

# ILLINOIS STATE POLICE

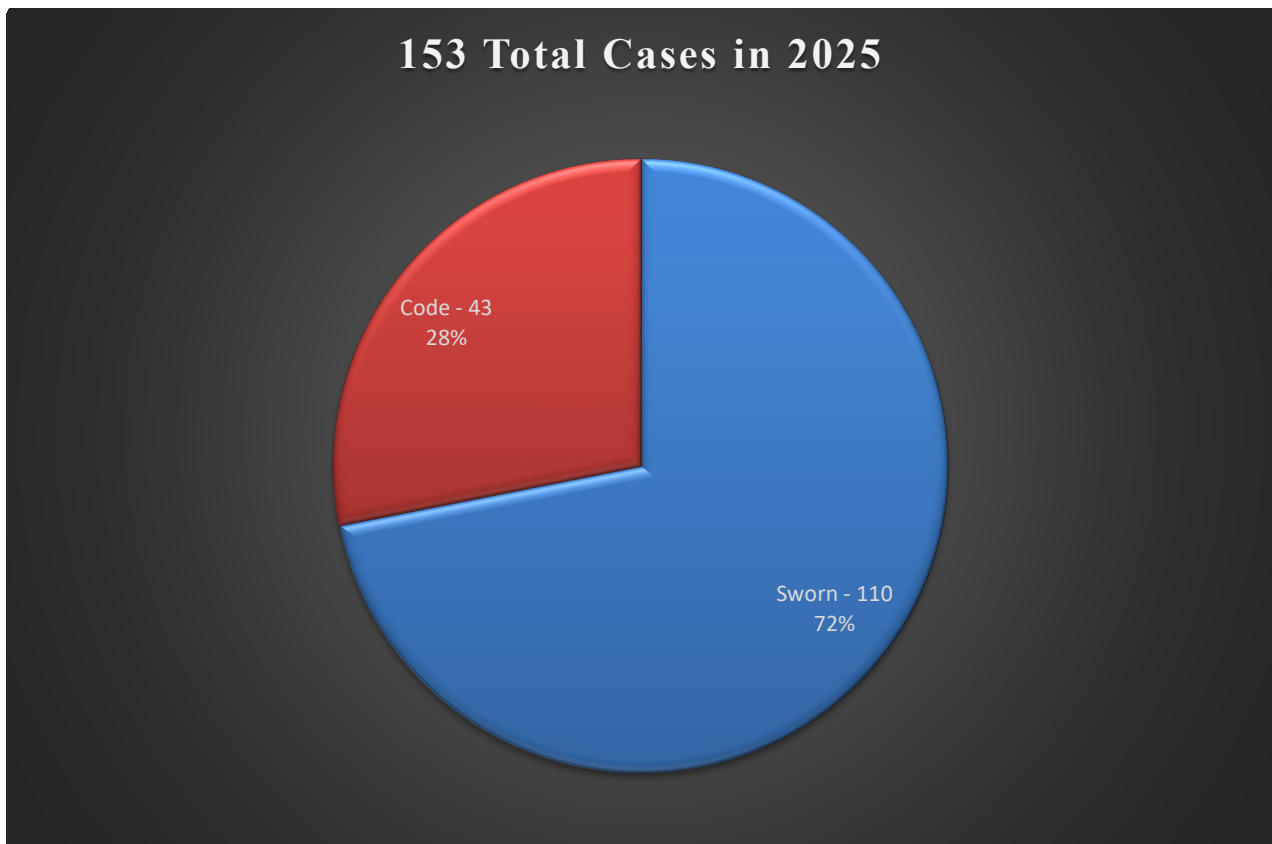


## 2025 DISCIPLINE REPORT

## 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 FY2022-2025, DII developed strategic goals to promote the transparency of the outcomes of these investigations and to attempt to reduce employee misconduct through education and training. In working to achieve these goals, DII completed the 2025 Discipline Report which summarizes all of the Illinois State Police internal investigative cases from the past year.

In 2025, DII opened 153 internal cases counting all Personal Complaints, Personal Complaint Referrals, and Special Investigations. There were 110 cases (48 PC, 57 PCR, 5 SI) on sworn officers and 43 cases (20 PC and 23 PCR) on code employees. Preventable department-issued vehicle crashes were not reported in the total number of cases.

