

Hiring & Employment Monitoring Report

Second Quarter 2026



HEM Roundtables Launched

Conversation and Connection

This quarter, OEIG Hiring & Employment Monitoring (HEM) Division staff began in-person meetings with agencies to both explain our work and hear from human resources (HR) staff. We thank the seven agencies – ALPLM, Arts Council, DCEO, IDES, IDFPR, IDOI, and IEMA – who have hosted our staff and provided insight on their agency-specific, hiring-related work.

In these meetings, we have heard that reminders or checklists for interviewers and subject matter experts would be helpful. We are working on developing materials to meet this need.

We will continue to reach out to agencies on scheduling a face-to-face opportunity, but if you are interested in meeting with us sooner, please contact HEM directly at OEIG.HEM@illinois.gov. HR Directors are encouraged to include their team members who work on hiring in these meetings. For agencies with large HR hiring teams, HEM is willing to schedule multiple sessions.

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

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HEM Compliance Reviews

Between April 1 and June 30, 2026, HEM's work included the following.

Actions Taken During the Second Quarter 2026	Count
Hiring-related reviews opened	19
Complaints referred to HEM	11
Hiring sequences monitored	4
Desk audits completed	16
Hiring reviews transferred to the OEIG Investigative Division	0
Hiring reviews administratively closed	4
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 this quarter for positions on the Exempt List	77 (No objections)
Exempt position description clarifications received this quarter	41 (No objections)
Exempt List addition requests received this quarter	5
Exempt List addition requests approved or not objected to this quarter	6
Exempt List addition requests objected to this quarter	0
Agency withdrawal of Exempt List requests this quarter	0
Exempt List deletion requests received this quarter	1
Exempt List deletion requests approved or not objected to this quarter	1
Exempt List modification requests received this quarter	0
Exempt List modification requests approved this quarter	0
Exempt List requests pending at the end of this quarter	2

Exempt List Determinations – Second Quarter 2026

Agency/Entity	Working Title	OEIG Determination
Environmental Protection Agency	Policy Advisor - Environmental Programs	Approved Addition
Environmental Protection Agency	Policy Advisor - Regulatory Affairs	Approved Addition
Illinois Department of Corrections	Deputy Chief of Health Services - Central Region	Approved Addition
Illinois Department of Corrections	Deputy Chief of Health Services - Northern Region	Approved Addition
Illinois Department of Corrections	Deputy Chief of Health Services - Southern Region	Approved Addition
Illinois Department of Healthcare and Family Services	Chief Medical Officer	Approved Addition
Illinois State Police	Firearm Safety Counsel	Approved Deletion

HEM Exempt PSC Reviews

The following charts represent the exempt personal services contract (PSC) reviews conducted by HEM this quarter pursuant to paragraph 68 of the Comprehensive Employment Plan (CEP).

HEM Exempt PSC Reviews	Count
Exempt PSCs received for review this quarter	5
Exempt PSCs approved or not objected to this quarter	4
Agency withdrawal of Exempt List requests this quarter	1

Approved Exempt PSCs by Agency – Second Quarter 2026	
Agency/Entity	Position Title
Illinois Department of Early Childhood	Policy and Procedure Specialist
Illinois Department of Juvenile Justice	Background Screening Manager
Illinois Department of Natural Resources	Office of Land Management Director
Illinois Guardianship and Advocacy Commission	Director of Financial & Fiscal Operations

Non-Exempt PSC Reporting

On April 30, 2026, the Illinois Department of Central Management Services Personnel Compliance Office (CMS Compliance) provided the State's PSC Report for the first quarter of calendar year 2026. The following table summarizes this information:

Data from the State's PSC Report – First Quarter 2026	Count
State entities that submitted a PSC report to CMS	52
State entities that decreased their use of PSCs from the previous quarter	17
State entities that increased their number of PSCs	10
State entities that did not have a change in PSCs	25
State entities that reported not utilizing any PSCs	17

Political Contact Reporting

This quarter, HEM received a total of thirteen Political Contact reports. Four reports involved a description of prior work experience for a politician listed on separate job applications for Illinois Department of Human Services (IDHS) positions, and one report stated that an applicant referenced that she heard about an IDHS position at a job fair from two politicians. Another report made by the CMS Deputy Director of Statewide Personnel indicated that CMS Government Affairs had shared a concern about a potential political contact. In these six instances, CMS Compliance responded that these did not meet the definition of a political contact, and nothing additional was needed.

