

RULES AND REGULATIONS
OF THE
BOARD OF FIRE AND POLICE COMMISSIONERS
VILLAGE OF RIVER FOREST
STATE OF ILLINOIS

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As adopted by the Board of Fire and Police Commissioners of the Village of River Forest, Illinois, effective February 23, 2012; as amended on September 11, 2024, and September 1, 2026; and effective as of September 21, 2026.

CHAPTER I: ADMINISTRATION

SECTION 1: SOURCE OF AUTHORITY.

The Board of Fire and Police Commissioners of the Village of River Forest, Illinois derives its power and authority from an Act of the General Assembly entitled, "Division 2.1 Board of Fire and Police Commissioners," of Chapter 65 of the Illinois Compiled Statutes.

SECTION 2: DEFINITIONS.

The word "Commission" and/or "Board" wherever used shall mean the Board of Fire and Police Commissioners of the Village of River Forest, Illinois.

SECTION 3: OFFICERS OF BOARD AND THEIR DUTIES.

The Board shall annually elect a Chairman and Secretary, unless the Board employs a Secretary, at its first meeting after the start of the Village's fiscal year, which begins on May 1 or as otherwise set forth by the Village. They shall hold office until the end of the fiscal year of the Village and until their successors are duly elected and qualified. The Chairman shall be the presiding officer at all meetings. The Secretary or designated representative shall (1) keep the minutes of the Board's proceedings, (2) shall be custodian of all records pertaining to the business of the board, (3) shall keep a record of all examinations held, and (4) shall perform all other duties the board prescribes.

SECTION 4: MEETINGS.

A. Regular meetings shall be held as determined by the Chairman. Notice shall be posted and meetings shall be open to the public.

B. Special meetings shall be open, notice thereof to be posted 48 hours prior to convening, called by the filing of a notice in writing with the Secretary of the Board and signed either by the

Chairman of the Board or any two members of the Board. This notice shall contain a brief statement of the business to be submitted for the consideration of the Board at such special meetings, and shall set forth the time and place of such special meeting, and no other business shall be considered at such special meeting unless by unanimous consent of the Board.

C. During any regular or special meeting a closed session may be held upon a proper motion made by any single member of the Board for the purpose of discussing personnel. Closed sessions may be limited to Board members and such invited persons as the Board may deem necessary. The Secretary will record the motion to close the meeting, record the roll call vote of the members on this motion, and keep minutes of the closed session. An audio or video record of each closed session will be maintained by the Secretary of the Board and, after a minimum of 18 months, shall be disposed of in accordance with the provisions of the Illinois Local Records Act, 50 ILCS 205, or as otherwise provided for by law.

D. Public notice of any regularly scheduled or special meeting shall be held in accordance with the Illinois Open Meetings Act, 5 ILCS 120, or as otherwise provided for by law.

E. If a member is unable to be physically present at a meeting of the Board, whether it be for health related reasons, the need to conduct personal business or the business of the Board, or due to a personal or family emergency, that member may attend and participate at a Board meeting by telephonic or other electronic means provided that a quorum of the Board's members are physically present at the meeting and vote to approve the attendance of the missing member by telephonic or electronic means. The minutes of the meeting shall reflect, by name, those members of the Board who were physically present as well as those attending by telephonic or electronic means. Notice that a Board member will be in attendance and participating at a Board meeting, not in person but electronically, shall be provided to the Board's secretary at least 48 hours prior to the scheduled meeting.

F. The agenda for a "Regular Meeting" shall allow for an "Open Forum" to permit individuals to appear before and address their concerns to the members of the Commission. The Board may limit those individuals appearing during the open forum to a presentation not to exceed three minutes and may require an individual to be seated if the individual addresses those present in a disrespectful or discourteous manner or the subject matter being presented is not relevant to the duties and responsibilities of the Fire and Police Commission.

SECTION 5: QUORUM.

A majority of the members of the Board shall constitute a quorum for the conduct of all business.

SECTION 6: ORDER OF BUSINESS.

Unless the Chairman decides otherwise, the order of business at any meeting shall be the following:

- A. Call to Order
- B. Roll Call
- C. Public Forum (Citizen Comments)
- D. Approval of Minutes
- E. Correspondence
- F. Old Business
- G. New Business
- H. Executive (Closed) Session
- I. Adjournment

SECTION 7: PROCEDURE.

The parliamentary procedure prescribed in Robert's "Rules of Order" shall be followed as far as applicable.

SECTION 8: AMENDMENTS.

Amendments to the rules of the Board may be made at any meeting of the Board. All amendments shall be printed for distribution and notice shall be given of the place or places where these rules may be obtained. Such notice shall be published in a newspaper of general circulation in the Village. The notice shall specify the date, not less than 10 days after the date of such publication, when rules shall go into effect.

SECTION 9: ANNUAL REPORT AND BUDGET REQUEST.

