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Illinois Governor**

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Office of Executive Inspector General for the Agencies of the Illinois Governor

# HIRING & EMPLOYMENT MONITORING REPORT

**Second Quarter | 2025**

## UPDATES

*The Office of Executive Inspector General for the Agencies of the Illinois Governor (OEIG) provides this report each quarter on its hiring-related investigative and compliance work.*

The State intentionally drafted the Comprehensive Employment Plan (CEP) to include a reporting process for curtailing the influence of politics in State employment. The CEP requires that any unsolicited contact from an elected or appointed official (or their agent) attempting to influence a hiring or employment action affecting a non-exempt position must be reported to the Illinois Department of Central Management (CMS) Compliance Office or OEIG HEM within 48 hours. Since 2021, State employees have had access to an online CMS Political Contact Reporting portal. However, as highlighted in HEM Advisory 25-HEM-0037, issued this quarter, only 12 agencies have reported at least one political contact, whereas 25 agencies have not submitted a single report. HEM strongly encourages agencies to work with CMS and the Governor's Office to implement policies, so all staff understand why, when, and how to report political contacts. HEM also recommends agencies consider developing written guidance.



## HEM Compliance Reviews

Between April 1 and June 30, 2025, HEM's work included the following.

Actions Taken During the Second Quarter 2025	Count
Hiring-related reviews opened	30
Complaints referred to HEM	13
Hiring sequences monitored	3
Desk audits completed	17
Hiring reviews transferred to the OEIG Investigative Division	0
Hiring reviews administratively closed	2
Advisories issued	21

## HEM Exempt List Reviews

The following chart represents the Exempt List reviews conducted this quarter.

HEM Exempt List Reviews	Count
Exempt appointment notifications/certifications received and reviewed for positions on the Exempt List	70 (No objections)
Exempt position description clarifications received	2 (No objections)
Exempt List addition requests received this quarter	30
Exempt List addition requests approved or not objected to this quarter	30
Exempt List addition requests not approved this quarter	1
Agency withdrawal of Exempt List requests this quarter	1*
Exempt List deletion requests received this quarter	6
Exempt List deletion requests approved this quarter	12**
Exempt List modification requests received this quarter	6
Exempt List modification requests approved this quarter	6
Exempt List pending requests	7

\*This withdrawal occurred in the first quarter of 2025 but was not counted in the First Quarter Report.

\*\*Six of these positions will be removed from the Exempt List by June 2026, per CMS and the agency.

Exempt List Approvals by Agency – Second Quarter 2025		
Agency/Entity	Working Title	OEIG Determination
Abraham Lincoln Presidential Library and Museum	Deputy General Counsel	Approved Addition
Illinois Department of Central Management Services	Chief Economic Equity Officer	Approved Addition
Illinois Department of Central Management Services	Chief Strategy Officer	Approved Addition
Illinois Department of Central Management Services	Director of Environmental Health and Safety	Approved Deletion
Illinois Department of Central Management Services	Director of Information Strategy	Approved Deletion
Illinois Department of Children and Family Services	Deputy Director, Licensing	Approved Deletion
Illinois Department of Commerce and Economic Opportunity	Senior Advisor for International Economic Development	Approved Addition
Illinois Department of Commerce and Economic Opportunity	Manager of America's Trade Office – Office of Trade and Investment	Approved Deletion
Illinois Department of Corrections	Deputy Chief Legal Counsel for Consent Decree Compliance and Reform	Approved Addition
Illinois Department of Early Childhood	Project Director – Strategic Plan	Approved Addition
Illinois Department of Early Childhood	Project Director – Workforce & Intermediary	Approved Addition
Illinois Department of Early Childhood	Project Director – Workgroups and Funding Alignment	Approved Addition
Illinois Department of Early Childhood	Project Director – Program Transition – IDHS	Approved Addition
Illinois Department of Early Childhood	Project Director – Program Transition – DCFS & ISBE	Approved Addition
Illinois Department of Early Childhood	Chief Services Officer	Approved Addition
Illinois Department of Early Childhood	Chief Education Officer	Approved Addition