The seven remaining reports are summarized below.

- A report filed by a CMS Legislative Liaison stated that CMS Government Affairs was contacted by an Illinois State Senator's staffer in response to a constituent's concern regarding not being returned to full duty as a CNA at IDVA after being placed on administrative leave. CMS Government Affairs provided communications with the staffer showing that Government Affairs asked CMS Benefits for information. Government Affairs also followed up with the Senator, noting that the employee needed to provide (or request a waiver) on the Independent Medical Examination CMS requested. When the staffer asked if the Legislative Liaison could provide the waiver and handle the submission, the Legislative Liaison stated that the employee should direct her inquiry to the respective agency. CMS Compliance reminded Government Affairs that conversations regarding an employee issue should not be discussed or handled with elected officials and their staff. CMS Compliance added that since the employee is a non-exempt bargaining unit employee, these types of conversations are prohibited and only information that is publicly available should be discussed or provided in these situations. CMS Compliance stated that Government Affairs should respond that they are not able to discuss employee issues and that the employee should work with their agency HR Office.
- A report filed by the Illinois Gaming Board (IGB) Director of Policy described multiple contacts made by the office of an Illinois State Representative regarding the disqualification of an applicant for an IGB Special Agent position based on a psychological examination. CMS Compliance requested statements from the IGB staff that spoke with the State Representative or his staff. CMS Compliance reminded IGB that no information is to be given on specific positions, candidates, or employment actions and that inquiries should be directed to IGB HR. HEM also followed up and spoke to three IGB staff members, including the HR Director, regarding the delay in submitting the reports.
- One report filed by the Director of Legislative Affairs at the Illinois Department of Transportation (IDOT) stated that a staffer for an Illinois State Senator called and inquired on behalf of an IDOT State employee, who is also his daughter-in-law, about switching work locations. The IDOT Director of Legislative Affairs told the staffer that the employee would need to contact IDOT HR with any questions. CMS Compliance noted that no information specific to the employee was divulged and that IDOT should continue to refrain from disclosing individual-specific information.

- A second separate report filed by the IDOT Director of Legislative Affairs stated that an Illinois State Senator shared the resume of a recent graduate to be considered for employment. The Director of Legislative Affairs responded that he can only provide general resources and share the link to SuccessFactors. CMS Compliance noted that IDOT did not provide position or individual-specific information and that the response was appropriate.
- Three related reports were filed by Illinois Department of Commerce and Economic Opportunity (DCEO).
 - One report was filed by the DCEO Legislative Liaison who stated that an Illinois State Senator called and recommended her former Chief of Staff for the current DCEO Legislative Liaison. CMS Compliance advised that anyone who is aware of the recommendation should not be involved in the hiring process for the position, since it is a non-exempt, code-covered position.
 - Two reports were filed by the DCEO Deputy Director of Human Resources, on behalf of the DCEO Director. The first report stated that the Director received a call from an Illinois State Representative recommending a candidate for the code-covered Legislative Liaison position. The second report stated that the Director received a separate call from an Illinois State Senator, the same one that reached out to the Legislative Liaison, also recommending a candidate for the same position. The reports stated that the Director told the legislators that she is not involved in hiring and they did not share the name of the applicant. CMS Compliance informed the Deputy Director of HR that the Director should submit the reports herself, and each contact should be a separate report; the Deputy Director then provided the emails from the Director with the report information. CMS Compliance advised DCEO that the Director could have reminded the legislators that she is not able to discuss employee recommendations for non-exempt positions and only publicly available information can be discussed. Otherwise, CMS Compliance agreed with the Director's response. DCEO noted that it had requested HEM to monitor this sequence, and HEM agreed.

