

SB2228



103RD GENERAL ASSEMBLY

State of Illinois

2023 and 2024

SB2228

Introduced 2/10/2023, by Sen. Linda Holmes

SYNOPSIS AS INTRODUCED:

See Index

Amends the Department of Central Management Services Law of the Civil Administrative Code of Illinois. Makes changes concerning the hiring process for employees with a disability. Amends the Personnel Code. Makes changes concerning the procedures for extending jurisdictions to positions not initially covered by the Act. Makes changes concerning positions that are exempt from jurisdictions. Provides that the Department of Central Management Services shall adopt rules for positions and employees subject to the Act (currently, the Director shall prepare and submit proposed rules to the Civil Service Commission). Makes changes concerning testing and eligibility lists. Effective immediately.

LRB103 28873 DTM 55259 b

A BILL FOR

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The Department of Central Management Services
5 Law of the Civil Administrative Code of Illinois is amended by
6 changing Section 405-122 as follows:

7 (20 ILCS 405/405-122)

8 Sec. 405-122. Employees with a disability. The Department,
9 in cooperation with the Department of Human Services, the
10 Department of Employment Security, and other agencies of State
11 government shall develop and implement programs to increase
12 the number of qualified employees with disabilities working in
13 the State. The programs shall include provisions to increase
14 the number of people with a disability hired for positions
15 with specific job titles for which they have been assessed and
16 met the qualifications ~~awarded a passing grade~~. The Department
17 shall conduct an annual presentation regarding the programs
18 created under this Section, and each State agency shall
19 designate one or more persons with hiring responsibilities to
20 attend the presentation. The Department and the Department of
21 Human Services must submit a report, annually, to the Governor
22 and the General Assembly concerning their actions under this
23 Section.

1 (Source: P.A. 101-540, eff. 8-23-19.)

2 Section 10. The Personnel Code is amended by changing
3 Sections 4b, 4c, 4d, 8, 8b, 8b.1, 8b.2, 8b.3, 8b.4, 8b.5, 8b.6,
4 8b.7, 8b.8, 8b.9, 8b.10, 8b.14, 8b.17, 8b.18, 8b.19, 9, 10,
5 12f, 13, 14, 17a, and 17b as follows:

6 (20 ILCS 415/4b) (from Ch. 127, par. 63b104b)

7 Sec. 4b. Extension of jurisdiction. Any or all of the
8 three forms of jurisdiction of the Department may be extended
9 to the positions not initially covered by this Act under a
10 department, board, commission, institution, or other
11 independent agency in the executive, legislative, or judicial
12 branch of State government, or to a major administrative
13 division, service, or office thereof by the following process:

14 (1) The officer or officers legally charged with control
15 over the appointments to positions in a department, board,
16 commission, institution, or other independent agency in the
17 executive, legislative, or judicial branch of State
18 government, or to a major administrative division, service, or
19 office thereof, may request in writing to the Governor the
20 extension of any or all of the three forms of jurisdiction of
21 the Department to such named group of positions.

22 (2) The Governor, if he concurs with the request, may
23 forward the request to the Director of Central Management
24 Services.

1 (3) The Director shall survey the practicability of the
2 requested extension of the jurisdiction or jurisdictions of
3 the Department, approve or disapprove same, and notify the
4 Civil Service Commission of his decision. If he should approve
5 the request he shall provide notice of ~~submit rules to~~
6 ~~accomplish~~ such extension to the Civil Service Commission.

7 (4) Such an extension of jurisdiction of the Department of
8 Central Management Services may be terminated by the same
9 process ~~of amendment to the rules~~ at any time after four years
10 from its original effective date with notice to the Civil
11 Service Commission.

12 (5) Employees in positions to which jurisdiction B is
13 extended pursuant to this section shall be continued in their
14 respective positions provided that they are deemed qualified
15 ~~pass a qualifying examination prescribed~~ by the Director
16 within 6 months after such jurisdiction is extended to such
17 positions, and provided they satisfactorily complete their
18 respective probationary periods. ~~Such qualifying examinations~~
19 ~~shall be of the same kind as those required for entrance~~
20 ~~examinations for comparable positions. Appointments of such~~
21 ~~employees shall be without regard to eligible lists and~~
22 ~~without regard to the provisions of this Code requiring the~~
23 ~~appointment of the person standing among the three highest on~~
24 ~~the appropriate eligible list to fill a vacancy or from the~~
25 ~~highest category ranking group if the list is by rankings~~
26 ~~instead of numerical ratings.~~ Nothing herein shall preclude

1 the reclassification or reallocation as provided by this Act
2 of any position held by any such incumbent. The Department
3 shall maintain records of all extensions of jurisdiction
4 pursuant to this Section.

