

Tim Touhy
Chairman



Emily E. Fox
Executive Director

2022 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 2 Illinois State Police (ISP) officers in 2022. 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 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 a conditional offer of employment.

The 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.

I. PFIT

The Merit Board administered PFITs on a total of 25 days in 2022, on the following dates and locations.

- | | | |
|-------------------------|---------------------------------|-----------------|
| • Saturday, January 8 | Glenbard South | Glen Ellyn, IL |
| • Sunday, January 9 | Glenbard South | Glen Ellyn, IL |
| • Saturday, February 5 | Illinois State Police Academy | Springfield, IL |
| • Sunday, February 6 | Illinois State Police Academy | Springfield, IL |
| • Saturday, February 19 | Lincoln-Way North High School | Frankfort, IL |
| • Sunday, February 20 | Lincoln-Way North High School | Frankfort, IL |
| • Saturday, February 26 | Lewis University | Romeoville, IL |
| • Saturday, March 5 | Illinois State Police Academy | Springfield, IL |
| • Saturday, April 9 | Morton West High School | Berwyn, IL |
| • Sunday, April 10 | Morton West High School | Berwyn, IL |
| • Saturday, April 23 | Illinois State Police Academy | Springfield, IL |
| • Saturday, May 7 | Lincoln-Way North High School | Frankfort, IL |
| • Saturday, May 14 | Lincoln-Way Central High School | New Lenox, IL |
| • Saturday, May 21 | Illinois State Police Academy | Springfield, IL |
| • Sunday, May 22 | Illinois State Police Academy | Springfield, IL |
| • Saturday, June 11 | Lincoln-Way North High School | Frankfort, IL |
| • Saturday, June 18 | Illinois State Police Academy | Springfield, IL |
| • Saturday, July 16 | Lincoln-Way North High School | Frankfort, IL |
| • Saturday, July 23 | Illinois State Police Academy | Springfield, IL |
| • Saturday, August 13 | Lincoln-Way North High School | Frankfort, IL |
| • Saturday, August 20 | Illinois State Police Academy | Springfield, IL |

- Saturday, October 22 Lincoln-Way North High School Frankfort, IL
- Saturday, October 29 Illinois State Police Academy Springfield, Il.
- Saturday, December 10 Lincoln-Way North High School Frankfort, IL
- Saturday, December 17 Illinois State Police Academy Springfield, Il.

2,363 applicants were invited to participate. 874 applicants passed the PFIT and 305 applicants failed the PFIT for a 74% pass rate. 1,184 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 conducted retesting for applicants who passed the PFIT, but did not achieve the benchmark score on the written suitability test, at the Merit Board office in Springfield, Illinois, on the following dates:

- Tuesday, April 5, 2022
- Wednesday, April 6, 2022
- Tuesday, May 3, 2022
- Monday, May 9, 2022
- Wednesday, May 11, 2022
- Monday, May 16, 2022
- Monday, May 23, 2022
- Thursday, June 2, 2022
- Thursday, June 23, 2022
- Friday, July 22, 2022
- Thursday, August 4, 2022
- Thursday, August 25, 2022
- Thursday, September 1, 2022
- Wednesday, December 7, 2022
- Wednesday, December 14, 2022

The Merit Board administered a total of 1,010 written tests. A total of 596 passed the written test and 414 failed the written test for a 59% pass rate. Please see the attached table for a gender and ethnic breakdown.

