

ILLINOIS STATE POLICE

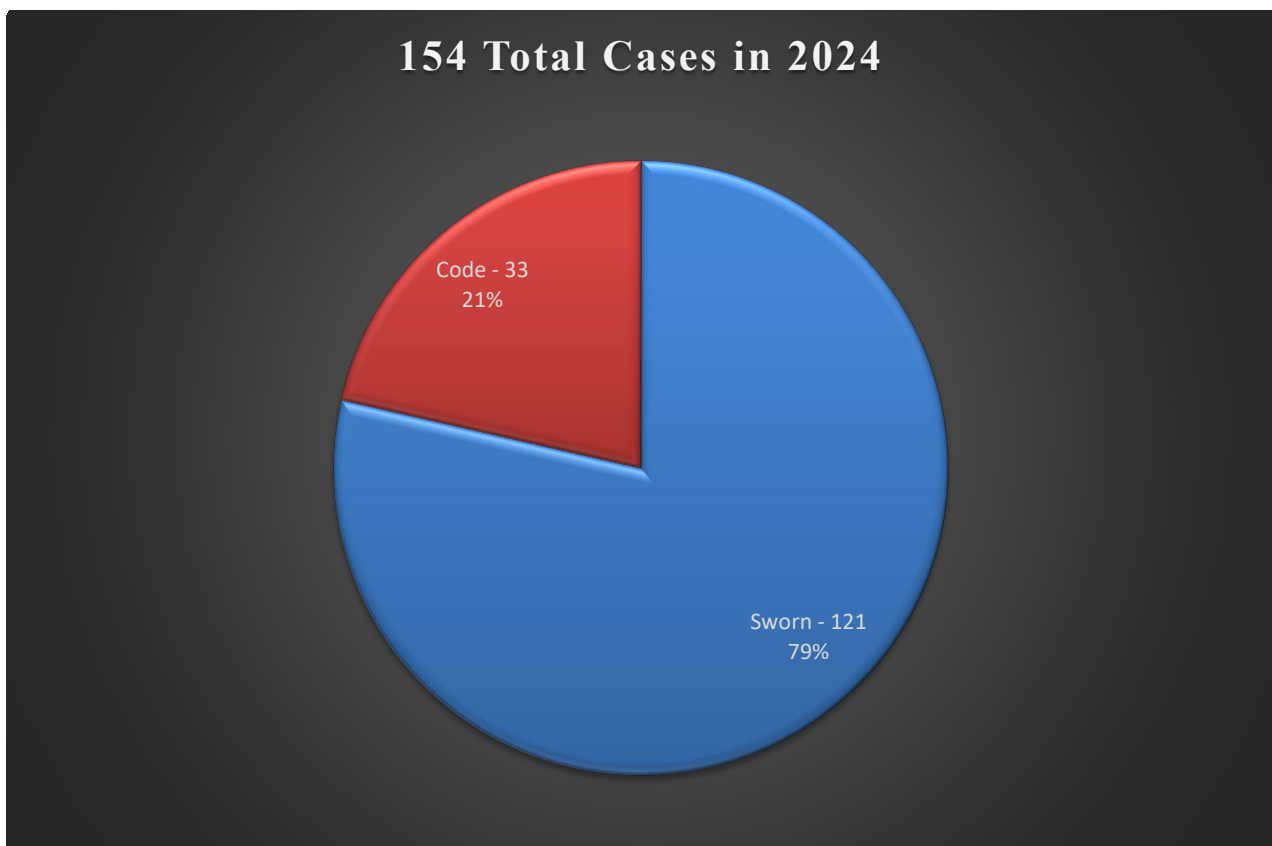


2024 DISCIPLINE REPORT

INTRODUCTION

The Division of Internal Investigation (DII) is responsible for conducting investigations regarding allegations of misconduct by Illinois State Police (ISP) employees both civilian (code) and sworn. In addition, DII investigates allegations of criminal misconduct by any state employee committed during the course of their employment at the request of the Governor. This report will focus solely on misconduct by ISP employees. As part of the ISP Strategic Plan for FY2022-2024, DII developed strategic goals to promote the transparency of the outcomes of these investigations and to attempt to reduce the number of internal employee misconduct through education and training. In working to achieve these goals, DII created the 2024 Discipline Report which summarizes all of the Illinois State Police internal investigative cases from the past year.

In 2024, DII opened 154 internal cases counting all Personal Complaints, Personal Complaint Referrals, and Special Investigations. There were 121 cases on sworn officers and 33 on code employees. Preventable department-issued vehicle crashes were not reported in the total number of cases.