As required by 65 ILCS 10-2.1-19, the Board shall submit to the president of the Village a report of its activities, the rules in force, the practical effect of such rules, and, if it so desires, suggestions that the Board believes would result in greater efficiency in the fire or police department. The Board shall also submit an annual budget request to the Village prior to the end of each fiscal year.

CHAPTER II: APPLICATIONS

SECTION 1: RESIDENCE.

Applicants for examination must be citizens of the United States or otherwise eligible for examination pursuant to Section 10-2.1-6(a) of the Board of Fire and Police Commissioners Act (65 ILCS 5/10-2.1-6), and as may be subsequently amended.

SECTION 2: APPLICATION REQUIREMENTS.

An application must be filed with the Board, or as otherwise authorized by the Board through a third-party provider, prior to the applicant taking an examination. The applicant must comply with the requirements of the application in every respect.

Every applicant must be of good moral character, temperate habits, sound health, and must be physically able to perform the duties of the position. The burden of establishing these facts rests upon the applicant.

The applicant may be required to furnish, with their application, a copy of their military service record, discharge papers, birth certificate, high school diploma, or G.E.D. certificate and, if required, a copy of their college or university degree. An applicant who is applying for a position as a fire fighter/paramedic must provide, with the application or at the time of hire, a copy of a certificate demonstrating that the applicant is currently licensed as a paramedic by the Illinois Department of Public Health.

A false statement knowingly made by a person in an application for examination, connivance in any false statement made in any certificate that may accompany such application, or complicity in any fraud touching the same, shall be regarded as good cause for exclusion from the examination or, after examination, to certify the applicant.

SECTION 3: DISQUALIFICATION.

The Board may refuse to examine an applicant or, after examination, to certify the applicant as eligible for any of the following reasons:

- A. A deficiency in any of the established preliminary requirements;
- B. An inability to physically perform the duties of the position;
- C. An addiction to the use of intoxicating beverages or when the applicant is found to have taken or used drugs and/or narcotics illegally;
- D. A conviction for a felony or any misdemeanor involving moral turpitude, or for any other cause, as specified in 65 ILCS 10-2.10-6;

- E. A dismissal from any public service for good cause;
- F. An attempt at any deception or fraud in their application;
- G. Disqualifications in any personal qualifications or health;
- H. Unsatisfactory character and/or employment references;
- I. Lack of a high school education or its equivalent;
- J. When the applicant has applied for a position of a police officer and is or has been classified as a conscientious objector;
- K. When the applicant has applied for a position as a police officer and has not earned a minimum of 30 credit hours from an accredited community college, college, or university; or
- L. When the applicant has applied for a position as a fire fighter/paramedic and is not licensed and certified as a paramedic by the Illinois Department of Public Health.

Any such applicant deemed disqualified shall be notified by the Board.

SECTION 4: DEFECTIVE APPLICATIONS.

Defective applications shall be returned to the applicant for correction, provided the applicant is not otherwise disqualified for the position sought.

SECTION 5: PHYSICAL AND MEDICAL EXAMINATIONS.

Applicants for original appointment may be subject to a physical aptitude test and shall be required to submit to thorough medical and psychological examinations.

SECTION 6: AGE REQUIREMENTS.

Unless otherwise provided for by 65 ILCS 5/10-2.1-6, all applicants must be at least 21 and under 35 years of age at the time of application. Proof of birth date will be required at time of application.

SECTION 7: NOTICE OF ACCEPTANCE.

The Secretary will notify all applicants whose applications have been accepted by the Board to do the following: (1) be present for orientation, if the Board chooses to have one; (2) be present for subsequent examination, if conducted in-person; and (3) submit an executed Physicians Certificate stating that the applicant is physically capable of participating in a strenuous "Physical Aptitude Test."

SECTION 8: RELEASE OF LIABILITY.

All applicants shall execute and deliver to the Board a release of all liability as the result of taking a "Physical Aptitude Test" in favor of the Village of River Forest on a form to be prescribed by the Board.

CHAPTER III: EXAMINATIONS

SECTION 1: Reserved.

(Reserved.)

SECTION 2: EXAMINATIONS.

Examinations shall be conducted as determined by the Board.

SECTION 3: TYPE OF EXAMINATIONS.

If the Board chooses to have one, applicants must attend an orientation program. In addition, applicants may be required to participate in a physical aptitude test, written and oral examinations as determined by the Board, and other examinations as more particularly set forth in Section 4 below. No examination shall contain questions regarding an applicant's political or religious opinions or affiliations.

SECTION 4: EXAMINATIONS — MINIMUM GRADE.

The sequence of testing may vary at the discretion of the Board. Failure to achieve the minimum passing grade in any examination disqualifies the applicant from any further participation. Each weighted component of the examination process shall be based upon a scale of 1 to 100.

<u>Examinations</u>	<u>% of Total Grade</u>	<u>Minimum Passing</u>
Orientation	-	Board discretion
Physical Aptitude Test	-	**
Written Test	65%	*
Initial Oral Interview/Questions	35%	*
Polygraph Test	-	Pass or Fail
Background Investigation	-	Pass or Fail
<u>Conditional Offer of Employment</u>		
Psychological Examination	-	Pass or Fail
Medical Examination	-	Pass or Fail

- To be announced by the Board prior to conducting the examination and may vary based upon the examination or the testing agency used by the Board.