Illinois Department of Early Childhood	Budget Director	Approved Addition
Illinois Department of Early Childhood	Deputy General Counsel – Legislative & Policy	Approved Addition
Illinois Department of Early Childhood	Deputy General Counsel	Approved Addition
Illinois Department of Early Childhood	Chief Quality & Safety Officer	Approved Addition
Illinois Department of Early Childhood	Director of Policy	Approved Addition
Illinois Department of Early Childhood	Director of Family Engagement	Approved Addition
Illinois Department of Early Childhood	Director of Child Care Business Start Up	Approved Addition
Illinois Department of Early Childhood	Diversity, Equity, and Inclusion Officer	Approved Addition
Illinois Department of Healthcare and Family Services	Deputy General Counsel for Consent Decree Compliance and Reform	Approved Addition
Illinois Department of Healthcare and Family Services	Senior Policy Advisor for Housing	Approved Addition
Illinois Department of Human Services	Senior Early Childhood Policy Advisor	Approved Deletion
Illinois Department of Human Services	Chief of Staff for Division of Early Childhood	Approved Deletion
Illinois Department of Human Services	Director of Early Childhood Division	Approved Deletion
Illinois Department of Human Services	Associate Director for Early Childhood	Approved Deletion
Illinois Department of Human Services	Associate Director for Child Care Programs	Approved Deletion
Illinois Department of Human Services	Director, Division of Behavioral Health and Recovery	Approved Addition
Illinois Department of Human Services	Associate Director of Operations	Approved Addition

Illinois Department of Human Services	Associate Director of Wellness and Recovery Services	Approved Addition
Illinois Department of Human Services	Chief of Staff, Division of Mental Health	Approved Modification
Illinois Department of Human Services	Deputy Director of Community Programs modified to Associate Director of Community Programs	Approved Modification
Illinois Department of Human Services	Associate Director of State-Operated Psychiatric Hospitals	Approved Modification
Illinois Department of Human Services	Director, Division of Substance Use Prevention and Recovery modified to Assistant Director	Approved Modification
Illinois Department of Human Services	Deputy Director of Planning, Performance, Assessment, Federal Projects, and Program Development modified to Associate Director of Planning and Transformation	Approved Modification
Illinois Department of Human Services	Deputy Director of Prevention Services modified to Associate Director of Prevention and Health Promotion	Approved Modification
Illinois Department of Human Services	Chief of Staff, Division of Substance Use Prevention and Recovery	Approved Deletion
Illinois Department of Human Services	Director, Division of Mental Health	Approved Deletion
Illinois Department of Innovation & Technology	Chief Information Officer – IDEC	Approved Addition
Illinois Department of Public Health	Senior State Demographer	Approved Addition
Illinois Department of Public Health	Division Chief of Disaster Planning and Readiness	Approved Deletion
Illinois Prisoner Review Board	Director of Clemency and Release Programs	Approved Addition
Illinois Prisoner Review Board	Director of Victim and Witness Services	Approved Addition

## HEM Exempt PSC Reviews

The following chart represents the exempt personal services contract (PSC) reviews conducted by HEM this quarter pursuant to paragraph 68 of the CEP.

HEM Exempt PSC Reviews	Count
Exempt PSCs received for review	4
Exempt PSCs approved or not objected to this quarter	2
Exempt PSCs not approved this quarter	1

Approved Exempt PSCs by Agency – Second Quarter 2025	
Agency/Entity	Position Title
Illinois Department of Early Childhood	Procurement and Contracting Legal Services
Illinois Prisoner Review Board	Ad Hoc Procurement Officer

## Non-Exempt PSC Reporting

On May 13, 2025, the CMS Compliance Office provided the State's PSC Report for the first quarter of calendar year 2025. The following table summarizes this information:

Data from the State's PSC Report – 2 <sup>nd</sup> Quarter 2025	Count
State entities that submitted a PSC report to CMS	51*
State entities that decreased their use of PSCs from the previous quarter	28
State entities that increased their number of PSCs	0
State entities that did not have a change in PSCs	23
State entities that reported not utilizing any PSCs	20

*\*The Illinois Department of Early Childhood did not report their PSC usage this quarter. CMS Compliance also noted that the Executive Ethics Commission, Illinois Commerce Commission, Illinois Coroner Training Board, and Illinois Law Enforcement Training and Standards Board also did not report their PSC usage this quarter but were not required to report.*

## Political Contact Reporting

This quarter, HEM received three Political Contact reports, summarized below.