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 2026

Advisory	Agency	Position Title	Type of Review
26-HEM-0014	IDOC	Accountant Supervisor	Complaint Referral
26-HEM-0002*	IDNR	Natural Resources Advanced Specialist	Desk Audit
26-HEM-0012	AGR	Animal and Animal Products Investigator	Desk Audit
26-HEM-0019	IDOC	Graham Correctional Center Health Care Unit Nursing Supervisor	Desk Audit
25-HEM-0085*	ISP	Assistant Laboratory Director	Desk Audit
26-HEM-0013*	IDVA	Field Veterans Service Officer	Desk Audit
25-HEM-0084	ALPLM	Labor Relations/Human Resources Manager	Desk Audit
26-HEM-0025	IDFPR	Real Estate Investigator – Spanish Speaking	Desk Audit
26-HEM-0022*	OSFM	Agency Purchasing Officer	Desk Audit
26-HEM-0015*	ICDD	Finance and Operations Manager	Desk Audit
26-HEM-0023	IEPA	Bureau of Land, Leaking Underground Storage Tank Section Manager	Desk Audit
25-HEM-0073	OSFM	Arson Investigations Division Supervisory Staffing	Complaint Referral
26-HEM-0027	HFS	Accounts Receivable Collection Coordinator	Desk Audit

26-HEM-0016*	IEMA-OHS	Payroll Specialist	Desk Audit
26-HEM-0029	IGB	Compliance Auditor	Desk Audit
26-HEM-0010	DCEO	Loans Operations Analyst	Desk Audit

**Summaries of these reviews are included below because they contain reminders.*

HEM Advisory Summaries

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

Posting and Screening of Minimum Requirements

26-HEM-0004

In response to a complaint referral, HEM reviewed the hiring sequence for an HR Transactions Manager at the Illinois Department of Healthcare and Family Services (HFS). While HEM found the selection decision to be merit-based and justifiable, it made recommendations to HFS and CMS regarding an inconsistent minimum qualification and CMS's failure to screen applicants on this qualification. HEM identified a substantive discrepancy in the position documentation regarding the third minimum qualification (MQ 3), which pertained to prior supervisory experience. While the position description and the job posting identified that the position required two years of supervisory experience, the corresponding applicant screening question did not include a minimum amount of supervisory experience. In addition, HEM found that in conducting her validation review, the CMS Hiring Lead assigned to the sequence did not screen applicants against either version of MQ 3.

In response to HEM's follow-up, HFS confirmed that the heightened qualification requiring two years of experience was correct and should have been used to screen applicants. The HFS Deputy Director for HR attributed the discrepancy to "human error" and stated the agency would work to ensure that the correct minimum qualifications are appropriately transferred into SF in the future.

In response to HEM's recommendations to CMS, the CMS Deputy Director of Statewide Personnel (Deputy Director) acknowledged that the HFS sequence was erroneously approved without the correct minimum qualification pertaining to supervisory experience and that due to this error, "[t]he position should have been sent back for correction instead of being posted." The Deputy Director further recognized that the error was exacerbated by the Hiring Lead's

failure to screen applicants against the qualification because the application question did not specify the required years of experience. The Deputy Director said CMS had discussed with the Hiring Lead the steps she should have followed, both in approving the sequence for posting and in appropriately validating all of the minimum qualifications, including requesting supervisory guidance, if needed.