** This test may be administered on a pass/fail basis or given solely for demonstration purposes. Certification that a firefighter candidate has successfully,

within the 12 months immediately preceding the written test, passed the Candidate Physical Ability Test (CPAT), as licensed and approved by the International Fire Chief's Association and the International Association of Fire Fighters, satisfies the candidate's obligation to complete the "physical aptitude test" component of this screening process.

Note: To any person who is entitled to military, educational, law enforcement certification, or other preference points and whose name appears on the initial register of eligibles, the Board shall add five points (5/10-2.1-8 and 5/10-2.1-9) upon request of the applicant. Police officer preference points shall be awarded in accordance with Section 11 of this Chapter III. Firefighter/paramedic preference points shall be awarded in accordance with Section 12 of this Chapter III.

If the testing is conducted in person, applicants who receive a minimum score of 70 points after taking the written test will be asked to participate in an initial oral interview. After participating in the initial oral interview, applicants will be placed on an Initial Eligibility Register.

If the testing is conducted online, applicants will take a written test and answer video-recorded questions, the latter of which will then be graded by the Chief of the respective Fire or Police Department by established criteria authorized by the Board. After completing both the written test and the video-recorded questions, and receiving a minimum score of 70 points in the written test, applicants will be placed on an Initial Eligibility Register.

After the above testing, whether conducted in person or online, applicants must then request any preference points within 10 days after posting of the Initial Eligibility Register. Subsequently, a Final Eligibility Register will be posted.

SECTION 5: ORIGINAL APPOINTMENT — PHYSICAL APTITUDE TEST.

All applicants may be required to submit themselves to a physical aptitude test.

SECTION 6: ORIGINAL APPOINTMENT — WRITTEN TEST AND INITIAL ORAL INTERVIEW/QUESTIONS.

Information as to the type of written examination and initial oral interview/questions employed by the Board will be provided as part of the orientation program or as otherwise communicated to applicants. If in the possession of the Board, all examination papers shall be and remain the property of the Board, and the grading by the Board or any authorized third-party vendor shall be final and conclusive and not subject to review by any other board or tribunal of any kind or description. Candidates who fail to achieve a passing grade will be notified and eliminated from all further consideration.

SECTION 7: ORIGINAL APPOINTMENT — ORAL INTERVIEWS BY THE BOARD.

Once a Final Eligibility Register is posted, the Board, when notified of openings or otherwise authorized by the Village, will conduct interviews of applicants.

All Commissioners shall participate in the these interviews except when one Commissioner is absent due to illness or when matters of an emergency nature preclude their attendance. In no event shall less than a majority of the Commissioners conduct the interview. Questions shall be asked of the candidate that will enable the Commissioners to properly evaluate and grade the candidate on speech, alertness, ability to communicate, judgment, emotional stability, self-confidence, social skill, and general fitness for the position. On completion of each interview, the Commissioners will discuss the candidate's abilities using the traits listed above. Candidates who fail to successfully complete the interview will be notified and eliminated from further consideration.

SECTION 8: INITIAL ELIGIBILITY REGISTER — POLICE OFFICERS AND FIREFIGHTERS.

A. After preparing an Initial Eligibility Register, this Register will then be subject to change with the addition of any claimed preference points as prescribed in 65 ILCS 5/10-2.1-6.3(h), 5/10-2.1-8 and 5/10-2.1-9. Candidates who are eligible for veteran, educational, law enforcement certification, or other preference points, shall make a claim in writing with proof thereof within 10 days after the date of the first posting of the initial eligibility list or such claim shall be deemed waived.

B. A dated copy of the now Final Eligibility Register, duly adjusted with preference points awarded, shall be sent to each person appearing on it.

SECTION 9: FINAL ELIGIBILITY REGISTER — POLICE OFFICERS AND FIREFIGHTERS.

A. Final appointment to the Police or Fire Department shall be from the names appearing on the respective “Final Eligibility Register.”

B. The Board shall select a number of candidates (the number to be determined at the discretion of the Board) from the top of the Final Eligibility Register who shall be required to submit to a Board interview.

C. The names of the applicants shall be placed upon the “Final Eligibility Register” in rank order, highest first. As noted above, rank order shall be based upon the applicant’s total cumulative score, which shall be calculated as follows:

1. Original written test score multiplied by 65%;
2. Oral interview score multiplied by 35%; and
3. The addition of any preference eligibility points.

D. Applicants shall be appointed from the Final Eligibility Register in descending order.

E. For Police Department applicants, notwithstanding anything to the contrary contained within these rules and regulations, the Board may, at its discretion, choose to appoint an applicant who has been awarded a certificate attesting to their successful completion of the Minimum Standards Basic Law Enforcement Training Course, as provided in the Illinois Police Training Act, ahead of non-certified applicants.

