



Master Sergeant Promotional Examination

Illinois State Police September 2016



INDUSTRIAL/ORGANIZATIONAL SOLUTIONS
PUBLIC SAFETY SELECTION EXPERTS



The following questions are based on the *Illinois State Police Master Sergeants' Collective Bargaining Agreement; Teamsters Local 700; July 1, 2015-June 30, 2019.*

1. If the Department should fail to respond to a grievance within the time limit set forth at the various steps, which of the following shall occur?
 - a. The grievance shall be deemed to be found in the grievant's/Union's favor.
 - b. The Union may take the grievance to the next step of the procedure. **CBAT, Article 8, 1, Time Limits, page 28**
 - c. The Union may resubmit the grievance at the same step of the procedure.
 - d. The Union may resubmit the grievance at the first step of the procedure.

2. During the third step of the grievance procedure, the Union may take the grievance to the _____.
 - a. director or his/her designee **CBAT, Article 8, Third Step, page 29**
 - b. Federal Mediation Conciliation Services (FMCS)
 - c. Merit Board
 - d. regional commander or his/her designee

3. Which of the following statements is MOST accurate regarding arbitration?
 - a. The Union reserves the right to unilaterally select the arbitrator.
 - b. The Department reserves the right to unilaterally select the arbitrator.
 - c. Neither the Union nor the Department may reject any Federal Mediation Conciliation Service (FMCS) arbitrator.
 - d. By joint agreement, the parties may establish a panel of arbitrators to utilize. **CBAT, Article 8, Arbitration, page 30**

4. Which of the following statements about seniority is CORRECT?
 - a. Seniority includes periods of disciplinary suspension of 30 days or less. **CBAT, Article 18, Section 1, page 44**
 - b. Seniority shall accumulate during periods of layoff.
 - c. Seniority shall accumulate during periods of leave of absence.
 - d. Seniority includes periods when an employee fails to return to work from an approved leave of absence without the prior approval of the Employer, with or without exigent circumstances.

5. Which of the following statements about seniority is CORRECT when an officer has been previously employed by another agency of the State of Illinois?
- a. The officer shall not be entitled to any additional seniority credit.
 - b. The officer shall be entitled to additional seniority credit for the purpose of determining benefit levels, assignments and promotions.
 - c. The officer shall be entitled to additional seniority credit only for the purpose of determining benefit levels, such as vacation allotment or pension credit. **CBAT, Article 18, Section 1, page 44
 - d. The officer shall not be entitled to any additional seniority credit unless the officer worked more than three years for the other agency in the State of Illinois.

The following questions are based on the *Agreement between AFSCME and the State of Illinois*.

6. All grievances must be presented not later than how many working days from the date the grievant became aware of the occurrence giving rise to the complaint?
- a. 7
 - b. 15 **AFSCME, Article V, Section 2, Step 1, page 7
 - c. 30
 - d. 45
7. In the event the grievance is not resolved in Step 1, it shall be presented in writing by the Union to the intermediate administrator or his/her designee within _____ working days from the receipt of the answer or the date such answer was due, whichever is earlier.
- a. 5 **AFSCME, Article V, Section 2, Step 2, page 8
 - b. 10
 - c. 14
 - d. 21
8. Any written reprimand or discipline imposed for absenteeism shall be removed from an employee's record if, from the date of the last reprimand or discipline, _____ years pass without the employee receiving an additional reprimand or discipline for such offense.
- a. one
 - b. two **AFSCME, Article IX, Section 7, page 20
 - c. three
 - d. four

9. An employee who has completed three years of continuous service will earn how many days of vacation time that year?
- a. 5
 - b. 7
 - c. 10 **AFSCME, Article X, Section 1, a, page 21
 - d. 15
10. Which of the following statements is CORRECT with regard to probationary employees and vacation?
- a. Probationary employees do not earn vacation and cannot use any vacation time during their original six months probationary period.
 - b. Probationary employees do not earn vacation but can be granted a leave of absence without pay during their original six months probationary period at the discretion of the Employer.
 - c. Probationary employees earn vacation but may not use such during their original six months probationary period.
 - d. Probationary employees earn vacation and may use such during their original six months probationary period at the discretion of the Employer. **AFSCME, Article X, Section 1, page 21
11. Overtime shall not be accrued in increments less than _____.
- a. 15 minutes **AFSCME, Article XII, Section 6, d, i, page 33
 - b. 30 minutes
 - c. 45 minutes
 - d. 60 minutes

The following questions are based on the *Illinois State Police Troopers, Special Agents and Sergeants Collective Bargaining Agreement; July 1, 2012-June 30, 2015.*

12. A trooper is running for political office. Which of the following shall apply in this situation?
- a. No officer may run for political office without taking a leave of absence.
 - b. Running for political office is a Constitutional right, and therefore no Department notification is necessary prior to initiating a political campaign.
 - c. If the trooper attains political office, she must resign from the Department; there are no other restrictions.
 - d. If the trooper attains political office, she shall not be required to take a leave of absence unless the director determines with good cause that it interferes with or is incompatible with the performance of her duties. **ISP, Article 3, 4, page 12

