

Hiring & Employment Monitoring Report

Third Quarter 2026



HEM Reminder

Vetting Disclosure Forms

This quarter, the most frequent recommendation HEM made was regarding the vetting of Disclosure Forms. These issues continue to be an area of focus for HEM.

The Comprehensive Employment Plan (CEP) paragraphs 22 and 35 require that all hiring sequence participants complete a Disclosure Form. HEM is still finding that participants are not disclosing ALL relationships on the Form. The Human Resources (HR) staff vetting the Form are responsible for probing disclosures further and ensuring all relationships are disclosed. At HEM's Roundtables, we often receive questions on what vetting is needed and what constitutes a conflict, especially in cases of a supervisor or coworker. Some of the questions that HR can ask are, "Does the relationship extend outside the office and how?" and "Do you engage in non-work activities with this person and what are those?" After asking these questions, it is important that the vetter also documents the response on the Form.

Even when no conflicts exist, HR employees should ensure that there is a separation of duties and roles in a hiring sequence, so someone uninvolved in the sequence is vetting the Disclosure Forms, particularly where disclosures are made regarding internal employees.

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HEM Compliance Reviews

Between July 1 and September 30, 2026, HEM's work included the following.

Actions Taken During the Third Quarter 2026	Count
Hiring-related reviews opened	24
Complaints referred to HEM	13
Hiring sequences monitored	3
Desk audits completed	8
Hiring reviews transferred to the OEIG Investigative Division	0
Hiring reviews administratively closed	3
Advisories issued	17

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	85 (No objections)
Exempt position description clarifications received this quarter	37 (No objections)
Exempt List addition requests received this quarter	6
Exempt List addition requests approved or not objected to this quarter	5
Exempt List addition requests objected to this quarter	0
Agency withdrawal of Exempt List requests this quarter	1
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	1

Exempt List Determinations – Third Quarter 2026

Agency/Entity	Working Title	OEIG Determination
Illinois Department of Healthcare and Family Services	Deputy Communications Director	Approved Addition
Illinois Department of Human Services	Information Technology Strategic Administrator	Approved Addition
Illinois Department of Human Services	Director, Office of Clinical Administration & Program Support	Approved Deletion
Illinois Department of Human Services	SNAP Quality Control Advisor	Approved Addition
Illinois Department of Innovation and Technology	Integrated Eligibility Systems (IES) Program Director	Approved Addition*
Illinois Department of Natural Resources	Deputy Chief of Staff	Withdrawn
Illinois Department of Transportation	Transit Coordination Oversight Officer	Approved Addition

* This position was reported as objected to by HEM last quarter; after resubmittal, HEM approved the addition this quarter.

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 CEP.

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

Approved Exempt PSCs by Agency – Third Quarter 2026	
Agency/Entity	Position Title
Illinois Department of Juvenile Justice	Office of the Independent Juvenile Ombudsman (OIJO) Deputy Ombudsperson
Office of the Illinois State Fire Marshal	Operations Advisor

Non-Exempt PSC Reporting

On August 20, 2026, the Illinois Department of Central Management Services Personnel Compliance Office (CMS Compliance) provided the State’s PSC Report for the second quarter of calendar year 2026. The following table summarizes this information:

Data from the State’s PSC Report – Second 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	16
State entities that increased their number of PSCs	9
State entities that did not have a change in PSCs	27
State entities that reported not utilizing any PSCs	15

Political Contact Reporting

This quarter, HEM received a total of fourteen Political Contact reports. One report stated that an applicant included previous work experience for a former United States Representative on their resume. Another report stated that the Governor's Office of Constituent Affairs forwarded a complaint it received from an agency employee alleging harassment, retaliation, and discipline by management staff. In both cases, CMS Compliance responded that this did not meet the definition of a political contact, and nothing additional was needed.

The twelve remaining reports are summarized below.