F. Appointment from the Final Eligibility Register is subject to satisfactorily passing or completing an in-depth psychological examination, a polygraph test, background investigation, and a thorough medical examination (which may include a test of the applicant's vision and hearing, a test for the presence of communicable diseases, as well as a test to screen for the use of drugs and/or narcotics).

SECTION 10: Reserved.

(Reserved.)

SECTION 11: PREFERENCE POINTS — POLICE OFFICERS.

A. Within 10 days after the posting of the Initial Eligibility Register, applicants on this register shall make a claim for preference points. A failure to timely make a claim for preference points shall constitute a waiver. Preference points shall be awarded as follows:

1. Military Preference – 5 points. Awarded to applicants who have served a minimum of 12 months on active duty in the U. S. military and who have been honorably discharged or who are now or have been members on inactive or reserve military duty;
2. Education Preference – 5 points. Awarded to applicants who have successfully obtained an associate's degree in the field of law enforcement or criminal justice, or a bachelor's degree from an accredited college or university;
3. Law Enforcement Training Preference – 5 points. Awarded to applicants who have been awarded a certificate attesting to the successful completion of the Minimum Standards Basic Law Enforcement Training Course as provided in the Illinois Police Training Act and are currently serving as a law enforcement officer on a part-time or full-time basis within the State of Illinois.

B. Appointment from the Final Eligibility Register is subject to satisfactorily passing or completing an in-depth psychological examination, a polygraph test, background investigation, and a thorough medical examination (which may include a test of the applicant's vision and hearing, a test for the presence of communicable diseases, as well as a test to screen for the use of drugs and/or narcotics). A conditional offer of employment shall be made prior to an applicant

submitting to the in-depth psychological examination and the medical exam.

C. Preference points shall not be cumulative.

D. A candidate may not receive preference points if points awarded would place the candidate before a veteran on the eligibility list.

SECTION 12: PREFERENCE POINTS — FIREFIGHTERS.

A. Within 10 days after the posting of the Initial Eligibility Register, applicants on this register shall make a claim for preference points. A failure to timely make a claim for preference points shall constitute a waiver. Preference points shall be awarded as follows:

1. Military Preference – 5 points. Awarded to applicants who have served a minimum of 12 months on active duty in the U. S. military and who have been honorably discharged or who are now or have been members on inactive or reserve military duty;
2. Fire Cadet Training – none;
3. Education Preference – 5 points. Candidates must have an Associate's Degree in Fire Science or Emergency Medical Services from an accredited community or junior college or a Bachelor's Degree in any field from an accredited college or university.
4. Paramedic Preference – none (as a paramedic license is a requirement at time of hire (see Chapter 2, Section 2 above)).
5. Experience Points – none. See Additional Preference at Section 12.A.7 below.
6. Residency Points – 5 points.
7. Additional Points – 5 points. Applicants must be certified or licensed by the State of Illinois as a Firefighter Basic or Advanced by the Illinois State Fire Marshall's Office at the time of application.

B. Applicants shall be appointed from the Final Eligibility Register in descending order. Notwithstanding anything to the contrary contained in these rules, the Board, at its discretion, may bypass a higher ranked candidate if the higher ranked person fails to meet the minimum standards for the position or if the Board believes an alternate candidate would better serve the needs of the department. If so, then the Board has the right to pass over the higher ranked person and appoint either: (i) a candidate who has a ranking in the top 5% of the register or (ii) any person who is among the top five highest ranked persons on the register if the number of people who have a ranking in the top 5% of the register is less than five people.

C. Appointment from the Final Eligibility Register is subject to satisfactorily passing or completing an in-depth psychological examination, a polygraph test, background investigation, and a thorough medical examination (which may include a test of the applicant's vision and hearing, a test for the presence of communicable diseases, as well as a test to screen for the use of drugs and/or narcotics). A conditional offer of employment shall be made prior to an applicant submitting to the in-depth psychological examination and the medical exam.

D. Preference points shall not be cumulative.

E. A candidate may not receive preference points if points awarded would place the candidate before a veteran on the eligibility list.

SECTION 13: PROFESSIONAL EXAMINATIONS AND TESTS.

A. Each applicant for original appointment shall submit to a psychological examination by such psychologist or psychiatrist as the Board may designate. Such examination shall be without expense to the applicant. Failure of the applicant to take or successfully complete such test shall eliminate the applicant from further consideration.

B. Any applicant for original appointment to the Fire or Police Department may be required to submit to a polygraph device deceptive test, commonly known as a lie detector test, at such time and place as the Board may designate. Such test shall be given without expense to the applicant. Failure of the applicant to take or successfully complete such test shall disqualify the applicant from entering upon the duties of the office for which the application for examination was filed.

A. Medical examinations shall be performed by a licensed physician.

SECTION 14: PROBATIONARY APPOINTMENT.