13. An officer who will be interrogated in an internal investigation will be informed of the nature of the complaint and pertinent facts alleged ____.
- a. in writing, not less than 48 hours in advance if practicable
 - b. in writing, not less than 24 hours in advance if practicable **ISP, Article 7, 2, C, page 22**
 - c. verbally or in writing, not less than 48 hours in advance if practicable
 - d. verbally or in writing, not less than 24 hours in advance if practicable
14. A supervisor shall answer a first-step grievance within ____ calendar days of its submission.
- a. 5
 - b. 7
 - c. 10
 - d. 14 **ISP, Article 8, 1, First Step, page 30**
15. All counseling documents contained in the files of the Department shall be removed ____ after placement into an officer's files.
- a. one year **ISP, Article 12, 4, page 40**
 - b. two years
 - c. three years
 - d. four years
16. Which of the following statements about working out of classification is CORRECT?
- a. The Department may not temporarily assign an officer to perform the duties of another rank.
 - b. The Department may not temporarily assign an officer to perform the duties of a position having a different salary level.
 - c. Vacation days taken during a period of temporary assignment shall be paid at the rate of the officer's usual assignment, not the temporary assignment.
 - d. Officers shall not be assigned to successive temporary assignments of less than a full pay period for the purpose of evading the requirement of paying a higher rate of pay. **ISP, Article 21, 4, pages 59-60**

17. For the purpose of equalizing the distribution of overtime, an officer who is offered but declines a scheduled overtime assignment shall be _____ for the administrative purposes of scheduled overtime being offered.
- a. deemed to have worked the hours assigned **ISP, Article 30, 4, B, page 78
 - b. given one more opportunity to take another overtime assignment before being deemed to have worked the hours assigned
 - c. given two more opportunities to take another overtime assignment before being deemed to have worked the hours assigned
 - d. given three more opportunities to take another overtime assignment before being deemed to have worked the hours assigned
18. Requests by officers to be permitted to accept secondary employment shall be reviewed on a case-by-case basis. The Department shall endeavor to provide an answer to such a request within how many days?
- a. 3
 - b. 5 **ISP, Article 33, page 84
 - c. 7
 - d. 10

The following questions are based on the *Illinois Criminal and Traffic Law Manual*.

19. Paul is driving his friend Enrico to a concert on a rainy evening. Paul loses control of his vehicle and crashes into a ditch near the right shoulder of the road. As a result, Paul is injured and incapacitated. Enrico is unharmed. Which of the following statements shall apply in this situation?
- a. Only the driver of a vehicle involved in an accident may report that accident.
 - b. Enrico may report the accident, but he is not obligated to do so.
 - c. Enrico must report the accident. **ICT, 625 ILCS 5/11-407, b, page 615
 - d. Enrico must report the accident but only if Paul is incapacitated for 12 hours or more.

20. May the driver of a motor vehicle possess medical cannabis in a motor vehicle?
- a. No, the driver of a motor vehicle may not possess medical cannabis in a motor vehicle under any circumstances.
 - b. Yes, if the driver is a medical cannabis cardholder, he/she may keep cannabis anywhere in the vehicle, as long as he/she does not consume the cannabis while driving.
 - c. Yes, but only if the driver is a medical cannabis cardholder and the cannabis is in a tamper-evident medical cannabis container. **ICT, 625 ILCS 5/11-502.1, b, page 630
 - d. No, unless someone other than the driver of the motor vehicle is a medical cannabis cardholder.
21. Official misconduct occurs ____.
- a. whenever a public officer commits a crime of any kind while on or off duty
 - b. when an officer performs an act in excess of his/her lawful authority with intent to obtain a personal advantage for himself/herself or another **ICT, 720 ILCS 5/33-3, 3, page 1165
 - c. only when an officer intentionally fails to perform a mandatory duty
 - d. only when an officer knowingly performs an act forbidden by law
22. Brian is angry at his friend Joshua because Brian believes that Joshua has stolen money from him. Brian finds Joshua in the parking lot of a local bar and attacks Joshua, striking him repeatedly with a baseball bat, with the obvious intent to do great bodily harm to Joshua. Joshua later dies at the hospital of the injuries he incurs as a result of this attack. A remorseful Brian claims that he never intended to actually kill Joshua. Has Brian committed first-degree murder in this situation?
- a. No, because Joshua did not die at the scene of the crime.
 - b. Yes, if Joshua had actually stolen money from Brian, as such an act would be considered an act of provocation.
 - c. No, because Brian did not intend to kill Joshua.
 - d. Yes, because Brian intended to do great bodily harm to Joshua while performing the acts that led to Joshua's death. **ICT, 720 ILCS 5/9-1, 1, page 993
23. A person commits the offense of aggravated kidnapping when he or she commits kidnapping and takes as his/her victim a child under the age of ____ years.
- a. 13 **ICT, 720 ILCS 5/10-2, 2, page 998
 - b. 14
 - c. 15
 - d. 16