- Two members of the Illinois Department of Transportation (IDOT) Legislative Office separately reported the same political contact that was made on June 30; one reported it

on July 7, and the other on August 3. The reports showed that on behalf of an unnamed constituent, a staffer for an Illinois State Representative inquired whether IDOT had a "Do Not Hire List" and if so, "if someone is placed on it for quitting or other reasons." In response to the first report, CMS Compliance reminded IDOT that any inquiries should be directed to IDOT's Personnel Office by the candidate, not an elected official or their staff. In response to CMS Compliance's questions when the report was filed in August, IDOT provided an email string, which showed that the staffer had inquired a second time in July after not receiving a response and IDOT had responded in August that the Office of Legislative Affairs cannot comment or assist on matters related to employment and recommended contacting IDOT Personnel. CMS Compliance noted that a better response would have been to let the legislator's office know that the constituent should contact IDOT Personnel directly. Additionally, CMS Compliance reminded IDOT that all political contact reports are to be reported within 48 hours of being received and that the late reporting was a violation of CEP paragraph 14. HEM followed up with IDOT Personnel to see if they had been contacted by the legislator's office, but they did not have any record of a contact.

- In September, the IDOT Director of Legislative Affairs filed a report that a staffer from an Illinois State Senator's office inquired about a constituent's claim that he was placed on a "do not rehire" list for what he believes to be an unjust reason. CMS Compliance stated that his answer that IDOT was unable to comment on specific hiring decisions was appropriate. HEM followed up with IDOT Personnel to see if they had been contacted by the legislator's office, but they did not have any record of a contact.
- The IDOT Bureau Chief of State Legislation filed two other political contact reports:
 - One report stated that a former Illinois State Senator asked about reinstating a constituent's seniority and hire based on a union agreement. The Bureau Chief responded that the individual could contact IDOT Personnel. CMS Compliance found the response to be appropriate.
 - One report stated that a staffer for an Illinois State Representative called on behalf of a constituent who did not get a position and asked for application assistance. The Bureau Chief informed the staffer that they cannot comment on hiring. CMS Compliance found the response appropriate.

- Two reports were filed by the CMS Deputy Director of Statewide Personnel and the IDOT Director of Legislative Affairs regarding separate contacts made by a staffer from an Illinois State Senator's office. The staffer inquired on behalf of a constituent who received notice from the Illinois Department of Corrections (IDOC) that his offer for an office assistant position was rescinded due to his discharge from IDOT; however, the constituent said he is still employed by IDOT. The CMS Deputy Director did not respond and forwarded the email to the CMS Deputy Director of Governmental Affairs. CMS Compliance stated that this was an appropriate entity to forward the email to. The IDOT Director of Legislative Affairs responded to the staffer that the individual can contact IDOT Personnel, and CMS Compliance also found this response appropriate.
- The IDOT Director of Legislative Affairs also filed a report regarding a staffer for an Illinois State Representative who inquired on behalf of a current IDOT employee who alleged being bullied and abused. The Director of Legislative Affairs encouraged the staffer to have the employee report the matter to the Civil Rights Bureau, OEIG, or Human Rights Commission. The Director of Legislative Affairs also forwarded the email to the Civil Rights Bureau. CMS Compliance stated the response was appropriate.
- Two separate reports were filed by a Senior Legislative Advisor in the Governor's Office (GO) and an IDOL Legislative Liaison regarding separate contacts made by a staffer for an Illinois State Representative. The GO Advisor reported that the staffer inquired on behalf of a constituent who bid into a promotion at IDOL subject to a probationary period, and, before the end of the probationary period, was sent back to their original IDOL position. The GO Advisor asked if she could reply that the constituent also has the option to file an OEIG complaint if they allege that the adverse action is unlawful retaliation for a protected activity (filing for Family and Medical Leave Act leave protection). CMS Compliance responded that the proposed response was appropriate and reminded the GO Advisor that only publicly available information should be provided for inquiries pertaining to non-exempt positions. The IDOL Legislative Liaison also reported that the staffer inquired on behalf of an IDOL employee who had issues with how his performance was evaluated during his probation period. CMS Compliance requested IDOL's response, which stated that IDOL is unable to provide information on any specific employee or employee matter, and found it appropriate.
- The IDOL Legislative Liaison reported that a staffer for an Illinois State Representative inquired on behalf of a constituent about a case that is currently being investigated by IDOL. In response to CMS Compliance, IDOL provided emails that showed that the

constituent was unhappy with the IDOL case manager assigned to the investigation. IDOL responded to the staffer that it is currently investigating the case and is unable to provide specific information on an open investigation as well as any information specific to an employee or employee matter. CMS Compliance reminded IDOL that only publicly available information can be released.