A. All vacancies in the Fire or Police Departments shall be filled by individuals from the Final Eligibility Register in the order in which their names appear on the register and having met all requirements previously listed, except as otherwise noted above in Sections 9.E and 12.B.

B. All original appointments to the Police Department shall be for a probationary period of 18 months. All original appointments to the Fire Department shall be for a probationary period of 12 months. The probationary period of a newly appointed firefighter or police officer shall commence as of the first date said individual reports for work with the department.

C. Prior to probationary appointment to the Fire Department, all individuals shall be certified paramedics as determined by the Illinois Department of Health.

D. Any person whose name appears on the Final Eligibility Register may decline appointment. It shall be the option of the Board to strike from or maintain upon the register the name of such

candidate without otherwise altering the candidate's original position on the Final Eligibility Register.

E. Probationary employees may be summarily dismissed by the Board and are not entitled to the protection afforded to other full-time officers or fire fighters by statute or these rules.

SECTION 15: CERTIFICATION.

A. Final certification of probationary police officers shall be subject to successful completion of the Basic Training Course as provided by the Illinois Law Enforcement Training and Standards Board within the prescribed probationary period. An inability to successfully complete this course shall be grounds for dismissal.

B. Final certification of probationary firefighter/paramedics shall be subject to successful completion of the Certified Firefighter Basic Training Course as prescribed by the Illinois Fire Protection Personnel Standard and Education Board within the prescribed probationary period. Inability to successfully complete this course shall be grounds for dismissal. Firefighters serving as paramedics shall also be required to maintain their certification as paramedics. An inability to successfully complete these courses or failure to maintain paramedic certification shall be grounds for dismissal.

SECTION 16: SECONDARY LIST.

As provided for within 65 ILCS 5/10-2.1-14 of the Board of Fire and Police Commissioners Act, the Board may, at its discretion, prepare and keep a "Secondary List" of applicants, all of whom have successfully completed their basic law enforcement training and have been so certified by the Illinois Law Enforcement Training and Standards Board and who, at the time of application, been employed as a full-time sworn law enforcement officer, for a minimum of 24 months, of a regular police department in any municipal, county, university, or state law enforcement agency. Persons on the Secondary List will be ranked in order of their relative excellence as determined by the Board. The Board may give preference to candidates with an Illinois Minimum Standards Basic Law Enforcement Training Course certificate.

At the time a vacancy is declared for an original appointment to a police officer's position, the Board shall have the option to fill this vacancy from its Final Eligibility Register or from the Secondary List. Prior to an offer of conditional appointment, applicants shall be required to undergo a polygraph examination, thorough background check as set forth in these Rules, and interview with the Board. If successful, the Board shall make a conditional offer of employment subject to successful completion of an in-depth psychological examination and a thorough medical examination as provided for within these Rules. Applicants appointed from a Secondary List shall serve on a probationary basis as set forth in Section 14.B above.

CHAPTER IV: PROMOTIONAL EXAMINATIONS

SECTION 1: GENERAL.

The Board, by its rules, shall provide for promotion in the Fire and Police Departments on the basis of ascertained merit and seniority in service and examination and shall provide in all cases where it is practicable that vacancies shall be filled by promotion. All examinations for promotion shall be competitive among such qualified members of the next lower rank as desire to submit themselves to examination. All candidates for promotion must have successfully completed their probationary period as of the date the written examination is administered to test for the next higher rank. All promotions shall be made from the three individuals having the highest rating. Where there are less than three names on the promotional eligibility register, as originally posted, or remaining on the register after appointments have been made, appointments to fill existing vacancies shall be made from those names or the name remaining on the promotional register. The rule of three is inapplicable as to promotions to the rank of Fire Lieutenant or Deputy Fire Chief. The method of examination and the rules governing examinations for promotion are specified below. The Board shall strike off the names of candidates for promotional appointment after they have remained on the register for more than three years, provided there is no vacancy existing that can be filled from the promotional register. For the purpose of determining that a vacancy exists, the Board must have received notice from the appropriate corporate authorities to fill an existing vacancy prior to the date the name(s) are to be stricken from a promotional eligibility register. Each weighted component of the examination process shall be based upon a scale of 1 to 100.

A. Promotion to the rank of Sergeant shall be as follows:

1. The final promotional examination score for promotions to the rank of Sergeant shall be determined as follows:

<u>Examinations</u>	<u>WeightMinimum</u>	<u>Passing Score</u>
Written Exam	30%	*
Oral Examination	25%	*
Assessment Center	35%	*
Department Merit & Efficiency (based upon a scale of 1 to 10—Maximum of 10 points.)	10%	

Seniority

1 point per year of service, or part thereof on the River Forest Police Department up to a maximum of five points.

*The minimum passing score, if any, will be announced by the Board prior to conducting the examination.

2. Candidates for promotion must achieve a minimum combined score of 70 upon completion of the written examination, oral examination, and assessment center or as otherwise determined by the Board.