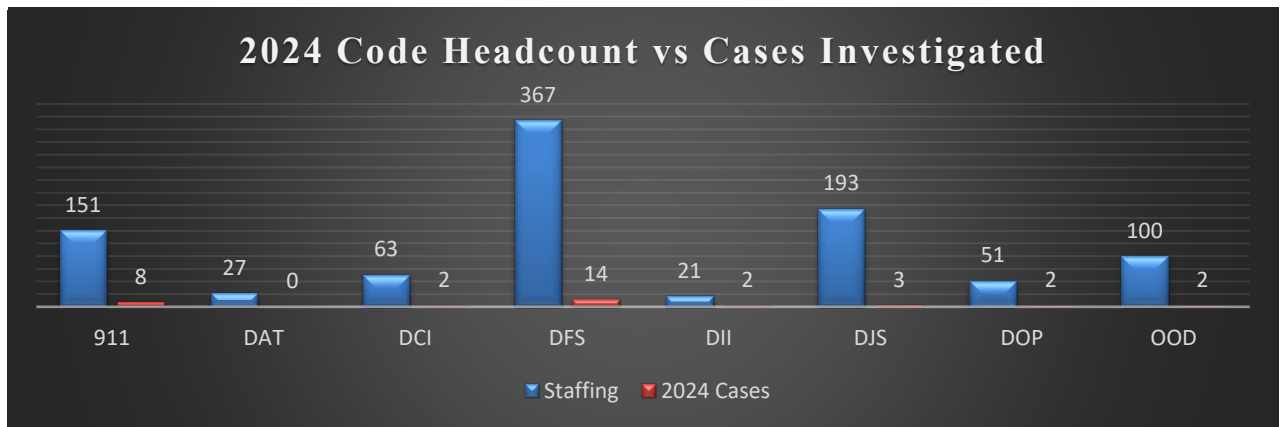


CODE DISCIPLINE CASES

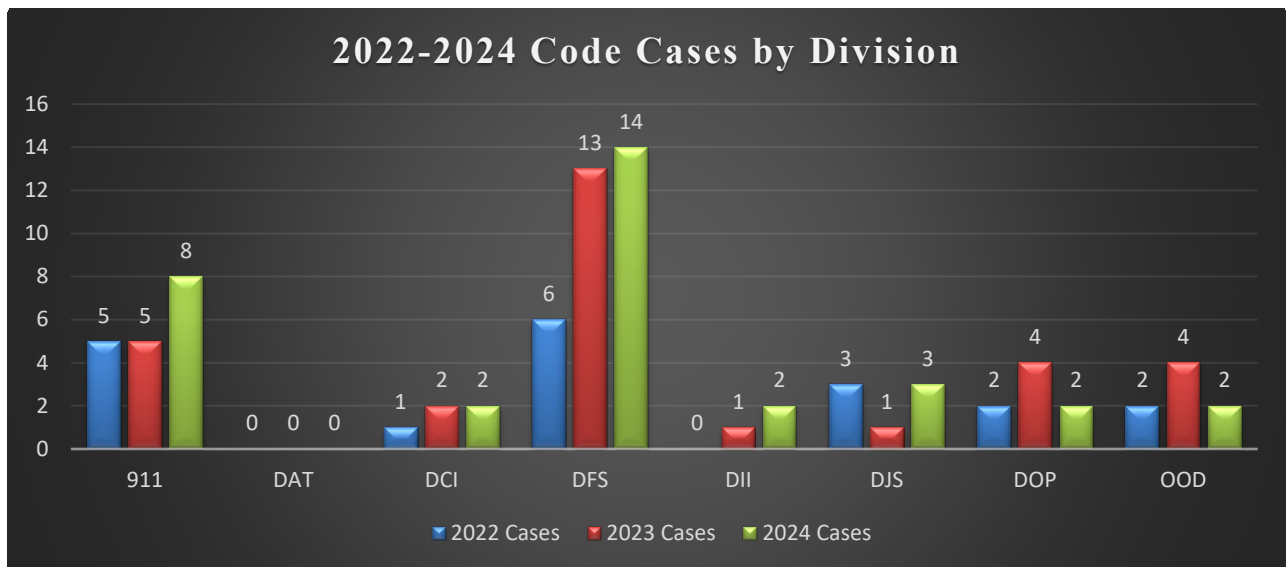
In 2024, there were 33 cases involving 30 code or contractual employees; 20 cases are still active but the remaining 13 cases have been closed. Of the 13 closed cases, one was administratively closed, one was closed as exonerated, one was closed as not sustained, and the 10 remaining cases resulted in 31 sustained policy violations against 10 employees.

2024 ISP Code Cases by Disposition	
Active	20
Administratively Closed	1
Exonerated	1
Not Sustained	1
Sustained	10
Total	33