5 (Source: P.A. 82-789.)

6 (20 ILCS 415/4c) (from Ch. 127, par. 63b104c)

7 Sec. 4c. General exemptions. The following positions in
8 State service shall be exempt from jurisdictions A, B, and C,
9 unless the jurisdictions shall be extended as provided in this
10 Act:

11 (1) All officers elected by the people.

12 (2) All positions under the Lieutenant Governor,
13 Secretary of State, State Treasurer, State Comptroller,
14 State Board of Education, Clerk of the Supreme Court,
15 Attorney General, and State Board of Elections.

16 (3) Judges, and officers and employees of the courts,
17 and notaries public.

18 (4) All officers and employees of the Illinois General
19 Assembly, all employees of legislative commissions, all
20 officers and employees of the Illinois Legislative
21 Reference Bureau and the Legislative Printing Unit.

22 (5) All positions in the Illinois National Guard and
23 Illinois State Guard, paid from federal funds or positions
24 in the State Military Service filled by enlistment and
25 paid from State funds.

1 (6) All employees of the Governor at the executive
2 mansion and on his immediate personal staff.

3 (7) Directors of Departments, the Adjutant General,
4 the Assistant Adjutant General, the Director of the
5 Illinois Emergency Management Agency, members of boards
6 and commissions, and all other positions appointed by the
7 Governor by and with the consent of the Senate.

8 (8) The presidents, other principal administrative
9 officers, and teaching, research and extension faculties
10 of Chicago State University, Eastern Illinois University,
11 Governors State University, Illinois State University,
12 Northeastern Illinois University, Northern Illinois
13 University, Western Illinois University, the Illinois
14 Community College Board, Southern Illinois University,
15 Illinois Board of Higher Education, University of
16 Illinois, State Universities Civil Service System,
17 University Retirement System of Illinois, and the
18 administrative officers and scientific and technical staff
19 of the Illinois State Museum.

20 (9) All other employees except the presidents, other
21 principal administrative officers, and teaching, research
22 and extension faculties of the universities under the
23 jurisdiction of the Board of Regents and the colleges and
24 universities under the jurisdiction of the Board of
25 Governors of State Colleges and Universities, Illinois
26 Community College Board, Southern Illinois University,

1 Illinois Board of Higher Education, Board of Governors of
2 State Colleges and Universities, the Board of Regents,
3 University of Illinois, State Universities Civil Service
4 System, University Retirement System of Illinois, so long
5 as these are subject to the provisions of the State
6 Universities Civil Service Act.

7 (10) The Illinois State Police so long as they are
8 subject to the merit provisions of the Illinois State
9 Police Act. Employees of the Illinois State Police Merit
10 Board are subject to the provisions of this Code.

11 (11) (Blank).

12 (12) The technical and engineering staffs of the
13 Department of Transportation, the Division ~~Department~~ of
14 Nuclear Safety at the Illinois Emergency Management
15 Agency, the Pollution Control Board, and the Illinois
16 Commerce Commission, and the technical and engineering
17 staff providing architectural and engineering services in
18 the Department of Central Management Services.

19 (13) All employees of the Illinois State Toll Highway
20 Authority.

21 (14) The Secretary of the Illinois Workers'
22 Compensation Commission.

23 (15) All persons who are appointed or employed by the
24 Director of Insurance under authority of Section 202 of
25 the Illinois Insurance Code to assist the Director of
26 Insurance in discharging his responsibilities relating to

1 the rehabilitation, liquidation, conservation, and
2 dissolution of companies that are subject to the
3 jurisdiction of the Illinois Insurance Code.

4 (16) All employees of the St. Louis Metropolitan Area
5 Airport Authority.

6 (17) All investment officers employed by the Illinois
7 State Board of Investment.

8 (18) Employees of the Illinois Young Adult
9 Conservation Corps program, administered by the Illinois
10 Department of Natural Resources, authorized grantee under
11 Title VIII of the Comprehensive Employment and Training
12 Act of 1973, 29 U.S.C. 993.

13 (19) Seasonal employees of the Department of
14 Agriculture for the operation of the Illinois State Fair
15 and the DuQuoin State Fair, no one person receiving more
16 than 29 days of such employment in any calendar year.

