

# ILLINOIS STATE POLICE MERIT BOARD

## MINUTES

### 2<sup>nd</sup> QUARTER BOARD MEETING – April 16, 2019

Present were Reeve Waud, Chairman; Greg Hass, Board Member; Richard Porter, Board Member; Jack S. Garcia, Executive Director; Daniel Dykstra, Chief Legal Counsel; and Emily Fox, Program Administrator. Jim Riley, Board Secretary attended the meeting via telephone conference.

Also in attendance were: Colonel Mark Payton, ISP Division of Operations; Colonel Jamal Simington, ISP Division of Internal Investigations, First Deputy Director Matt Davis, ISP, Deputy Chief Legal Counsel Marni Malowitz, ISP Legal; Colonel Isiah D. Vega, ISP Division of Administration; Master Sergeant Jim Poortinga, ISP Teamsters; Lieutenant Juan Valenzuela, HISLEA; Master Sergeant Jason Holt, ISP Teamsters; Lieutenant Sean Brannon, Command Counsel FOP; Mr. Bruce Bialorucki, Troopers Lodge 41; Trooper Valentino Diaz, ISP Operations.

The meeting was held at the James R. Thompson Center, 100 W Randolph, Chicago, Illinois.

Board Chairman Reeve Waud opened the meeting at 9:00 AM.

Chairman Waud asked the Board Members to introduce themselves.

The following minutes were approved: January 15, 2019 – 1<sup>st</sup> Quarter Merit Board Meeting.

Emily Fox updated the Board on the Applicant Process.

Emily Fox updated the Board on the 2019 Promotional Process.

Daniel Dykstra updated the Board on legislative matters.

The Board discussed the pending legislation regarding the Illinois State Trooper applicant education requirement. Chairman Waud explained he cannot imagine any police force lowering standards to gain a larger number of applicants and he along with the other State Police Merit Board Members would be willing to help the Illinois State Police recruiting efforts although it is not in the Merit Board's purview. Chairman Waud stated he would like one year to implement an actual recruiting process before lowering any standards. If the pool does not improve significantly, then the education requirements can be removed. The Board all agreed "moving backwards" would be detrimental to the Illinois State Police and the State of Illinois.

Illinois State Police First Deputy Director Matt Davis advised the ISP has implemented new strategies along with added personnel over recruitment and are open to exploring all options.

Colonel Mark Peyton advised the Illinois State Police needs Troopers to fill the massive amount of Troopers who will be retiring in the near future.

Board Member Richard Porter explained how the pool of applicants he has witnessed during his time on the Board have been high quality and very impressive. He also explained how studies dating back to the 60s demonstrates that there is a reduction in use of force and the quality of policing is better from those who have a higher education. He also reiterated the pool needs to be more diverse and the recruiting efforts need to be more focused.

Director Jack Garcia commended the ISP on the newly implemented Recruiting efforts. He expressed his concerns regarding the education requirement change due to there being no supporting documentation or facts to support this theory.

FDD Matt Davis advised the ISP is completely independent of this legislation change but since the bill was introduced, conversations have been had within the ISP.

Director Garcia requested the conversations regarding the education requirement include the Merit Board in the future so new laws and rules are well thought out and researched completely.

The Board voted to go into closed session.

The Board discussed the Trooper Valentino Diaz matter.

The Board discussed the Joint Motion for a Decision of the Board in the Trooper Michael Cokins matter.

The Board discussed personnel matters.

Emily Fox updated the Board on the Discipline Report.

The Board discussed keeping the January 15, 2019 meeting minutes confidential.

The Board voted to go out of closed session and return to open session.

The Board voted unanimously to terminate Trooper Valentino Diaz.

The Board voted unanimously to accept the Joint Motion for a Decision in the Trooper Michael Cokins matter.

The Board unanimously voted to keep the January 15, 2019 closed meeting minutes confidential.

The Board voted unanimously to adjourn the meeting.

A handwritten signature in black ink, appearing to read 'Jim Riley', is written over a horizontal line.

Jim Riley, Secretary