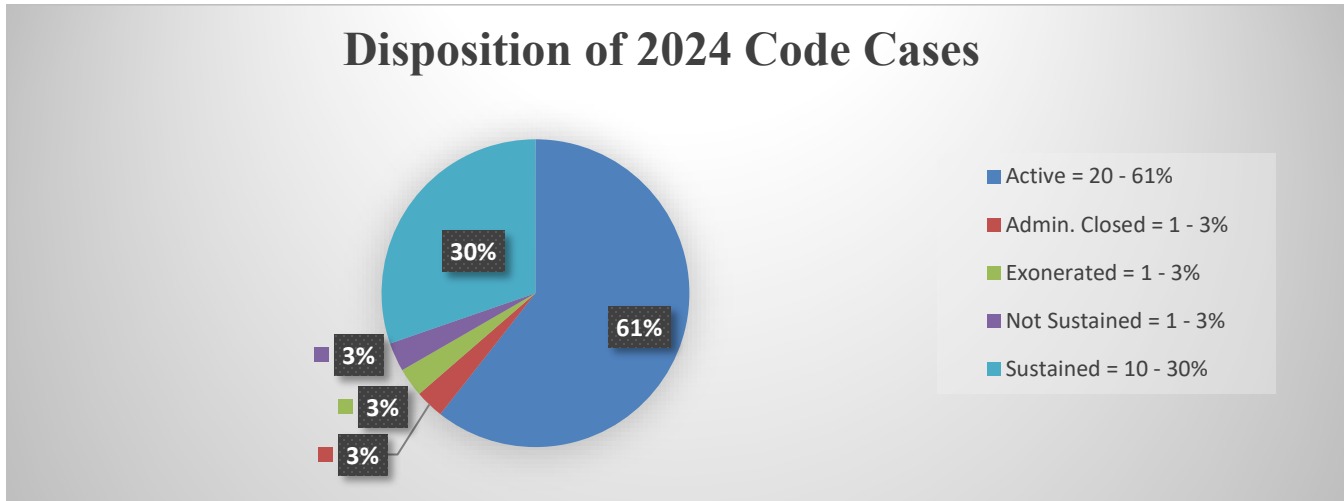
The chart below is a comparison of the number of code cases investigated in 2024 to the number of code employees by division based on the December 2024 headcount.



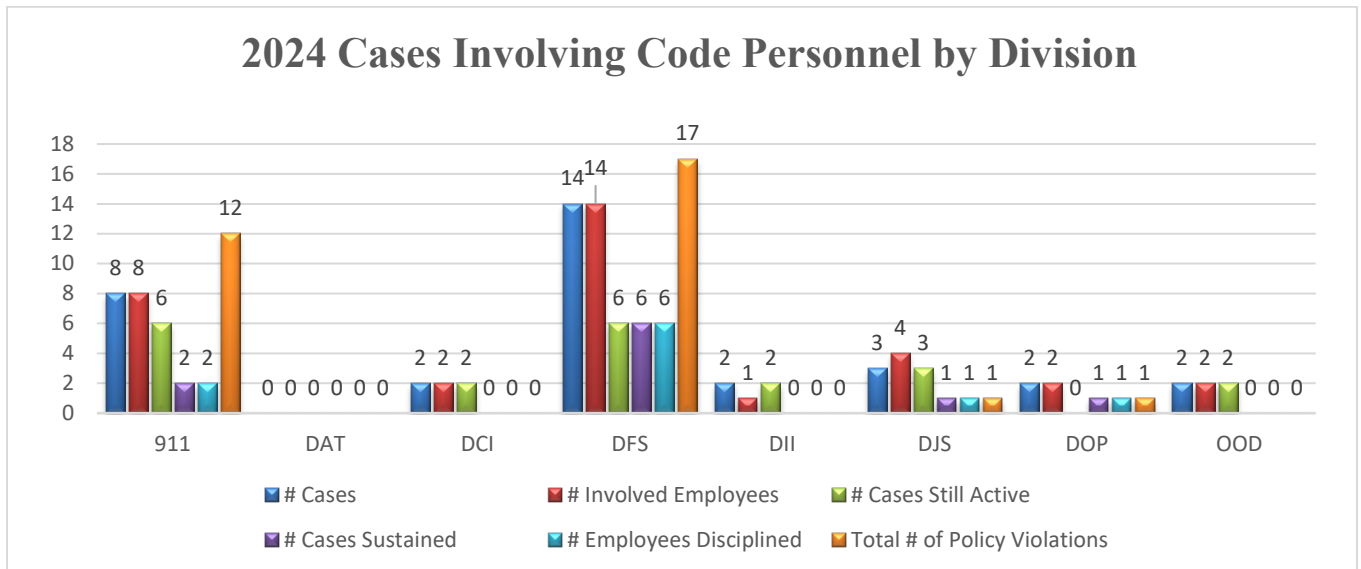
The chart below is a comparison of the total number of code cases by division from 2022 - 2024.



The chart below compares the total 2024 code case dispositions by findings including a percentage.



The chart below is a comparison of 2024 sustained code cases by division.