- The Illinois Department of Human Services (IDHS) Bureau Chief, Recruiting and Hiring, reported that the IDHS General Counsel received an email from another exempt employee, the IDHS Federal Policy Response Senior Advisor, recommending someone for the IDHS Deputy General Counsel position. CMS Compliance asked how IDHS responded, and IDHS stated that the General Counsel was instructed to disregard. The IDHS Bureau Chief inquired if this should be disclosed by the General Counsel on her Disclosure Form, and CMS Compliance advised that it should.

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 – Third Quarter 2026

Advisory	Agency	Position Title	Type of Review
26-HEM-0043	IDHS	OIG Regional Bureau Chief and Investigative Team Leader	Complaint Referrals
26-HEM-0037	IDPH	Chief Budget and Financial Analyst	Desk Audit
26-HEM-0050	ALPLM	Fiscal Manager	Desk Audit
26-HEM-0018	IDHS	Grants Administrator	Desk Audit
26-HEM-0035	IDHS	Employee Career Development/Mentoring Manager	Desk Audit
26-HEM-0057	IDOC	Pinckneyville Correctional Center Accountant	Complaint Referral
26-HEM-0039*	REV	Deputy Chief Disclosure Officer	Desk Audit
26-HEM-0058	ISP	Apparel/Dry Goods Specialist III - Tailor	Desk Audit
26-HEM-0051	DCFS	Area Administrator, Child Protection Services	Desk Audit
26-HEM-0009	DCFS	Office of Child and Family Policy Chief	Interview Monitoring
26-HEM-0036	IDVA	Restorative Director	Desk Audit

**A summary of this review is included below because it contained a reminder.*

HEM Advisory Summaries

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

Disclosure Forms

26-HEM-0005 & 26-HEM-0026

In response to multiple complaint referrals, HEM reviewed four hiring sequences for the Correctional Lieutenant title at the IDOC. Based on HEM's review of three sequences, HEM found that IDOC had not yet institutionalized the use of Disclosure Forms for the Upward Mobility Program (UMP) promotional interviews despite having agreed to do so in response to 22-HEM-0008/22-HEM-0017. HEM worked with IDOC during an active fourth sequence to properly implement the Disclosure Forms. In the Advisory, HEM requested that IDOC communicate to all HR staff, in Central and at the facilities, that Disclosure Forms are required and must be executed and vetted thoughtfully for all titles. HEM also recommended that IDOC conduct training on the reasons for and proper vetting of Disclosure Forms.

HEM also requested from IDOC an explanation of its practices or procedures regarding union representatives being involved in hiring sequences, including the extent and the parameters of that involvement as well as what hiring or training-related purpose requires or justifies a union representative's participation. HEM also requested from IDOC, CMS, and the Governors' Office their position on how such involvement comports with the established principles of the CEP.

Additionally, because previous performance evaluations are a component of the scoring tool for Correctional Lieutenant promotion, HEM recommended that IDOC ensure that when a performance evaluation is "missing," the interviewers conduct an appropriate search for those that were recently or last administered. If a second evaluation is not available, then IDOC should decide on a process for awarding points that is consistent for all promotional instruments.

HEM also noted that the number of Exceeds Expectations, once added together, should have been divided by two as instructed by the scoring tool. However, this was not followed for any of the candidates. Since it was consistently not followed, it did not affect the overall rankings, but HEM recommended that in the future, IDOC ensure this instruction is followed. CMS requested an extension for the agencies' response, which is due next quarter.

26-HEM-0039

HEM conducted a desk audit review of a Deputy Chief Disclosure Officer hiring sequence at the Illinois Department of Revenue (IDOR). While HEM did not make any formal recommendations, HEM noted that the selected candidate was an internal IDOR employee, with whom the Subject Matter Expert (SME) and two of the interviewers disclosed working and/or supervisory relationships on their respective Disclosure Forms. The third interviewer worked within IDOR's HR Office, so was not required to complete a Disclosure Form because he did not have a relationship with, or information to disclose, regarding any applicants that would affect his impartiality. The third interviewer also served as the Hiring Manager and HR Liaison and as such, vetted the other participants' Disclosure Forms, authorizing them to proceed. HEM reminded the agency that best practice calls for segregation of the roles and duties within the hiring process, and someone uninvolved should vet Disclosure Forms, particularly where disclosures regarding internal employees are made.