26-HEM-0013

HEM conducted a desk audit of the Field Veterans Service Officer at the Illinois Department of Veterans Affairs (IDVA). While HEM did not make any formal recommendations, HEM reminded IDVA and CMS to continue to ensure during their pre-posting reviews that all minimum (and preferred) qualifications are accounted for. In this review, HEM identified a substantive discrepancy regarding the third minimum qualification (MQ3) notated on the position description (PD), which pertained to experience in sales, public relations, or welfare work. This minimum requirement was not included in the posting or the application process for this hiring sequence. HEM followed up separately with IDVA and CMS regarding this discrepancy, and each confirmed that it was inadvertently omitted. HEM confirmed that other Field Veterans Service Officer hiring sequences posted after the subject sequence, which are currently pending – SF Req. Nos. 53584 (Richton Park); 53332 (Jefferson); and 53172 (Christian) – are applying this MQ3.

26-HEM-0016

HEM conducted a desk audit review of the hiring sequence for a Payroll Specialist at the Illinois Emergency Management Agency and Office of Homeland Security (IEMA-OHS). While HEM did not make any formal recommendations, HEM reminded the agency to ensure that the posting and position description comport with one another, in keeping with ¶ 26 of the Comprehensive Employment Plan (CEP). The posting for this sequence did not identify overtime as a condition of employment, as reflected in the position description. The ability to work overtime was asked as a (dis)qualifying application question, however.

25-HEM-0017

HEM conducted a desk audit review of the hiring sequence for an Educator, Option B (Language Arts) at the Illinois Department of Juvenile Justice (IDJJ). Although HEM found the selection decision to be merit-based and justifiable, HEM recommended IDJJ review and update the minimum requirements in the position description prior to posting it and to seek approval prior to altering the hiring criteria after the position has been posted. In this sequence, an application screening question differed from the position description and posting but appeared

appropriate. HEM discussed the inconsistency with Agency staff, who explained that in the past, all Educator positions had the same general minimum requirement, and it was not until the position was posted that the particular endorsement needed was specified, and the application question included. Agency staff committed to reviewing and updating position descriptions prior to posting.

Disclosure Forms

26-HEM-0006

In response to a complaint referral, HEM reviewed the hiring sequence for an Illinois Department of Aging (Aging) Program Specialist. HEM found that Employee D, an Aging HR Specialist, exchanged emails with Employee B where it was decided Employee B would participate as the Subject Matter Expert (SME) only after confirming Candidate A's candidacy. This email exchange should have flagged for Employee D that Employee B needed to disclose how Employee B knew of an application from or whether she had a relationship with Candidate A. Instead, Employee B submitted a Disclosure Form certifying "to the best of my knowledge and believe, that I have no relationships with applicants/interviewees for this position" and Employee D vetted Employee B's Disclosure Form determining that "no conflicts exists." Additionally, the Interviewers – Employees E, F, and G – did not make any disclosures regarding Candidate A, who shares the same last name as Employee C, a coworker in their division; nor did Employee B follow up before authorizing them to proceed. HEM requested a response from Aging, due next quarter, on how this occurred and what action they will take to correct their failure to disclose and consider familial relationships when making hiring decisions. HEM also recommended that Aging draft, implement, and train on guidance regarding maintaining the integrity of selection decisions by removing apparent or actual conflicts of interest.

26-HEM-0022

HEM conducted a desk audit review of the hiring sequence for an Agency Purchasing Officer at the Illinois Office of the State Fire Marshal (OSFM). HEM found the selection decision to be merit-based and justifiable. While the Advisory did not include any formal recommendations, HEM reminded OSFM that it is best practice to assign an employee who is not otherwise involved in the hiring sequence to vet the Disclosure Forms for Screeners and Interviewers (Disclosure Forms), rather than having an interviewer sign off on their co-interviewers' forms.

26-HEM-0015

HEM conducted a desk audit review of the hiring sequence for a Finance and Operations Manager at the Illinois Council on Developmental Disabilities (ICDD). While HEM did not make any formal recommendations, HEM reminded the agency that it is best practice to assign an employee who is not otherwise involved in the hiring sequence to vet the Disclosure Forms. In this sequence, Interviewer 1 vetted the Disclosure Form completed by Interviewer 2; and Interviewer 2 vetted the Disclosure Forms completed by Interviewer 1 and the non-scoring Proctor. HEM encouraged ICDD to reach out to CMS, or to HEM, for guidance and assistance when needed.

