

**ANNUAL REPORT**  
**POLICE TRAINING ACT**  
**OFFICER PROFESSIONAL CONDUCT DATABASE;**  
**TRANSPARENCY, CALENDAR YEAR 2023**



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 submitted to the Illinois Law Enforcement Training and Standards Board for calendar year 2023. This report serves to meet the requirements of Public Act 102-694, Section 9.2 - Officer Professional Conduct Database; Transparency - 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, 2024



# 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, 2024

**RE:** Annual Report – Police Training Act  
Officer Professional Conduct Database; Transparency  
Calendar year 2023

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As required by law, I submit this Annual Report on the summary of complaints received by the Illinois Law Enforcement Training & Standards Board (ILETSB) since the implementation of Public Act 102-694 on July 1, 2022. The 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 2023.

With the implementation of the officer professional conduct database; transparency portion of the SAFE-T Act on July 1, 2022, the Board started accepting citizen complaints. This portion of the legislation created a new Board authority to bring discretionary decertification in six specific instances that must be proven by a clear and convincing standard. The Board may initiate decertification action against an officer based on the following:

- 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.
- Exercised excessive use of force.
- Failed to comply with the officer's duty to intervene, including through acts or omissions.
- 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.
- 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.

- 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.

Prior to the implementation of this new authority, the Board's authority to decertify an officer was established in 1991. Prior to 1991 no other basis existed in statute for pursuing an officer for misconduct.

In addition to accepting citizen complaints, Public Act 102-694 requires governmental entities (police departments, citizen review boards, inspector generals, and legal counsel for a government agency), the Executive Director of ILETSB, and State's Attorney to notify the Board when they become aware of discretionary decertifiable conduct. This report will provide the collected data for 2023 and update the ongoing work to implement the SAFE- T Act legislation.



# Illinois Law Enforcement Training and Standards Board

JB Pritzker, Governor  
Keith Calloway, Executive Director

Phone: 217/782-4540

## **ANNUAL REPORT** **POLICE TRAINING ACT** **OFFICER PROFESSIONAL CONDUCT DATABASE** **CALENDAR YEAR 2023**

### **Complaint Data & Analysis for Calendar Year 2023**

The Illinois Law Enforcement Training and Standards Board (ILETSB) started accepting citizen complaints on July 1, 2022 as required by Public Act 102-694. The Board also continued to receive misconduct complaints from agencies but under new reporting criteria as required by Public Act 102-694. In 2023 the Board received 496 total complaints. Illustration #1 provides a breakdown on the information received through these complaints. Out of the 496 total complaints received, the Board received 190 of these complaints from citizens and the remaining 306 complaints were filed by agencies as mandated by statute.

It is not uncommon for a complaint to have more than one allegation of misconduct or for the complainant to identify more than one officer within the single complaint. In fourteen citizen complaints the complainant identified the entire agency and in 16 citizen complaints multiple officers were alleged to have committed misconduct. In total there were 192 allegations of misconduct on 172 officers<sup>1</sup> through citizen complaints. Of the 190 complaints submitted by citizens; 36 complaints were submitted anonymously, 47 complainants refused to have their identity shared, 18 complainants failed to advise if they would allow their identity to be shared and 89 complaints consented to sharing their identity. Of the 190 complaints at years end, 92 cases were still open; while 98 cases were closed with the following dispositions: 43 complaints were closed beyond scope, 34 were found to be unfounded, 10 complaints were sustained, 6 complaints had insufficient information to open an investigation, 3 complaints were exonerated, 1 complaint was withdrawn by complainant, and 1 complaint was not sustained. Illustration #2 and #3 provides the breakdown of information on all 190 complaints submitted by citizens.

As for complaints submitted by government agencies, it also is not uncommon for the agency to have more than one allegation of misconduct, however; agencies identify the individual officer and report each officers' misconduct separately if multiple officers are involved in the same incident. Of the 306 mandated reports submitted by agencies, all were entered into the officers' professional conduct database. Of the 306 misconduct reports submitted there were 335 allegations of misconduct. Illustration #2 and #3 provides the breakdown of information on all 306 complaints submitted by agencies.

### **Complaint Data & Analysis for Cases Pending from Calendar Year 2022**

There were 15 open citizen complaint investigations pending at the end of 2022. The disposition on these cases are as follows: 4 cases remain open under investigation, 3 cases closed insufficient information, 3 cases closed beyond scope, 3 cases closed as unfounded, and 2 cases closed as not sustained

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<sup>1</sup> In fourteen cases the agency or a system failure was identified, but no specific officer was named therefore these cases were not included in this officer headcount.

## **Decertification Hearings & Officers Decertified in 2023**

The Governor's Office has made 3 appointments and the Office of the Attorney General has made 9 appointments to the Certification Review Panel. One member of the Panel resigned in 2023 for personal reasons, leaving two vacant seats remaining to be filled. The current Panel members have taken the same online trainings mandated for all Board members through the State's OneNet system. Additionally, Panel members have completed assigned trainings through the Illinois Law Enforcement Training Standards Board Executive Institute's Online Learning Network. Finally, in 2023 Board Staff provided initial classroom training over a variety of topics including, but not limited to:

- (1) constitutional and other relevant law on police-community encounters, including the law on the use of force and stops, searches, and arrests;
- (2) police tactics;
- (3) investigations of police conduct;
- (4) impartial policing;
- (5) policing individuals in crisis;
- (6) Illinois police policies, procedures, and disciplinary rules;
- (7) procedural justice; and
- (8) community outreach.