24. A 45-year-old man accosts a 27-year-old woman on the street and displays a knife. He threatens to stab the woman and then drags her into an alley nearby and commits a criminal sexual assault. Would it be appropriate to charge this man with aggravated criminal sexual assault in this situation?
- a. No, because the victim was not younger than 18 years of age.
 - b. No, because the man was not armed with a firearm.
 - c. Yes, because the man displayed and threatened to use a knife during the criminal sexual assault. **ICT, 720 ILCS 5/11-1.30, 1, page 1007
 - d. Yes, but only if the man actually injures the woman with the knife during the attack.
25. It is an aggravated battery to commit battery on a peace officer _____.
- a. under any circumstances, regardless of whether the officer is on or off duty
 - b. only if a weapon has been used during the battery
 - c. in retaliation for performing his or her official duties **ICT, 720 ILCS 5/12-3.05, 4, ii, page 1030
 - d. only when the officer is in uniform
26. A person commits theft _____.
- a. if he or she has obtained control over stolen property, knowing the property to have been stolen **ICT, 720 ILCS 5/16-1, a, 4, page 1066
 - b. only if force has been used to gain control over the property of another
 - c. only if force or the threat of force has been used to gain control over the property of another
 - d. only if he or she intends to keep the property for himself/herself or an immediate family member
27. May a trier of fact infer from the possession of a key designed for lock bumping an intent to commit a felony theft?
- a. Yes, but only if the person is also trespassing at that same time.
 - b. Yes, if the person is not a peace officer or of a related profession. **ICT, 720 ILCS 5/19-2(a), page 1106
 - c. No, because possession of burglary tools is not a criminal act.
 - d. No, unless the person has been previously convicted of burglary.

28. Two teenage boys are discovered firing hunting rifles at a commuter railroad train. When asked why they are doing this, one boy replies, "I don't know. We were bored." No one is injured in this situation, and no damage to the train has been reported. It would be MOST appropriate to charge these boys with _____.
a. no criminal offense, although the boys are civilly liable for their actions
b. institutional vandalism
c. criminal defacement of property **ICT, 720 ILCS 5/21-1, 7, page 1109
d. criminal damage to property
29. A search warrant shall be executed within how many hours from the time of issuance?
a. 24
b. 48
c. 72
d. 96 **ICT, 725 ILCS 5/108-6, page 1312
30. A domestic violence order of protection protects _____.
a. only persons who have been directly abused by a family or household member
b. only persons who have been directly abused by a family or household member and any minor child or dependent adult in the care of such person
c. any person employed at a public shelter that is housing an abused family or household member **ICT, 725 ILCS 5/112A-4, page 1345
d. anyone who feels threatened by the abuser in any way, regardless of their relationship to the abuser

The following questions are based on the *Illinois State Police Directives Manual*.

31. Which of the media relations procedures below should Department members follow?
a. As long as no confidential information is revealed, employees may initiate written and oral contact with the media concerning ISP activities without prior approval.
b. Employees may make an immediate, oral response to on-the-scene, in-person or telephone inquiries concerning their respective Division's activities if they are personally involved and/or informed. **DM, ADM-015, V.C.1, page 3
c. Employees who are not informed on a subject of media inquiry must attempt a detailed response, using whatever information they do have.
d. The residence, occupation and family status of the accused shall never be released to the media without a court order.

32. Emergency Orders of Protection cannot last for more than ____ days without an extension.

- a. 7
- b. 14
- c. 21 **DM, ENF-006, III.D.1.a, pages 2-3
- d. 30

33. A trooper is transporting a prisoner who becomes sick while being transported. What should the trooper do in this situation?

- a. He should either take the prisoner to the nearest medical facility for treatment or summon an ambulance. **DM, ENF-014, IV.A.19, page 5
- b. He should take the prisoner to the intended location of intake; personnel there will determine the next course of action.
- c. He should ask his immediate supervisor for guidance after relaying the prisoner's symptoms.
- d. He will radio to the detention facility to determine whether to proceed or go to a hospital.

34. When a psychiatric hospital or State mental facility requests ISP assistance, _____.

- a. at least two officers, designated by supervisors, will be dispatched **DM, ENF-019, IV.D.1.a, page 4
- b. officers must take firearms into the psychiatric ward
- c. no OC spray shall be used against the subject under any circumstances
- d. no Conducted Electrical Weapon (CEW) shall be used against the subject under any circumstances

35. The ISP will use roadblocks _____.

- a. only to reroute traffic away from or around hazardous sites
- b. when necessary to minimize dangers to the public, fleeing violators and police officers **DM, ENF-022, I.C, page 1
- c. only to apprehend fleeing violators
- d. only to apprehend fleeing violators who have committed or have attempted to commit a felony