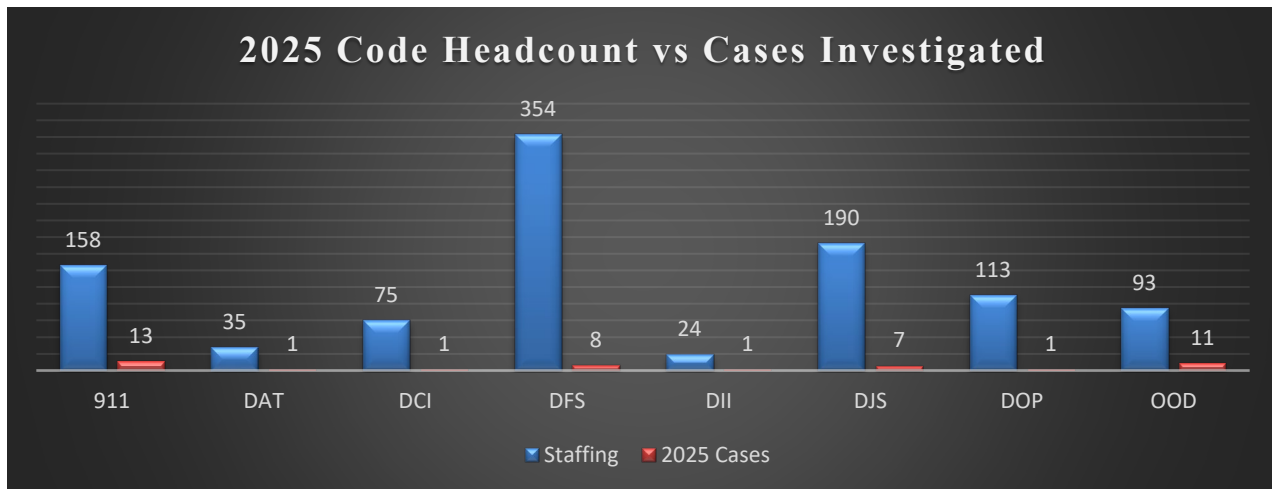


**CODE DISCIPLINE CASES**

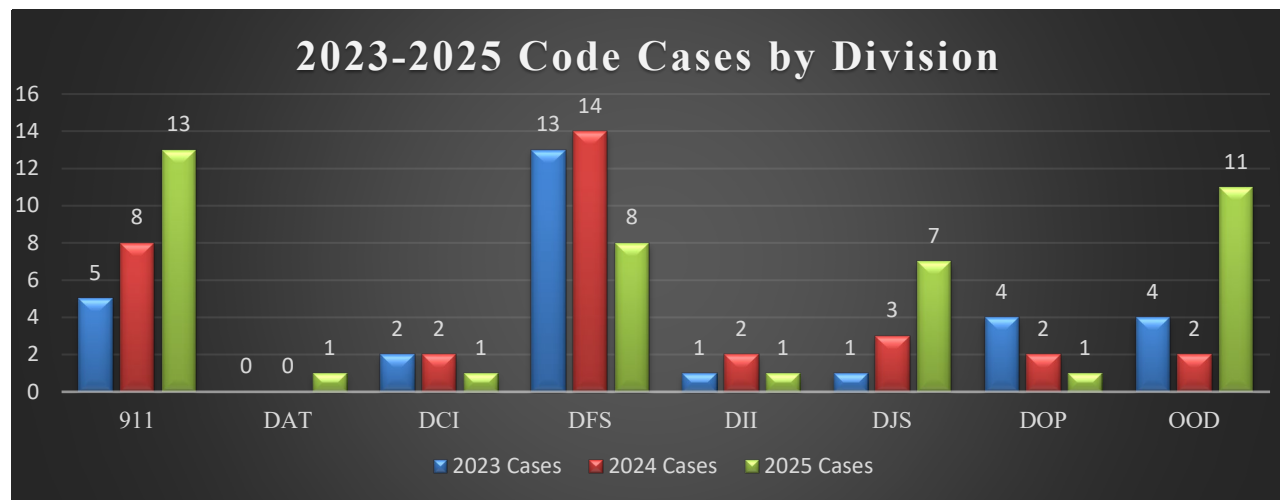
In 2025, there were 43 cases involving 38 code employees; 22 cases are still active, but the remaining 21 cases have been closed. Of the 21 closed cases, two were administratively closed, one was closed as not sustained, and 18 were cases were closed at sustained, which resulted in 46 policy violations against 14 employees.

2025 ISP Code Cases by Disposition	
Active	22
Administratively Closed	2
Not Sustained	1
Sustained	18
<b>Total</b>	<b>43</b>