Disclosure Forms & Subject Matter Expert Screening**26-HEM-0052**

HEM monitored an Illinois Department on Aging (Aging) hiring sequence for the Bureau Chief of Business Analytics position as follow-up to HEM Advisory 26-HEM-0006. HEM found that the SME added points to a candidate's application rating even though it is prohibited by CMS training and guidance which only allows for subtracting points. With the additional points, this candidate was invited to interview. HEM raised this issue with Aging, who removed the additional points from the candidate's application rating and withdrew the candidate's invitation to interview. HEM recommended more oversight of the SME validation phase by Aging HR, including meeting with this SME if she serves as a SME in the future.

HEM also found that the same candidate was the spouse of an Aging employee, which the SME appropriately disclosed in her Disclosure Form. However, the three interviewers worked in the same division with the candidate's spouse but failed to disclose that connection. HEM reminded Aging that the Disclosure Form explains that this type of relationship should be disclosed. Although the candidate was ultimately disinvited, HEM reminded Aging to ensure all participants understand their disclosure obligations; to follow up on these disclosures before authorizing staff to proceed; and to document these discussions in the respective Disclosure Forms.

Exempt Position Clarifications & Multiple Incumbents

26-HEM-0021

In response to a complaint referral, HEM reviewed Exempt List positions and overall staffing within the IDHS Office of Continuous Improvement and found that HEM had not received all material clarifications or notices of incumbents to exempt positions. Pursuant to the CEP, HEM reviews appointment paperwork to ensure that incumbents are minimally qualified and reviews and approves requests for additions, deletions, and amendments to the Exempt List. To properly conduct this latter review, it is necessary for HEM to have the relevant information to determine if the duties support an exempt position or whether material changes to a pre-existing exempt position affect the exempt designation. Beginning in 2019, agencies have also been required to provide any clarification to an exempt position description to HEM to ensure such clarifications do not affect its exempt status.

In this review, HEM found that changes to the exempt IDHS Chief Continuous Improvement Officer (CCIO) position had not been sent to HEM. HEM also noted a general lack of clarifications from IDHS in the last 18 months. Additionally, 2026 clarification notices – for all agencies – did not include prior position descriptions, which limits HEM’s ability to adequately discern the degree or appropriateness of the changes to the position description. For these reasons, HEM recommended, at minimum, that CMS and the Governor’s Office work with HEM to adjust the process for providing HEM notification of exempt clarifications to ensure HEM obtains the necessary information to properly assess changes to exempt positions.

HEM also noted that since 2022, IDHS has, at times, hired or placed more than one incumbent into the CCIO position, a practice which has now been labeled as “Multiple Incumbents” or MIs but was previously referred to as Additional Incumbents or AIs. While there may be some legitimate reasons for MIs, such as training purposes, the repeated use of MIs in this CCIO position did not appear to be based on the needs of the position given the odd timing of the MIs and the changes in the position titles, duties, and organizational structure. Furthermore, certification paperwork provided by IDHS for these incumbents showed that the MIs shared the same position number, however, their position titles and descriptions differed. While HEM found that MIs were occasionally listed by some other agencies, IDHS appears to consistently use multiple incumbents, with the volume and length of time increasing throughout the years.

HEM noted that it had recently worked with Governor's Office, CMS Bureau of Personnel, and CMS Compliance staff to review the approval process for MIs and, in late March 2026, began requiring agencies to submit MI requests and justifications on a SharePoint site overseen by CMS Compliance. Agencies are also required to obtain Governor's Office approval, and the requests are then to be reviewed by the CMS Chief Administrative Officer and Chief Compliance Officer before being sent to HEM. According to CMS, agencies would also be notified by CMS as the expiration date nears. While HEM acknowledges an occasional need for a limited overlap of two individuals in one exempt position, this should be the exception. When the need goes beyond a limited training period, the additional incumbent may, in effect, be occupying an additional exempt position that has not been through the HEM approval process, nor considered in HEM's review of exempt position numbers for that agency. Thus, HEM recommended CMS and the Governor's Office work with HEM to adjust the approval process of MIs to ensure an adequate need is established, the length of time is provided, and there is a mechanism for ensuring the time limitation.

