

**ILLINOIS LAW ENFORCEMENT TRAINING AND STANDARDS BOARD**  
500 S. 9<sup>th</sup> Street, Springfield, Illinois 62701

**MINUTES OF THE QUARTERLY BOARD MEETING**  
Hilton Chicago/Oak Brook Hills Resort & Conference Center  
3500 Midwest Road, Oak Brook, Illinois 60523

**December 11, 2025**  
**9:00 a.m.**

**I. CALL TO ORDER**

The June 11, 2025 Quarterly Board meeting was called to order at 9:13 a.m. by Vice Chairman John Idleburg.

**II. PUBLIC MEETING ANNOUNCEMENT**

The Public Meeting Announcement was read by John Keigher.

**III. ROLL CALL ~ ESTABLISHMENT OF QUORUM**

Roll was called by Michelle Mlinar, and a quorum of voting members was established.

**Members in Attendance:**

John Idleburg  
Richard Ciganek  
Mitchell Davis  
Nora Gomez  
Brendan Kelly  
Ghida Neukirch  
Carla Redd  
Victoria Scaman  
Timothy Tyler  
DeShawn Williams

**Designees in Attendance:**

Michael Schassburger for Thomas Dart  
Steven Ryan for Latoya Hughes  
Migdalia Bulnes for Larry Snelling

**Members Absent:**

Sean Smoot  
Jo Ann Armenta  
Kwame Raoul  
Mariyana Spyropoulos  
Richard Watson

**IV. PLEDGE OF ALLEGIANCE**

**V. MOMENT OF SILENCE FOR FALLEN OFFICERS**

**VI. INTRODUCTIONS OF GUESTS AND VISITORS**

## VII. DISTINGUISHED SERVICE AWARD

Paul Petty introduced John Carroll, John Schlaf, and Jeff Chapman separately, spoke of their accomplishments, and thanked them for their years of service to the Board. Director Brendan Kelly accepted the award for J.W. Price as he could not be in attendance. Tim Nugent was unable to attend.

## VIII. CHAIRMAN'S REMARKS

Vice Charman Idleburg wished everyone a warm and happy holiday, a happy New Year, and a prosperous 2026.

## IX. APPROVAL OF MINUTES

**Motion was made by Tyler, seconded by Kelly, and carried by all members present to approve the meeting minutes for the Curriculum and School Standards Advisory Committee Meeting from September 10, 2025, the Joint Finance & Legislative Committee and Executive Committee from September 10, 2025, and the Quarterly Board Meeting from September 11, 2025.**

## X. REPORT OF STANDING AND ADVISORY COMMITTEES

### A. Curriculum and School Standards Advisory Committee ~ Ghida Neukirch

Neukirch stated the Committee met yesterday. She thanked staff for their contributions and encouraged Board members to review the information. She noted there are over 4,000 courses certified through ILETSB. Committee actions yesterday included the certification of all 2026 academy courses, and the mandatory firearms training policy was reaffirmed. The Committee also approved an eight-hour update course for School Resource Officers, two Universal High Risk traffic courses; an 8.5-hour and a 4.5-hour refresher, and a four-hour Autism Spectrum Disorder course for Corrections Officers. A presentation was made to the Committee on the Crisis Response Therapy Canine Program policy; one 24-hour curriculum, and one 16-hour curriculum for crisis co-response, and Neukirch noted this is the first of its kind in the nation. Board policy for minimum in-service training requirements was updated as well with added regulations for autism, sexual assault/abuse trauma informed response, and trauma informed programs, procedures and practices meant to minimize traumatization of the victim.

### B. Joint Finance & Legislative and Executive Committee ~ John Idleburg

Idleburg reported the FY26 budget is \$128M, and the Board has spent \$13M. Current staff is at 55 as of December 9, 2025, with three job offers were recently made to hopefully bring staff count to 59 by mid-January 2026.

### C. Waiver Review Committee ~ Brendan Kelly

Kelly reported the Committee had two requests for waiver review yesterday, one was resolved, and one needs staff to provide additional follow-up on before a resolution can be made. Kelly thanked staff for their clear and concise process for reviewing issues and voting.