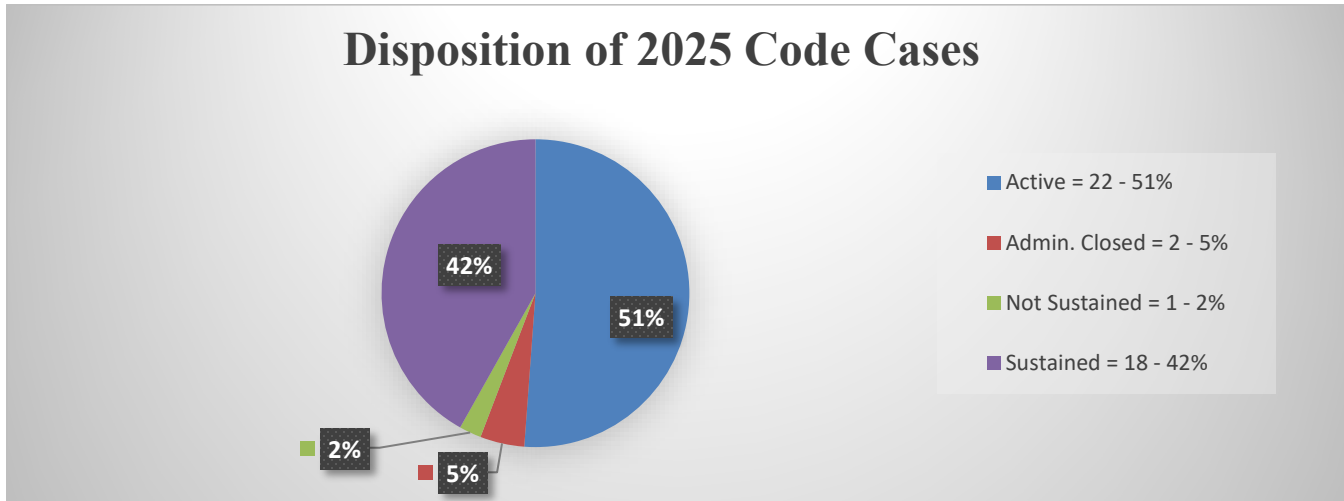
The chart below is a comparison of the number of code cases investigated in 2025 to the number of code employees by division based on the December 2025 headcount.



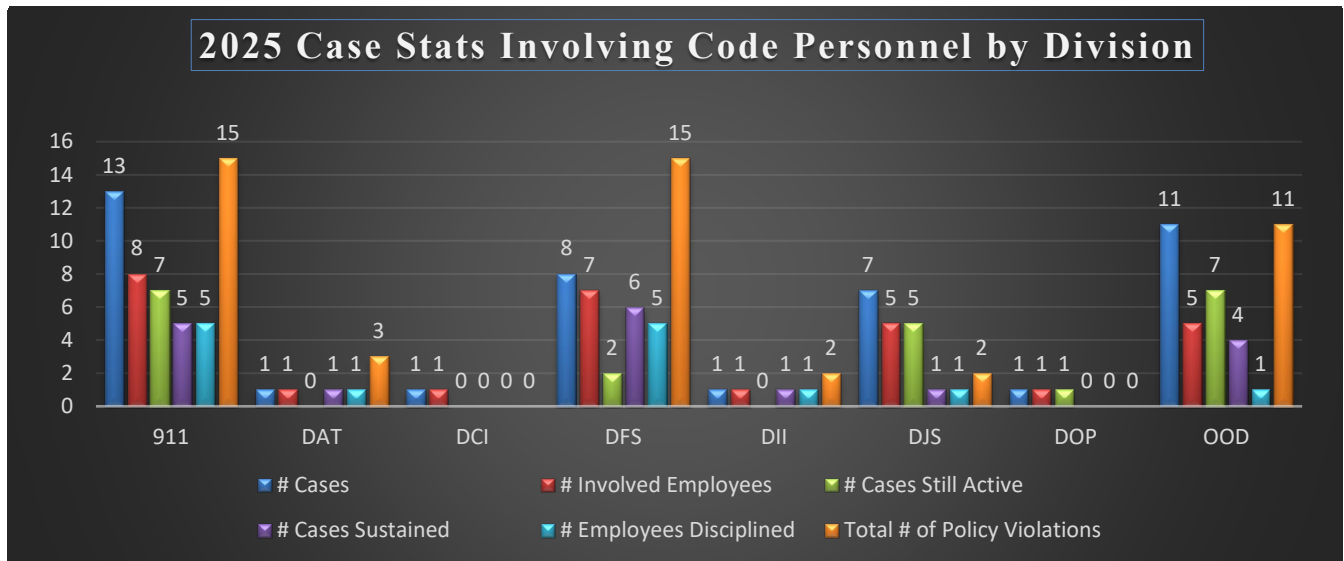
The chart below is a comparison of the total number of code cases by division from 2023 - 2025.



The chart below compares the total 2025 code case dispositions by findings including a percentage.



The chart below is a comparison of 2025 sustained code case statistics by division.



