

Tim Touhy
Chairman



Emily E. Fox
Executive Director

ILLINOIS STATE POLICE MERIT BOARD

2023 ANNUAL REPORT

In accordance with 20 ILCS 2610/11.5, the Merit Board reports the following to the Governor and the General Assembly:

DISCIPLINE

The Merit Board terminated 1 Illinois State Police (ISP) officer in 2023. Please see the attached table for a gender and ethnic breakdown.

APPLICANT CERTIFICATION

Applicants for sworn officers of the ISP apply to the Illinois State Police Merit Board to be certified as eligible for appointment to ISP. Upon applying, applicants complete a questionnaire certifying they are:

- at least 21 years old;
- have not been convicted of a felony;
- a citizen of the United States;
- willing to accept assignment anywhere in the State;
- possesses a valid driver's license; and
- has an associate's degree or 60 credit hours from an accredited college or university, or has the required military service.

Applicants who certify they meet the minimum requirements are invited to participate in the Physical Fitness Test (PFIT) and, if they successfully complete the PFIT, written suitability testing. Applicants who fail the PFIT may select a subsequent scheduled PFIT date to reattempt the test. Applicants who fail the written suitability testing may submit a retest request and reattempt the test.

The Merit Board conducts background investigations for applicants who successfully complete the PFIT and written suitability test. The Merit Board initiates background investigations upon on a request from the Illinois State Police to initiate a Cadet Class. When ISP notifies the Merit Board of its intent to initiate a Cadet Class, the Merit Board and ISP develop a schedule to complete the applicant certification process allowing time to conduct background investigations and Oral Interviews prior to the Merit Board certifying applicants, and to allow ISP time to conduct pre-employment medical and psychological examinations of certified applicants who receive a conditional offer of employment.

The ISP conducts background investigations of applicants. The background investigation examines whether the applicant meets the minimum qualifications and develops evidence of the applicant's character and fitness to fulfill the position of an Illinois State Trooper. Merit Board Members and/or executive staff review each background investigation provided by ISP to determine if the applicant will advance to the oral interview. ISP Deputy Directors and Assistant Deputy Directors are available to clarify any necessary portions of the background investigation for the Merit Board.

Applicants who are deemed qualified after the background investigation are invited to participate in Oral Interviews. Interviews are conducted by Merit Board Members and/or executive staff to examine the applicant and clarify any concerns raised in the background investigation. ISP personnel serve as Subject Matter Experts to answer relevant questions from the Board. Applicants also participate in an oral assessment exercise and written exercise at the Oral Interview. Applicants who are deemed qualified at the Oral Interview are certified as eligible for hiring by ISP.

This report documents the data for the reporting year. The components of the application process of each cadet class may span across multiple calendar years. The data in this report does not necessarily include all components for any particular cadet class, but rather those that occurred in the reporting year.

I. PFIT

The Merit Board administered PFITs on a total of 8 days in 2023, on the following dates and locations.

- | | | |
|--------------------------|-------------------------------|-----------------|
| • Saturday, February 4 | Lincoln-Way North High School | Frankfort, IL |
| • Sunday, February 25 | Illinois State Police Academy | Springfield, IL |
| • Saturday, March 4 | Lincoln-Way North High School | Frankfort, IL |
| • Saturday, March 11 | Illinois State Police Academy | Springfield, IL |
| • Saturday, August 5 | Lincoln-Way North High School | Frankfort, IL |
| • Saturday, August 26 | Illinois State Police Academy | Springfield, IL |
| • Saturday, September 30 | Lincoln-Way North High School | Frankfort, IL |
| • Saturday, October 14 | Illinois State Police Academy | Springfield, IL |

1,675 applicants were invited to participate. 335 applicants passed the PFIT and 162 applicants failed the PFIT for a 67% pass rate. 1,178 applicants did not show up or withdrew when invited to the PFIT. Please see the attached table for a gender and ethnic breakdown.

II. Written Suitability Testing

The Merit Board conducted written suitability testing on the same dates and locations as the PFIT for applicants who successfully passed the PFIT.

The Merit Board conducted retesting for applicants who passed the PFIT, but did not achieve the benchmark score on the written suitability test, at the Merit Board office in Springfield, Illinois, on the following dates:

- Wednesday, January 25, 2023
- Wednesday, February 22, 2023
- Tuesday, May 23, 2023
- Tuesday, June 13, 2023
- Wednesday, July 26, 2023
- Wednesday, August 30, 2023

The Merit Board administered a total of 387 written tests. A total of 261 passed the written test and 126 failed the written test for a 67% pass rate. Please see the attached table for a gender and ethnic breakdown.