- One report was filed by the Legislative and Policy Director at the Illinois Department of Labor (IDOL), who stated that a staffer for a State Senator contacted her regarding a constituent's termination from State employment. CMS Compliance responded that this qualifies as a prohibited Political Contact and that the agency should refrain from disclosing any sequence or candidate-specific information. The IDOL Legislative and Policy Director then inquired if she should call the staffer back and explain that IDOL cannot discuss personnel matters. CMS Compliance advised that they should be reminded that agencies are unable to provide information on any specific candidate, sequence, or employment status.
- Two reports were filed by the Illinois Department of Transportation (IDOT):
  - One report was filed by the Region 3 Engineer, who stated that a State Representative provided him with a constituent's resume and recommendation regarding a job posting for a Highway Maintainer. In response to CMS Compliance, the Region 3 Engineer stated that he did not reply to the State Representative. CMS Compliance noted that this was a prohibited Political Contact and recommended that if the State Representative reached out again, not to disclose any sequence or candidate-specific information. CMS Compliance also reminded the reporter that Political Contacts must be reported within 48 hours of discovery.
  - One report was filed by the IDOT Bureau Chief of Personnel Management, who stated that a staffer for a State Representative contacted IDOT Legislative Affairs on behalf of a Highway Maintainer who had been placed on administrative leave and wanted his job back. The Bureau Chief noted that the report was submitted at HEM's request. CMS Compliance inquired as to why the proper reporting process was not followed and requested the communications with the staffer. CMS Compliance then responded that this qualifies as a prohibited Political Contact and that if the representative's staff reached out again that IDOT should continue to not disclose any information about the sequence or candidate. Given HEM's ongoing review of the matter, CMS Compliance closed their review.



## HEM Advisories

The following chart lists out the Advisories issued this quarter that resulted in HEM finding that the agency's selection for the position was merit-based and justifiable without any recommendations.

Advisories with No Recommendations – Second Quarter 2025			
Advisory	Agency	Position Title	Type of Review
25-HEM-0020	IDHR	Human Rights Mediator	Desk Audit
25-HEM-0015	IDHS	Family & Community Resource Center (FCRC) Administrator	Complaint Referral
24-HEM-0085	IDOC	Deputy Chief of Parole – Specialized Units	Interview Monitoring
25-HEM-0008	IDJJ	Statewide Hiring & Classifications Supervisor	Desk Audit
25-HEM-0018	IDOI	Deputy Director of Marketplace Compliance & Program Integrity	Desk Audit
24-HEM-0094	IDOR	Deputy Chief Administrative Law Judge	Desk Audit/Interview Monitoring
25-HEM-0005	Lottery	Lottery Drawing Specialist	Desk Audit
25-HEM-0022	PRB	Account Technician I	Desk Audit
25-HEM-0019	CMS	Chief Project Manager	Desk Audit
25-HEM-0028	IEPA	Field Operations Manager, Bureau of Land – North and West Region	Desk Audit
25-HEM-0021	DoIT	Employee Relations Director	Desk Audit
25-HEM-0023	IDOL	Amusement Ride Safety Inspector	Desk Audit
25-HEM-0031	HFS	Regional Supervisor	Desk Audit
25-HEM-0032	IDOR	Collections Compliance Supervisor	Desk Audit
25-HEM-0035 & 25-HEM-0036	IDOC	Office Administrative Specialist & Adult Educational Facility Administrator	Desk Audits



## HEM Advisory Summaries

Advisories that included a HEM recommendation or reminder, or recognized agency work, are summarized below. In those cases where HEM requested a formal response, the agency's response is also summarized.

