



Illinois Law Enforcement Training and Standards Board

JB Pritzker, Governor
Keith Calloway, Executive Director

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MEMORANDUM

TO: Governor JB Pritzker
Members of the Illinois General Assembly

FROM: Keith Calloway, Executive Director

DATE: March 1, 2026

RE: Annual Report – Calendar year 2025
Police Training Act

I am pleased to issue this Annual Report on complaints received by the Illinois Law Enforcement Training & Standards Board (ILETSB) pursuant to Public Act 102-694.

With the implementation of the SAFE-T Act on July 1, 2022, the Board started receiving complaints from agencies, State's Attorneys, and the public. This portion of the legislation added new authority for the Board to initiate discretionary decertification proceedings in six specific instances that must be proven by clear and convincing evidence. The Board may initiate decertification action against an officer based on the following:

1. Committed an act that would constitute a felony or misdemeanor which could serve as basis for automatic decertification, whether or not the law enforcement officer was criminally prosecuted, and whether or not the law enforcement officer's employment was terminated.
2. Exercised excessive use of force.
3. Failed to comply with the officer's duty to intervene, including through acts or omissions.
4. Tampered with a dash camera or body-worn camera or data recorded by a dash camera or body-worn camera or directed another to tamper with or turn off a dash camera or body-worn camera or data recorded by a dash camera or body-worn camera for the purpose of concealing, destroying, or altering potential evidence.
5. Engaging in the following conduct relating to the reporting, investigation, or prosecution of a crime: committed perjury, made a false statement, or knowingly tampered with or fabricated evidence.
6. Engaged in any unprofessional, unethical, deceptive, or deleterious conduct or practice harmful to the public; such conduct or practice need not have resulted in actual injury to any person. As used in this paragraph, the term "unprofessional conduct" shall include any departure from, or failure to conform to, the minimal standards of acceptable and prevailing practice of an officer.

This Annual Report provides summary data on complaints received, investigations initiated, concluded, and pending, along with administrative hearings held and the number of officers decertified in 2025.

ANNUAL REPORT
POLICE TRAINING ACT
OFFICER PROFESSIONAL CONDUCT DATABASE;
TRANSPARENCY, CALENDAR YEAR 2025



This annual report is respectfully submitted to Governor JB Pritzker and to each member of the Illinois General Assembly. The report provides a summary of all complaints received by the Illinois Law Enforcement Training and Standards Board for calendar year 2025. This report serves to meet the requirements of Public Act 102-694 which directs that such report be submitted annually for review by the Governor and General Assembly.

Keith Calloway, Executive Director
Illinois Law Enforcement Training and Standards Board
March 1, 2026



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ANNUAL REPORT ILLINOIS POLICE TRAINING ACT

Data & Analysis for Calendar Year 2025

The Illinois Law Enforcement Training and Standards Board (ILETSB) started receiving complaints on July 1, 2022, as required by Public Act 102-694. In 2025 the Board received 499 complaints.

It is not uncommon for a complaint received to allege more than one type of misconduct or for the allegation to identify more than one officer within the single complaint. In 70 complaints the allegation was made against an entire agency or provided no information on the officer's sex or race. In 76 complaints multiple officers were alleged to have committed misconduct. In total there were 499 complaints submitted; 24 complaints were submitted anonymously, 198 complainants refused to have their identity shared. Of the 499 complaints at year's end, 218 are still under investigation and 281 cases were investigated and closed. Illustrations #1, #2 and #3 provides the breakdown of information on all 499 complaints submitted.