**Motion was made by Redd, seconded by Gomez, and carried by all members present to approve the Curriculum and School Standards Advisory Committee report, the Joint Finance & Legislative and Executive Committee report, and the Waiver Review Committee report.**

## **XI. EXECUTIVE MATTERS**

### **A. Financial Items ~ Courtney Bott**

Bott stated her report can be found under Tab F in the Board book. She noted the FY26 budget is \$128M, and the Board has spent just over \$13M or 10% of the budget. Bott reported the Board has sufficient cash and appropriated funds to finish out the year.

Bott stated the FY26 Camera Grant is open through December 31, 2025 at 5:00 p.m. She noted applicants are required to complete their applications online through Amplifund. Grant staff presented a live grantee training on November 5, 2025, and a separate Q & A session on November 19, 2025 for agencies to learn about and understand the application process. Recordings of both training sessions can be found on the Boards website for agency reference. Bott noted prior year award costs have been included this session as specified by the Camera Grant Act, and reimbursement or upfront awards are both available.

**Motion was made by Davis, seconded by Tyler, and carried by all members present to approve the fiscal report as presented.**

### **B. Personnel Matters & DEIA Report ~ Ellen Petty**

Petty noted her report is under Tab G in the Board book. She noted current staff headcount is at 55, with an expected increase to 59 by January 2026 as a fourth offer will have been made by the end of the week. The maximum headcount for FY26 is 66, and overall, it is currently at 87. Petty stated the three Administrative Law Judge position interviews have concluded and staff hopes to have those contracts completed soon. Petty reported that HR staff is working on three additional positions at this time. Petty also noted that CMS is working with staff regarding the January 1, 2026 law on no tax on overtime. Petty then reminded all Board members and staff of the mandated trainings that are due to be completed by December 31, 2025. She asked that members log into OneNet early to complete the training because with the holidays approaching there may not be any DoIT staff available if there are any issues.

### **C. Legislative and Litigation Update ~ John Keigher**

Regarding legislation, Keigher reported the bills that passed in the spring session are being implemented through curriculum changes, and there were no bills specifically amending the Police Training Act in this veto session. Keigher noted HB 1321 (Public Act 104-440), which is now signed into law, limits certain police activities in specific locations such as schools, hospitals, and courthouses. The legal team is reviewing this for any updates to the BLE, and it will likely be

included in the legal updates for 2026. Staff is moving forward with drafts for next session; the plan is to tighten up the training requirements for CIT and Juvenile Officers by creating specialty certification programs for both, expand camera grant funds to Auxiliary officers, and clean up some of the basic and in-service training mandates.

Regarding litigation, Keigher reported on four cases:

- Magnus: This is a case brought by a citizen who made a complaint because he wanted to FOIA the records of an investigation. Per the judge's order, staff was required to produce some material but was allowed to redact sensitive information. In the next phase, the judge will either dismiss the case or assess for any damages are warranted.
- Henrichs: This is the IROCC case. Staff has asked for a formal dismissal.
- Crouch: This is a rescinded employment case. Depositions have been taken, and this is still in the discovery phase. There has been no word yet if any ILETSB employees will be deposed.
- Gibson: Several Human Rights complaints were filed by this individual who was denied a waiver. Six of the complaints have been dismissed. The initial case is now being appealed in the 1<sup>st</sup> District Appellate Court, a companion case was recently dismissed by the Supreme Court, and a new case was filed in the spring, and it is in the investigation phase.

#### D. Division of Professional Standards

1. Notice of Violations ~ Anthony Cobb

Cobb reported the Board has received 208 Notices of Violation (Form Qs) for a total of 436 notices received as of November 30, 2025. During the same period in 2024 we received 218 notices.

2. Waiver Disposition Quarterly Report ~ Anthony Cobb

Cobb reported the waiver reports can be found under Tab H in the Board book and noted the reporting period for all reports is August 1 – October 31, 2025. The information is broken up into 5 separate reports. A total of 519 waiver requests were processed during this reporting period with 489 requests approved and 30 requests denied. The further break down of the processed Waivers are as follows:

- a. Municipal - Law Enforcement: 345 waivers approved; 20 denied

**Motion was made by Kelly, seconded by Davis, with Gomez, Redd, Neukirch, Tyler, Scaman, Bulnes, and Schassburger recusing, and carried by all other members present to approve the Municipal Law Enforcement Waiver Disposition Report.**