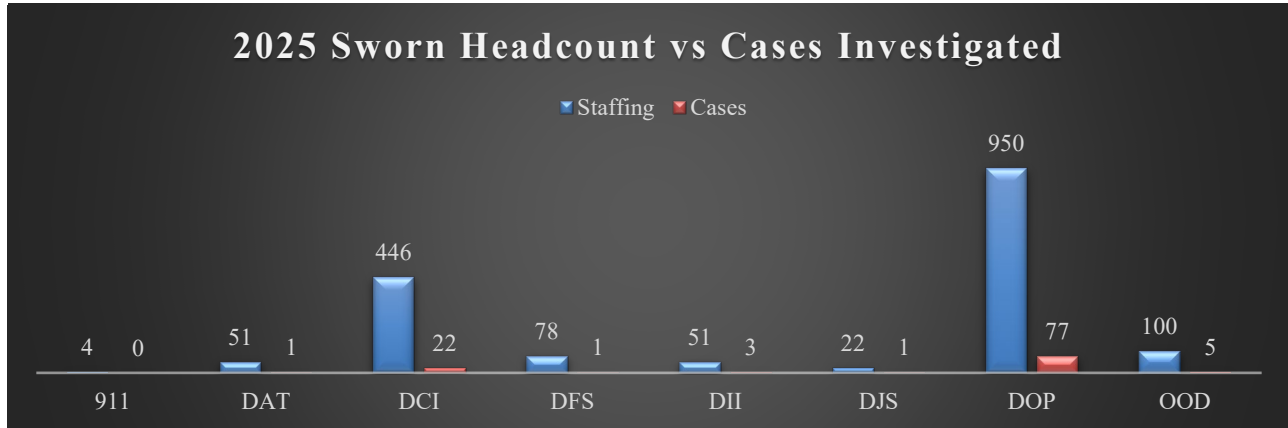
The table below illustrates the level of discipline issued in each sustained code case by division.

2025 ISP Code Sustained Case Stats									
Discipline	911	DAT	DCI	DFS	DII	DJS	DOP	OOD	Total
Letter of Reprimand	1	0	0	2	1	1	0	1	6
Oral Reprimand	1	0	0	0	0	0	0	0	1
1-Day Suspension	2	0	0	0	0	0	0	0	2
5-Day Suspension	1	0	0	0	0	0	0	0	1
7-Day Suspension	0	0	0	0	0	0	0	3	3
10-Day Suspension	0	0	0	1	0	0	0	0	1
30-Day Suspension	0	1	0	0	0	0	0	0	1
Suspension Pending Discharge	0	0	0	2	0	0	0	0	2
Resigned	0	0	0	1	0	0	0	0	1
<b>Total</b>	<b>5</b>	<b>1</b>	<b>0</b>	<b>6</b>	<b>1</b>	<b>1</b>	<b>0</b>	<b>4</b>	<b>18</b>

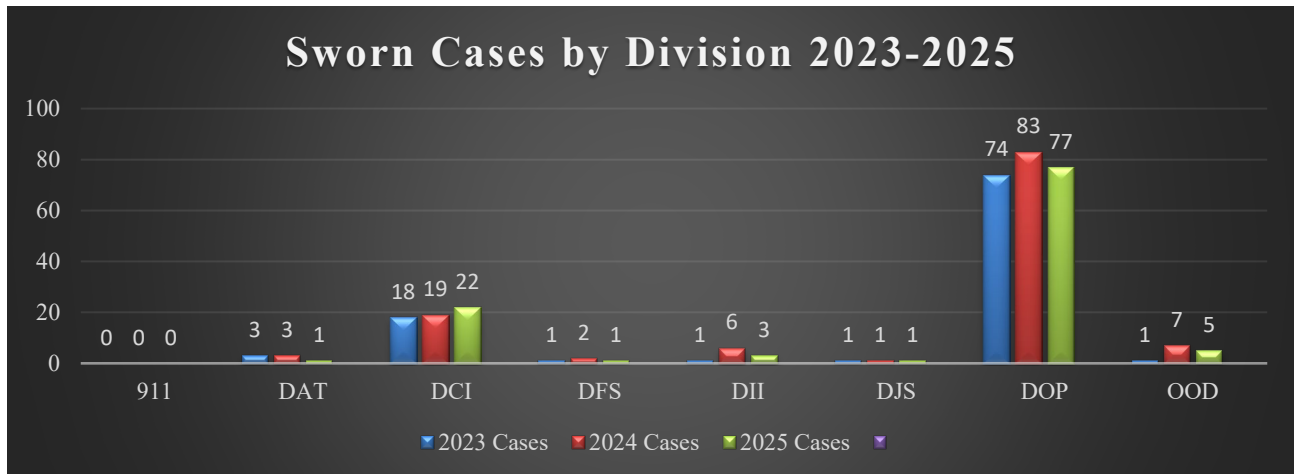
**SWORN DISCIPLINE CASES**

In 2025, there were 110 cases involving 104 sworn officers. Of the 110 cases, 45 are still active, two of the cases were administratively closed, four were exonerated, and six were not sustained. The remaining 53 cases resulted in 75 violations being sustained against 49 officers.

The chart below is a comparison of the number of sworn cases investigated in 2025 to the number of sworn employees by division, based on the December 2025 headcount.