Officers Decertified in 2025 After Given Notice and an Opportunity to Respond

1. **Itsayana Campos (65138515)** last employed by the Chicago Police Department. On May 23, 2024, a judgement of DOMESTIC BATTERY AND AGGRAVATED ASSAULT was entered against Campos in Cook County, cause 2023DV7247701.
2. **Korey M Giles a/k/a Korey J.Z. Giles (65131794)** last employed by Chicago Police Department. On October 10, 2022, a judgement of DOMESTIC BATTERY was entered against Giles in Cook County, cause 22CR1295001.
3. **Mark Garcia (65128168)** last employed by the Glendale Heights Police Department. On September 25, 2024, Garcia pled to THEFT and agreed to a Pre-Trial Diversion Program in DuPage County, cause 24CF1321.
4. **Zondranika S. Williams (65120016)** last employed by the Chicago Police Department. On November 21, 2024, Williams' law enforcement certificate was ordered to be permanently revoked and prohibited from serving as a law enforcement officer in the future, in the Circuit Court of Cook County, cause 24CR0052001.
5. **Keith Randolph (65079024)** last employed by the East St. Louis Police. On March 24, 2025, a judgement of AGGRAVATED ASSAULT was entered against Randolph in St. Clair County, cause 24CF363.

6. **Ravonn Hankins (65155402)** last employed by Illinois State Police. On March 13, 2025, a judgement of THEFT BY DECEPTION (FELONY) was entered against Hankins in Cook County, cause 2024CR0702801.
7. **Anson Paul Fenton (65029006)** last employed by Wayne County Sheriff's Office. On March 31, 2025, Fenton plead guilty to MISAPPLICATION OF PROPERTY FROM FEDERAL FUNDED PROGRAMS, and INTERSTATE TRANSPORTATION OF STOLEN PROPERTY in the United States District Court, Southern District of Illinois, cause 24cr30154.
8. **William Craig Griswold (65036975)** is inactive, last employed by the Monticello Police Department. On March 18, 2025, Griswold plead guilty to TWO COUNTS OF REPRODUCING CHILD PORNOGRAPHY DEPICTING A VICTIM UNDER THE AGE OF 13 in Piatt County, cause 2024-CF-47.
9. **Carter James Meister (65153478)** last employed by the Fairbury Police Department. On April 26, 2024, Meister plead guilty to CRIMINAL SEXUAL ASSAULT/VICTIM 13-17, in Livingston County Court, cause 2023CF367.
10. **Taylor N. Staff (65136590)** last employed by the Springfield Police Department. On April 9, 2025, Staff plead guilty to CRIMINAL SEXUAL ASSAULT & OFFICIAL MISCONDUCT, in Sangamon County Court, cause 2021CF132.
11. **Timothy Schuch (65129973)** last employed by the Waukegan Police Department. On April 15, 2025, Schuch plead guilty to THEFT, in Lake County Court, in cause 2025CF409.
12. **Clayton Joel Hadley (65152254)** last employed by the Springfield Police Department. On April 8, 2025, Hadley plead guilty to POSSESSION OF CANNABIS, (Class 3 Felony) in Sangamon County Court, in cause 2024CF1235.
13. **Steven W. Foulk (65030957)** last employed by Chicago Police Department. On May 19, 2025, a judgement of AGGRAVATED DRIVING UNDER THE INFLUNCE (Class 2 Felony) was entered against Foulk in McHenry County, cause 2021CF565.
14. **Ryan J. Marvel (65061379)** last employed by McHenry County Sheriff's Department. On May 30, 2025, a judgement of OFFICIAL MISCONDUCT (Class 3 Felony) was entered against Marvel in McHenry County, cause 2024CF149.
15. **Eric L. Tabb II (65159670)** last employed by Chicago Police Department. On June 10, 2025, a judgement of AGGRAVATED BATTERY (Class 3 Felony) was entered against Tabb in Cook County, cause 24cr295101.
16. **Dylan Shane Aragon (65160831)** last employed by Mason City Police Department. On June 5, 2025, a judgement of AGGRAVATED CRIMINAL SEXUAL ABUSE was entered against Aragon in Mason County, cause 2023CF43.
17. **William Roland Busse (65012820)** last employed by Joliet Police Department. On June 18, 2025, a judgement of DOMESTIC VIOLENCE was entered against Busse in Will County, cause 2019CM002735.