### Reporting Political Contacts

#### ***25-HEM-0037***

On April 10, 2025, the IDOT Bureau of Investigations and Compliance (BIC) forwarded an email thread to the OEIG that began with a message sent on April 3 by an individual in an Illinois State Representative's office to an IDOT legislative employee regarding an IDOT employee who had been placed on paid administrative leave. While this inquiry met the CEP definition of a political contact and the ensuing messages reflected that it was forwarded to several other IDOT employees between April 3 and 10, it was not reported as a political contact pursuant to the CEP process. HEM conducted a review to determine why the email was not reported and assess IDOT's political contact reporting processes, which included reviewing all previous political contacts submitted by IDOT and meeting individually with five IDOT legislative, human resources, and labor employees who were aware of the April 3 email from the State Representative's office. While HEM's review of IDOT's previous political contacts reflected that IDOT is reporting political contacts through the CMS portal and doing so generally within the 48 hours specified by the CEP, HEM's conversations with IDOT staff revealed some areas of concern, including a lack of knowledge of political contact reporting requirements and procedures and confusion as to whose responsibility it is to report these communications and the timeframe for reporting.

HEM recommended that IDOT develop internal guidance to help staff identify what a political contact is and provide specific procedures for how – and by whom – such communications should be reported that are consistent with the CEP. HEM also recommended that IDOT provide additional political contact training for administrative staff, as well as staff within its Legislative Affairs Division and the Bureau of Personnel Management.

Finally, HEM recognized that the issues addressed in this Advisory are likely not limited to IDOT, which at the time of this review had submitted more political contacts than all but one other agency. HEM found that 25 agencies that are bound by the CEP had never submitted a single political contact report. HEM followed up with the HR Directors at the 11 largest agencies that had never reported a political contact to ask about their internal political contact policies. Of the seven agencies that responded to HEM's request, none had written policies or procedures specifically pertaining to political contact reporting. HEM recommended that CMS and the Governor's Office provide additional guidance and training on political contacts to all State agencies and ensure that the agencies disseminate this information and guidance to all of their employees. HEM requested a response to this Advisory, which is due in the next reporting period.

## **Repeated Use of Interview Materials**

### ***25-HEM-0013***

HEM conducted a desk audit of the hiring sequence for an Arson Investigator II – Canine Handler at the Office of the Illinois State Fire Marshal (OSFM). While HEM found the selection decision to be merit-based and justifiable, it made two recommendations. The first was based on HEM's determination that the agency had used the same interview questions and preferred responses in all Arson Investigator I and Arson Investigator II – Canine Handler sequences posted since January 2023. To avoid giving any candidates interviewed in more than one Arson Investigator sequence an unfair advantage, HEM recommended that the agency develop additional interview questions for Arson Investigator positions and refrain from using the same questions for every sequence. HEM also recommended that OSFM consider whether the interview questions for the Arson Investigator II titles should be distinct from those for the Arson Investigator I positions, consistent with the former position's heightened classification, minimum and preferred qualifications. In addition, HEM recommended the agency ensure that required deviation from hiring plan requests, such as interviewing fewer than the minimum number of candidates required by the CEP, are timely submitted to CMS Compliance before conducting interviews in the future.

HEM requested a response from OSFM to the first recommendation. In its response, OSFM stated it was in the process of modifying the interview questions for the Arson Investigator positions, noting that the class specifications for these titles are also currently being revised. OSFM committed to developing new questions prior to posting any new Arson Investigator vacancies and to creating two separate banks of interview questions to rotate across sequences.

## **25-HEM-0009**

In response to two complaint referrals related to an Illinois Department of Public Health (IDPH) Trainer hiring sequence that HEM previously reviewed under 24-HEM-0036 and issued an Advisory on July 5, 2024, HEM reviewed eight IDPH Trainer sequences that took place in 2023 and 2024. Six of these sequences went to interview, and all six used the same interview questions and preferred responses. HEM found that the scores were inconsistent between sequences, but that it was difficult to determine that the scores were not indicated. HEM reminded the agency that using the same exact materials for eight sequences – six of which went to interview – over a two-year period compromises the fairness and integrity of the selection process. The repeated use also hinders the agency in defending itself against allegations that the selection process was tainted by conflicts or favoritism, as happened here. HEM recommended that going forward, IDPH use updated interview materials for all its postings where interviews are conducted – not just for those within the Office of Health Care Regulation Training & Technical Direction. HEM requested a response from IDPH.

