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Chairman



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Executive Director

## **ILLINOIS STATE POLICE MERIT BOARD**

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### **2024 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 0 Illinois State Police (ISP) officer in the calendar year. 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 ISP 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.

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 calendar 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 10 days in the calendar year, on the following dates and locations.

- |                         |                               |                 |
|-------------------------|-------------------------------|-----------------|
| • Saturday, February 3  | Lincoln-Way North High School | Frankfort, IL   |
| • Sunday, February 24   | Illinois State Police Academy | Springfield, IL |
| • Saturday, March 9     | Lincoln-Way North High School | Frankfort, IL   |
| • Saturday, March 23    | Illinois State Police Academy | Springfield, IL |
| • Tuesday, May 7        | Illinois State Police Academy | Springfield, IL |
| • Wednesday, May 22     | Illinois State Police Academy | Springfield, IL |
| • Saturday, October 5   | Lockport Township High School | Lockport, IL    |
| • Saturday, October 19  | Illinois State Police Academy | Springfield, IL |
| • Saturday, November 2  | Lockport Township High School | Lockport, IL    |
| • Saturday, November 16 | Illinois State Police Academy | Springfield, IL |

3,385 applicants were invited to participate. 797 applicants passed the PFIT and 426 applicants failed the PFIT for a 65% pass rate and a 35% fail rate. 2,162 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:

- Tuesday, April 7
- Wednesday, May 15
- Wednesday, October 2

The Merit Board administered a total of 820 written tests. A total of 652 passed the written test and 168 failed the written test for an 80% pass rate and a 20% fail rate. Please see the attached table for a gender and ethnic breakdown.

### **III. Background Investigation and Oral Interview**

The Merit Board initiated 261 background investigations that concluded in the calendar year. 32 applicants withdrew during the background investigation. 86 applicants were deemed Less Qualified at the background investigation phase of the process. 143 applicants were Qualified following the background investigation and review. The Merit Board invited 261 applicants to participate in Oral Interviews. 27 applicants withdrew prior to the Oral Interview or did not show up to the Oral Interview. 34 applicants were deemed less qualified at the Oral Interview. The Merit Board certified 200 applicants as eligible for hiring by the ISP for the following classes:

- CC147 and CC148: 86
- CC149 and CC150a: 114

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 519 promotional tests for the ranks of Sergeant and Master Sergeant in the calendar year. 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 426 candidates as qualified for promotion in the calendar year. 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.

Beginning in 2024, all Merit Board Members and executive staff participate in the Inclusive Leadership Training offered by the Governor’s Office of Equity.

### **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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**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.	%	No.	%	No.	%
<b>PFIT</b>																																										
PFIT Invitations	3385	100%	607	18%	2778	82%	554	16%	221	7%	527	16%	140	4%	96	3%	6	0%	6	0%	0	0%	0	0%	0	0%	0	0%	0	0%	1485	44%	212	6%	108	3%	24	1%	2	0%	4	0%
PFIT Passed	797	24%	87	11%	710	89%	90	11%	8	1%	125	16%	22	3%	17	2%	1	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	453	57%	54	7%	23	3%	2	0%	0	0%	0	0%
PFIT Failed	426	13%	77	18%	349	82%	75	18%	37	9%	63	15%	21	5%	19	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	183	43%	17	4%	9	2%	2	0%	0	0%	0	0%		
PFIT Withdraw/No Show	2162	64%	443	20%	1719	80%	389	18%	176	8%	339	16%	97	4%	60	3%	5	0%	4	0%	0	0%	0	0%	0	0%	0	0%	0	0%	849	39%	141	7%	76	4%	20	1%	2	0%	4	0%
<b>Written Suitability Testing</b>																																										
Written Tests Administered	820	100%	89	11%	731	89%	92	11%	9	1%	131	16%	22	3%	17	2%	1	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	466	57%	55	7%	23	3%	2	0%	0	0%	0	0%
Written Tests Passed	652	80%	68	10%	584	90%	64	10%	3	0%	96	15%	16	2%	15	2%	1	0%	2	0%	0	0%	0	0%	0	0%	0	0%	0	0%	389	60%	46	7%	18	3%	2	0%	0	0%	0	0%
Written Tests Failed	168	20%	21	13%	147	88%	28	17%	6	4%	35	21%	6	4%	2	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	77	46%	9	5%	5	3%	0	0%	0	0%	0	0%		
<b>Background Investigations</b>																																										
Background Investigation Initiated	261	100%	27	10%	234	90%	26	10%	0	0%	40	15%	7	3%	5	2%	0	0%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	157	60%	20	8%	5	2%	0	0%	0	0%	0	0%
Background Investigation Qualified	143	55%	20	14%	123	86%	9	6%	0	0%	18	13%	6	4%	4	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	90	63%	14	10%	2	2%	0	0%	0	0%	0	0%		
Background Investigation Less Qualified	86	33%	6	7%	80	93%	12	14%	0	0%	20	23%	0	0%	1	1%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	45	52%	6	7%	1	1%	0	0%	0	0%	0	0%		
Background Withdraw	32	12%	1	3%	31	97%	5	16%	0	0%	2	6%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	22	69%	0	0%	2	6%	0	0%	0	0%	0	0%		
<b>Oral Interviews</b>																																										
Oral Interview Invitations	261	100%	32	12%	229	88%	19	7%	1	0%	36	14%	9	3%	5	2%	1	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	167	64%	21	8%	2	1%	0	0%	0	0%	0	0%
Oral Interview Withdraw/No Show	27	10%	4	15%	23	85%	0	0%	1	4%	4	15%	1	4%	1	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	18	67%	2	7%	0	0%	0	0%	0	0%		
Oral Interview Less Qualified	34	13%	4	12%	30	88%	6	18%	0	0%	5	15%	1	3%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	19	56%	2	6%	0	0%	0	0%	0	0%		
Applicants Certified	200	77%	24	12%	176	88%	13	7%	0	0%	27	14%	7	4%	4	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	130	65%	17	9%	2	1%	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 2024: Sergeant & Master Sergeant)	519	100%	59	11%	460	89%	45	9%	10	2%	42	8%	9	2%	6	1%	2	0%	1	0%	0	0%	0	0%	0	0%	0	0%	366	71%	38	7%
Total Candidates Certified for Promotion in 2024 (Includes: Sergeant, Master Sergeant, Lieutenant & Captain)	426	100%	54	13%	372	87%	32	8%	10	2%	28	7%	7	2%	4	1%	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%	307	72%	36	8%