18. **Ricardo G. Hardy (65118534)** last employed by DuPage County Sheriff's Office. On July 9, 2025, judgements of CUSTODIAL SEXUAL MISCONDUCT AND OFFICIAL MISCONDUCT were entered against Hardy in DuPage County, cause 2023CF1032.
19. **Jeffrey Crocker (65020060)** last employed by Momence Police Department. On June 16, 2025, a judgement of AGGRAVATED ASSAULT (Class A Misdemeanor) was entered against Crocker in Will County, cause 2025CM000353.
20. **Jeffrey Kriv (65053657)** last employed by Chicago Police Department. On September 24, 2025, a judgement of FELONY THEFT was entered against Kriv in Cook County, cause 23CR-0218601.
21. **David P. DeLeon (65129785)**, last employed by Chicago Police Department. On October 14, 2025, a judgement of CRIMINAL SEXUAL ABUSE was entered against DeLeon in Cook County, cause 23CR1001901.
22. **Dante A. Salinas (65120570)** last employed by Waukegan Police Department. On September 26, 2025, a judgement of OFFICIAL MISCONDUCT was entered against Salinas in Lake County, cause 2022CF1427.
23. **Sean P. Grayson (65149298)** last employed by Sangamon County Sheriff's Department. On October 29, 2025, Grayson was found guilty of SECOND-DEGREE MURDER IN Sangamon County Cause 2024CF0909.

Additionally, the Board received 9 requests from officers who sought voluntary decertification.

Summary

In 2025 ILETSB received 499 complaints. 23 police officers were decertified pursuant to the provisions of 50 ILCS 705/6.1 and 9 officers voluntarily requested decertification. The administrative hearing process enacted in the SAFE-T Act in 2021 (P.A. 101-652) continues to be implemented with the development and administration of the hearing processes relating to discretionary decertification, refusal of reactivation appeals, and emergency orders of suspension. 2025 brought tremendous progress towards the implementation of the hearing process for discretionary decertification. The 2025 milestones include:

- Second Notice of Administrative Rules on Hearings was filed on January 22, 2025, with the Secretary of State with significant changes based upon the public input and, after adopting the corrections requested by JCAR, the rules were adopted and effective on April 29, 2025.
- Completed interview and selection processes for Assistant Certification Counsels for both Cook and Sangamon Counties in compliance with the Central Management System and the Office of Executive Inspector General Hiring and Employment Monitoring.
- Annual Training completed by the Certification Review Panel.
- Development of two hearing facilities in Springfield and Chicago.
- Technical updates pushed out for the Officer Portal and the Professional Conduct Database.
- Technical updates pushed out for public complaint forms, and the public officer lookup portal.

- In-house development of Hearing Portal to electronically file Formal Complaints, requests for hearings, and other hearing-related documents and to docket cases.
- Contracts executed with individual Administrative Law Judges in compliance with the Illinois Procurement Code.
- Inter-governmental agreement executed with Central Management System Bureau of Administrative Hearings for additional support and expertise.
- Formal Complaints for decertification filed in the newly developed Hearing Portal and assigned for hearing.
- Refusal of reactivation requests for hearings filed by officers, or their counsel, and assigned for hearing.
- One emergency suspension ended with decertification of officer.

Through the efforts of Governor JB Pritzker, Lieutenant Governor Juliana Stratton, Attorney General Kwame Raoul, the Illinois General Assembly and the Illinois Law Enforcement Training and Standards Board the process for decertification, reactivation and emergency suspension continues to evolve and improve. Please kindly accept the 2025 ILETSB Annual Report on behalf of Director Keith Calloway.

Illustration #1

Complaints Received 50 ILCS 705/9.2(f)	Total
(1) Number received.	499
(2) Number of Investigations Initiated.	499
(3) Number of Investigations Concluded.	281
(4) Number of Investigations pending as of last date of calendar year.	218
(5) The number of hearings held in calendar year 2025.	0
(6) The number of officers decertified in calendar year 2025.	32

Illustration #2

Reported Officer Ethnicity and Gender*									
White		African American		Hispanic		Asian		Native American or Alaska Native	
M	F	M	F	M	F	M	F	M	F
391	42	52	11	31	4	4	0	2	0

*Some complaints were against multiple officers, an entire agency, or otherwise provided no information on the officer's sex or race.