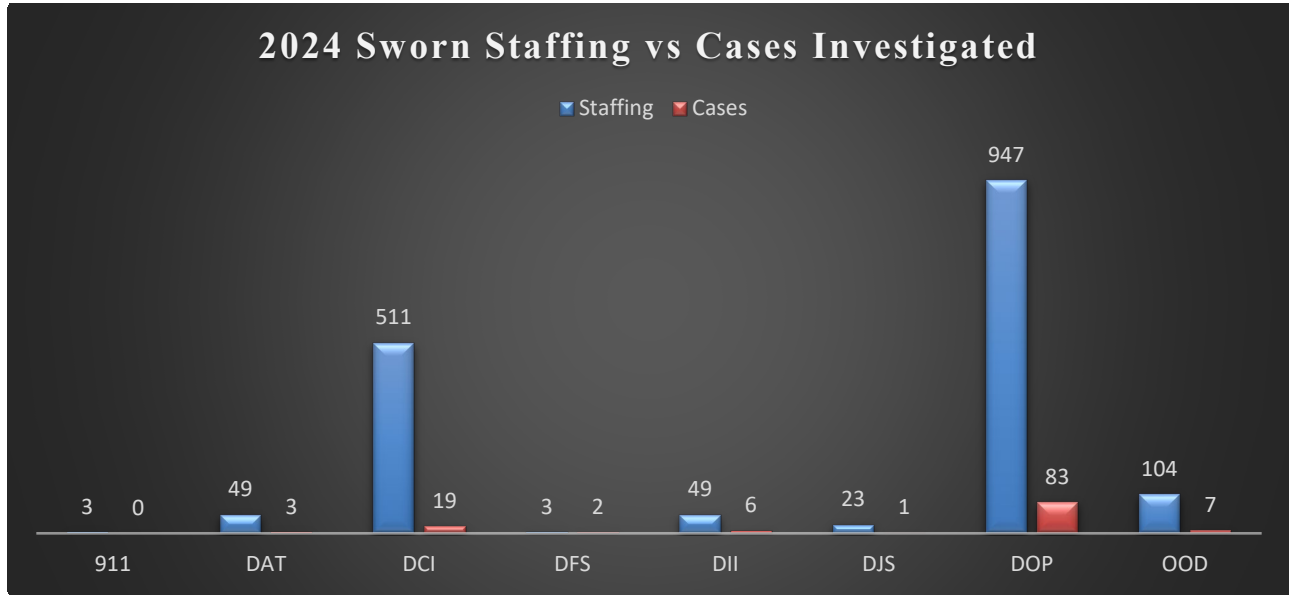
The table below illustrates the level of discipline issued in each sustained code case by division.

2024 Code Discipline	911	DAT	DCI	DFS	DII	DJS	DOP	OOD	Total
Documented Counseling	0	0	0	0	0	1	1	0	2
Letter of Reprimand	0	0	0	4	0	0	0	0	4
1-Day Suspension	0	0	0	1	0	0	0	0	1
2-Day Suspension	1	0	0	0	0	0	0	0	1
10-Day Suspension	0	0	0	1	0	0	0	0	1
Termination	1	0	0	0	0	0	0	0	1
Total	2	0	0	6	0	1	1	0	10

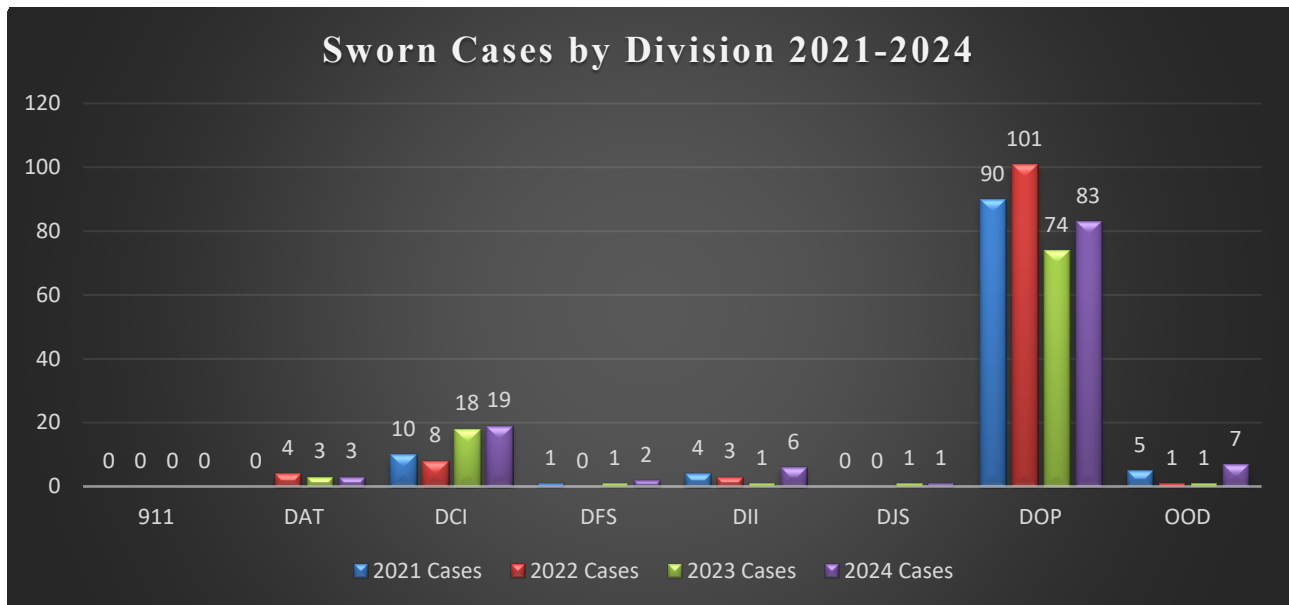
SWORN DISCIPLINE CASES

In 2024, there were 121 cases involving 112 sworn officers. Of the 121 cases, 37 are still active, two of the cases were administratively closed, 16 were exonerated, four were not sustained, and one was unfounded. The remaining 61 cases resulted in 88 violations being sustained against 82 officers.

