

Michael A. Clark
Chairman



Emily E. Fox
Executive Director

2021 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 (zero) Officers in 2021. Please see the attached table for a gender and ethnic breakdown.

APPLICANT CERTIFICATION

Applicants for sworn officers of the Illinois State Police (ISP) apply to the Illinois State Police Merit Board to be certified as eligible for appointment to ISP. Upon applying, Merit Board staff review the application to ensure the applicant is:

- at least 21 years old;
- 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 meet the minimum requirements are invited to participate in the Physical Fitness Test (PFIT) and, if they successfully complete the PFIT, written suitability testing.

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 the Illinois State Police 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 an 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. If the background investigation uncovers automatically disqualifying information, the background investigation is stopped. 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 necessary portions of each background investigation for the Merit Board.

Applicants that pass 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. Applicants also participate in an oral assessment exercise and written exercise at the Oral Interview. Applicants that are qualified at the Oral Interview are certified as eligible for hiring by ISP.

I. PFIT

The Merit Board administered a total of 2 PFITs on the following dates and locations.

- November 13, 2021 – Illinois State Police Academy, Springfield, Il.
- November 14, 2021 – Illinois State Police Academy, Springfield, Il.

127 applicants were invited to participate. 42 applicants passed the PFIT and 15 applicants failed the PFIT for a 79% pass rate for those taking the PFIT. 70 applicants did not show up 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 PFITs for applicants who successfully passed the PFIT.

The Merit Board administered a total of 42 written suitability tests. A total of 33 passed the written test and 9 failed the written test. Please see the attached table for a gender and ethnic breakdown.

III. Background Investigation and Oral Interview

The Merit Board initiated 274 background investigations. 9 applicants withdrew during the background investigation. 90 applicants were deemed Less Qualified at the background investigation phase of the process. 175 applicants were Qualified following the background investigation and review. The Merit Board invited 174 applicants to participate in Oral Interviews. 22 applicants withdrew prior to the Oral Interview or did not show up to the Oral Interview. 24 applicants were deemed less qualified at the Oral Interview. The Merit Board certified 128 applicants as eligible for hiring by the ISP. 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 conducted 132 promotional tests for the ranks of Lieutenant and Captain in 2021. 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 lists for:

- the rank of Sergeant and Master Sergeant for each Patrol District, Investigation Zone, and administrative assignment;
- the rank of Lieutenant for each Region; and
- one statewide list for the rank of Captain.

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 429 candidates as qualified for promotion in 2021. Please see the attached table for a gender and ethnic breakdown.

STRATEGIES FOR DIVERSITY AND INCLUSION IN TESTING

I. Applicant Testing

Coming out of the COVID-19 pandemic the Merit Board will conduct PFIT and written testing in a variety of locations across the State to increase access for diverse applicants to ISP. Beginning in 2020 and through 2021, the Merit Board was limited by constraints on large gatherings in conducting physical fitness and written testing.

The Merit Board will work with ISP Recruitment on its Diversity, Equity, and Inclusion goals and the ISP 30x30 initiative to increase the diversity of the applicant pool.

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 are diverse 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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APPLICANT 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.	%		
PFIT																																
PFIT Invitations	127	100%	8	6%	119	94%	13	10%	2	2%	19	15%	0	0%	2	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	85	67%	6	5%
PFIT Passed	42	100%	3	7%	39	93%	2	5%	1	2%	5	12%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	31	74%	2	5%
PFIT Failed	15	100%	1	7%	14	93%	2	13%	0	0%	4	27%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	8	53%	1	7%		
PFIT Withdraw/No Show	70	100%	5	7%	65	93%	9	13%	1	1%	10	14%	0	0%	0	0%	1	1%	0	0%	0	0%	0	0%	0	0%	46	66%	3	4%		
Written Suitability Testing																																
Written Tests Administered	42	100%	3	7%	39	93%	2	5%	1	2%	5	12%	0	0%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	31	74%	2	5%
Written Tests Passed	33	100%	3	9%	30	91%	2	6%	1	3%	2	6%	0	0%	1	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	25	76%	2	6%
Written Tests Failed	9	100%	0	0%	9	100%	0	0%	0	0%	3	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	6	67%	0	0%		
Background Investigations																																
Background Investigation Initiated	274	100%	35	13%	239	87%	21	8%	4	1%	38	14%	10	4%	3	1%	1	0%	0	0%	0	0%	1	0%	0	0%	176	64%	20	7%		
Background Investigation Qualified	175	100%	17	10%	158	90%	12	7%	2	1%	28	16%	4	2%	3	2%	1	1%	0	0%	0	0%	1	1%	0	0%	114	65%	10	6%		
Background Investigation Less Qualified	90	100%	15	17%	75	83%	9	10%	2	2%	9	10%	3	3%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	57	63%	10	11%		
Background Withdraw	9	100%	3	33%	6	67%	0	0%	0	0%	1	11%	3	33%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	5	56%	0	0%		
Oral Interview Invitations	174	100%	17	10%	157	90%	12	7%	2	1%	28	16%	4	2%	2	1%	1	1%	0	0%	0	0%	1	1%	0	0%	114	66%	10	6%		
Oral Interview Withdraw/No Show	22	100%	4	18%	18	82%	0	0%	1	5%	5	23%	1	5%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	13	59%	2	9%		
Oral Interview Less Qualified	24	100%	1	4%	23	96%	3	13%	0	0%	2	8%	1	4%	0	0%	0	0%	0	0%	0	0%	1	4%	0	0%	17	71%	0	0%		
Applicants Certified	128	100%	12	9%	116	91%	9	7%	1	1%	21	16%	2	2%	2	2%	1	1%	0	0%	0	0%	0	0%	0	0%	84	66%	8	6%		



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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 2021: LT./CAPT.)	132	100%	18	14%	114	86%	6	5%	3	2%	10	8%	3	2%	2	2%	0	0%	1	1%	0	0%	0	0%	0	0%	95	72%	12	9%
Total Promotional Candidates Certified in 2021	429	100%	45	10%	384	90%	30	7%	3	1%	31	7%	3	1%	2	0%	1	0%	1	0%	0	0%	0	0%	0	0%	320	75%	38	9%