- b. Counties - Law Enforcement, Corrections, Court Security:
  - County Police Deputies: 59 waivers approved; 1 denied
  - Correctional Officers: 20 waivers approved, 5 denied
  - Court Security Officers: 9 waivers approved, 2 denied

**Motion was made by Kelly, seconded by Neukirch, with Idleburg, Schassburger, and Ciganek recusing, and carried by all other members present to approve the Law Enforcement Waiver Disposition Report for Counties.**

- c. State & Others - Law Enforcement: 56 waivers approved, 2 denied

**Motion was made by Davis, seconded by Redd, with Schassburger, Hokenson, Kelly, and Ryan recusing, and carried by all other members present to approve the Waiver Disposition Report for Law Enforcement State and Others.**

3. Decertification ~ Pat Hahn

Hahn asked members to refer to Tab I in the Board book. Hahn stated his report lists five individuals recommended for removal, and three that have asked for removal from certification. He stated notice was given to all, a chance to respond was given to all, and none responded. He presented the five officers listed in his report who have received convictions:

1. Jeffrey Crocker (65020060)
2. Jeffrey Kriv (65053657)
3. David P. DeLeon (65129785)
4. Dante A. Salinas (65120570)
5. Sean P. Grayson (65149298)

Hahn also stated there are three officers who have voluntarily surrendered their certification:

1. Craig D. Lancaster (65054844)
2. Alen Zulfic (65114325)
3. Vance Wilhelm (65136824)

**Motion was made by Davis, seconded by Tyler, and carried by all members present to approve the above listed officers be stricken from the role of certified law enforcement officers of the state.**

## **XII. PROGRAM PROGRESS REPORTS AND CONCEPTS**

### **A. Illinois Law Enforcement Executive Institute ~ Heather Hotz**

Hotz shared that the Executive Institute's in person Executive Summits are up 20.58%, and the Online Learning Network training hours are up by 8.8%. This year's New Chiefs of Police orientation attendance increased by 26.7% with 71 chiefs graduating the program. She noted this orientation equips leaders to guide their departments with integrity, innovation, and accountability. Davis asked, with support from Neukirch, that an effort be made to make this training mandatory for all new chiefs in the state.

### **B. A Statewide System of In-Service Training (ASSIST) Program ~ Paul Petty**

Petty noted his report can be found under Tab K. Petty focused members attention on Attachment 1 and discussed the training hours represented in the report; over 3,200 MTU classes held with over 222,000 hours of training. He also noted the hourly training cost came in a bit higher this quarter as was expected.

### **C. CIT, Mental Health Training & Therapy Dog Initiative Update ~ Jennifer Wooldridge**

Wooldridge shared highlights from the CIT training program and the new law enforcement crisis-canine therapy dog certification initiative. She noted two courses that were presented to the Curriculum Committee yesterday. The first course presented was the new statewide Co-responder course titled: *Collaborative Crisis Co-response* which is a two-day program created in response to the increasing number of co-response teams operating across the state. The second course presented was the full training framework and eligibility standards for the law enforcement crisis-response therapy dog certification initiative. This three-day certification includes classroom content, field training, actor-led scenario-based assessments and a final team evaluation. Both courses were approved by the Curriculum Committee. Wooldridge went on to discuss the impact the therapy dog program is having across the state as well as out of state. She thanked Chairman Smoot and Operation TT for making the first out of state law enforcement therapy canine crisis response deployment possible to Evergreen, Colorado. Davis and Schassburger congratulated Wooldridge and briefly discussed the importance of the work being done with the program.

### **D. Specialty Training Update ~ Barbara Wood**

Wood noted her report can be found under Tab M in the Board book. She presented a handout for an additional course, which is classroom focused and titled *SRO Update*, to be added for School Resource Officer (SRO) recertification. Wood also requested the four individuals listed in the Crash Reconstruction report be approved as Board Certified Crash Reconstruction Specialists. Davis interjected the importance of making this type of training available for the police liaisons in schools and asked the Board to look to work this into legislation to make it mandatory. Wood noted there are several SRO conferences available which are open to all personnel working within a school district.

E. Information Technology Update ~ Kelly Ingram

Ingram noted his report is found under Tab N in the Board book. Ingram reported the Chicago office is moving forward, and the badging and camera service is finally being completed. He also reported there are two help desk people starting in January, application development continues with five apps being worked on by two developers, and online testing has reached 5,000 participants.