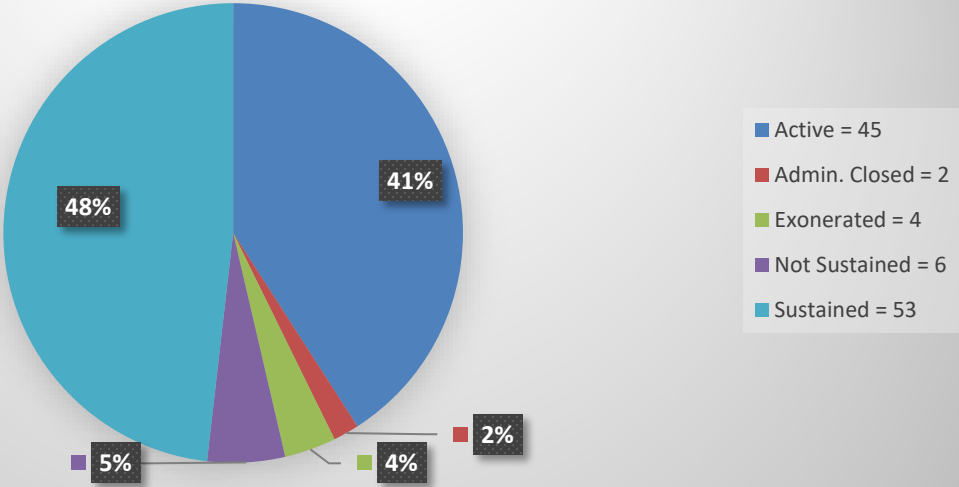
The chart below is a comparison of the total number of sworn cases by division from 2023 - 2025.



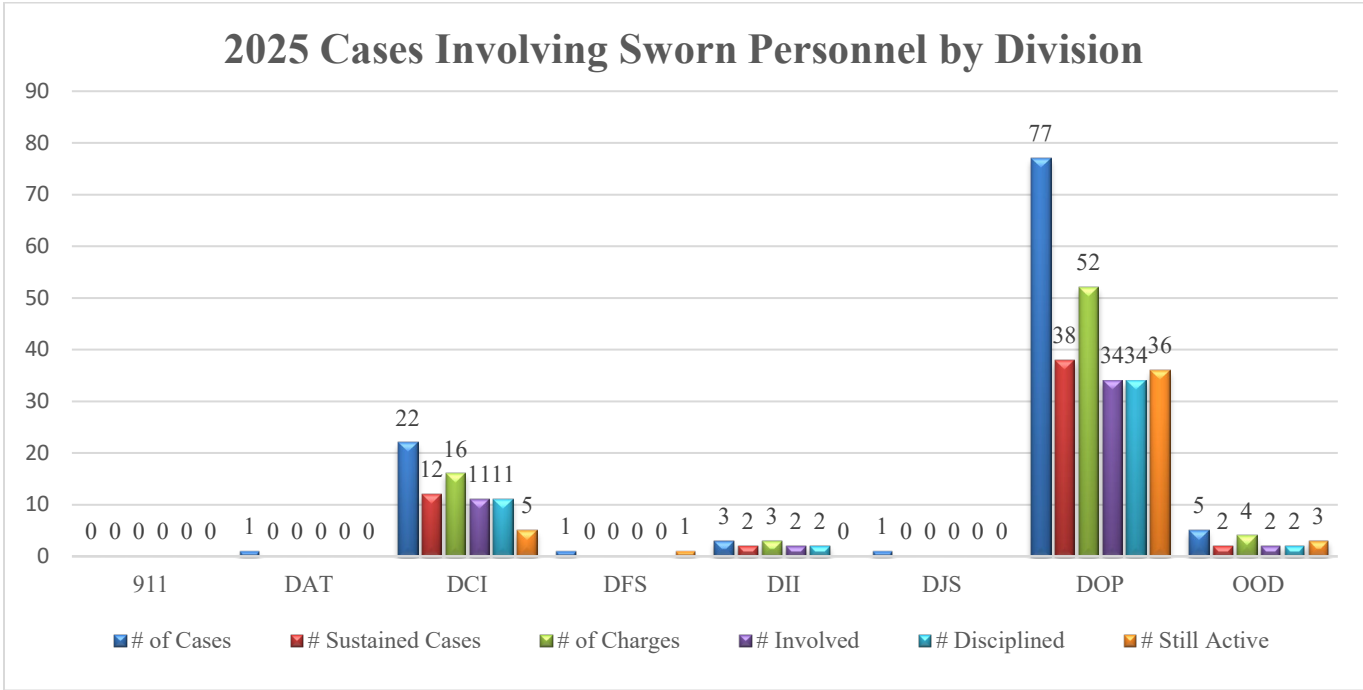
The chart and graph below compare the total 2025 sworn case dispositions by findings. As reported in the graph, 48% of the 2025 sworn cases were sustained, 41% of cases are still in progress (active), and 11% were administratively closed, exonerated, or not sustained.