3. In the event no candidate from the immediate next lower rank qualifies for promotion, the Board in determining next in order of rank in promotional examinations determines a policy of extending the examination successively through all the orders of rank in the services in an endeavor to qualify suitable eligible or eligibles for the vacancy or vacancies existing before extending the examination to the general public.

4. Candidates, who are otherwise qualified and have timely requested credit for prior military service, shall be granted veteran's preference points as provided by state statute. Candidates for promotion must file, with the Board, a claim for veteran's preference points within ten days of the date of the posting of the initial promotional eligibility register.

5. A candidate's total score shall consist of the combined scores of the merit/efficiency rating, written examination, oral examination, and assessment center, plus seniority and veteran's preference points. Candidates shall take rank upon a promotional eligibility register in the order of their relative excellence as determined by their total score. In the event of a tie score, the placement of the tied candidates' names on the eligibility list shall be determined by lot, in the presence of a quorum of the Board, in whatever manner the Board deems appropriate.

B) Promotions to the ranks of Fire Lieutenant and Deputy Fire Chief shall be determined as follows:

1. Promotions to the position of Fire Lieutenant shall be conducted in accordance with the Fire Department Promotion Act and as specifically modified within Part 1400.16.13-SECTION 15.13 (entitled Promotions Out of the Unit) of a certain collective bargaining agreement dated May 1, 2024, and as may subsequently be amended, between the Village of River Forest and Local 2391 of the International Association of Firefighters, AFL-CIO, CLC.

2. Promotions to the position of Deputy Fire Chief shall be conducted in accordance with the Fire Department Promotion Act and as specifically modified within the section entitled "Promotions" contained within a certain Memorandum of Agreement between the Village of River Forest and the Fire Lieutenants of the River Forest Fire Department currently in effect from May 1, 2004, until April 30, 2007, and as may be subsequently amended by said parties.

SECTION 3: PROMOTIONAL VACANCY.

Upon notice from the appropriate corporate authority that a promotional vacancy exists, the Board shall select the individual to be promoted in the manner specified in Section 1 of this Chapter IV. The Board, prior to making a promotional appointment, shall conduct a second oral interview of the candidates then eligible for promotion.

CHAPTER V: ORDER OF RANK, CLASSIFICATION, AND OATH OF OFFICE

SECTION 1: RANK.

The order of rank in the Police Department shall be as provided by ordinance and municipal budget.

The order of rank in the Fire Department shall be as provided by ordinance and municipal budget.

SECTION 2: CLASSIFICATION.

The Board classifies such offices in the Fire and Police Departments for the purpose of establishing and maintaining standards of examinations and promotions based upon job descriptions and departmental regulations.

SECTION 3: OATH OF OFFICE.

Before entering duty, any person about to become a member of the Police or Fire Department, shall take the following oath, before any person authorized to administer oaths in the State of Illinois:

"I _____, do solemnly swear or affirm that I will support the Constitution of the United States, and the Constitution of the State of Illinois, and that I will faithfully discharge the duties of the office of _____ according to the best of my ability.

Signed _____

Subscribed and sworn to before me this ____ day of _____, 20__.

NOTARY PUBLIC."

The member shall enter into such bond in such amount as prescribed by the Ordinance.

CHAPTER VI: HEARING OF CHARGES, REMOVALS, SUSPENSIONS, AND DISCHARGES

SECTION 1: HEARING OF CHARGES.

- A. Hearings before the Board are not common law proceedings. The provisions of the "Code of Civil Procedure" do not apply to hearings before the Board.
- B. "Counsel" as used in these rules means one who has been admitted to the bar as an attorney-at-law in this State.
- C. No rehearing, reconsideration, modification, vacation, or alteration of a decision of the Board shall be allowed.
- D. "Cause" is some substantial shortcoming that renders continuance in employment in some way detrimental to the discipline and efficiency of the public service and something that the law and sound public opinion recognize as cause for the officer no longer occupying his position. The right to determine what constitutes cause is with the Board.
- E. The complainant or appellant initiating any proceedings that call for a hearing before the Board shall have the burden of proof to establish by a preponderance of the evidence that cause for discipline or that a suspension, previously imposed by the Chief of a department, is unwarranted. Should the question of a crime be involved, the rule of "reasonable doubt" shall not control.
- F. The phrase "preponderance of evidence" is defined as the greater weight of the evidence. It can also be described as that degree of proof that is more probable than not.
- G. Probationary police officers and firefighters may be summarily dismissed by the Board and are not entitled to the protection afforded to other full-time officers by statute or these rules.
- H. All hearings shall be public, in accordance with the Open Meetings Act.
- I. At the time and place of hearing, both parties may be represented by counsel, if they so desire.
- J. All proceedings before the Board during the conduct of the hearing shall be recorded by a court reporter to be employed by the Board.
- K. The records of all hearings will not be transcribed by the court reporter unless requested to do so by the Board or any party of interest.
- L. All witnesses shall be sworn prior to testifying and the matter will be decided by the Board solely on evidence presented at the hearings.