17 (20) All "temporary" employees hired under the
18 Department of Natural Resources' Illinois Conservation
19 Service, a youth employment program that hires young
20 people to work in State parks for a period of one year or
21 less.

22 (21) All hearing officers of the Human Rights
23 Commission.

24 (22) All employees of the Illinois Mathematics and
25 Science Academy.

26 (23) All employees of the Kankakee River Valley Area

1 Airport Authority.

2 (24) The commissioners and employees of the Executive
3 Ethics Commission.

4 (25) The Executive Inspectors General, including
5 special Executive Inspectors General, and employees of
6 each Office of an Executive Inspector General.

7 (26) The commissioners and employees of the
8 Legislative Ethics Commission.

9 (27) The Legislative Inspector General, including
10 special Legislative Inspectors General, and employees of
11 the Office of the Legislative Inspector General.

12 (28) The Auditor General's Inspector General and
13 employees of the Office of the Auditor General's Inspector
14 General.

15 (29) All employees of the Illinois Power Agency.

16 (30) Employees having demonstrable, defined advanced
17 skills in accounting, financial reporting, or technical
18 expertise who are employed within executive branch
19 agencies and whose duties are directly related to the
20 submission to the Office of the Comptroller of financial
21 information for the publication of the annual
22 comprehensive financial report.

23 (31) All employees of the Illinois Sentencing Policy
24 Advisory Council.

25 (Source: P.A. 101-652, eff. 1-1-22; 102-291, eff. 8-6-21;
26 102-538, eff. 8-20-21; 102-783, eff. 5-13-22; 102-813, eff.

1 5-13-22.)

2 (20 ILCS 415/4d) (from Ch. 127, par. 63b104d)

3 Sec. 4d. Partial exemptions. The following positions in
4 State service are exempt from jurisdictions A, B, and C to the
5 extent stated for each, unless those jurisdictions are
6 extended as provided in this Act:

7 (1) In each department, board or commission that now
8 maintains or may hereafter maintain a major administrative
9 division, service or office in both Sangamon County and
10 Cook County, 2 private secretaries for the director or
11 chairman thereof, one located in the Cook County office
12 and the other located in the Sangamon County office, shall
13 be exempt from jurisdiction B; in all other departments,
14 boards and commissions one private secretary for the
15 director or chairman thereof shall be exempt from
16 jurisdiction B. In all departments, boards and commissions
17 one confidential assistant for the director or chairman
18 thereof shall be exempt from jurisdiction B. This
19 paragraph is subject to such modifications or waiver of
20 the exemptions as may be necessary to assure the
21 continuity of federal contributions in those agencies
22 supported in whole or in part by federal funds.

23 (2) The resident administrative head of each State
24 charitable, penal and correctional institution, the
25 chaplains thereof, and all member, patient and inmate

1 employees are exempt from jurisdiction B.

2 (3) The Civil Service Commission, upon written
3 recommendation of the Director of Central Management
4 Services, shall exempt from jurisdiction B other positions
5 which, in the judgment of the Commission, involve either
6 principal administrative responsibility for the
7 determination of policy or principal administrative
8 responsibility for the way in which policies are carried
9 out, except positions in agencies which receive federal
10 funds if such exemption is inconsistent with federal
11 requirements, and except positions in agencies supported
12 in whole by federal funds.

13 (4) All individuals in positions paid in accordance
14 with prevailing wage laws, as well as beauticians and
15 teachers of beauty culture and teachers of barbering,~~and~~
16 ~~all positions heretofore paid under Section 1.22 of "An~~
17 ~~Act to standardize position titles and salary rates",~~
18 ~~approved June 30, 1943, as amended, shall be exempt from~~
19 ~~jurisdiction B.~~

20 (5) Licensed attorneys in positions as legal or
21 technical advisors; positions in the Department of Natural
22 Resources requiring incumbents to be either a registered
23 professional engineer or to hold a bachelor's degree in
24 engineering from a recognized college or university;
25 licensed physicians in positions of medical administrator
26 or physician or physician specialist (including

1 psychiatrists); all positions within the Department of
2 Juvenile Justice requiring licensure by the State Board of
3 Education under Article 21B of the School Code; all
4 positions within the Illinois School for the Deaf and the
5 Illinois School for the Visually Impaired requiring
6 licensure by the State Board of Education under Article
7 21B of the School Code and all rehabilitation/mobility
8 instructors and rehabilitation/mobility instructor
9 trainees at the Illinois School for the Visually Impaired;
10 and registered nurses (except those registered nurses
11 employed by the Department of Public Health); except those
12 in positions in agencies which receive federal funds if
13 such exemption is inconsistent with federal requirements
14 and except those in positions in agencies supported in
15 whole by federal funds, are exempt from jurisdiction B
16 only to the extent that the requirements of Section 8b.1,
17 8b.3 and 8b.5 of this Code need not be met.

