



103RD GENERAL ASSEMBLY

State of Illinois

2023 and 2024

HB4976

Introduced 2/8/2024, by Rep. Bob Morgan

SYNOPSIS AS INTRODUCED:

65 ILCS 5/11-1-12

Amends the Illinois Municipal Code. Provides that a municipality may not require a police officer to issue a specific number of citations, warnings, points of contact, stops, or arrests within a designated period of time (rather than may not require a police officer to issue a specific number of citations within a designated period of time). For purposes of evaluating a police officer's job performance, prohibits a municipality from comparing the average, percentage, or number of citations, warnings, points of contact, stops, or arrests to be issued on a daily, weekly, monthly, quarterly, or annual basis issued (rather than the number of citations issued) by the police officer to the average, percentage, or number of citations, warnings, points of contact, stops, or arrests issued by any other police officer who has similar job duties. Removes language allowing a municipality to evaluate a police officer based on the police officer's points of contact. Provides that quotas may not be used as a criterion for an officer's demotion or penalization, including unfavorable assignments, transfer, termination, constructive dismissal, promotion, or lack of earning of any benefit, including awarded time off. Defines "quota".

LRB103 38210 AWJ 68344 b

1 AN ACT concerning local government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Illinois Municipal Code is amended by
5 changing Section 11-1-12 as follows:

6 (65 ILCS 5/11-1-12)

7 Sec. 11-1-12. Quotas prohibited. A municipality may not
8 require a quota for a police officer to issue a specific number
9 of citations, warnings, points of contact, stops, or arrests
10 within a designated period of time. This prohibition shall not
11 affect the conditions of any federal or State grants or funds
12 awarded to the municipality and used to fund traffic
13 enforcement programs.

14 A municipality may not, for purposes of evaluating a
15 police officer's job performance, compare the average,
16 percentage, or number of citations, warnings, points of
17 contact, stops, or arrests to be issued on a daily, weekly,
18 monthly, quarterly, or annual basis ~~number of citations~~ issued
19 by the police officer to the average, percentage, or number of
20 citations, warnings, points of contact, stops, or arrests
21 issued by any other police officer who has similar job duties.
22 ~~Nothing in this Section shall prohibit a municipality from~~
23 ~~evaluating a police officer based on the police officer's~~

1 ~~points of contact.~~ For the purposes of this Section, "points
2 of contact" means any quantifiable contact made in the
3 furtherance of the police officer's duties, including, but not
4 limited to, the number of traffic stops completed, arrests,
5 written warnings, and crime prevention measures. Quotas may
6 not be used as a criterion for an officer's demotion or
7 penalization, including unfavorable assignments, transfer,
8 termination, constructive dismissal, promotion, or lack of
9 earning of any benefit, including awarded time off. ~~Points of~~
10 ~~contact shall not include either the issuance of citations or~~
11 ~~the number of citations issued by a police officer.~~

12 As used in this Section, "quota" means a specified
13 average, percentage, or number of citations, warnings, points
14 of contact, stops, or arrests to be issued on a daily, weekly,
15 monthly, quarterly, or annual basis, including using
16 evaluative jargon, such as "benchmarks", "productivity goals",
17 "targets", "performance management", or "objectives".

18 A home rule municipality may not establish requirements
19 for or assess the performance of police officers in a manner
20 inconsistent with this Section. This Section is a denial and
21 limitation of home rule powers and functions under subsection
22 (g) of Section 6 of Article VII of the Illinois Constitution.

23 (Source: P.A. 100-1001, eff. 1-1-19.)