Illustration #3

Types of Complaints Received*	Totals
(1) committed an act that would constitute a felony or misdemeanor which could serve as basis for automatic decertification, whether or not the law enforcement officer was criminally prosecuted, and whether or not the law enforcement officer's employment was terminated	182
(2) exercised excessive use of force	88
(3) failed to comply with the officer's duty to intervene, including through acts or omissions	126
(4) tampered with a dash camera or body-worn camera or data recorded by a dash camera or body-worn camera or directed another to tamper with or turn off a dash camera or body-worn camera or data recorded by a dash camera or body-worn camera for the purpose of concealing, destroying or altering potential evidence	66
(5) engaging in the following conduct relating to the reporting, investigation, or prosecution of a crime: committed perjury, made a false statement, or knowingly tampered with or fabricated evidence	273
(6) engaged in any unprofessional, unethical, deceptive, or deleterious conduct or practice harmful to the public; such conduct or practice need not have resulted in actual injury to any person. As used in this paragraph, the term "unprofessional conduct" shall include any departure from, or failure to conform to, the minimal standards of acceptable and prevailing practice of an officer	192
Not Applicable	21

*Some complaints received alleged more than one type of violation, while others noted that no applicable statutory violation occurred.

APPENDIX A

LOCAL GOVERNMENT

(50 ILCS 720/9.2 Police Training Act; Officer Professional Conduct Database)

(a) All law enforcement agencies and the Illinois State Police shall notify the Board of any final determination of a willful violation of department, agency, or the Illinois State Police policy, official misconduct, or violation of law within 10 days when:

(1) the determination leads to a suspension of at least 10 days;

(2) any infraction that would trigger an official or formal investigation under a law enforcement agency or the Illinois State Police policy;

(3) there is an allegation of misconduct or regarding truthfulness as to a material fact, bias, or integrity; or

(4) the officer resigns or retires during the course of an investigation and the officer has been served notice that the officer is under investigation.

Agencies and the Illinois State Police may report to the Board any conduct they deem appropriate to disseminate to another law enforcement agency regarding a law enforcement officer.

The agency or the Illinois State Police shall report to the Board within 10 days of a final determination and final exhaustion of any administrative appeal, or the law enforcement officer's resignation or retirement, and shall provide information regarding the nature of the violation. This notification shall not necessarily trigger certification review.

A law enforcement agency and the Illinois State Police shall be immune from liability for a disclosure made as described in this subsection, unless the disclosure would constitute intentional misrepresentation or gross negligence.

(b) Within 14 days after receiving notification from a law enforcement agency or the Illinois State Police, the Board must notify the law enforcement officer of the report and the officer's right to provide a statement regarding the reported violation. The law enforcement officer shall have 14 days from receiving notice to provide a written objection contesting information included in the agency's report. The objection must be filed with the Board on a form prescribed by the Board and a copy must be served on the law enforcement agency. The objection shall remain in the database with the reported violation.

(c) The Board shall maintain a database readily available to any chief administrative officer, or the officer's designee, of a law enforcement agency and the Illinois State Police that shall show for each law enforcement officer: (i) dates of certification, decertification, and inactive status; (ii) each sustained instance of departmental misconduct that lead to a suspension at least 10 days or any infraction that would trigger an official or formal investigation under the law enforcement agency policy, any allegation of misconduct regarding truthfulness as to a material fact, bias, or integrity, or any other reported violation, the nature of the violation, the reason for the final decision of discharge or dismissal, and any statement provided by the officer; (iii) date of separation from employment from any local or state law enforcement agency; (iv) the reason for separation from employment, including, but not limited to: whether the separation was based on misconduct or occurred while the law enforcement agency was conducting an investigation of the certified individual for a violation of

an employing agency's rules, policy or procedure or other misconduct or improper action.

(1) This database shall also be accessible to the State's Attorney of any county in this State and the Attorney General for the purpose of complying with obligations under *Brady v. Maryland* (373 U.S. 83) or *Giglio v. United States* (405 U.S. 150). This database shall also be accessible to the chief administrative officer of any law enforcement agency for the purposes of hiring law enforcement officers. This database shall not be accessible to anyone not listed in this subsection.

