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ILLINOIS STATE POLICE MERIT BOARD

2025 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 6 days in the calendar year, on the following dates and locations.

- | | | |
|-------------------------|-------------------------------|-----------------|
| • Saturday, May 3 | Lockport Township High School | Lockport, IL |
| • Wednesday, May 14 | Illinois State Police Academy | Springfield, IL |
| • Saturday, May 17 | Illinois State Police Academy | Springfield, IL |
| • Saturday, October 4 | Lockport Township High School | Lockport, IL |
| • Saturday, October 18 | Illinois State Police Academy | Springfield, IL |
| • Wednesday, October 22 | Illinois State Police Academy | Springfield, IL |

1,661 applicants were invited to participate. 437 applicants passed the PFIT and 219 applicants failed the PFIT for a 67% pass rate and a 33% fail rate. 1,005 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 administered a total of 437 written tests. A total of 335 passed the written test and 102 failed the written test for a 77% pass rate and a 23% fail rate. Please see the attached table for a gender and ethnic breakdown.

III. Background Investigation and Oral Interview

The Merit Board initiated 362 background investigations that concluded in the calendar year. 30 applicants withdrew during the background investigation. 113 applicants were deemed Less Qualified at the background investigation phase of the process. 219 applicants were Qualified following the background investigation and review. The Merit Board invited 219 applicants to participate in Oral Interviews. 18 applicants withdrew prior to the Oral Interview or did not show up to the Oral Interview. 35 applicants were deemed less qualified at the Oral Interview. The Merit Board certified 166 applicants as eligible for hiring by the ISP for the following classes:

- CC150b: 76
- CC151: 30
- CC152: 47
- CC153: 13

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 141 promotional tests for the ranks of Lieutenant and Captain 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 397 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.

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, demographic, 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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 Calendar Year 2025
 20 ILCS 2610/11.5



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 2025: Lieutenant & Captain)	141	100%	14	10%	127	90%	9	6%	2	1%	17	12%	3	2%	1	1%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	100	71%	9	6%
Total Candidates Certified for Promotion in 2025 (Includes: Sergeant, Master Sergeant, Lieutenant & Captain)	397	100%	45	11%	352	89%	28	7%	6	2%	27	7%	4	1%	4	1%	1	0%	1	0%	0	0%	0	0%	0	0%	292	74%	34	9%		