2025 ISP Sworn Cases by Disposition	
Active	45
Administratively Closed	2
Exonerated	4
Not Sustained	6
Sustained	53
<b>Total</b>	<b>110</b>

# Disposition of 2025 Sworn Cases



The chart below is a more detailed comparison of all 2025 sworn cases by division.



## NON-DOP SWORN CASES

In 2025, all non-Division of Patrol (DOP) cases combined were much lower as compared to DOP cases. To avoid skewed statistical information, non-DOP cases will be reported separate from DOP cases. For the year, there was a total of 33 sworn non-DOP cases involving a total of 33 sworn officers, of which 15 cases were sustained with 22 total charges, one case was administratively closed, three cases were exonerated, five cases were not sustained, and nine are active (still in progress).

The table below is a comparison of **sustained** non-DOP ROC-002, Rules of Conduct, violations by division. 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.4 Obey Superior's Orders	0	0	2	0	1	0	0	3
A.7 Conduct Unbecoming	0	0	1	0	2	0	0	3
A.8 Bring Department into Disrepute	0	0	1	0	0	0	0	1
A.12 Unsatisfactory Performance	0	0	5	0	0	0	1	6
A.19 Carry/Display Credentials	0	0	3	0	0	0	1	4
A.24 Publicly Criticize the Department	0	0	1	0	0	0	0	1
A.34 Mishandling of Evidence	0	0	1	0	0	0	0	1
A.38 Care of Equipment	0	0	1	0	0	0	0	1
B.3 Responsible for Job Performance	0	0	0	0	0	0	1	1
B.5 Responsible for Failure of Subordinate	0	0	0	0	0	0	1	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>15</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>4</b>	<b>22</b>

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.

2025 Non-DOP Sworn Sustained Case by Discipline								Rank					
Discipline	911	DAT	DCI	DFS	DII	DJS	OOD	TPR	S/A	SGT	MSGT	LT	CPT
Documented Oral Reprimand	0	0	0	0	1	0	0	0	0	0	1	0	0
Letter of Reprimand	0	0	4	0	0	0	0	0	3	0	1	0	0
Letter of Reprimand + Restitution	0	0	0	0	0	0	1	1	0	0	0	0	0
1-Day Suspension	0	0	1	0	0	0	1	1	0	0	0	0	1
3-Day Suspension	0	0	2	0	0	0	0	0	1	1	0	0	0
4-Day Suspension	0	0	1	0	0	0	0	0	1	0	0	0	0
15-Day Suspension	0	0	0	0	1	0	0	0	0	0	0	1	0
<b>Total</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>2</b>	<b>5</b>	<b>1</b>	<b>2</b>	<b>1</b>	<b>1</b>

## Division of Patrol Sworn Cases

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 950 (as of December 2025), and therefore, as expected, had the highest number of cases, with a total of 77 involving 67 officers. Thirty eight of the DOP cases were sustained with 52 total violations charged, one case was exonerated, one case was not sustained, one case was administratively closed, and 36 are still in progress.

The table below is a complete listing of DOP sworn, **sustained** ROC-002, Rules of Conduct violations for the past year. The rules that were violated are specifically identified in the table.

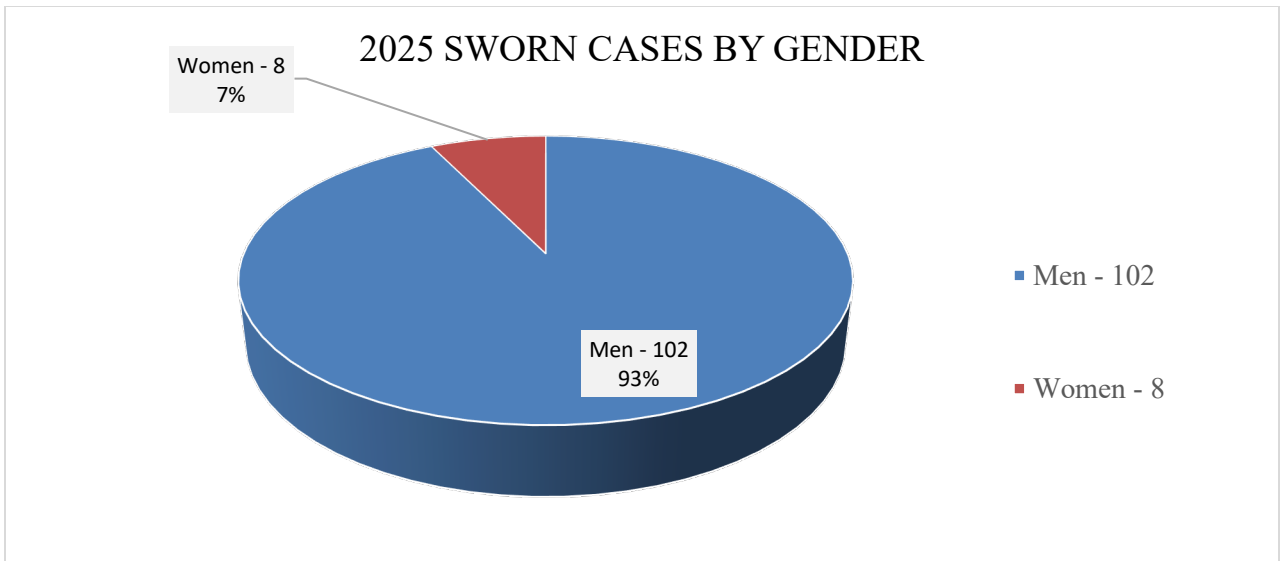
<b>2025 DOP Sworn Violations</b>	<b>Total</b>
A.1. - Uphold Constitution	1
A.4. - Obey Superior's Orders	1
A.7. - Conduct Unbecoming	4
A.8. - Bring Dept into Disrepute	4
A.9. - Reporting for Duty	3
A.10. - False Report of Illness or Injury	1
A.12. - Unsatisfactory Performance	14
A.18. - Courteous to the Public	2
A.19. - Carry and Display of Credentials	9
A.34. - Mishandling of Evidence	1
A.38. - Care of Department Equipment	9
A.41. - Officers are Required to Truthfully Answer Questions	1
A.65. - Use of Video/Audio Recording Equipment	2
<b>Total</b>	<b>52</b>