36. When an officer conducts a traffic stop with an undocumented foreign national, _____.
- a. the officer shall immediately initiate a citizenship or lawful resident status check
 - b. the officer shall immediately contact ICE
 - c. the officer must immediately contact the subject's embassy
 - d. the driver will only be charged with traffic and criminal violations stemming from the traffic stop **DM, ENF-031, IV.A.1, page 2
37. A stop-and-frisk search, also known as a pat-down search or a "Terry Stop," _____.
- a. can only be conducted if an officer is planning to make an arrest
 - b. can only be conducted if an officer plans to issue a citation
 - c. includes reaching into and checking the inside of the subject's pockets
 - d. allows an officer to conduct a cursory pat down of outer clothing for weapons when an officer reasonably suspects that the officer or another are at risk of harm **DM, ENF-037, II.D, page 1
38. Who is responsible for investigating, or supervising the investigation of, allegations of biased-based policing?
- a. The accused officer's immediate supervisor.
 - b. The accused officer's District commander.
 - c. The Division of Internal Investigation (DII). **DM, ENF-047, III.G.1, page 3
 - d. The chief of the Equal Employment Opportunity Office.
39. Unless incapacitated as a result of an accident, an employee involved in a Department vehicle crash shall submit all documentation concerning the crash to the Fleet officer/coordinator responsible for the maintenance of the involved vehicle within _____ calendar days.
- a. 3
 - b. 5 **DM, EQP-003, IV.A.1.j, page 4
 - c. 7
 - d. 10

40. Which of the following statements is MOST accurate regarding in-car video camera recording equipment?
- a. The in-car video camera is set to automatically activate when emergency lighting is activated. **DM, EQP-015, V.B.3, page 3
 - b. The equipment must be turned on manually every time the siren is turned on.
 - c. The in-car video camera works on an automatic basis only; an officer can neither turn on nor turn off the camera manually.
 - d. The recording should be stopped as soon as the officer returns to his/her vehicle after a stop, before either vehicle leaves the scene.
41. Which of the procedures below should Department members follow regarding the use of the Conducted Electrical Weapon (CEW)?
- a. The CEW may be used as a substitute for deadly force.
 - b. Officers should not intentionally discharge CEW probes at a subject's head unless great bodily harm or deadly force is justified. **DM, EQP-017, III.A.6, page 2
 - c. If the situation warrants an officer escalating from the CEW to a firearm, that officer may simultaneously hold a CEW and any firearm.
 - d. The CEW may not be used to prevent a subject from intentionally or unintentionally harming himself/herself.
42. An officer involved in a weapons discharge/deadly force investigation shall complete a Field Report, Form ISP 4-3 or ICase of the incident within _____ hours, absent any physical and/or mental injuries/limitation that occurred as a result of the shooting.
- a. 24
 - b. 48
 - c. 72 **DM, OPS-002, III.A.4, page 2
 - d. 94
43. The secondary unit in a police pursuit _____.
- a. may act as a buffer between the pursuit and surrounding traffic **DM, OPS-003, III.H.2, page 3
 - b. shall not communicate with District Communications
 - c. can only engage in the pursuit when authorized by a shift commander or other ISP command personnel
 - d. must never be an unmarked vehicle

44. Following a bomb threat, searchers will cease their activities and completely evacuate the building at a minimum of _____ minutes prior to the pre-announced blast time.
- a. 40
 - b. 30 **DM, OPS-011, III.A.3.g, page 2**
 - c. 20
 - d. 10
45. The *Illinois State Police Directives* state that a person reported missing under _____ years of age is an exceptional circumstance that requires special handling.
- a. 16
 - b. 15
 - c. 14 **DM, OPS-014, III.D.2, page 2**
 - d. 13
46. Officers responding to an incident involving a juvenile will _____.
- a. make a reasonable attempt to contact the juvenile's parent or guardian and document all attempts **DM, OPS-037, IV.A.2, page 2**
 - b. make a reasonable attempt to contact the juvenile's parent or guardian; these attempts need not be documented
 - c. not attempt to contact the juvenile's parent because that is the responsibility of the Illinois Department of Children and Family Services
 - d. attempt to contact the juvenile's parent only the juvenile is under the age of 16
47. Which of the following divisions will conduct preliminary investigations concerning offenses within the jurisdiction of the Department?
- a. The Division of Operations (DOO) – Patrol. **DM, OPS-042, III.C.1, page 3**
 - b. The Division of Internal Investigation (DII).
 - c. The Division of Forensic Services (DFS).
 - d. The Division of Administration (DOA).