HEM also requested an explanation of IDHS' prior and current staffing under the now-titled Director of Data Governance and Operations (former CCIO position) to ensure appropriate exempt status, position duties, and position descriptions. The response to this Advisory was not yet due this quarter.

Political Contacts

26-HEM-0044

In response to a Political Contact Report filed by the Illinois Gaming Board (IGB), HEM reviewed the related documentation and followed up with members of the IGB staff who knew of the contact. Based on this, HEM recommended that IGB, CMS, and the Governor's Office work together to ensure that IGB staff are properly trained on handling political contacts, including the legislative, human resources, and executive staff who communicate with legislative staff. HEM recommended that the training include suggested language for legislative staff and human resources staff to use with legislators when handling a political contact. HEM also recommended that IGB consider adding political contact guidance to its Personnel Manual or in some other written form. HEM noted that this information needs to be accessible to all IGB staff, so that employees who receive political contacts do not miss the 48-hour reporting deadline, as occurred here. HEM also requested an update from CMS and the Governor's Office on the distribution of the Overview and FAQs training(s), including what State employees have received and when, and which agencies have updated their employee handbooks or policies to include information pertaining to political contact reporting. HEM requested a response to this Advisory.

CMS, IGB, and the Governor's Office provided a joint response that noted CMS' recent work, including with HEM, to develop a Political Contact Reporting training that informs staff on the importance of reporting political contacts and prepares them to respond to these inquiries. According to the response, the training is now finalized and was sent, along with a Political Contacts Reporting Overview document, to all agency HR staff on September 25, 2026 for completion by October 31, 2026. The response included a link to the training as well as the slides and the Overview document. CMS will also include guidance and expectations regarding Political Contact Reporting in the next update to its Model Employee Handbook for agencies. Additionally, the Governor's Office will again conduct training on political contacts during this year's training for legislative liaisons.

Cancelling Sequences & Temporary Assignments

26-HEM-0007

In response to a complaint referral, HEM reviewed the temporary assignment of an Illinois Department of Natural Resources (IDNR) employee to the IDNR Regional 4 Land Manager position. The employee was initially temporarily assigned (TA'd) to the position on August 1, 2024, and the position was posted in December 2024. The top-ranked candidate was offered but declined the position, and six qualified candidates remained, including the TA'd employee. However, in August 2025, IDNR sought and received CMS Hiring Resource Team (HRT) approval to cancel the hiring sequence due to lack of headcount, and the employee's temporary assignment was continued.

In March 2026, HEM met with IDNR, CMS Compliance, and CMS HRT to discuss the approval of IDNR's request to cancel the hiring sequence and the employee's continued temporary assignment and learned that CMS HRT does not consider or review temporary assignments in deciding whether to approve cancellation requests due to loss of headcount. The position was then reposted in April 2026, and the TA'd employee was the top-ranked candidate and was offered and accepted the position. In the Advisory, HEM noted that temporary assignments are not intended to favor or provide selected employees qualifications for future promotional opportunities and, where permitted, managers should consider all qualified employees for temporary assignments and should consider rotating employees. In this review, HEM noted that continuing to TA the same employee after the first sequence was cancelled, which amounted to a continuous two-year period without rotation, does not promote competitive hiring and undermines the competitiveness of the posting for the full-time position. Thus, HEM recommended IDNR make temporary assignments available for rotation to other qualified employees.