There were no discretionary decertification hearings held during the calendar year 2023. Notices were sent out regarding 21 officers who committed criminal offenses that were subject to the non-discretionary identification provisions of 50 ILCS 705/6.1. Additionally, we continue to communicate with State's Attorneys on known pending cases involving officers regarding resolutions that may impact their certification. Moving forward with future 6.1 proceedings Board staff is developing new policy and procedures in anticipation of opportunities for additional Board review prior to final action.

### **Summary**

Through the efforts of Governor JB Pritzker, Attorney General Kwame Raoul, the Illinois General Assembly and the Illinois Law Enforcement Training and Standards Board's implementation of the *Officer Professional Conduct Database; Transparency* continues to improve. In 2023 ILETSB received 496 combined citizen and agency complaints. No discretionary decertification hearings were held in 2023, however 21 police officers were decertified pursuant to the provisions of 50 ILCS 705/6.1.

ILETSB continues to see substantial increases in the number of agencies requesting informational reports for officers from the professional conduct database. Agencies may now obtain this information through the newly created professional conduct database portal within the Law Enforcement Document Interchange (LEDI).

Please kindly accept the 2023 ILETSB *Officer Professional Conduct Database Report* on behalf of Director Keith Calloway.

Illustration #1

# Complaints by Region

## **REGION 1**

**Citizen Complaints: 12**

**Agency Complaints: 55**

## **REGION 3**

**Citizen Complaints: 37**

**Agency Complaints: 56**

## **REGION 2**

**Citizen Complaints: 77**

**Agency Complaints: 128**

## **REGION 4**

**Citizen Complaints: 44**

**Agency Complaints: 39**

## **REGION 5**

**Citizen Complaints: 20**

**Agency Complaints: 28**

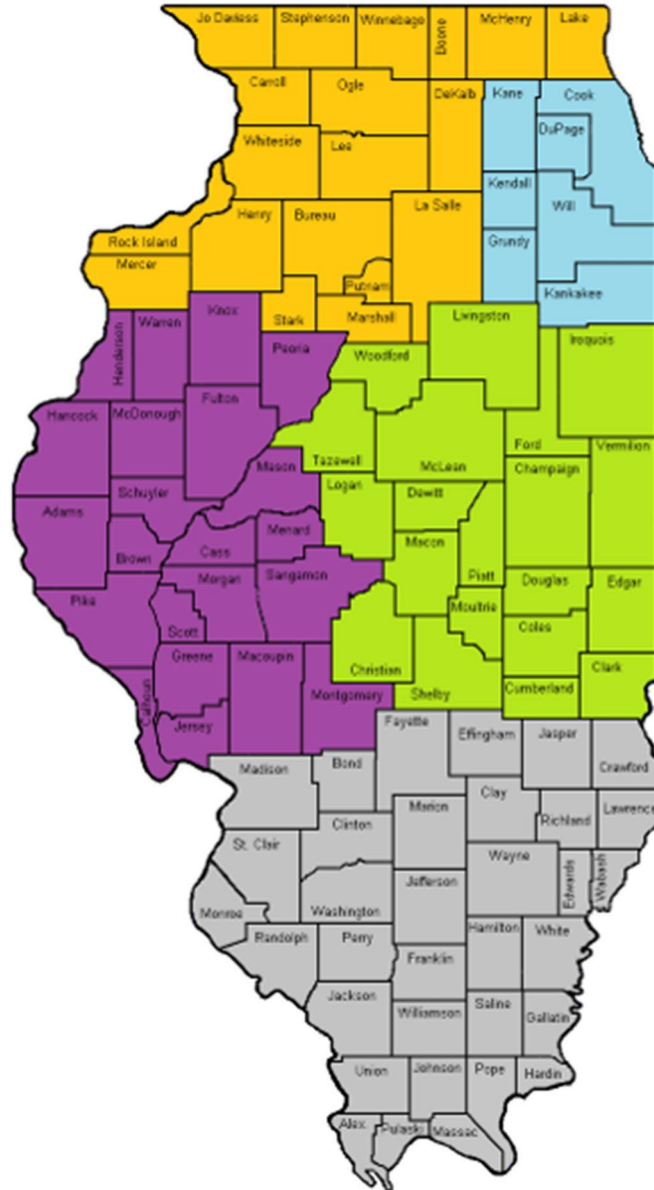


Illustration #2

<b>Discretionary Decertification</b>		
<b>50 ILCS 705/6.3(b)</b>	<b>Citizen</b>	<b>Agency</b>
(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	23	75
(2) exercised excessive use of force	19	8
(3) failed to comply with the officer's duty to intervene, including through acts or omissions	0	1
(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	6	6
(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	23	26
(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	67	123
Not Applicable	54	96

Illustration #3

<b>Ethnicity &amp; Gender</b>										
	<b>White</b>		<b>African American</b>		<b>Hispanic</b>		<b>Asian</b>		<b>Native American or Alaska Native</b>	
	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>
<b>Citizen</b>	126	6	18	10	9	1	2	2	0	0
<b>Agency</b>	165	29	55	14	32	6	3	3	2	0

# 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.)