48. Which of the following is MOST accurate regarding the Department's Directive on Official Advanced Funds (OAF) available for approved purposes?
- a. Confidential Report, Form ISP 4-4, records all evidence and property acquired and all expenditures and transfers of OAF.
 - b. The term "flash roll" refers to cash intended to be shown and then immediately given to a person.
 - c. The OAF clerk and/or alternate will authorize checks.
 - d. Expenditure of personal funds is prohibited. No reimbursement of personal funds will be made, even though an expenditure may be consistent with approved purposes. **DM, OPS-044, V.D.1, page 6
49. During a hostage/barricaded suspect incident, the Zone commander, or his/her designee, will ____.
- a. obtain all possible information concerning the hostage taker, the hostages, the hostage site and any barricaded suspects **DM, OPS-047, III.F.2, page 4
 - b. work in concert with the SWAT Team leader by exchanging information and intelligence
 - c. command the inner perimeter as directed by the incident commander
 - d. collect and preserve evidence
50. According to OPS-57, which of the following statements is MOST accurate regarding hazardous material incidents?
- a. Obtaining identification from plant management is the least reliable way of identifying HAZMATs involved in incidents at fixed facilities.
 - b. HAZMAT incidents include preplanned raids involving clandestine drug laboratories.
 - c. HAZMAT incidents include spills from vehicle fuel tanks.
 - d. For HAZMAT incidents involving second division vehicles, the shipping papers are the most reliable source of information. **DM, OPS-057, V.A.2.a, page 2
51. Which of the following responding codes would be MOST appropriate to use when an officer is responding to an emergency call that requires a rapid response by a law enforcement officer to reduce the seriousness of the incident?
- a. Code 1
 - b. Code 2 **DM, OPS-081, III.F.2, page 2
 - c. Code 3
 - d. Code 4

52. At a District/Zone/Metropolitan Enforcement Group (MEG)/Task Force (TF) Vault, evidence cases over _____ days old are referred to as “aged evidence.”
- a. 45
 - b. 90 **DM, OPS-200, II.A.2, page 1**
 - c. 180
 - d. 365
53. Evidence other than drugs, firearms, items related to sensitive cases, and/or articles with a value of \$500 or more may be kept in temporary storage for no more than _____ hours.
- a. 48
 - b. 36
 - c. 24 **DM, OPS-201, IV.A.2.e, page 2**
 - d. 12
54. Command personnel will conduct inspections of evidence vaults at least once each quarter. District/Zone/MEG/TF Evidence Vaults will conduct inspections of at least _____ percent of guns.
- a. 20 **DM, OPS-203, III.A.2.a.1, page 2**
 - b. 30
 - c. 40
 - d. 50
55. Any employee who has been transferred or on temporary duty for _____ or more months prior to the end of the Part III promotional skills evaluation will be evaluated by his/her temporary duty chain-of-command.
- a. one
 - b. two **DM, PER-005, IV.C.4.a, page 5**
 - c. three
 - d. four
56. Which of the following statements is MOST accurate regarding Alternative Dispute Resolution (ADR)?
- a. It is a voluntary process by which an allegation of harassing conduct may be resolved, preferably prior to any formal internal complaint process. **DM, PER-009, III.B, page 2**
 - b. It is a voluntary process by which an allegation of harassing conduct may be resolved, preferably after a formal internal complaint is filed.
 - c. For the purposes of equal opportunity policy, ADR is an investigation.
 - d. For the purposes of equal opportunity policy, ADR is part of the Misconduct Allegation Settlement Agreement (MASA).

57. Sexual hostile work environment harassment occurs when ____.
- a. submission to unwelcome sexual conduct is explicitly a condition for receiving job benefits
 - b. submission to unwelcome sexual conduct is implicitly a condition for receiving job benefits
 - c. rejection of unwelcome sexual conduct results in an adverse employment action
 - d. unwelcome sexual conduct is personally directed at a specific individual and is so severe that it has the purpose of unreasonably interfering with that individual's work performance **DM, PER-009, III.H.1.b.1, page 3
58. Vacation time must be taken within ____ months after the calendar year in which it was earned, or it will be forfeited.
- a. 48
 - b. 36
 - c. 24 **DM, PER-025, III.C.3.a, page 4
 - d. 12
59. Annual sick time is granted at a rate of ____ hours each year credited to the officer's account on the first day of the year, but the time does not accumulate and is not credited to the balance of the officer's accumulative sick time account.
- a. 290
 - b. 370
 - c. 480 **DM, PER-027, III.B, page 1
 - d. 560
60. It is MOST accurate to say that officers ____.
- a. may use annual sick time in conjunction with a physical illness of a family member
 - b. may use annual sick time in conjunction with the mental illness of a family member
 - c. may use annual sick time in conjunction with the death of a family member
 - d. may not use annual sick time in conjunction with physical and/or mental illness of a family member or death of a family member **DM, PER-027, III.B.2, page 1