Disclosure Forms & Interview Pool

26-HEM-0031

In response to a complaint referral, HEM reviewed the hiring sequence for an IDHS Assistant Family and Community Resources Center. HEM found that the selection decision was merit-based and justifiable, but made two recommendations, for CMS and IDHS, respectively. First, HEM recommended that CMS HRT staff make every effort to honor the ideal interview pool size identified in an agency's hiring plan when practicable. HEM also noted it would follow up with CMS Bureau of Personnel staff on their interpretation of a previous HEM Advisory and guidance issued in response to this Advisory pertaining to interview pools. Second, HEM recommended that in future hiring sequences, IDHS refrain from assigning employees to serve as interviewers in any hiring sequence in which a candidate is related to a supervisor within an interviewer's chain of command – especially a direct supervisor – as this may impact the impartiality of the hiring sequence or, at minimum, raise questions about its integrity.

Disclosure Forms & Documenting Interview Scores

26-HEM-0010

In follow-up to a previous Advisory which addressed issues with two DCEO sequences conducted before DCEO's current Agency Personnel Officer started, HEM monitored the interviews for two Loans Operations Analyst vacancies to evaluate DCEO's current processes. HEM found the selection decisions for the two vacancies to be merit-based and justifiable but provided two reminders. First, HEM encouraged DCEO to remind an employee who was originally assigned to serve as the SME but subsequently removed from this role after she applied for the position that in the future, she must notify HR as early as practicable to recuse herself from the hiring sequence for any position for which she has applied or is considering applying. Second, HEM reminded DCEO to ensure interviewers are accurately recording candidate scores, including any

modifications to initial scores, and engaging in follow-up scoring discussions with their co-interviewers when required, i.e., when any interviewers' initial scores differ by 10 points or more. In addition, HEM noted that if the interviewers do not engage in a required discussion due to interviewer error, the interviewers should not notate on their scoresheets that a scoring discussion took place. In monitoring this sequence, HEM did not encounter any of the issues addressed in the previous DCEO Advisory. A summary of this Advisory (25-HEM-0050) is included in the First Quarter 2026 HEM Report.

Documenting Interview Scores

25-HEM-0085

HEM conducted a desk audit of the Illinois State Police (ISP) Assistant Laboratory Director. While HEM did not make any formal recommendations, HEM reminded the agency to ensure that interviewers understand that when an initial candidate score is modified, the interviewer's original score should remain in the "Initial Score" column unaltered.

Subject Matter Expert Review

26-HEM-0003

In response to a complaint referral, HEM reviewed the canceled hiring sequence for a Workers' Compensation Training and Support Manager at CMS (Sequence 1) and monitored the interviews for the reposted sequence (Sequence 2). HEM found that Sequence 1 was canceled after the only applicant who met the minimum application score following the SME review declined the position. Twenty-two additional applicants had been advanced to the SME (Employee 1) for preferred qualifications review and deemed ineligible because they did not meet the minimum score of 60, including eight applicants for whom Employee 1 deducted all 100 points. HEM reviewed Employee 1's deductions and identified several instances in which he deducted points although an applicant appeared to meet the associated preferred qualification.

Following the cancellation of Sequence 1, CMS reposted the position. At HEM's request, CMS emailed all applicants who applied to Sequence 1 and invited them to apply to Sequence 2. HEM also met with CMS to discuss its concerns with the SME review in Sequence 1 and Employee 1's involvement in Sequence 2. CMS ultimately agreed to remove Employee 1 from Sequence 2. CMS assigned a different employee (Employee 2) to conduct the SME review for Sequence 2. Following Employee 2's SME review in Sequence 2, 11 applicants met the minimum validated application score, including 10 of the same individuals who had applied to Sequence 1 but received validated scores below the minimum. Four of these applicants received validated

scores of 0 in Sequence 1 and scores of 100 in Sequence 2, including the top-ranked and ultimately selected candidate.