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.

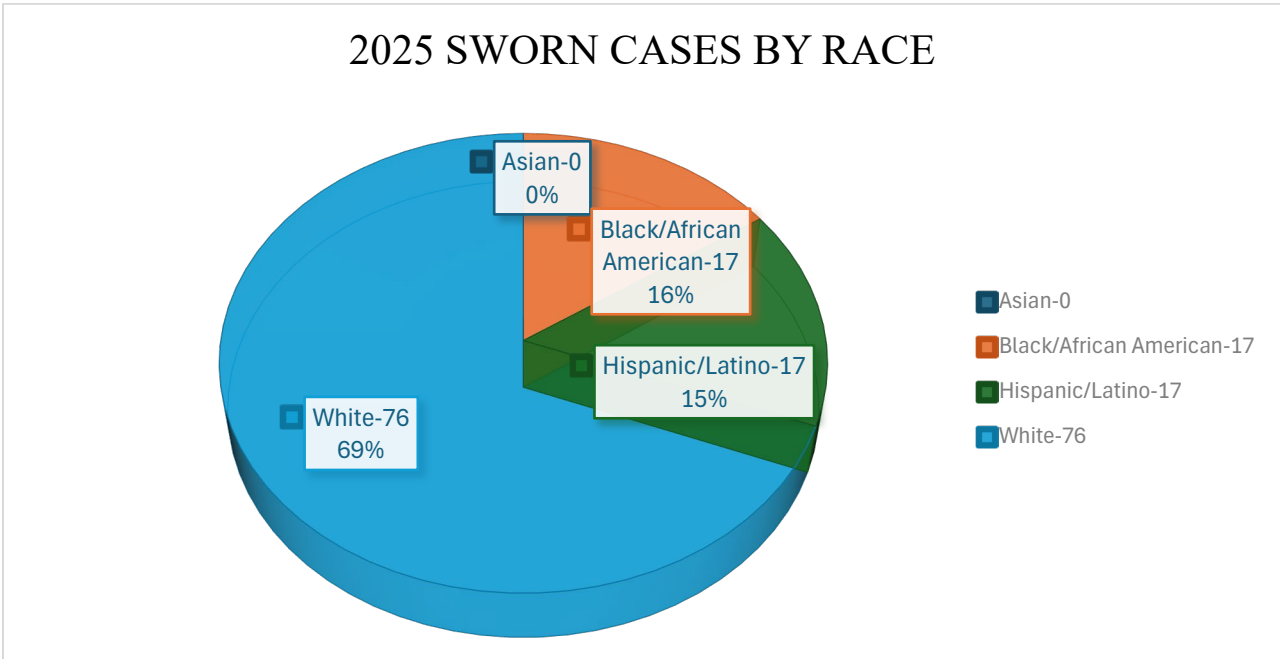
<b>2025 DOP Sworn Discipline</b>		<b>Total by Rank</b>		
<b>Discipline</b>	<b>#</b>	<b>Probationary</b>	<b>Trooper</b>	<b>Master Sergeant</b>
Letter of Reprimand	17	1	15	1
Letter of Reprimand + Restitution	6	0	6	0
1-Day Suspension	7	0	7	0
2-Day Suspension	4	0	4	0
3-Day Suspension	1	0	1	0
6-Day Suspension	1	0	1	0
Resigned	2	1	1	0
<b>Total</b>	<b>38</b>	<b>2</b>	<b>35</b>	<b>1</b>

### **2025 All Sworn Cases**

DII internal sworn cases in 2025 consisted of 93% of complaints being brought against male officers and 7% of complaints being brought against female officers.