61. With regard to the disciplinary investigation of an employee, which of the following terms means that “evidence was sufficient to prove the allegation; criminal and/or administrative charges are identified, and the disciplinary process is initiated”?
- a. Exonerated
 - b. Not Sustained
 - c. Policy Procedure Failure
 - d. Sustained **DM, PER-030, II.H, page 2
62. Prior to responding to any grievance, all supervisors will contact the _____.
- a. Division of Internal Investigation (DII)
 - b. Illinois Department of Human Rights (IDHR)
 - c. Office of Equal Employment Opportunity (EEO)
 - d. Office of Labor Relations and Special Projects (OLR) **DM, PER-031, III.A.1, page 2
63. Supervisors and/or managers must notify the appropriate deputy director, the Division of Internal Investigation (DII) area commander, and the EEO Office within _____ of becoming aware of information regarding behavior that may reasonably be considered sexual harassment.
- a. 24 hours **DM, PER-032, IV.B.2.a, page 6
 - b. 48 hours
 - c. 72 hours
 - d. 96 hours
64. The ISP has determined that the MOST effective way to limit harassing conduct is to _____.
- a. treat it as misconduct, even if it does not rise to the level of harassment actionable under State law **DM, PER-033, I.B, page 1
 - b. treat it as misconduct only if it rises to the level of harassment actionable under State law
 - c. separate the alleged victim and alleged harasser(s) via assignment or shift transfers as an informal means of resolution
 - d. act only after a complaint has been made

65. Employees should make verbal or written reports of sexual harassment to the EEO Office within _____ calendar days of the date of the last alleged act purported to be a violation.
- a. 100
 - b. 75
 - c. 60
 - d. 45 **DM, PER-033, IV.A.3, page 4
66. Which of the following statements is MOST accurate regarding the use of a weapon in the course of secondary employment?
- a. Employees shall not use a weapon in the course of secondary employment under any circumstances.
 - b. Employees shall not use a Department-owned weapon in the course of secondary employment; the use of a privately owned weapon is permitted.
 - c. A Department-issued Conducted Electrical Weapon (CEW) may be authorized for use while engaged in secondary employment.
 - d. If using a Department-owned firearm while engaged in secondary employment, an employee must have a valid Illinois Firearm Owner's Identification Card. **DM, PER-035, III.B.7.c, page 3
67. When an action plan for achieving acceptable performance is developed, _____.
- a. only long-term goals should be developed
 - b. a time schedule for both achieving and monitoring achievement of goals and objectives must be written into the plan **DM, PER-060, IV.C.1.b.1, page 2
 - c. a change of assignment may be part of the initial plan to improve performance
 - d. the Human Services officer must be closely consulted during plan development
68. With regard to critical incident stress management, demobilization is an intervention that is reserved for _____.
- a. small-scale events that are ongoing (usually more than eight hours)
 - b. small-scale events that are brief in duration (four hours or less)
 - c. large-scale events that are ongoing (usually more than eight hours) **DM, PER-064, II.D.1.a, page 2
 - d. large-scale events that are brief in duration (four hours or less)

69. Any employee directly involved in a use of force incident resulting in a death will be permitted to take up to _____ consecutive calendar days of leave following the incident.
- a. five **DM, PER-064, IV.A.2.a, page 3
 - b. four
 - c. three
 - d. two
70. The *Illinois State Police Directives* defines a “gift” as including items with a value of more than \$_____ in the aggregate per year from a single source per calendar year.
- a. 25
 - b. 50 **DM, PER-103, III.A.4, page 1
 - c. 75
 - d. 100
71. Employees who are not the subject of an internal investigation (a witness or an employee possessing pertinent information) _____.
- a. must have Union representation
 - b. will not have Union representation under any circumstances
 - c. can be denied Union representation; statements made by the employee can always be used for disciplinary purposes against the employee being interviewed
 - d. can be denied Union representation; however, where representation is requested and denied, statements made by the employee cannot be used for disciplinary purposes against the employee being interviewed **DM, PER-103, V.C.3.a.1, page 3
72. A trooper lends another person his identification card without approval of the director. What level of misconduct has the trooper committed in this situation?
- a. Level 2 Misconduct
 - b. Level 3 Misconduct **DM, ROC-002, III.A.15, page 3
 - c. Level 4 Misconduct
 - d. Level 5 Misconduct

73. If an employee has _____ incidents meeting Early Warning System (EWS) criteria in a 12-month period, it is recommended that an action plan be developed and implemented.
- a. five
 - b. four
 - c. three **DM, SRV-017, IV.A, page 3**
 - d. two
74. Can the ISP examine the content of the hard drive of a State-owned computer to inspect it?
- a. No, unless the employee's consent is obtained to inspect for unauthorized software, malware, viruses, etc.
 - b. Yes, but email cannot be inspected.
 - c. Yes, to inspect for unauthorized software and to examine email and data for unauthorized use. **DM, SRV-221, III.A.4, page 2**
 - d. No, because there is an expectation of privacy for information maintained by or transmitted through State-owned computers.
75. A trooper has a personal account on Facebook. As his cover photo, he has posted a photo of his assigned patrol vehicle. Has this trooper violated the Department's Directive with regard to the personal use of social media?
- a. No, as long as his use of the photo does not bring discredit upon the Department.
 - b. No, as long as his privacy settings on his Facebook account are set to the highest possible level.
 - c. Yes, because ISP members are prohibited from engaging in personal use of social media under any circumstances.
 - d. Yes, because members are prohibited from posting depictions or illustrations of Department-issued equipment to engage in personal use of social media. **DM, SRV-222, IV.B.2.b, page 3**

The following questions are based on *It Worked for Me: In Life and Leadership*.