M. The Board will first hear the witnesses either substantiating the charges that have been made against the respondent or in support of an appeal brought by a suspended police officer or firefighter. Thereafter, the other party may present and examine those witnesses whom the party desires the Board to hear. All parties shall have the right to cross-examine witnesses presented by the opposite party.

SECTION 2: HEARING PROCEDURE.

A. **Complaints:** In all cases, written complaints shall be filed in quintuple, setting forth a plain and concise statement of the facts upon which the complaint is based.

B. **Probable Cause:** The Board shall have the right to determine whether there is or is not probable cause for hearing a complaint and may conduct such informal hearings as may be necessary for such purpose.

C. **Notification of Hearing:** Upon the filing of a complaint in quintuple with the Secretary of the Board, and the determination by the Board of probable cause for entertaining said complaint, the Secretary of the Board shall notify both the complainant and the respondent, either by registered or certified mail, return receipt requested, or personally, of the time and place of the hearing of the charges contained in the Complaint. The respondent shall also be served with a copy of the Complaint, and if an Order of Suspension Pending a Hearing is entered by the Board, the respondent, the complainant, the Chief of the Department, the treasurer, comptroller, manager, or other finance officer of the municipality shall be notified of the entry of such Order of Suspension Pending a Hearing, and be served either personally or by registered or certified mail, return receipt requested, with a copy of such Order.

D. **Continuances:** The matter of granting or refusing to grant a continuance of a hearing is within the discretion of the Board.

E. **Stipulations:** Parties may, on their own behalf, or by counsel, stipulate and agree in writing, or on the record, as to evidenced guilt. The facts so stipulated shall be considered as evidence in the proceeding. In the event a respondent has been suspended pending a hearing and desires a continuance, it shall also be stipulated and agreed that in the event said respondent is to be retained in his position as a result of a decision of the Board following a hearing of the cause, then no compensation shall be paid to said respondent during the period of said continuance.

F. **Sufficiency of Charges—Objections Thereto:** Motions or objections to the sufficiency of written charges must be filed or made prior to or at the hearing before the Board.

SECTION 3: SUBPOENAS.

A. Any party to an administrative hearing may, at any time before the hearing, make application to the Board by filing with it a written request for subpoenas for any individual to appear for a hearing or have them produce books, papers, records, accounts and other documents as may be

deemed by the Board to be relevant to the hearing. On the filing of such application, subpoenas will be issued for the named persons. Subpoenas may be served by any person 21 years of age or older designated by the party requesting the subpoenas. Application for subpoenas should contain the names and addresses of the individuals to be subpoenaed, and the identity of any documents that they are to produce. Subpoenas will not be issued for anyone residing outside of the State of Illinois.

B. Any request for continuance by reason of inability to serve subpoenas shall be filed in the office of the Board at least three days before the date set for such hearing, provided, however, that the Board in its discretion may waive this rule.

SECTION 4: SERVICE.

All papers required by these Rules and Regulations to be served shall be delivered personally to the party designated or mailed, by United States mail in an envelope properly addressed with postage prepaid, to the designated party at their last known residence as reflected by the complaint filed with the Board, except as otherwise provided by these rules. Proof of service of any paper may be made by the certification of any person so mailing the paper or delivering the same to the designated party personally, or by filing a return receipt showing that a paper was mailed, by either registered or certified mail, return receipt requested, to a party's address where it was received by a named party.

SECTION 5: FILING.

All papers may be filed with the Board by mailing them or delivering them personally to the Secretary of the Board at the Village of River Forest, Illinois. For the purpose of these Rules and Regulations, the filing date of any paper shall be the date it was received in the Board's Office, in the event the paper is delivered personally or by messenger. In the event a paper is forwarded by mail, then the filing date shall be the date it is postmarked on the envelope of such paper.

SECTION 6: FORMS OF PAPER.

A. All papers filed in any proceeding shall be typewritten or printed and shall be on one side of the paper only.

B. If typewritten, the lines shall be double spaced, except that long quotations may be single spaced and indented.

C. All papers shall be not larger than 8½" by 11" with inside margins of not less than one inch.

D. The original of all papers filed shall be signed in ink by the party filing the paper or by the party's officer, agent, or attorney and copies of such papers shall be provided to the opposing party or their counsel.

E. If papers are filed by an attorney, the attorney shall include their name, address, e-mail address, phone number, and Bar number.

SECTION 7: COMPUTATION OF TIME.

The time within which any act under these Rules is to be done shall be computed by excluding the first day and including the last, unless the last day is Sunday or is a holiday as defined or fixed in any statute now or hereafter in force in the State, and then it shall also be excluded. If the day succeeding such Sunday or holiday is also a holiday or a Sunday, then such succeeding day shall also be excluded.

SECTION 8: SUSPENSION.

A. The Board may suspend any member of the Fire or Police Department against whom charges have been filed, pending a hearing of the charges by the Board, but not to exceed 30 days, without pay, at any one time.