**Motion was made by Williams, seconded by Neukirch, and carried by all members present to approve the Program Progress Reports.**

**XIII. UNFINISHED BUSINESS**

A. Mandated Annual Training for Board Members ~ Pat Hahn

As the Ethics Officer, Hahn reminded all Board members that the mandatory trainings are due to be completed by the end of the year. He stated the Ethics Officer is required to file a report in April with the Ethics Commission reporting on the members who have not completed the mandatory trainings.

B. SAFE-T Act Update ~ John Keigher

Keigher reported the Certification Review Panel had its second meeting in November and referred four more cases for hearing, and the interviews for the Administrative Law Judges are complete. He mentioned the A-G section of the Verification process is coming due. Keigher noted staff is resuming discussions with stakeholders regarding a follow-up bill for the trailer act, and that the Illinois Justice Project is publishing recommendations and staff is looking to accommodate most of them as staff is able.

**Motion was made by Redd, seconded by Tyler, and carried by all members present to approve both items A and B in Unfinished Business.**

**XIV. NEW BUSINESS**

A. Updates to BLE & BCO Curriculum ~ Van Muschler

Muschler presented the updates as recommended by Cindy Jones and University of Illinois Springfield. Muschler stated there are two courses that have been updated in both the BLE and BCO programs. The first is a two-hour course titled *Safeguarding Children of Arrested Parents*. The second course is titled *Spectrum Disorders Awareness and Response*, with course objectives that match the Executive Institute online programs for standardization. He noted the BCO program has been revised to include the full prison rape elimination act.

**Motion was made by Davis, seconded by Kelly, and carried by all members present to approve the updates to the BLE & BCO Curriculum.**

B. Transitional Certification ~ John Keigher

Keigher asked to table this item as he will be discussing in the next section.

C. New Verification Process ~ John Keigher

Keigher reported the verification process is the last step of the Safe-T Act that the Board needs to implement. The main component to this process is that every officer will now have to verify eligibility every three years. Keigher proceeded through his presentation slides which are attached. He noted a first email has already been sent to all officers in the A-G section, and the best form of communication is through each agency LEDI coordinator. Staff is also working closely with chiefs, MTU's and Chicago PD to make sure every officer is made aware. Chief Tyler confirmed information is being pushed out to everyone involved. Director Caloway commended staff and stated all of the preparation for this required process was done in house by Board staff.

**Motion was made by Redd, seconded by Gomez, and carried by all members present to approve the New Verification Process as presented.**

**XV. PUBLIC INPUT**

Barron Alston, Retired Investigator, Cook County Sheriff's Department: Alston mentioned his story from a previous meeting about being out of town on vacation with his family, running into someone he had admitted to jail, and he was not carrying his weapon since he was retired and not allowed an IROCC card. He was stopped by local police and asked if he was working, and they wanted to know why he wasn't armed. Alston asked Board members why he cannot have an IROCC card like everyone else.

Marcus Hargrett, Retired Sergeant, Cook County Sheriff's Department: Hargrett discussed that IROCC cards are being denied to Sheriff Dart's Retired Corrections officers and accused the Board of not processing their applications because they do not meet the definition of a law enforcement officer. He also threatened the Board that he will put pressure on politicians to force a change, and then asked how Smoot was ethically able to obtain an IROCC card. Hargrett noted that he was not able to say the Pledge of Allegiance, because not everyone is receiving justice. He asked that the Board members adhere to the federal and the state definition of law enforcement officers.

Janice Austin, Retired Officer, Cook County Sheriff's Department: Austin stated she would not repeat what the others have already said, and asked that the Board give them their rights. She said they should not have to go to other states to get what is due to them in Illinois, stating they should be respected here.

**XVI. ANNOUNCEMENTS**

Idleburg announced the next Committee meetings will be held on March 4, 2026, and the next Quarterly Board meeting will be held March 5, 2026 all to be held in Springfield, Illinois.