HEM found the selection decision in Sequence 2 to be merit-based and justifiable but recommended that CMS provide additional training and oversight of Employee 1's work if he is to serve as a SME again. HEM also noted that the circumstances of Sequence 1 should have prompted further review and inquiry by CMS. HEM recommended that going forward, CMS HRT staff engage in a more fulsome assessment of a SME's work in certain circumstances, such as those present in Sequence 1. While HEM did not request a response to this Advisory, CMS responded, confirming it would provide additional monitoring of and training for Employee 1 if he was to serve as a SME in the future. CMS also stated it would remind Hiring Leads of their role in ensuring the integrity of the hiring sequence, including following up on "instances of unusual behavior," such as a SME disqualifying all but one applicant.

Eligibility Lists

26-HEM-0002

HEM conducted a desk audit review of a Natural Resources Advanced Specialist position at the Illinois Department of Natural Resources (IDNR). While HEM did not make any formal recommendations, HEM noted that the 10th-ranked candidate did not appear on the final Eligibility List generated by CMS. While this omission did not impact this candidate, HEM noted that it could have, as they scored high enough to be eligible for selection. As a result, HEM reminded CMS to ensure all candidates are included on the Eligibility List in rank order.

HEM Advisory Updates

25-HEM-0094

Last quarter, HEM issued Advisory 25-HEM-0094, regarding a desk audit review of the hiring sequence for an HRT Manager position at CMS. In the Advisory, HEM made a recommendation regarding Disclosure Forms. HEM found that the Hiring Lead assigned to the sequence did not complete a Disclosure Form, although they worked in the same area as the position being filled and CMS confirmed that the Hiring Lead knew six of the applicants for whom they conducted minimum qualifications screening, including the selected candidate. While HEM recognized that Hiring Leads do not generally complete Disclosure Forms, it emphasized that in this sequence the Hiring Lead had working relationships with applicants that should have been disclosed. HEM also reminded CMS that it is best practice to assign an employee who is not otherwise involved in the hiring sequence to vet the Disclosure Forms, rather than having an interviewer sign off on their co-interviewers' forms.

Although not requested, CMS provided a response to this Advisory this quarter. In the response, CMS agreed that the Hiring Lead should have completed a Disclosure Form in this instance and indicated that the Assistant Deputy Director of Hiring & Selection would review the Advisory with all HRT staff at an upcoming team meeting. CMS also acknowledged HEM's reminder regarding interviewers not signing off on their co-interviewers' Disclosure Forms and said it would try to separate these functions.