III. Background Investigation and Oral Interview

The Merit Board initiated 470 background investigations. 21 applicants withdrew during the background investigation. 133 applicants were deemed Less Qualified at the background investigation phase of the process. 316 applicants were Qualified following the background investigation and review. The Merit Board invited 338 applicants to participate in Oral Interviews. 41 applicants withdrew prior to the Oral Interview or did not show up to the Oral Interview. 47

applicants were deemed less qualified at the Oral Interview. The Merit Board certified 250 applicants as eligible for hiring by the ISP for the following classes:

- CC136: 22
- CC137: 10
- CC138: 69
- CC139 and CC140: 103
- CC141 and CC142: 46

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 632 promotional tests for the ranks of Sergeant and Master Sergeant in 2022. 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 District, 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 430 candidates as qualified for promotion in 2022. 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, ethnic, 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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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	2363	100%	387	16%	1976	84%	377	16%	113	5%	412	17%	96	4%	61	3%	5	0%	0	0%	0	0%	0	0%	25	1%	4	0%	1101	47%	169	7%
PFIT Passed	874	100%	90	10%	784	90%	98	11%	10	1%	166	19%	23	3%	18	2%	1	0%	0	0%	0	0%	0	0%	7	1%	0	0%	495	57%	56	6%
PFIT Failed	305	100%	59	19%	246	81%	67	22%	21	7%	46	15%	16	5%	10	3%	0	0%	0	0%	0	0%	0	0%	0	0%	123	40%	22	7%		
PFIT Withdraw/No Show	1184	100%	238	20%	946	80%	212	18%	82	7%	200	17%	57	5%	33	3%	4	0%	0	0%	0	0%	0	0%	18	2%	4	0%	483	41%	91	8%
Written Suitability Testing																																
Written Tests Administered	1010	100%	102	10%	908	90%	123	12%	11	1%	197	20%	26	3%	20	2%	1	0%	0	0%	0	0%	0	0%	6	1%	0	0%	562	56%	64	6%
Written Tests Passed	596	100%	58	10%	538	90%	51	9%	4	1%	99	17%	14	2%	10	2%	0	0%	0	0%	0	0%	0	0%	2	0%	0	0%	376	63%	40	7%
Written Tests Failed	414	100%	44	11%	370	89%	72	17%	7	2%	98	24%	12	3%	10	2%	1	0%	0	0%	0	0%	0	0%	4	1%	0	0%	186	45%	24	6%
Background Investigations																																
Background Investigation Initiated	470	100%	49	10%	421	90%	35	7%	3	1%	74	16%	12	3%	8	2%	0	0%	0	0%	0	0%	0	0%	1	0%	0	0%	303	64%	34	7%
Background Investigation Qualified	316	100%	33	10%	283	90%	20	6%	2	1%	41	13%	7	2%	6	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	216	68%	24	8%
Background Investigation Less Qualified	133	100%	15	11%	118	89%	12	9%	1	1%	28	21%	5	4%	2	2%	0	0%	0	0%	0	0%	0	0%	1	1%	0	0%	75	56%	9	7%
Background Withdraw	21	100%	1	5%	20	95%	3	14%	0	0%	5	24%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	12	57%	1	5%
Oral Interviews																																
Oral Interview Invitations	338	100%	35	10%	303	90%	22	7%	2	1%	41	12%	7	2%	7	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	233	69%	26	8%
Oral Interview Withdraw/No Show	41	100%	5	12%	36	88%	1	2%	0	0%	12	29%	1	2%	1	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	22	54%	4	10%
Oral Interview Less Qualified	47	100%	10	21%	37	79%	4	9%	1	2%	4	9%	2	4%	2	4%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	27	57%	7	15%
Applicants Certified	250	100%	20	8%	230	92%	17	7%	1	0%	25	10%	4	2%	4	2%	0	0%	0	0%	0	0%	0	0%	0	0%	0	0%	184	74%	15	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 2022: SGT./MSGT.)	632	100%	60	9%	572	91%	50	8%	10	2%	56	9%	8	1%	9	1%	2	0%	2	0%	0	0%	0	0%	0	0%	0	0%	455	72%	40	6%
Total Promotional Candidates Certified in 2022	430	100%	43	10%	387	90%	24	6%	5	1%	37	9%	5	1%	4	1%	1	0%	1	0%	0	0%	0	0%	0	0%	0	0%	321	75%	32	7%