**XVII. ADJOURNMENT**

**Motion was made by Tyler, seconded by Redd, and carried by all members present to adjourn the meeting at 10:40 a.m.**



# ILLINOIS LAW ENFORCEMENT TRAINING & STANDARDS BOARD



## QUARTERLY BOARD MEETING ATTACHMENTS

1. Board photo from December 2025 meeting
2. 8.4 Compliance Verification Presentation



ILETSB Quarterly Board Meeting  
Hilton Chicago/Oak Brook Hills Resort & Conference Center  
3500 Midwest Road, Oak Brook, Illinois 60523  
December 11, 2025

# *ILETSB: DECEMBER 2025 - BOARD MEETING*



## *8.4 - COMPLIANCE VERIFICATION*

## 8.4 – *WHAT IS VERIFICATION?*

Under the SAFE-T Act, officers must “verify” their certification status every 3 years.

New Section 8.4 requires affirmation that they are compliant with the requirements of the police training Act.

For the last 3 years, each officer must verify:

- Compliance with the training requirements
- Employment history is accurate
- No misconduct

Staggered reporting periods based on last name:

- A-G January 30, 2023 to January 29, 2026
- H-O January 30, 2024 to January 29, 2027
- P-Z January 30, 2025 to January 29, 2028

After officers report, agencies must verify their status.

Officers who fail to report may become inactive in May and must comply before eligible for reactivation.

Officers who falsify their response may be subject to discretionary decertification procedures.

## 8.4 – *WHAT MUST BE VERIFIED?*

Each officer must verify:

- A. Training mandates have been met for the specific period
  - Annual topics
  - Tri-Annual topics
  - Total hours and Scenario hours
  
- B. Employment status is properly reflected in the ILETSB database
  - All employers are listed
  - All terminations are properly reflected
  - Any security jobs must be disclosed
  
- C. No arrests, convictions, or guilty pleas for decertifiable misconduct
  - No felonies
  - No decertifiable misdemeanors (list of 41)

## 8.4 – *WHEN ARE THE DEADLINES?*

### Reporting:

Main Deadline: January 30, 2026

Accepted until: March 31, 2026

Can start reporting verifications: January 1, 2026

### Extension Waiver:

Extension requests must be submitted by: December 31, 2025

If approved, training and verification must be completed by July 31, 2026

### Grace Period:

Still need to complete verification by January 30, 2026

Grace Period Deadline: March 31, 2026

### Inactive Penalty:

Inactive Status for failure to report: May begin after May 1, 2026

## 8.4 – HOW TO DETERMINE STATUS?

For Officers: Enhancements to the Officer Portal

- New Verification Tab
- New “Mandate View” of past trainings and upcoming deadlines
- “Request a Verification Extension Waiver” function
- Complete the Verification Form


For Administrators: LEDI Updates

- Verification Tab for LEDI users
- Request a Waiver – Shows Waiver Requested
- View Status of officers in the reporting group

Training Status Options:

1. They have completed all required training.
2. They have not completed all training but have been granted a verification extension waiver, giving them until July 31, 2026, to finish.
3. They have not completed all training but will finish during the grace period, which runs through March 31, 2026.
4. They have not completed the required training and do not intend to complete it.

## 8.4 – HOW TO DETERMINE STATUS?

 Illinois Law Enforcement Training and Standards Board

User Administration Hello, John Keigher

General Training History Professional Conduct Verification **New!**

**Anthony Duane Cobb - 65017372** Active

Pursuant to 50 ILCS 705/8.4 of the Illinois Police Training Act, every certified law enforcement officer is required to submit an Officer Verification Form to the Illinois Law Enforcement Training and Standards Board (ILETSB) on a periodic basis.

Through this submission, each officer verifies:

- Compliance with all mandatory training requirements established by statute for the applicable three-year reporting period;
- Accurate disclosure of all law enforcement and security-related appointments held during the period and separations from those appointments during the period; and
- Eligibility for certification and adherence to professional conduct standards under 50 ILCS 705/6.1, confirming that no acts of misconduct or disqualifying offenses have occurred.

Pursuant to statute, officers are assigned to a fixed reporting cohort based on the first letter of their last name. Once established, this assignment remains unchanged for all future reporting cycles, even if the officer's name later changes.