III. Background Investigation and Oral Interview

The Merit Board initiated 158 background investigations that concluded in 2023. 11 applicants withdrew during the background investigation. 46 applicants were deemed Less Qualified at the background investigation phase of the process. 101 applicants were Qualified following the background investigation and review. The Merit Board invited 101 applicants to participate in Oral Interviews. 16 applicants withdrew prior to the Oral Interview or did not show up to the Oral Interview. 14 applicants were deemed less qualified at the Oral Interview. The Merit Board certified 71 applicants as eligible for hiring by the ISP for the following classes:

- CC143 and CC144: 47
- CC145 and CC146: 24

Please see the attached table for a gender and ethnic breakdown.

PROMOTIONAL CERTIFICATION

The Merit Board administers promotional tests to sworn officers interested in promotion to the next highest rank. The Merit Board administers the test for the rank of Sergeant and Master Sergeant on even numbered years and the test for the rank of Lieutenant and Captain on odd numbered years. The promotional test is two components, a written multiple-choice examination and an oral assessment.

The Merit Board administered 137 promotional tests for the ranks of Lieutenant and Captain in 2023. Please see the attached table for a gender and ethnic breakdown.

ISP performs a performance appraisal each year for each officer participating in the promotional process.

The Merit Board issues promotional certification lists for each rank each year. The Merit Board certifies:

- for the rank of Sergeant and Master Sergeant, one list for each Patrol Troop, Investigation Zone, and administrative assignment;
- for the rank of Lieutenant, one list for each Region; and
- for the rank of Captain, one statewide list.

Each list is ranked on the candidate’s final combined, standardized score consisting of:

- 95% equally weighted
 - written job knowledge test;
 - assessment exercise; and
 - performance appraisal
- 5% seniority in rank

Each list is updated annually. Officers who have been promoted are removed, and the final score is recalculated annually to reflect the officer’s most recent performance appraisal.

The top 65% of each list are certified as qualified for promotion, and the top 10 of each list are equally eligible for promotion.

The Merit Board certified 417 candidates as qualified for promotion in 2023. Please see the attached table for a gender and ethnic breakdown.

STRATEGIES FOR DIVERSITY AND INCLUSION IN TESTING

I. Applicant Testing

The Merit Board will conduct PFIT and written testing in multiple locations across the State to increase access for diverse applicants to ISP.

The Merit Board will work with ISP Recruitment on its Diversity, Equity, and Inclusion goals and the ISP 30x30 initiative to increase the ethnic and gender diversity of the applicant pool.

The Merit Board and ISP will work together to ensure test administrators, interviewers, and assessment raters in the Applicant Certification process represent the geographic, ethnic, and cultural diversity of the State to achieve equity in the process.

II. Promotional Testing

The Merit Board works with ISP personnel to develop the testing tools for promotional testing. The Merit Board will work with ISP to ensure those personnel represent the geographic, ethnic, and cultural diversity of the State to prevent biases in the test development process. The Merit Board utilizes outside assessors from other state police agencies to conduct the assessment exercises. The Merit Board seeks a diverse slate of assessors to ensure fair and equitable assessments of ISP personnel.



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DISCIPLINE

Category	Total		Female		Male		Black or African American Males		Black or African American Female		Hispanic or Latino Males		Hispanic or Latino Females		Asian Males		Asian Females		American Indian or Alaska Native Males		American Indian or Alaska Native Females		Native Hawaiian or other Pacific Islander Males		Native Hawaiian or other Pacific Islander Females		Caucasian Males		Caucasian Females	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
State Police Officers Terminated	1	100%	0	0%	1	100%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1	100%	0	0%