In response, IDPH explained that because this position title was a remote position and posted regionally, IDPH did not take into consideration that there may be duplication of applicants using the same set of interview questions. Moving forward, IDPH agreed to create an interview bank that will allow for the rotation of interview questions for all positions throughout the agency.

## Determining and Evaluating Minimum Requirements

### ***25-HEM-0016***

In response to a complaint referral, HEM conducted a desk audit review of a hiring sequence for a Site Superintendent I at the Illinois Department of Natural Resources (IDNR). HEM did not request that IDNR repost the hiring sequence but made several recommendations. HEM recommended that CMS work with IDNR toward a common understanding of what supervisory experience is necessary to perform the duties and responsibilities of this position, before validation, to help CMS consistently assess applicants and ensure only qualified applicants are invited to interview and, ultimately, selected. HEM also recommended that IDNR include the ideal interview pool size in the “Hiring Plan Notations” section in SuccessFactors when the requisition is created prior to posting, as required by CEP ¶ 33. Lastly, HEM requested CMS follow up with HEM regarding the basis for awarding scores of 59 (on a 100-point scale) even if an interviewee does not provide any response to the interview question.

## Assessing Conditions of Employment

### ***25-HEM-0027***

HEM conducted a desk audit of the hiring sequence for a Steamfitter at the Illinois Department of Military Affairs (DMA). HEM found that the selection decision was merit-based and justifiable but made two recommendations. First, HEM recommended that DMA be aware of and comply with CMS training requirements for all hiring sequence participants. Second, upon finding that DMA used two “Yes/No” questions that appeared to pertain to conditions of employment as scored interview questions, HEM recommended that DMA either modify the questions to elicit candidate responses that will help the agency to differentiate between candidates; or include the questions as conditions of employment assessed during the application stage. HEM requested a response to this second recommendation.

In response, DMA stated it had removed the questions from the scoring tools for the Steamfitter and similar positions that included the same questions and going forward, would include the inquiries as Conditions of Employment on the application.

## Agency Reminders

### **24-HEM-0085**

HEM monitored the hiring sequence for the Deputy Chief of Parole – Specialized Units at the Illinois Department of Corrections (IDOC). During HEM’s review, HEM noted that the position appeared to have policymaking duties that would support an exempt classification, similar to the three other Deputy Chief of Parole positions that are on the Exempt List and also appear on the organizational chart alongside this position. In addition, the interview questions and ideal responses provided support that the position has policymaking responsibilities. HEM raised these issues and inquired as to the status of this position as non-exempt. In response, HEM received a request to add the Deputy Chief of Parole – Specialized Units to the Exempt List, which HEM approved on January 31. The Illinois Civil Service Commission also approved this exempt position request on February 21, 2025. The Deputy Chief of Parole – Specialized Units is currently vacant.

## Agency Reminders – Interviewer Certification

### **25-HEM-0018**

HEM conducted a desk audit of the hiring sequence for the Deputy Director of Marketplace Compliance & Program Integrity at the Illinois Department of Insurance (IDOI). While HEM did not make any formal recommendations, HEM noted that the CMS Interviewer Training certification for one of the interviewers was out of date. IDOI explained that at the time the requisition was created, the interviewer’s certification status had not expired. The agency offered to rectify this issue going forward by requesting that all interviewers take the training in January of each calendar year. HEM agreed that this will help to ensure that interviewers have taken the training within a year of conducting interviews.

### **25-HEM-0019**

HEM conducted a desk audit of the hiring sequence for a CMS Chief Project Manager. While HEM did not make any formal recommendations, HEM reminded the agency to ensure that staff take the Human Resources (HR) Staff Relationship Disclosure & Conflict of Interest Certification Training timely.