# 8.4 – HOW TO DETERMINE STATUS?

Mandated Training Status				
The tables below represent the Mandated Training Status in accordance with this reporting period and may differ from the current Mandated Training Status.				
Requirement	Hours Completed	Expiration Date (Last Applicable Class)		
30 Hours within the past 36 months (beginning January 1, 2022)	95.50	4/20/2026 (4.50 hour(s) will expire)		
12 Scenario-Based Hours within the past 36 months (beginning January 1, 2022)	12.00	1/23/2027 (1.00 hour(s) will expire)		
Mandate	Requirement	Total Hours	Role Play Hours	Expiration Date (Last Applicable Class)
Civil Rights	1 Course within the past 36 months	N/A	N/A	10/28/2028
Const. Use of LE Authority	1 Course within the past 36 months	N/A	N/A	10/28/2028
Crisis Intervention	1 Course within the past 12 months	N/A	N/A	10/28/2026
Cultural Competency	1 Course within the past 36 months	N/A	N/A	10/10/2026
De-escalation Techniques	6 Hours within the past 36 months	8.00	2.50	6/22/2026 * 1.00 hours expiring
Emergency medical response training and certification	1 Course within the past 12 months	N/A	N/A	1/27/2026
Firearms Restraining Order Act	1 Course within the past 12 months	N/A	N/A	4/28/2026
High-Risk Traffic Stops	6 Hours within the past 36 months	6.00	5.00	7/15/2028 * 6.00 hours expiring * 5.00 role play hours expiring

# 8.4 – HOW TO DETERMINE STATUS?



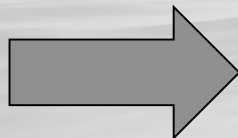
 **Illinois Law Enforcement Training and Standards Board**

**LEDI Menu**

ILETSB

Change Agency

- Agency Information
- Agency Roster
- Verification
- Field Staff Reports
- Form E Review
- Professional Conduct
- Pending Form Es
- Banner Message Administration
- Form S



# 8.4 – HOW TO DETERMINE STATUS?

Reporting Period 1/30/2023 to 1/29/2026

Show  entries

PTB ID ↑↓	First Name ↑↓	Last Name ↑↓	Registered for Officer Portal? ↑↓	Training History	Verification Extension Waiver ↑↓
65021861	Hilary	Davis	Yes	<a href="#">View training history for this reporting period</a>	<a href="#">Request Verification Extension Waiver (Must be submitted prior to 12/31/2025 11:59 PM)</a>
65017372	Anthony	Cobb	Yes	<a href="#">View training history for this reporting period</a>	<a href="#">View Extension Waiver Details</a>
65013506	Keith	Calloway	Yes	<a href="#">View training history for this reporting period</a>	<a href="#">Request Verification Extension Waiver (Must be submitted prior to 12/31/2025 11:59 PM)</a>
65011719	James	Buchanan	Yes	<a href="#">View training history for this reporting period</a>	<a href="#">Request Verification Extension Waiver (Must be submitted prior to 12/31/2025 11:59 PM)</a>
65009713	Kent	Bragg	Yes	<a href="#">View training history for this reporting period</a>	<a href="#">Request Verification Extension Waiver (Must be submitted prior to 12/31/2025 11:59 PM)</a>
65007188	James	Bianchi	Yes	<a href="#">View training history for this reporting period</a>	<a href="#">Request Verification Extension Waiver (Must be submitted prior to 12/31/2025 11:59 PM)</a>

Showing 1 to 6 of 6 entries

## 8.4 – *WHAT TO DO NOW?*

Make a plan of action for your officers:

- Make sure officers are registered for the Officer Portal
- Determine if officers need a waiver or grace period

Try to complete trainings:

- Register for the OLN
- Check the MTU calendar
- Host a course at your agency: For example, CPR

Consider Extension Waivers:

- If an officer is on leave: medical, military, maternity, etc.
- If an officer is missing all scenario requirements

Know where the problems are:

- Use the LEDI reports: “Expiring Soon” option
- Contact ILETSB for assistance

## 8.4 – *WHAT'S NEXT?*

### Timeline: A-G Officers

December 9 – Extension Waivers can be requested

December 31 – Extension Waiver request deadline

Jan 1 – Verification period opens

Jan 29 – Training period closes

Jan 30 – Verifications due

March 31 – Grace Period deadline – final verifications due

May 1 – Non-compliant officers may go inactive after Board notice is issued

Mid 2026 – Agencies must verify the info of their officers

## 8.4 - COMPLIANCE VERIFICATION

Questions:

[ptb.verification@illinois.gov](mailto:ptb.verification@illinois.gov)

New email address specifically for Compliance Verification issues.

Feel free to contact your field representative or our Professional Standards Division.