(2) Before a law enforcement agency may appoint a law enforcement officer or a person seeking a certification as a law enforcement officer in this State, the chief administrative officer or designee must check the Officer Professional Conduct Database, contact each person's previous law enforcement employers, and document the contact. This documentation must be available for review by the Board for a minimum of five years after the law enforcement officer's termination, retirement, resignation or separation with that agency.

(3) The database, documents, materials, or other information in the possession or control of the Board that are obtained by or disclosed to the Board under this subsection shall be confidential by law and privileged, shall not be subject to subpoena, and shall not be subject to discovery or admissible in evidence in any private civil action when sought from the Board. However, the Board is authorized to use such documents, materials, or other information in furtherance of any regulatory or legal action brought as part of the Board's official duties. The Board shall not disclose the database or make such documents, materials, or other information it has obtained or that has been disclosed to it to the public. Neither the Board nor any person who received documents, materials or other information shared under this subsection shall be required to testify in any private civil action concerning the database or any confidential documents, materials, or information subject to this subsection.

(d) The Board shall maintain a searchable database of law enforcement officers accessible to the public that shall include: (i) the law enforcement officer's employing agency; (ii) the date of the officer's initial certification and the officer's current certification status; and (iii) any sustained complaint of misconduct that resulted in decertification and the date thereof; provided, however, that information shall not be included in the database that would allow the public to ascertain the home address of an officer or another person; provided further, that information regarding an officer's or another person's family member shall not be included in the database. The Board shall make the database publicly available on its website.

(e) The Board shall maintain a searchable database of all completed investigations against law enforcement officers related to decertification. The database shall identify each law enforcement officer by a confidential and anonymous number and include: (i) the law enforcement officer's employing agency; (ii) the date of the incident referenced in the complaint; (iii) the location of the incident; (iv) the race and ethnicity of each officer involved in the incident; (v) the age, gender, race and ethnicity of each person involved in the incident, if known; (vi) whether a person in the complaint, including a law enforcement officer, was injured, received emergency medical care, was hospitalized or died as a result of the incident; (vii) the law enforcement agency or other entity assigned to conduct an investigation of the incident; (viii) when the investigation was completed; (ix) whether the complaint was sustained; and (x) the type of misconduct investigated; provided, however, that the Board shall redact or withhold such information as necessary to prevent the disclosure of the identity of an officer. The Board shall make the database publicly available on its website.

(e-1) An investigation is complete when the investigation has either been terminated or the decertification action, including the administrative review process, has been completed, whichever is later.

(e-2) At any time, a law enforcement officer shall have access to the law enforcement officer's own records on file with the Board, as it pertains to the databases in this Section.

(f) Annual report. The Board shall submit an annual report to the Governor, Attorney General, President and Minority Leader of the Senate, and the Speaker and Minority Leader of the House of Representatives on or before March 1, 2023, and every year thereafter indicating:

(1) the number of complaints received in the preceding calendar year, including but not limited to the race, gender, and type of discretionary decertification complaints received;

(2) the number of investigations initiated in the preceding calendar year since the date of the last report;

(3) the number of investigations concluded in the preceding calendar year;

(4) the number of investigations pending as of the last date of the preceding calendar year;

(5) the number of hearings held in the preceding calendar year; and

(6) the number of officers decertified in the preceding calendar year.

The annual report shall be publicly available on the website of the Board.

(g) Nothing in this Section shall exempt a law enforcement agency from which the Board has obtained data, documents, materials, or other information or that has disclosed data, documents, materials, or other information to the Board from disclosing public records in accordance with the Freedom of Information Act.

(h) Notwithstanding any provision of law to the contrary, the changes made to this Section by this amendatory Act of the 102nd General Assembly and Public Act 101-652 take effect July 1, 2022.

(Source: P.A. 101-652, eff. 1-1-22; 102-694, eff. 1-7-22.)