

WHEREAS, Section 10-2.1-4 (65 ILCS 5/10-2.1-4) of the Illinois Municipal Code (the “Municipal Code”) provides that “[T]he board of fire and police commissioners shall appoint all officers and members of the fire and police departments of the municipality, including the chief of police and the chief of the fire department, unless the council or board of trustees shall by ordinance as to them otherwise provide”; and

WHEREAS, the Corporate Authorities previously approved Section 46-43.5 of the Village Code related to lateral hiring; and

WHEREAS, from time to time, the Village Code needs to be revised due to updates in the law or changes in circumstances; and

WHEREAS, the Corporate Authorities have determined that it is in the best interests of the Village and its residents to revise Section 46-43.5 of the Village Code, which shall be binding upon the Board of Fire and Police Commissioners, related to the hiring of lateral police officers; and

WHEREAS, the Village’s home rule authority and Section 10-2.1-4 of the Municipal Code provide the Village with the authority to revise the binding lateral entry process; and

WHEREAS, the Corporate Authorities desire to amend the Village Code to revise the lateral entry hiring process for police officers, which shall be binding upon the Board of Fire and Police Commissioners;

NOW, THEREFORE, BE IT ORDAINED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF STICKNEY, COOK COUNTY, ILLINOIS, as follows:

**ARTICLE I.
IN GENERAL**

SECTION 1. INCORPORATION CLAUSE.

The Corporate Authorities hereby find that all of the recitals hereinbefore stated as contained in the preambles to this Ordinance are full, true and correct and do hereby, by reference, incorporate and make them part of this Ordinance as legislative findings.

SECTION 2. PURPOSE.

The purpose of this Ordinance is to amend Section 46-43.5 related to the lateral entry process and requirements for certain police officers and to authorize the President or his designee to take all actions necessary to carry out the intent of this Ordinance.

**ARTICLE II.
AMENDMENT OF CHAPTER 46, ARTICLE II, SECTION 46-43.5 OF THE VILLAGE CODE,
VILLAGE OF STICKNEY, ILLINOIS**

SECTION 3.0. AMENDMENT OF CHAPTER 46, ARTICLE II, SECTION 46-43.5

That the Village Code is hereby amended, notwithstanding any provision, ordinance, resolution or Village Code section to the contrary, by amending Chapter 46, Article II, Section 46-43.5:

46-43.5 – Lateral Entry List - Pool.

Candidates that successfully complete the application process will be rated and placed on a lateral entry eligibility pool list. The lateral entry eligibility pool list that is established will be maintained in alphabetical order. A copy of the lateral hire candidate pool shall be posted in a prominent location in the police department.

Upon the request of the chief of police and the direction of the village board, the board of fire and police commissioners shall have the authority to select a candidate from the lateral entry eligibility pool, based upon the relative excellence of the candidate, taking into consideration the candidate's performance at the oral interview and the candidate's credentials, special training and/or certifications, as detailed below. Said request by the chief of police and the direction of the village board may include a direction to hire a lateral hire candidate that possesses certain training, skills, or certifications. All successful applicants that are candidates for hire shall be subject to the successful completion of post-offer examinations, which shall include, but are not limited to, a psychological assessment and polygraph. The successful applicant shall also be subject to a successful background check.

While the board of fire and police commissioners may hire any person on the lateral entry eligibility pool list, regardless of score, the lateral entry eligibility pool shall state the candidate's score after completion of the application process, which shall include

their performance in the oral interview, with additional points assessed based upon job experience, which shall include the candidate's credentials, special training and/or certifications. The maximum score for the oral interview test and questions process shall be ~~88~~ 80 points and the maximum score for the job experience and diversification process, as further set forth below, shall be 20 points, for a combined maximum score of 100 points. These points shall serve as a guide but, as provided for herein, the board of fire and police commissioners may hire any person off of the lateral entry eligibility pool list provided the candidate satisfies the requirements of the position and has the credentials, special training and/or certifications requested by the chief of police or the village board.

The lateral entry eligibility pool list will be valid for two years from the first date of posting of the list of candidates in the pool, as noted on the list. Notwithstanding the two-year duration of a lateral entry eligibility pool list, whenever the lateral entry eligibility pool list falls below three candidates, the process for creating a new lateral entry eligibility pool list shall be commenced, and a new pool created, provided that any applicants who remained in the lateral entry eligibility pool list when it fell below three candidates shall automatically be added to the new lateral entry eligibility pool list, without the need to reapply. Candidates remaining in the lateral entry eligibility pool list when the pool falls below three candidates may only carry over onto the next lateral entry eligibility pool list and if not hired, the candidates shall not carryover for a second time and will be required to reapply and shall be subject to the application process if they wish to be considered for hiring on any subsequent lateral entry eligibility pool list. Any candidates who were members of the lateral entry eligibility pool list when it expired upon its two-year duration shall be required to reapply for eligibility to become a lateral hire candidate for such subsequent lateral entry eligibility pool list.

All lateral hires shall be placed at the bottom of the seniority schedule upon hire.

SECTION 3.1. OTHER ACTIONS AUTHORIZED.

The officers, employees and/or agents of the Village shall take all action necessary or reasonably required to carry out, give effect to and consummate the amendments contemplated by this Ordinance and shall take all action necessary in conformity therewith, including, but not limited to, the installation of any street or parking signs as contemplated herein. The officers, employees and/or agents of the Village are specifically authorized and directed to draft and disseminate any and all necessary forms or notices to be utilized in connection with the intent of this Ordinance.

**ARTICLE III.
HEADINGS, SAVINGS CLAUSES, PUBLICATION,
EFFECTIVE DATE**

SECTION 4. HEADINGS.

The headings of the articles, sections, paragraphs and subparagraphs of this Ordinance are inserted solely for the convenience of reference and form no substantive part of this Ordinance nor should they be used in any interpretation or construction of any substantive provision of this Ordinance.

SECTION 5. SEVERABILITY.

The provisions of this Ordinance are hereby declared to be severable and should any provision of this Ordinance be determined to be in conflict with any law, statute or regulation by a court of competent jurisdiction, said provision shall be excluded and deemed inoperative, unenforceable and as though not provided for herein and all other provisions shall remain unaffected, unimpaired, valid and in full force and effect.

SECTION 6. SUPERSEDER.

All code provisions, ordinances, resolutions, rules and orders, or parts thereof, in conflict herewith are, to the extent of such conflict, hereby superseded.

SECTION 7. PUBLICATION.

A full, true and complete copy of this Ordinance shall be published in pamphlet form or in a newspaper published and of general circulation within the Village as provided by the Illinois Municipal Code, as amended.

SECTION 8. EFFECTIVE DATE.

This Ordinance shall be effective and in full force immediately upon its passage, approval and publication in accordance with Illinois law.

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PASSED this 18th day of March, 2026.

AYES:

NAYS:

ABSENT:

ABSTENTION:

APPROVED by me this 18th day of March, 2026.

Jeff Walik, President

ATTESTED AND FILED in my
office this 18th day of March, 2026.

Mitch Milenkovic, Village Clerk