18 (6) All positions established outside the geographical
19 limits of the State of Illinois to which appointments of
20 other than Illinois citizens may be made are exempt from
21 jurisdiction B.

22 (7) Staff attorneys reporting directly to individual
23 Commissioners of the Illinois Workers' Compensation
24 Commission are exempt from jurisdiction B.

25 (8) (Blank). ~~Twenty-one senior public service~~
26 ~~administrator positions within the Department of~~

1 ~~Healthcare and Family Services, as set forth in this~~
2 ~~paragraph (8), requiring the specific knowledge of~~
3 ~~healthcare administration, healthcare finance, healthcare~~
4 ~~data analytics, or information technology described are~~
5 ~~exempt from jurisdiction B only to the extent that the~~
6 ~~requirements of Sections 8b.1, 8b.3, and 8b.5 of this Code~~
7 ~~need not be met. The General Assembly finds that these~~
8 ~~positions are all senior policy makers and have~~
9 ~~spokesperson authority for the Director of the Department~~
10 ~~of Healthcare and Family Services. When filling positions~~
11 ~~so designated, the Director of Healthcare and Family~~
12 ~~Services shall cause a position description to be~~
13 ~~published which allots points to various qualifications~~
14 ~~desired. After scoring qualified applications, the~~
15 ~~Director shall add Veteran's Preference points as~~
16 ~~enumerated in Section 8b.7 of this Code. The following are~~
17 ~~the minimum qualifications for the senior public service~~
18 ~~administrator positions provided for in this paragraph~~
19 ~~(8):~~

20 ~~(A) HEALTHCARE ADMINISTRATION.~~

21 ~~Medical Director: Licensed Medical Doctor in~~
22 ~~good standing; experience in healthcare payment~~
23 ~~systems, pay for performance initiatives, medical~~
24 ~~necessity criteria or federal or State quality~~
25 ~~improvement programs; preferred experience serving~~
26 ~~Medicaid patients or experience in population~~

1 ~~health programs with a large provider, health~~
2 ~~insurer, government agency, or research~~
3 ~~institution.~~

4 ~~Chief, Bureau of Quality Management: Advanced~~
5 ~~degree in health policy or health professional~~
6 ~~field preferred; at least 3 years experience in~~
7 ~~implementing or managing healthcare quality~~
8 ~~improvement initiatives in a clinical setting.~~

9 ~~Quality Management Bureau: Manager, Care~~
10 ~~Coordination/Managed Care Quality: Clinical degree~~
11 ~~or advanced degree in relevant field required;~~
12 ~~experience in the field of managed care quality~~
13 ~~improvement, with knowledge of HEDIS measurements,~~
14 ~~coding, and related data definitions.~~

15 ~~Quality Management Bureau: Manager, Primary~~
16 ~~Care Provider Quality and Practice Development:~~
17 ~~Clinical degree or advanced degree in relevant~~
18 ~~field required; experience in practice~~
19 ~~administration in the primary care setting with a~~
20 ~~provider or a provider association or an~~
21 ~~accrediting body; knowledge of practice standards~~
22 ~~for medical homes and best evidence based~~
23 ~~standards of care for primary care.~~

24 ~~Director of Care Coordination Contracts and~~
25 ~~Compliance: Bachelor's degree required; multi-year~~
26 ~~experience in negotiating managed care contracts,~~

1 ~~preferably on behalf of a payer; experience with~~
2 ~~health care contract compliance.~~

3 ~~Manager, Long Term Care Policy: Bachelor's~~
4 ~~degree required; social work, gerontology, or~~
5 ~~social service degree preferred; knowledge of~~
6 ~~Olmstead and other relevant court decisions~~
7 ~~required; experience working with diverse long~~
8 ~~term care populations and service systems, federal~~
9 ~~initiatives to create long term care community~~
10 ~~options, and home and community based waiver~~
11 ~~services required. The General Assembly finds that~~
12 ~~this position is necessary for the timely and~~
13 ~~effective implementation of this amendatory Act of~~
14 ~~the 97th General Assembly.~~