76. Which of the following statements is TRUE about the phrase, "It isn't as bad as you think, it will look better in the morning"?
- a. It is a euphemism that leads to trouble.
 - b. It is something leaders should tell others but never tell themselves.
 - c. It is something leaders should tell themselves but not others.
 - d. It reflects an attitude, not a prediction. **IWFM, Chapter 1, page 4**

77. Which of the following statements is MOST accurate about decision making?
- a. Don't let adverse facts stand in the way of a good decision. **IWFM, Chapter 1, page 12
 - b. Never go with your instincts.
 - c. Information and instincts are not related.
 - d. Factual analysis alone generally indicates the right choice.
78. When something goes well, you should ____.
- a. take as much credit as possible
 - b. let all employees believe they were the ones who did it **IWFM, Chapter 1, page 20
 - c. avoid one-on-one recognition
 - d. don't stop to praise; keep moving forward
79. Doing the best for your boss means ____.
- a. always liking what your boss wants you to do
 - b. always approving of what your boss wants you to do
 - c. having the same priorities as your boss most of the time
 - d. accomplishing tasks as quickly and decisively as possible **IWFM, Chapter 2, page 35
80. What does Powell have to say about leadership?
- a. A true leader anticipates problems, so they never occur.
 - b. If your desk is clean and no one is bringing you problems, you should be very worried. **IWFM, Chapter 6, page 50
 - c. A leader should not look for problems.
 - d. A true leader does not solve problems; a true leader encourages others to solve their own problems.
81. What is Powell's 50-50 rule?
- a. He evaluates candidates 50 percent by their previous record and 50 percent by intangible, instinctive judgement to measure someone's potential to do better at the next level. **IWFM, Chapter 9, pages 64-65
 - b. 50 percent of all people are capable of working at a higher level; 50 percent of them are not.
 - c. 50 percent of skills can be learned; 50 percent of skills are innate and cannot be changed.
 - d. Leaders know that 50 percent of situations can be planned for; the other 50 percent happen without warning.

82. Which of the following statements is MOST accurate regarding performance evaluation?
- a. If past performance is mediocre or worse, satisfactory performance in the future is extremely unlikely. **IWFM, Chapter 9, pages 67-68
 - b. Past performance alone adequately predicts future performance.
 - c. Performance evaluations give the whole picture.
 - d. Performance evaluations are not an essential part of the promotional system.
83. Powell states that when you first take over a new outfit, you should ____.
- a. expect trouble
 - b. try to change as much as possible
 - c. make each subordinate prove his/her loyalty in the first few months by never questioning you
 - d. start out trusting the people there unless you have real evidence not to **IWFM, Chapter 10, page 75
84. Everything you do as a leader has to focus on ____.
- a. building trust in a team **IWFM, Chapter 10, page 76
 - b. keeping yourself out of trouble
 - c. keeping your team out of trouble
 - d. how it looks to someone outside the organization
85. Which of the following statements is MOST accurate regarding obedience?
- a. Obedience is more important to obtain from followers than respect.
 - b. Obedience alone may get the job done, but it usually doesn't inspire commitment to the job. **IWFM, Chapter 11, page 77
 - c. Obedience always inspires a passion for excellence.
 - d. Obedience is the first and only thing a new company needs.
86. Respect for leaders by followers ____.
- a. can be mandated
 - b. is strongest when leaders are exceptionally close to their followers
 - c. comes from a leader's competence and moral example **IWFM, Chapter 11, page 78
 - d. occurs when leaders exercise their legal authority over followers

87. Leaders should train their staff so that whenever the question reaches the surface of their mind—"Umm, you think we should call someone?"—the answer should almost always be ____.
- a. "Not yet."
 - b. "Within the next few days."
 - c. "Only if it's an emergency."
 - d. "Yes, and five minutes ago." **IWFM, Chapter 18, page 123
88. Powell says, when dealing with the press, it is important to remember that ____.
- a. you should never be vague and never mumble
 - b. the interviewers are your audience
 - c. you don't have to answer any question you don't want to **IWFM, Chapter 20, page 132
 - d. you should answer as many hypothetical questions about the future as possible
89. For Powell, maintaining mutual trust and accountability means ____.
- a. very short and direct lines of authority **IWFM, Chapter 28, page 177
 - b. never assuming that anyone else will be properly prepared
 - c. a large bureaucracy
 - d. keeping most people at a distance
90. What does Powell say about turnover periods?
- a. Leaders should keep the transition period short. **IWFM, Chapter 32, page 196
 - b. Turnover periods should last as long as possible to make sure nothing is missed.
 - c. The previous leader should remain available to his/her former subordinates as much as possible, contacting them often to make sure they don't need help.
 - d. If subordinates complain about the new leader, there is probably a significant problem about to surface.

