

**EXECUTIVE ORDER NO. 93-1**

**WHEREAS**, on July 16, 1990, a Blue Ribbon Panel was convened at the direction of the Mayor to study and make recommendations regarding the police testing, hiring and promotion practices of the City of Chicago; and

**WHEREAS**, the Panel's Report and Recommendations were issued in July, 1992, after the panel received input from experts in the field of employment testing from police organizations and police officer associations; and

**WHEREAS**, many of the recommendations will aid the operations of the Police and Fire Departments, improving the examination process while broadening the opportunities to all qualified candidates; and

**WHEREAS**, fair, objective tests are an important step in professionalizing the City's Police and Fire Departments; now, therefore,

**I, RICHARD M. DALEY**, Mayor of the City of Chicago in the State of Illinois, do hereby **ORDER**:


1. In order to ensure that the hiring and promotion process results in the appointment of highly qualified candidates, police and firefighter examinations will be

administered more frequently. Police officer examinations will be given every two years; police promotional examinations and all firefighter examinations will be given every three years.


2. New educational requirements will be phased in after 1994 for police entry level and promotional examinations; consideration will be given to further educational requirements for the Fire Department.
3. A consultant will review the psychological screening process for the police officer candidates and make a recommendation regarding an appropriate mechanism for screening candidates.
4. Candidates will be advised in advance of the testing process, including the components of the examination, and the weight of each of the components. The expert consultants will provide training materials and aids to all candidates for preparation.
5. Candidates will be eligible for promotions within the Police Department only after they have served at least one year in a lower rank. The Commissioner of Personnel shall prepare and issue rules requiring promoted officers to serve a probationary period of six months, so that their ability to perform the duties of their new positions may be evaluated.
6. In order to achieve a Police Department which is broadly representative of the diverse groups that make up the City of Chicago, the City is undertaking an aggressive

policy of recruiting police officer candidates from all segments of the community. The Chicago Police Department will target minority institutions and colleges with criminal justice programs for recruitment; presentations will be made to neighborhood organizations, high schools, local colleges and other appropriate organizations.

7. This Order shall take effect upon its filing in the Office of the City Clerk.

  
Richard M. Daley  
Mayor of the City of Chicago

Dated June 24<sup>th</sup>, 1993

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Deputy City Clerk

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