



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

Office of Executive Inspector General

Margaret A. Hickey
*Executive Inspector
General*

Susan Haling
*First Assistant
Inspector General*

Daniel Hurtado
General Counsel

Fallon Opperman
*Deputy Inspector
General & Chief of
Chicago Division*

Thomas Klein
*Deputy Inspector
General & Chief of
Springfield Division*

Claudia P. Ortega
*Chief Administrative
Officer*

Chicago Office:

69 W. Washington St.
Suite 3400
Chicago, IL 60602
(312) 814-5600

Springfield Office:

607 E. Adams St.
14th Floor
Springfield, IL 62701
(217) 558-5600

Hotline:

Phone: (866) 814-1113

TTY:

(888) 261-2734

Hiring and Employment Monitoring Division Update



The OEIG has created a new unit – the Division of Hiring and Employment Monitoring (HEM) – that conducts compliance-based reviews of agency hiring and employment matters. HEM’s goal is to ensure that personnel decisions are in keeping with governing authority and not dictated or improperly influenced by political or other considerations.

HEM primarily conducts three functions: file reviews, interview monitoring, and consulting with agency staff on the propriety of current or anticipated hiring and employment practices. Among other things, since May 2016, HEM staff has:

- Conducted random reviews of approximately 60 hiring files at two agencies;
- Monitored 17 agency hiring sequences, which included in-person monitoring of over 260 interviews, as well as the review of several hundred employment applications, among other documentation; and
- Identified several issues regarding selection and made recommendations that were adopted.

“We are excited to engage in a proactive role with agencies, which we believe will only serve to strengthen the integrity of the state’s hiring and employment systems,” said HEM Director Erin Bonales.

HEM also works closely with Special Master Noelle Brennan and her staff, as they conduct their court-appointed work in the ongoing Shakman litigation. In Shakman, the U.S. District Court entered an order essentially preventing numerous Illinois entities and public officials from improperly basing hiring decisions on political factors.

HEM’s compliance work complements the work of other OEIG units to improve state hiring and employment. OEIG investigative units continue to conduct investigations into allegations of hiring and employment improprieties, and anyone with information of misconduct or intentional wrongdoing is encouraged to file a complaint.

Reminders for Ethics Officers

Ethics officers are reminded of a few housekeeping matters:

- If you have not updated your revolving door lists (Ethics Act and Procurement Code) recently in the online tracking system, please do so. If you are unable to access the site, please contact the Office of the Governor.
- The first online ethics training period for CY2017 begins later this month. If your agency intends to participate in the first online training period, please be sure you have delivered your registration lists and (if needed) updated implementation plans to the OEIG. The second training period will begin in early May.