## Agency Reminders – Justifying Changes in Interview Scores

### **25-HEM-0017**

HEM conducted a desk audit of the hiring sequence for an Information Support Associate at the Illinois Workers' Compensation Commission (IWCC). HEM found the hiring decision to be merit-based and justifiable but made two recommendations. The first recommendation related to HEM's finding that the Subject Matter Expert (SME) deducted 100 points from one applicant's validated application score – effectively disqualifying this applicant – because they did not submit a resume. HEM confirmed with the assigned CMS Hiring Resource Team (HRT) Manager that applicants to this sequence were not required to submit resumes. The HRT Manager advised that the SME should retake CMS's Agency SME Review training before serving in this role again and also noted that CMS is moving toward an annual SME training requirement, rather than a one-time training. In the Advisory, HEM reiterated the HRT Manager's recommendation that the SME retake CMS training and agreed that an annual training requirement for employees who participate as SMEs in State hiring sequences would be beneficial.

HEM also recommended IWCC ensure that: applicants are being scored appropriately and consistently based on their responses to the interview questions; interviewer notes of candidate responses contain enough detail to support the scores awarded; and IWCC employees who serve as interviewers review the Interview Scoring Rubric tab of the scoresheet and reference it as needed during candidate scoring. HEM also provided reminders for IWCC regarding candidate scoring procedures and interview scheduling. HEM requested a response to this Advisory and also asked to monitor an upcoming IWCC sequence in real-time, from posting through selection.

In the response, IWCC stated the SME would be required to retake CMS's SME Review training before participating in any future hiring sequences, and that the agency would ensure hiring sequence participants understand the hiring plan requirements of the sequences to which they are assigned. IWCC also stated that it would conduct "refresher training" for all employee-interviewers regarding accurate notetaking and consistent scoring practices, with an emphasis on ensuring consistency between interview notes and candidate scores and require interviewers to review and reference the Interview Scoring Rubric during candidate scoring. IWCC also said it would reinforce the appropriate scoring



procedures and remind interviewers of these procedures. Finally, IWCC stated it would document any deviations from scheduled interview times and would try to schedule candidate interviews at least 90 minutes apart.

### **25-HEM-0023**

HEM conducted a desk audit of the hiring sequence for an IDOL Amusement Ride Safety Inspector. While HEM did not make any formal recommendations, HEM noted that one of the interviewers made changes to three of their initial scores without including an explanation. HEM reminded IDOL to ensure interviewers understand the need to “provide a detailed explanation supporting the change” to any initial score, as required by CEP ¶ 37.

### **25-HEM-0031**

HEM conducted a desk audit of the hiring sequence for a Regional Supervisor at the Illinois Department of Healthcare and Family Services (HFS). While HEM did not make any formal recommendations, HEM noted that one of the interviewers made changes to three of their initial scores, but did not provide a reason. HEM reminded the agency to ensure interviewers understand the need to provide a detailed explanation supporting any changes to an initial score, as required by CEP ¶ 37.

## **Recognition of Agency Work**

### **24-HEM-0094**

In December 2024, HEM conducted a desk audit review of a hiring sequence for a Deputy Chief Administrative Law Judge (ALJ) at the Illinois Department of Revenue (IDOR). This sequence (Sequence 1) was ultimately canceled without a selected candidate. IDOR reposted the Deputy Chief ALJ position in January 2025. HEM monitored this sequence (Sequence 2), which resulted in the successful hire of a candidate. While HEM did not make any recommendations regarding Sequences 1 or 2 in the Advisory, HEM recognized IDOR’s diligence and additional efforts to advertise and fill the Deputy Chief ALJ position after previous sequences had been unsuccessful.



**25-HEM-0022**

HEM conducted a desk audit of the hiring sequence for an Account Technician I at the Illinois Prisoner Review Board (PRB). While this Advisory did not include any recommendations, HEM recognized PRB's efforts to include interviewing staff from other agencies in order to ensure a compliant process.