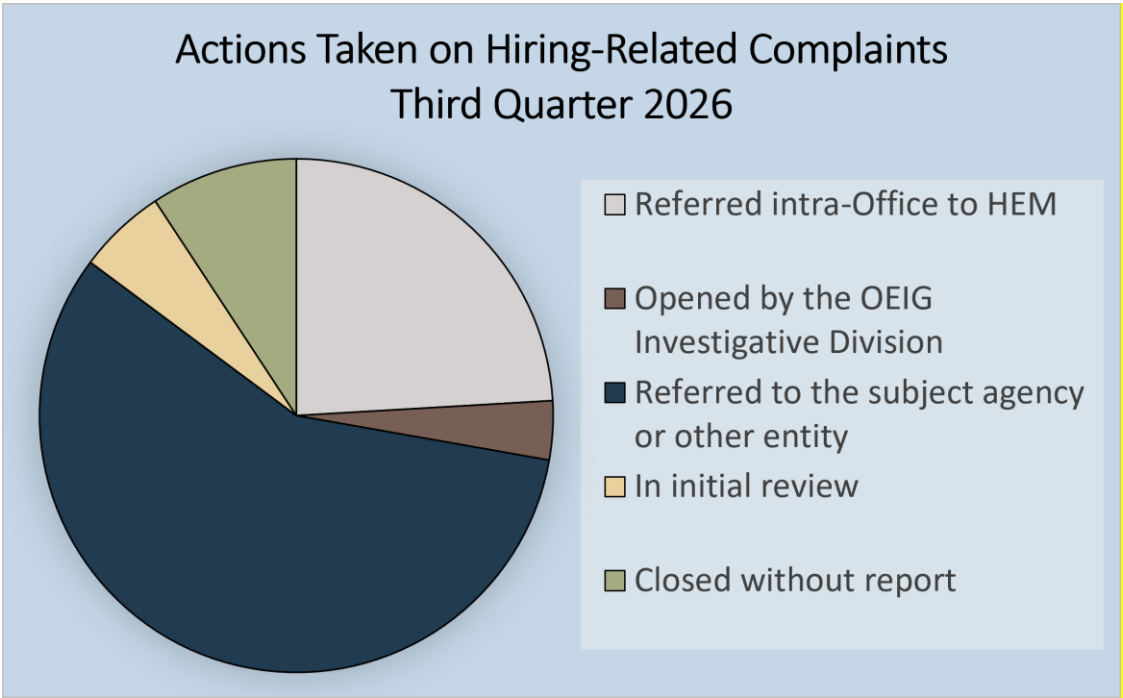
HEM further recommended that when CMS is reviewing a cancellation request, that it inquires and considers any past or future use of temporary assignments for the position. Additionally, HEM requested a response from CMS and IDNR on the reason the request to cancel the sequence was not sent to CMS Compliance for approval, by either IDNR or CMS HRT. HEM requested further discussion with CMS and the Governor's Office on whether it is CMS' position that a request for cancelling a hire with available candidates is going to be reviewed only by CMS HRT, as it is concerning to HEM that the cancellation was approved without consideration of hiring from among the remaining candidates who were eligible for selection; inquiry into the agency's plans to repost; and the extended temporary assignment of the IDNR employee. The response to this Advisory is not yet due this quarter.

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 third quarter of 2026, the OEIG received 54 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 Third Quarter 2026		Count
Referred intra-office to HEM		13
Opened by the OEIG Investigative Division		2
Referred to the subject agency or other appropriate entity		31
In initial review		3
Closed without report		5

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	16
Hiring-related investigations closed this quarter	6
Founded reports related to hiring issued this quarter	0
Founded reports related to hiring made available to the public this quarter	2

This quarter, the Executive Ethics Commission (EEC) made two OEIG founded reports related to hiring available to the public, which are summarized below. Previous publicly released reports are available at <https://oeig.illinois.gov>.

Case No. 25-00411

In Case No. 25-00411, the OEIG investigated two complaints and determined that a nursing administrator at the IDHS Alton Mental Health Center (Alton), who had been employed there since 2013, knowingly misrepresented her education credentials in employment application materials including in 2024 when she applied for the position of Admissions & Discharge Administrator at Alton. As a result of the OEIG investigation, IDHS sought disciplinary action against the employee, who resigned her employment while the process was pending.

Case No. 26-01044

In Case No. 26-01044, the OEIG investigated alleged conflicts of interest among high-ranking staff at the Office of Independent Juvenile Ombudsperson. The OEIG uncovered evidence of an intimate personal relationship between the Ombudsperson and a high-ranking Illinois Department of Juvenile Justice (IDJJ) employee that took place when the Ombudsperson was investigating complaints from youth to ensure their rights. The Ombudsperson then hired the IDJJ employee into the Ombudsperson's Office and subsequently promoted him to Deputy Ombudsperson. At no time did the two employees disclose their personal relationship. The OEIG recommended that the employees be removed from their positions. In response to the OEIG's investigation, the Office of the Governor reported that the Ombudsperson had resigned, and the Deputy Ombudsperson was terminated.

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

[Link to the Illinois Personnel Code.](#)

OneNet Trainings

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

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