The following questions are based on the *Illinois State Police Shift Briefings*.

91. Which of the following statements is MOST accurate regarding the Firearms Concealed Carry Act (FCCA)?
- a. The law clearly states that a person may carry a completely unconcealed handgun, but it must unloaded.
 - b. A person with a Firearms Concealed Carry License (FCCL) may not be subject to a “Terry Frisk.”
 - c. A handgun is defined as any firearm capable of being fully concealed.
 - d. The FCCA does not provide for reciprocity for out-of-state concealed carry license/permit holders. **SB, Conceal Carry, page 1
92. Emmanuel is carrying pursuant to the Firearms Concealed Carry Act (FCCA), and a car he is in has been pulled over for a traffic stop. Which of the following is MOST accurate?
- a. Since Emmanuel has an FCCA card, he does not need to disclose to the officer that he has a handgun or identify the location of the handgun, even upon request; however, the officer may conduct a search with articulable cause.
 - b. Emmanuel must immediately tell the officer if he is carrying a weapon on him or in the car and where that weapon is located; he must not wait until the officer asks.
 - c. Emmanuel must immediately tell the officer if he is carrying a weapon on him only if he is the driver of the vehicle; he must not wait until the officer asks.
 - d. Upon request of the officer, Emmanuel must disclose that he is in possession of a concealed firearm, present his license and identify the location of the concealed firearm. **SB, Conceal Carry, page 2
93. Trooper Woodard conducts a traffic stop on a vehicle for a violation of the *Illinois Vehicle Code* (IVC) regarding operating a motor vehicle while using an electronic communication device. After speaking with the driver of the vehicle, Trooper Woodard decides that she will not issue a citation. Is Trooper Woodard required to complete a No Enforcement Stop Card?
- a. No, because she did not issue a citation.
 - b. No, unless she issued a written warning.
 - c. Yes, because the contact was initiated for an alleged violation of the IVC. **SB, Traffic and Pedestrian Stop Statistical Study, page 2
 - d. Yes, but only if the interaction with the motorist lasted five minutes or longer.

94. Which of the following is MOST accurate regarding in-car video camera recording equipment?
- a. Officers shall not video and audio record activities inside the vehicle when a suspect is being transported.
 - b. Officers shall video record only enforcement stops they feel are likely to lead to physical danger or confrontation.
 - c. Officers shall video record only enforcement stops they feel are likely to lead to arrest.
 - d. Officers in uniform shall video record and audio record responses to requests for emergency assistance. **SB, In-Car Video Camera Recording Equipment, page 1

The following questions are based on *The President's Task Force on 21st Century Policing*.

95. In traditional police culture, officers are taught never to back down from a confrontation but instead to run *towards* the dangerous situation from which everyone else is running. Chuck Wexler, in Pillar 2, states that _____.
- a. sometimes the best tactic for dealing with a minor confrontation is to step back, call for assistance, de-escalate and perhaps plan a different enforcement action to be taken later **PTF, Pillar 2, 2.2.1, page 21
 - b. police should never run towards a dangerous situation; to do so is a sure way of creating more violence and greater stress on the community
 - c. such an approach is most effective for minor confrontations, but greater discretion is required for a bigger confrontation
 - d. this approach remains the best approach for all police situations but that less-than-lethal technologies need to be more widely employed
96. When police create policies and procedures for policing mass demonstrations, _____.
- a. emphasis should be placed on protecting the First Amendment rights of demonstrators **PTF, Pillar 2.7, page 25
 - b. provocative tactics and equipment that undermine civilian trust are often necessary
 - c. the efforts should be designed to appear like a military operation
 - d. there should be no communication between police and protesters

97. Which of the following statements regarding community policing is CORRECT?
- a. Community policing attempts to avoid intervention.
 - b. All community policing interactions should be based on emergency calls.
 - c. Community policing enhances social connectivity but does not improve public safety.
 - d. Community policing improves job satisfaction for line officers. **PTF, Pillar 4, page 41
98. To be most effective, community policing requires ____.
- a. collaborative partnerships with agencies beyond law enforcement **PTF, Pillar 4, page 42
 - b. enforcing the law not *with* the people but *on* the people
 - c. zero tolerance policies
 - d. continually changing officers to different geographic areas
99. With regard to the use of force, the goal of law enforcement officers should be to ____.
- a. never use deadly force
 - b. avoid the use of force if at all possible, even when it is allowed by law and by policy **PTF, Pillar 4.4, page 45
 - c. avoid the use of force even when it is allowed by law; however, force should always be used when allowed by policy
 - d. avoid the use of force even when it is allowed by policy; however, force should always be used when allowed by law
100. According to the *President's Task Force on 21st Century Policing*, what types of programs should communities develop to address teen problems?
- a. school- and community-based authoritarian programs
 - b. school- and community-based evidence-based programs **PTF, Action Item 4.7.2, page 50
 - c. parent- and family-based punitive programs
 - d. parent- and family-based evidence-based programs