25-HEM-0096

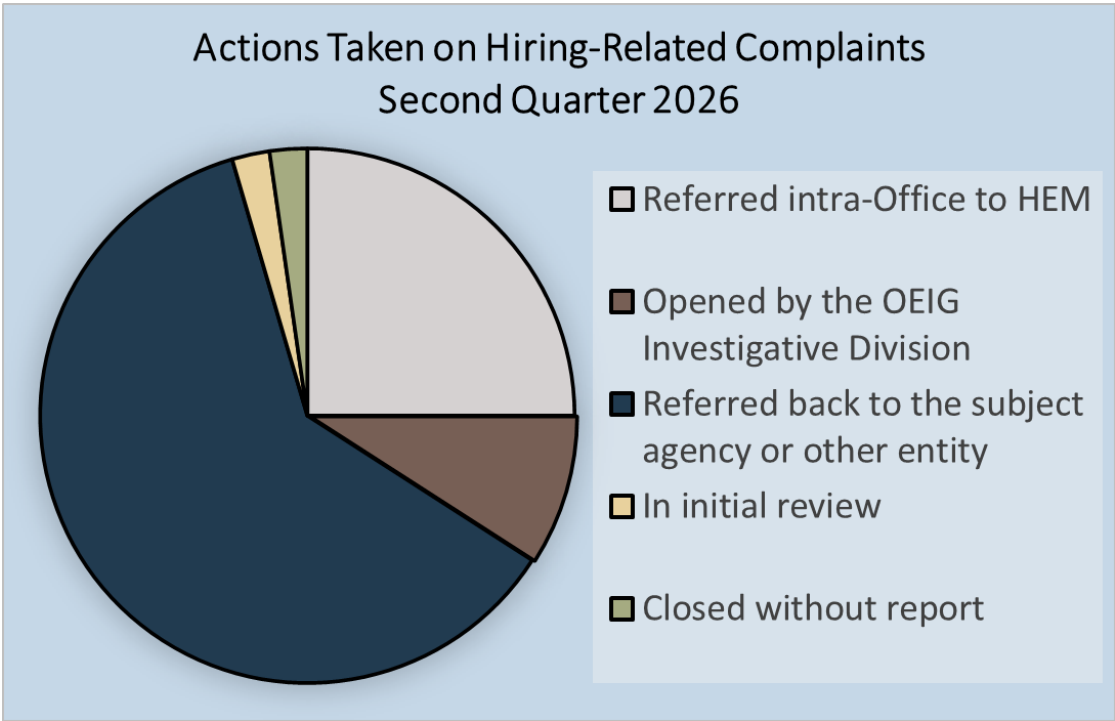
Last quarter, HEM issued Advisory 25-HEM-0096 regarding two complaint referrals pertaining to the selection process for assignments to the Illinois Department of Corrections (IDOC) Intelligence and Investigations Division (IID). HEM reviewed the selection process for 47 recent IID assignments at various IDOC facilities to confirm the sequences were conducted in accordance with the governing Administrative Directive (A.D.). HEM concluded that IDOC is generally making IID selection decisions in compliance with the A.D. and in a uniform manner. However, HEM made two recommendations based on its review of the two complaints. First, HEM recommended that IDOC work to ensure all future postings for IID vacancies specify that applicants shall have 10 days from the initial posting date to apply and omit language asking applicants to provide certain documentation (disciplinary records, timesheets, and performance evaluations) that the A.D. specifies the facility will be responsible for compiling. Second, while HEM recognized that the A.D. does not require facilities to include an "Opinion" section in the candidate interview summaries documenting the interviewers' reasons for selecting (or not selecting) a particular candidate, to ensure consistency in the selection process, HEM encouraged IDOC to provide facilities with guidance on whether an "Opinion" section should be included in every IID assignment sequence. If included, HEM reminded IDOC that the section should only contain information acquired through the candidate interview and related documentation, and that any subjective considerations obtained outside of the selection process should not be included. While HEM did not request a response to this Advisory, IDOC responded that it would create new statewide Candidate Interview Summary and Solicitation forms to ensure consistency across all IDOC facilities.

Investigative Division

The OEIG’s Investigative Division receives over 3,500 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

During the second quarter of 2026, the OEIG received 41 hiring-related complaints. The following charts reflect the actions that were also taken regarding hiring-related complaints during this quarter.



Actions Taken on Hiring-Related Complaints Second Quarter 2026		Count
Referred intra-office to HEM		11
Opened by the OEIG Investigative Division		4
Referred to the subject agency or other appropriate entity		27
In initial review		1
Closed without report		1

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	11
Hiring-related investigations closed this quarter	5*
Founded reports related to hiring issued this quarter	1
Founded reports related to hiring made available to the public this quarter	0

**Three hiring-related Investigations closed this quarter were not previously reported as hiring-related.*

This quarter, the Executive Ethics Commission (EEC) did not make any OEIG founded reports related to hiring available to the public. Previous publicly released reports are available at <https://oeig.illinois.gov>.

Hiring-Related References

OEIG Hiring & Employment Monitoring Quarterly/Annual Reports

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

Comprehensive Employment Plan (CEP) for Agencies Under the Jurisdiction of the Governor

<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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