The chart below is a comparison of the number of sworn cases investigated in 2024 to the number of sworn employees by division, based on the December 2024 headcount.

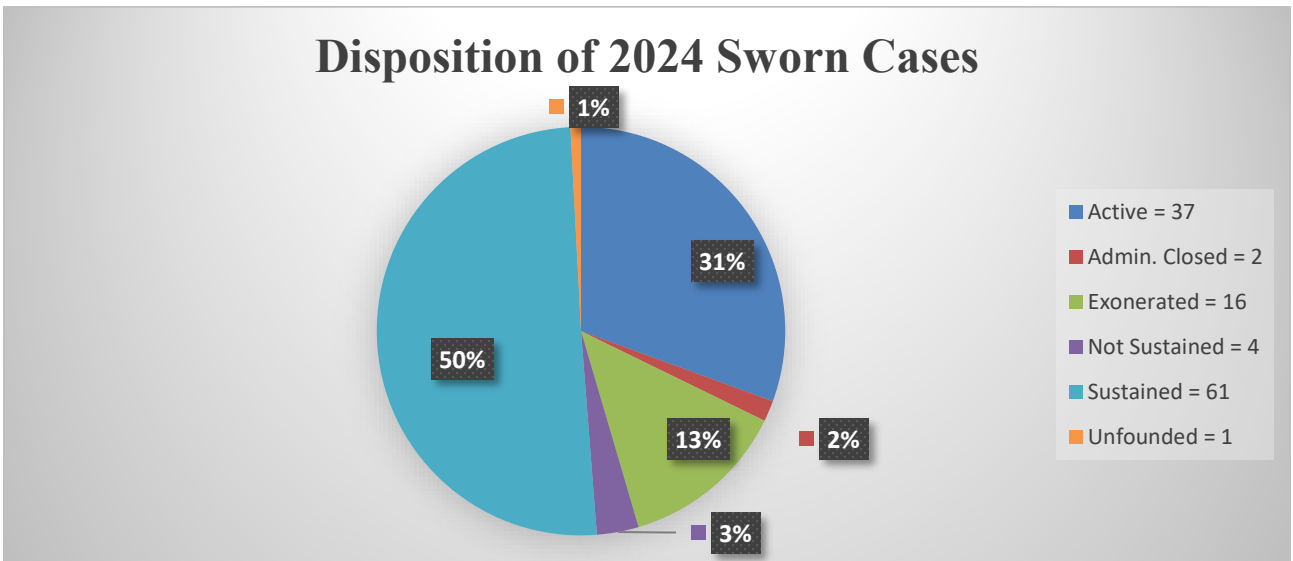


The chart below is a comparison of the total number of sworn cases by division from 2021 - 2024.