B. The Chiefs of the Fire and Police Department shall have the right to suspend any officer under their command for a period not to exceed five days, providing no charges on the same offense have been filed and are pending before the Board, and the Chief shall notify the Board in writing within 24 hours of the time of such suspension. Any police officer or firefighter so suspended may appeal to the Board for a review of the suspension within five days after receiving notice of such suspension by filing notice of such appeal in writing with the Secretary of the Board of Fire and Police Commissioners. A hearing shall be had upon such appeal, and due notice given to the Chief of the Department who suspended such officer or firefighter, and to the officer or firefighter so suspended. The burden of establishing that a suspension is unwarranted shall be upon the individual bringing the appeal.

C. Upon such appeal, the Board may sustain the action of the Chief of the Department, may reverse it with instructions that the officer or firefighter so suspended receive his pay for the period involved, may suspend the officer or firefighter for a period of not more than 30 days, or discharge the officer or firefighter, depending on the evidence presented.

SECTION 9: DISCHARGE OR SUSPENSION AFTER HEARING.

A. Discharge from office or suspension from service in the Fire or Police Department shall be in compliance with the Fire and Police Commissioners Act of the State of Illinois, being Division 2, Sections 5/10-2.1-1 through 5/10-2.1-31, inclusive, of Chapter 65 of the Illinois Compiled Statutes, or as otherwise further amended.

B. The Board shall, within a reasonable time after the hearing is completed, enter its findings on the records of the Board.

SECTION 10: DATE OF HEARING.

The time for the hearing of charges shall be set by the Board, within 30 days of the time of the filing of such charges. Continuances may be granted from time to time upon motion of any party to the proceeding by order of the Board. This time limitation is not applicable to hearings conducted to review suspensions of five days or less imposed by a Chief of a department on one of its members.

SECTION 11: FINDINGS AND DECISION.

In case any member of the Fire or Police Department shall be found guilty of the charges filed against him after a hearing by the Board, that member may be removed, discharged, or suspended for a period not exceeding 30 days, without pay. Upon an appeal, the Board may sustain the action of the Chief, may reverse it, in whole or in part; or may suspend the officer or firefighter for an additional period of not more than 30 days or discharge him depending on the facts presented.

The findings and decision of the Board, following a hearing of charges, shall be preserved by the Secretary, and notice of said finding and decision sent to the officer or firefighter involved and the department head for enforcement. If the finding or decision is that an officer or firefighter is guilty of charges investigated, and removal or discharge is ordered, such order of removal or discharge shall become effective forthwith (See Section 9 of this Chapter VI).

SECTION 12: RULES — CONFLICT.

The personnel of the Fire and Police Department shall be governed by the rules as adopted by the Board and the regulations of the Fire and Police Departments as adopted by ordinance. In case of conflict, the rules of the Board shall govern.

SECTION 13: VIOLATION OF RULES.

All members of the Fire and Police Departments shall be subject to the regulations of such Departments and the rules of the Board. A violation of such rules or regulations may be cause for filing of charges before the Board, a subsequent hearing, and action by the Board on such charges.

SECTION 14: VIOLATION OF LAW.

Any violation of the laws of the Village, State of Illinois or the U.S. Government by any member of the Fire and Police Department may be cause for the filing of charges against the officer or firefighter, except as otherwise provided in these rules.

CHAPTER VII: GENERAL

SECTION 1: BOARD POWERS AND DUTIES.

The Board shall have such other powers and duties as are given it by the statutes of the State of Illinois or by ordinance.

SECTION 2: SAVINGS CLAUSE.

Any Chapters, Sections and/or Subsections of the foregoing rules for the operation of the Board that are in conflict with a State statute or with any amendments thereto that may hereafter be enacted are null and void. This, however, does not invalidate any other Chapters, Sections and/or Subsections of these rules.

SECTION 3: AMENDMENTS TO THE RULES.

Amendments to the rules of the Board may be made at any meeting of the Board. A notice shall be published, in a newspaper of general circulation in the municipality, specifying where such rules are available for inspection. The notice shall specify the date, not less than 10 days subsequent to the date of such publication, when the rules shall become effective.

SECTION 4: LEAVE OF ABSENCE.

Leaves of absence shall be granted by reason of military service or duty-related disability as specified in Illinois Compiled Statutes, Chapter 65, Section 5/10-2.1-23. If a leave of absence is granted by the Board during a probationary period, such probationary period shall be tolled until the probationary employee returns from their leave of absence.

SECTION 5: POLITICAL CONTRIBUTIONS.

No person in the Fire Department or Police Department shall be under any obligation to contribute any funds to render any political service, and no such person shall do so or be removed or otherwise prejudiced for refusing to do so. No person in the Fire Department or the Police Department shall discharge, promote, reduce, or in any manner change the official rank or compensation of any other person in such service, or promise or threaten so to do, for withholding or refusing to make any contribution of money, service, or any other valuable thing for any political purpose, or in any other manner, directly or indirectly, use their official authority or influence to compel or induce any other person to pay or render any political assessment, subscription, contribution, or service.