**HEM Advisory Updates****24-HEM-0093**

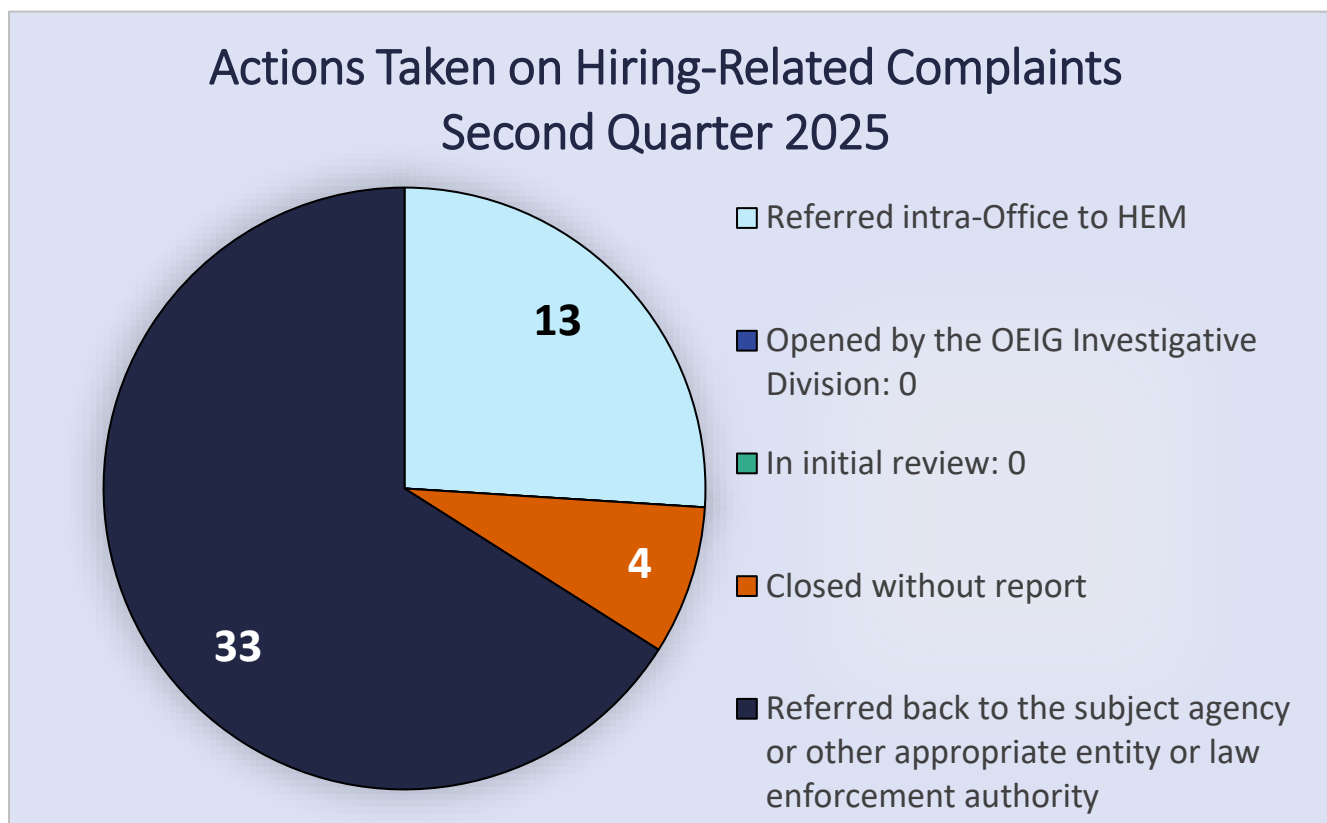
Last quarter, HEM issued Advisory 24-HEM-0093 regarding the desk audit of a hiring sequence for an Education Director at the Abraham Lincoln Presidential Library and Museum (ALPLM). In the Advisory, HEM made separate recommendations regarding the respective applicant screening assessments performed by the CMS Hiring Lead and the ALPLM SME. In response to HEM's request, CMS and ALPLM provided a joint response on May 6, 2025. In the response, CMS stated that its Hiring Resource Team (HRT) would use this sequence as an example in a refresher training regarding applicant validation. CMS further stated it had recently filled a new Quality Control Coordinator position, which is responsible for reviewing applicant validation decisions and promoting consistency and transparency in the applicant screening process. ALPLM recognized the necessity of modifying the default application question language to appropriately assess certain qualifications, such as professional certifications. ALPLM also stated that in all future hiring sequences, it will instruct SMEs to review any materials uploaded to the "additional documents" section in conjunction with the applicant responses to the application questions. Lastly, ALPLM said it would require the SME to retake CMS training before serving in this role in any future hiring sequences.