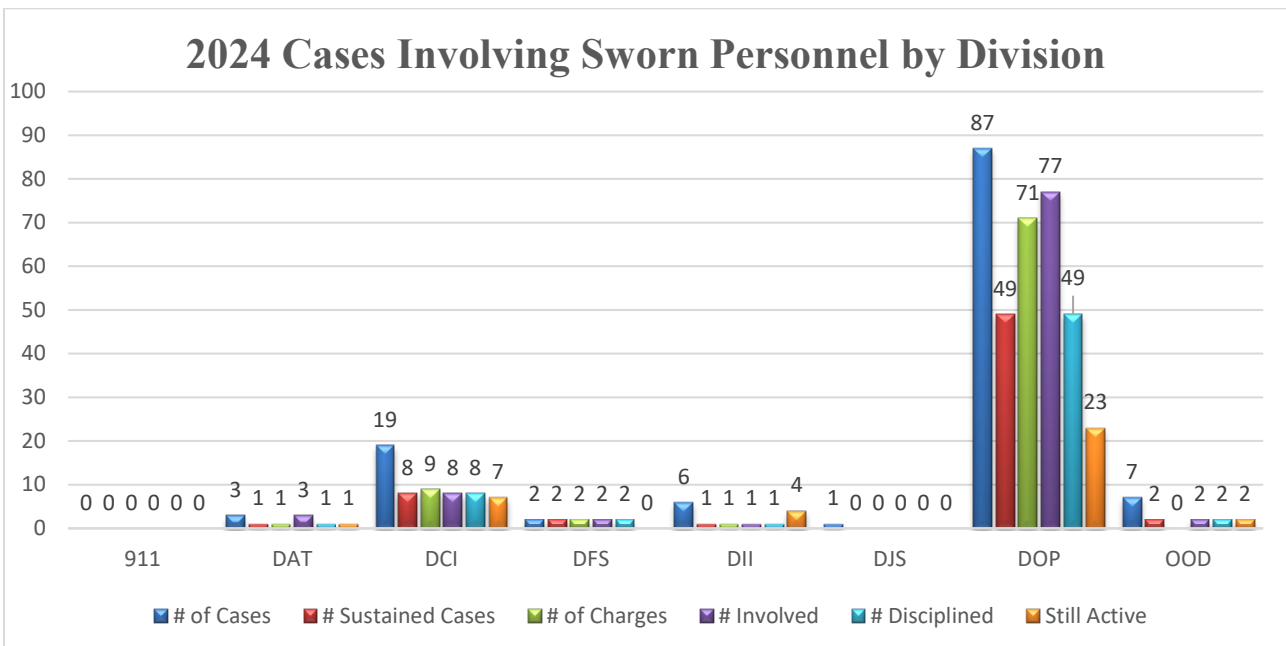


The chart and graph below compare the total 2024 sworn case dispositions by findings. As reported in the graph, 50% of the 2024 sworn cases were sustained, 31% of cases are still in progress (active), and 19% were administratively closed, exonerated, not sustained, or unfounded.

2024 ISP Sworn Cases by Disposition	
Active	37
Administratively Closed	2
Exonerated	16
Not Sustained	4
Sustained	61
Unfounded	1
Total	121



The chart below is a more detailed comparison of all 2024 sworn cases by division.



NON-DOP SWORN CASES

In 2024, all non-Division of Patrol (DOP) cases combined were much lower as compared to DOP. To avoid skewed statistical information, non-DOP cases will be reported separate from DOP. For the year, there was a total of 38 sworn non-DOP cases involving a total of 35 sworn officers, of which 13 cases were sustained, eight cases were exonerated, two cases were not sustained, and 15 are still in progress.

The table below is a comparison of **sustained** non-DOP ROC-002, Rules of Conduct, violations. The rules that were violated are specifically identified in the table below.

Non-DOP Sworn Violations	911	DAT	DCI	DFS	DII	DJS	OOD	Totals
A.1 Uphold the Constitution	0	0	0	0	0	0	0	0
A.7 Conduct Unbecoming	0	0	1	0	0	0	0	1
A.8 Bring Department into Disrepute	0	0	0	0	0	0	1	1
A.12 Unsatisfactory Performance	0	0	4	2	1	0	1	8
A.18 Courteous to the Public	0	0	0	0	0	0	0	0
A.19 Carry/Display Credentials	0	0	3	0	0	0	0	3
A.38 Care of Equipment	0	0	0	0	0	0	0	0
Total	0	0	8	2	1	0	2	13

The table below illustrates the level of discipline issued to non-DOP personnel, compared by rank of the officer receiving the discipline in each sustained case.

2024 Non-DOP Sworn Discipline					Rank			
Discipline	DCI	DFS	DII	OOD	TPR	S/A	MSGT	LT
Documented Oral Reprimand	0	1	0	0	1	0	0	0
Letter of Reprimand	4	1	1	1	2	2	1	2
1-Day Suspension	2	0	0	1	3	0	0	0
2-Day Suspension	1	0	0	0	0	1	0	0
3-Day Suspension	1	0	0	0	1	0	0	0
Total	8	2	1	2	7	3	1	2

Division of Patrol

To avoid statistical overlaps between DOP Commands and Troops, DOP data was reported as a Division as opposed to individual DOP commands in this report. The DOP had the largest contingent of sworn officers with 947 (as of December 2024) and therefore, as expected, had the highest number of cases, with a total of 87 involving 77 officers. 49 of the DOP cases were sustained, 10 cases were exonerated, two cases were not sustained, one case was unfounded, two cases were administratively closed, and 23 are still in progress.

The table below is a comparison of **sustained** DOP ROC-002, Rules of Conduct, violations. The rules that were violated more than once are specifically identified in the table.

