



# Illinois Ethics Matters

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*Honesty, Integrity, Service*

A newsletter from the Office of Executive Inspector General for the Agencies  
of the Illinois Governor

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## Announcements

- The OEIG is pleased to announce the hiring of **Jocelyn Delgado** as an Administrative Assistant in its Complaints & Compliance Division.

## Outside Employment Policies in Practice

State employees have a duty to the public to conduct official matters during compensated time and not use state resources or time for outside employment. State agencies likewise are responsible for ensuring employees report outside work or engagements and the reports of such activities are appropriately vetted.

In [OEIG Case No. 25-00928](#), the OEIG self-initiated an investigation into allegations that the Chief Accountability Officer at an agency failed to disclose outside employment and was conducting that outside employment on state time. The OEIG investigation revealed that, in addition to her state employment, the employee owned a private accounting firm. The OEIG analyzed the employee's personal and state phone records for a two-month period in early 2025 and found that she had spent more than 19 hours during that short period on her private business. In addition, the OEIG obtained more than 30 emails sent between her state email account and other accounts relating to the accounting business; the employee also admitted that she printed attachments with state resources. During her OEIG interview, the employee described that she would have two laptops open (one for her state job and one for her private business) and be on Zoom meetings for both. The OEIG found that the employee failed to timely disclose her outside employment. Both the employee and her supervisor were terminated prior to the conclusion of the investigation.

The OEIG investigated a similar case ([Case No. 24-01213](#)) involving a state employee who was alleged to be conducting business as a City alderman during state time and with the use of state resources. The investigation confirmed that the employee regularly received and sent emails relating to City business with his state email address. The employee had never reported his aldermanic role to the agency. In an earlier report, the OEIG had recommended to the agency that it revise its secondary employment policy to define secondary employment and ensure the agency determine whether a conflict of interest existed, rather than require the employee to self-identify potential conflicts. At the time this report was issued, the agency had not revised its policy.

Better designed policies, with more explicit instruction, as well as a uniform and objective procedure for review helps avoid instances of conflicts of interest and abuse of time and resources. This should include defining what types of disclosures and what details of outside activities are required to be reported by the employee. A documented review process should also include instruction for the review including making necessary additional inquiries as part of the review.

The OEIG's [November 17, 2023 newsletter](#) that previously covered secondary employment policies and the cases referenced above are available on the [OEIG website](#).