## Investigative Division

The OEIG's Investigative Division typically receives over 3,000 complaints every fiscal year from members of the public, State employees, contractors, bidders, and anonymous sources. The OEIG evaluates all new complaints to determine the appropriate action, including opening an investigation, referring the allegations to the appropriate entity, or making a referral to HEM. In addition, the OEIG also has the authority to self-initiate an investigation based on information discovered in other investigations or available via public sources.

### Hiring-Related Complaints

For the second quarter of 2025, the OEIG received 48 hiring-related complaints. The following chart reflects the actions that were also taken with regard to hiring-related complaints during this quarter.



## Hiring-Related Investigations

The following are the Investigative Division's numbers at the close of this quarter.

Hiring-Related Investigations	Count
Hiring-related investigations pending at the close of the quarter	14
Hiring-related investigations closed this quarter	2
Founded reports related to hiring issued this quarter	0
Founded reports related to hiring made available to the public this quarter	1

This quarter, the Executive Ethics Commission (EEC) made one OEIG founded report related to hiring available to the public, which is summarized below. The redacted report, as well as previous publicly released reports, are available at <https://oeig.illinois.gov>.

### ***Case No. 19-02470***

This case involved an investigation of hiring practices at the Chicago Transit Authority (CTA). The OEIG self-initiated an investigation when it learned that two individuals related to the former Chair of the Illinois Senate Transportation Committee were hired into the CTA Legislative Affairs & Government and Community Relations Department (Legislative Affairs). During the investigation, the OEIG discovered that the Legislative Affairs Department deviated from CTA's standard hiring processes and guidelines in order to hire individuals who had political connections in violation of CTA policies and applicable hiring laws. For instance, with respect to an Executive Assistant position, the applicant, who was a relation of the State Senator, was deemed to be qualified after initially being deemed unqualified, and the head of Legislative Affairs met with the applicant to discuss the position after she applied but before she was interviewed. During another hire for an intern, who was also a relation of the State Senator, the head of Legislative Affairs went outside the normal intern application procedures and had the intern proposal tailored to meet her background. The OEIG found there was reasonable cause

to believe the director of Legislative Affairs' actions discriminated against applicants by improperly influencing hiring processes intended to curry favor with the then-Chair of the Senate Transportation Committee. Case No. 19-02470 was issued on May 6, 2022.

## HIRING-RELATED REFERENCES

### OEIG Hiring & Employment Monitoring Quarterly/Annual Reports

<https://oeig.illinois.gov/hem/hem-reports.html>

### The Governor's Comprehensive Employment Plan for Agencies Under the Jurisdiction of the Governor (CEP)

<https://cms.illinois.gov/content/dam/soi/en/web/cms/personnel/employeeresources/documents/comprehensive-employment-plan.pdf>

### CMS Exempt List

<https://cms.illinois.gov/content/dam/soi/en/web/cms/documents/exemptlist-w-incumbents.pdf>

### CMS Political Contact Reporting (For State Employees)

<https://ilgov.sharepoint.com/sites/CMSPoliticalContactReporting>

### Personnel Code

<https://www.ilga.gov/legislation/ilcs/ilcs3.asp?ActID=236&ChapterID=5>

### OneNet Trainings

<https://onenettraining.illinois.gov/onenettraining/page.aspx>

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