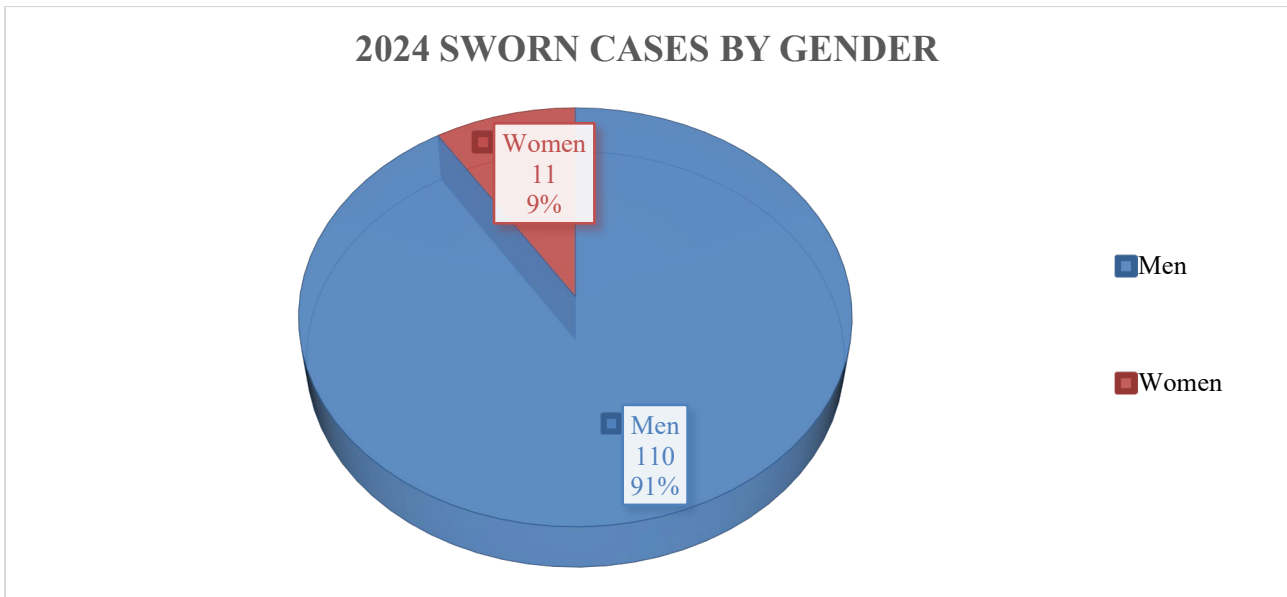
DOP Sworn Violations	Total
A.7. - Conduct Unbecoming	5
A.8. - Bring Department into Disrepute	7
A.9. - Reporting for Duty	8
A.10. - False Report of Illness or Injury	3
A.12. - Unsatisfactory Performance	22
A.19. - Carry and Display of Credentials	12
A.38. - Care of Department Equipment	3
A.39. - Operation of Official Vehicles	2
A.47.g. - Officers will not consume alcoholic beverage, while off-duty to impairment	3
A.65. - Use of Video/Audio Recording Equipment	2
Other Violations	4
Total	71

The table below illustrates the level of discipline issued by DOP and is compared by rank of the officer receiving the discipline in each sustained case.

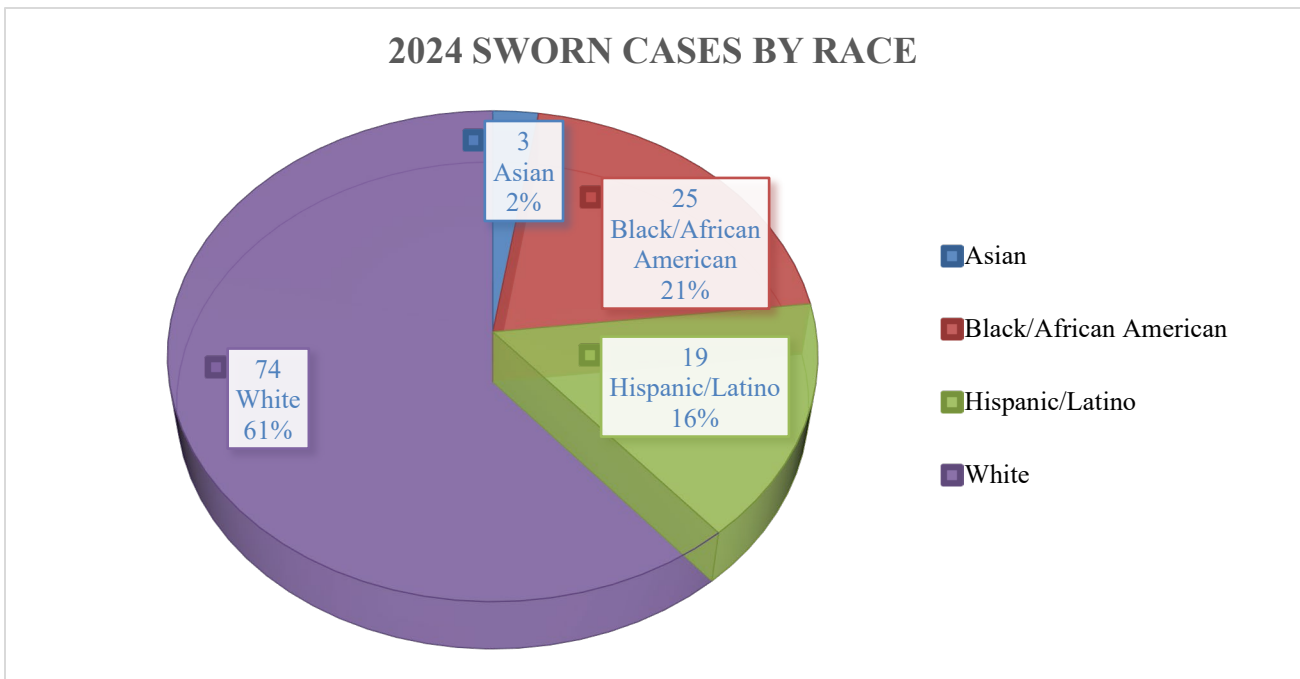
2024 DOP Sworn Discipline		Total by Rank				
Discipline	DOP	TPR	S/A	SGT	MSGT	LT
Documented Oral Reprimand	2	1	0	1	0	0
Letter of Reprimand	19	14	0	3	1	1
1-Day Suspension	12	12	0	0	0	0
2-Day Suspension	9	8	0	0	1	0
4-Day Suspension	2	2	0	0	0	0
5 or more Day Suspension	5	5	0	0	0	0
Total	49	42	0	4	2	1