DII internal sworn cases in 2025 were comprised of 69% of complaints being brought against white officers, 16% of complaints being brought against Black or African/American officers, 15% of complaints being brought against Hispanic or Latino officers. There were no complaints brought against Asian or Native Hawaiian or Other Pacific Islanders.



The table below indicates the number of 2025 allegations against sworn officers by gender. Please note, complaints against sworn officers often contain more than one allegation. The below represents those allegations that appeared more than once. All other sworn allegations were combined under Other Allegations.

<b>2025 Sworn Allegations by Gender</b>	<b>Male</b>	<b>Female</b>	<b>Total</b>
Alcohol Issue	3	1	4
Bias Based Policing	2	0	2
Breach of Confidentiality	2	1	3
Bring Department into Disrepute	13	1	14
Conduct Unbecoming	19	3	22
Conformance to Laws	9	1	10
Failure to Carry/Secure Credentials	13	1	14
Failure to Obey Orders	2	0	2
False Report of Illness	2	0	2
Harassment	3	0	3
Improper Conduct	2	0	2
Improper Dressing/Grooming	3	0	3
Improper Evidence Handling	2	2	4
Misuse of Official Position	5	0	5
Obey Lawful Orders	2	1	3
Officer Involved Critical Incident	6	0	6
Officer Involved Shooting	2	0	2
Official Misconduct	4	0	4
Racial Profiling	4	0	4
Reporting for Duty	1	1	2
Rudeness	5	1	6
Unsatisfactory Performance	34	1	35
Untruthfulness	2	0	2
Use & Care of Department Equipment	10	1	11
Other Allegations	14	1	15
<b>Totals</b>	<b>164</b>	<b>16</b>	<b>180</b>

The table below indicates the number of 2025 sworn allegations by race. Please note, complaints against sworn officers often contain more than one allegation. The below represents those allegations that appeared more than once. All other sworn allegations were combined under Other Allegations.

<b><u>2025 Sworn Allegations by Race</u></b>	<b>Asian</b>	<b>Black</b>	<b>Hispanic</b>	<b>White</b>	<b>Total</b>
Alcohol Issue	0	0	1	3	4
Bias Based Policing	0	1	0	1	2
Breach of Confidentiality	0	0	0	3	3
Bring Department into Disrepute	0	1	2	11	14
Conduct Unbecoming	0	6	1	15	22
Conformance to Laws	0	1	2	7	10
Failure to Carry/Secure Credentials	0	3	4	7	14
Failure to Obey Orders	0	0	0	2	2
False Report of Illness	0	1	1	0	2
Harassment	0	1	0	2	3
Improper Conduct	0	0	1	1	2
Improper Dressing/Grooming	0	1	2	0	3
Improper Evidence Handling	0	0	0	4	4
Misuse of Official Position	0	1	2	2	5
Obey Lawful Orders	0	1	0	2	3
Officer Involved Critical Incident	1	1	0	4	6
Officer Involved Shooting	1	0	0	1	2
Official Misconduct	0	1	0	3	4
Racial Profiling	0	0	1	3	4
Rudeness	0	3	0	3	2
Theft	0	1	0	1	6
Unsatisfactory Performance	0	5	6	24	35
Untruthfulness	0	1	1	0	2
Use & Care of Department Equipment	0	1	2	8	11
Other Allegations	0	3	0	12	15
<b><u>Totals</u></b>	<b>2</b>	<b>33</b>	<b>26</b>	<b>119</b>	<b>180</b>

**Online Complaints Received**

DII received 426 total online complaints. Of those complaints, 184 were against ISP personnel and of those, eight resulted in a case being opened. Those eight cases are included within the case statistics already provided for 2025.

**Merit Board Referrals**

In 2025, there were four cases referred to the Illinois State Police Merit Board.

**Decertified Officers**

In 2025, two ISP officers were decertified.

## **Conclusions**

The DII investigated 43 cases against 38 code employees, 22 of which are still active, and 18 were sustained. As of December 2025, there were 1030 code employees in the ISP, which equates to approximately one sustained case for every 57 code employees or 2%. The Division of Statewide 911 had the highest number of code cases.

In addition, DII investigated 110 cases against 104 sworn officers, 45 of these cases are still active and 53 were sustained. As of December 2025, there were 1,702 sworn employees, which equates to approximately one sustained case for every 32 sworn employees or 3%. Predictably, the Division of Patrol, the division that employs the most sworn employees, had the highest number of cases.

In conclusion, the analyses revealed approximately 5% of all ISP employees were responsible for all cases DII received in 2025. The DII will continue to work with the Office of the Director and the other divisions to assist in identifying at-risk employees so that work units may take appropriate steps to intervene before misconduct occurs.