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APPLICANT CERTIFICATION

Category	Total		Female		Male		Black or African American Males		Black or African American Female		Hispanic or Latino Males		Hispanic or Latino Females		Asian Males		Asian Females		American Indian or Alaska Native Males		American Indian or Alaska Native Females		Native Hawaiian or other Pacific Islander Males		Native Hawaiian or other Pacific Islander Females		Caucasian Males		Caucasian Females		Two or More Races Males		Two or More Races Female		Other Male		Other Female	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
PFIT																																						
PFIT Invitations	1675	100%	329	20%	1346	80%	290	17%	124	7%	328	20%	98	6%	47	3%	5	0%	1	0%	1	0%	0	0%	0	0%	640	38%	91	5%	20	1%	5	0%	20	16%	5	4%
PFIT Passed	335	20%	38	11%	297	89%	39	12%	9	3%	77	23%	14	4%	4	1%	1	0%	1	0%	0	0%	0	0%	0	0%	165	49%	14	4%	5	2%	0	0%	6	67%	0	0%
PFIT Failed	162	10%	38	23%	124	77%	25	15%	12	7%	24	15%	11	7%	7	4%	0	0%	0	0%	0	0%	0	0%	0	0%	67	41%	15	9%	1	1%	0	0%	0	0%	0	0%
PFIT Withdraw/No Show	1178	70%	253	21%	925	79%	226	19%	103	9%	227	19%	73	6%	36	3%	4	0%	0	0%	1	0%	0	0%	0	0%	408	35%	62	5%	14	2%	5	1%	14	14%	5	5%
Written Suitability Testing																																						
Written Tests Administered	387	100%	45	12%	342	88%	48	12%	10	3%	89	23%	15	4%	7	2%	1	0%	1	0%	0	0%	0	0%	0	0%	186	48%	19	5%	5	1%	0	0%	6	60%	0	0%
Written Tests Passed	261	67%	27	10%	234	90%	27	10%	6	2%	51	20%	7	3%	4	2%	1	0%	1	0%	0	0%	0	0%	0	0%	142	54%	13	5%	5	2%	0	0%	4	67%	0	0%
Written Tests Failed	126	33%	18	14%	108	86%	21	17%	4	3%	38	30%	8	6%	3	2%	0	0%	0	0%	0	0%	0	0%	0	0%	44	35%	6	5%	0	0%	0	0%	2	50%	0	0%
Background Investigations																																						
Background Investigation Initiated	158	100%	12	8%	146	92%	16	10%	1	1%	31	20%	4	3%	5	3%	0	0%	0	0%	0	0%	0	0%	0	0%	94	59%	7	4%	0	0%	0	0%	0	0%	0	0%
Background Investigation Qualified	101	64%	9	9%	92	91%	6	6%	0	0%	17	17%	3	3%	4	4%	0	0%	0	0%	0	0%	0	0%	0	0%	65	64%	6	6%	0	0%	0	0%	0	0%	0	0%
Background Investigation Less Qualified	46	29%	3	7%	43	93%	10	22%	1	2%	7	15%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	25	54%	1	2%	0	0%	0	0%	0	0%	0	0%
Background Withdraw	11	7%	0	0%	11	100%	0	0%	0	0%	7	64%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	4	36%	0	0%	0	0%	0	0%	0	0%	0	0%
Oral Interviews																																						
Oral Interview Invitations	101	100%	9	9%	92	91%	6	6%	1	1%	18	18%	2	2%	3	3%	0	0%	0	0%	0	0%	0	0%	0	0%	65	64%	6	6%	0	0%	0	0%	0	0%	0	0%
Oral Interview Withdraw/No Show	16	16%	3	19%	13	81%	1	6%	1	6%	4	25%	1	6%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	50%	1	6%	0	0%	0	0%	0	0%	0	0%
Oral Interview Less Qualified	14	14%	2	14%	12	86%	3	21%	0	0%	2	14%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	7	50%	2	14%	0	0%	0	0%	0	0%	0	0%
Applicants Certified	71	70%	4	6%	67	94%	2	3%	0	0%	12	17%	1	1%	3	4%	0	0%	0	0%	0	0%	0	0%	0	0%	50	70%	3	4%	0	0%	0	0%	0	0%	0	0%



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PROMOTIONAL CERTIFICATION

Category	Total		Female		Male		Black or African American Males		Black or African American Female		Hispanic or Latino Males		Hispanic or Latino Females		Asian Males		Asian Females		American Indian or Alaska Native Males		American Indian or Alaska Native Females		Native Hawaiian or other Pacific Islander Males		Native Hawaiian or other Pacific Islander Females		Caucasian Males		Caucasian Females	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Promotional Tests Administered (Testing conducted in 2023: Lieutenant & Captain)	137	100%	24	18%	113	82%	11	8%	4	3%	9	7%	3	2%	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	91	66%	17	12%
Total Candidates Certified for Promotion in 2023 (Includes: Sergeant, Master Sergeant, Lieutenant & Captain)	417	100%	45	11%	372	89%	26	6%	6	1%	28	7%	4	1%	5	1%	2	0%	1	0%	0	0%	0	0%	0	0%	312	75%	33	8%