2024 All Sworn Cases

DII internal sworn cases in 2024 consisted of 91% of complaints being brought against male officers and 9% of complaints being brought against female officers.



DII internal sworn cases in 2024 were comprised of 61% of complaints being brought against white officers, 21% of complaints being brought against Black or African/American officers, 16% of complaints being brought against Hispanic or Latino officers, and 2% of complaints being brought against Asian officers. There were no complaints brought against Native Hawaiian or Other Pacific Islanders.



The below table indicates the number of 2024 sworn allegations by gender. Please note, sworn complaints often contain more than one allegation. The below represents those that appeared more than once. All other sworn allegations were combined under Other Allegations.

<u>2024 Sworn Allegations</u>	Men	Women	Total
Bring Department into Disrepute	10	3	13
Conduct Unbecoming	9	2	11
Conformance to Laws	22	1	23
DUI/Alcohol Issue	3	0	3
Failure to Carry/Secure Credentials	14	0	14
Failure to Obey Orders	1	1	2
False Report of Illness	2	1	3
Fraud	6	2	8
Improper Conduct	2	0	2
Improper Operation of Vehicle	6	1	6
Misuse of Official Position	1	1	2
Obnoxious/Offensive Behavior	0	2	2
Officer Involved Death	4	0	4
Officer Involved Shooting	2	0	2
Racial Profiling	4	0	4
Reporting for Duty	10	0	10
Rudeness	3	0	3
Secondary Employment Violation	4	0	4
Sleeping on Duty	2	0	2
Unauthorized Absence	3	0	3
Unsatisfactory Performance	28	2	30
Use & Care of Department Equipment	9	0	9
Other Allegations	4	0	4
<u>Totals</u>	149	16	165

The below table indicates the number of 2024 sworn allegations by race. Please note, sworn complaints often contain more than one allegation. The below represents those that appeared more than once. All other sworn allegations were combined under Other Allegations.

2024 Sworn Allegations	Asian	Black	Hispanic	White	Total
Bring Department into Disrepute	1	2	1	9	13
Conduct Unbecoming	0	2	1	8	11
Conformance to Laws	0	2	0	21	23
DUI/Alcohol Issue	0	0	0	3	3
Failure to Carry/Secure Credentials	0	2	4	8	14
Failure to Obey Orders	0	2	0	0	2
False Report of Illness	0	0	1	2	3
Fraud	0	7	1	0	8
Improper Conduct	1	0	0	1	2
Improper Operation of Vehicle	0	2	2	3	7
Misuse of Official Position	0	2	0	0	2
Obnoxious/Offensive Behavior	0	0	0	2	2
Officer Involved Death	0	0	0	4	4
Officer Involved Shooting	0	0	0	2	2
Racial Profiling	0	0	1	3	4
Reporting for Duty	0	3	0	7	10
Rudeness	0	0	1	2	3
Secondary Employment Violation	0	0	0	4	4
Sleeping on Duty	0	1	0	1	2
Unauthorized Absence	0	2	1	0	3
Unsatisfactory Performance	2	2	6	20	30
Use & Care of Department Equipment	0	2	3	4	9
Other Allegations	0	1	0	3	4
Totals	4	32	22	107	165

Online Complaints Received

DII received 488 total complaints online. Of those complaints, 128 were against ISP personnel and of those, five resulted in a case being opened.

Merit Board Referrals

In 2024, there were nine cases referred to the Illinois State Police Merit Board. These cases are all still in Active status and will remain as such until the Merit Board has completed their process.

Decertified Officers

In 2024, one ISP officer was decertified.

Conclusions

The DII investigated 33 cases against 30 code employees, 20 of which are still active and 10 were sustained. As of December 2024, there were 973 code employees, which equates to approximately one sustained case for every 97 code employees. Predictably, the Division of Forensic Services, the division that employs the most code employees, had the highest number of cases.

In addition, DII investigated 121 cases against 112 sworn officers, 37 of these cases are still active and 61 were sustained. As of December 2024, there were 1,689 sworn employees, which equates to approximately one sustained case for every 27 sworn employees. Predictably, the Division of Patrol, the division that employs the most sworn employees, had the highest number of cases.

In conclusion, the analyses revealed a small percentage of employees were responsible for a significant percentage of the overall cases. The DII will continue to work with the Office of the Director and the other divisions to assist in identifying at-risk employees so work units can take the appropriate steps to intervene before misconduct occurs.