15 ~~Manager, Behavioral Health Programs: Clinical~~
16 ~~license or advanced degree required, preferably in~~
17 ~~psychology, social work, or relevant field;~~
18 ~~knowledge of medical necessity criteria and~~
19 ~~governmental policies and regulations governing~~
20 ~~the provision of mental health services to~~
21 ~~Medicaid populations, including children and~~
22 ~~adults, in community and institutional settings of~~
23 ~~care. The General Assembly finds that this~~
24 ~~position is necessary for the timely and effective~~
25 ~~implementation of this amendatory Act of the 97th~~
26 ~~General Assembly.~~

1 ~~Manager, Office of Accountable Care Entity~~
2 ~~Development: Bachelor's degree required, clinical~~
3 ~~degree or advanced degree in relevant field~~
4 ~~preferred; experience in developing integrated~~
5 ~~delivery systems, including knowledge of health~~
6 ~~homes and evidence based standards of care~~
7 ~~delivery; multi year experience in health care or~~
8 ~~public health management; knowledge of federal ACO~~
9 ~~or other similar delivery system requirements and~~
10 ~~strategies for improving health care delivery.~~

11 ~~Manager of Federal Regulatory Compliance:~~
12 ~~Bachelor's degree required, advanced degree~~
13 ~~preferred, in healthcare management or relevant~~
14 ~~field; experience in healthcare administration or~~
15 ~~Medicaid State Plan amendments preferred;~~
16 ~~experience interpreting federal rules; experience~~
17 ~~with either federal health care agency or with a~~
18 ~~State agency in working with federal regulations.~~

19 ~~Manager, Office of Medical Project Management:~~
20 ~~Bachelor's degree required, project management~~
21 ~~certification preferred; multi-year experience in~~
22 ~~project management and developing business analyst~~
23 ~~skills; leadership skills to manage multiple and~~
24 ~~complex projects.~~

25 ~~Manager of Medicare/Medicaid Coordination:~~
26 ~~Bachelor's degree required, knowledge and~~

1 ~~experience with Medicare Advantage rules and~~
2 ~~regulations, knowledge of Medicaid laws and~~
3 ~~policies; experience with contract drafting~~
4 ~~preferred.~~

5 ~~Chief, Bureau of Eligibility Integrity:~~
6 ~~Bachelor's degree required, advanced degree in~~
7 ~~public administration or business administration~~
8 ~~preferred; experience equivalent to 4 years of~~
9 ~~administration in a public or business~~
10 ~~organization required; experience with managing~~
11 ~~contract compliance required; knowledge of~~
12 ~~Medicaid eligibility laws and policy preferred;~~
13 ~~supervisory experience preferred. The General~~
14 ~~Assembly finds that this position is necessary for~~
15 ~~the timely and effective implementation of this~~
16 ~~amendatory Act of the 97th General Assembly.~~

17 ~~(B) HEALTHCARE FINANCE.~~

18 ~~Director of Care Coordination Rate and~~
19 ~~Finance: MBA, CPA, or Actuarial degree required;~~
20 ~~experience in managed care rate setting,~~
21 ~~including, but not limited to, baseline costs and~~
22 ~~growth trends; knowledge and experience with~~
23 ~~Medical Loss Ratio standards and measurements.~~

24 ~~Director of Encounter Data Program: Bachelor's~~
25 ~~degree required, advanced degree preferred,~~
26 ~~preferably in health care, business, or~~

1 ~~information systems; at least 2 years healthcare~~
2 ~~or other similar data reporting experience,~~
3 ~~including, but not limited to, data definitions,~~
4 ~~submission, and editing; background in HIPAA~~
5 ~~transactions relevant to encounter data~~
6 ~~submission; experience with large provider, health~~
7 ~~insurer, government agency, or research~~
8 ~~institution or other knowledge of healthcare~~
9 ~~claims systems.~~

10 ~~Manager of Medical Finance, Division of~~
11 ~~Finance: Requires relevant advanced degree or~~
12 ~~certification in relevant field, such as Certified~~
13 ~~Public Accountant; coursework in business or~~
14 ~~public administration, accounting, finance, data~~
15 ~~analysis, or statistics preferred; experience in~~
16 ~~control systems and GAAP; financial management~~
17 ~~experience in a healthcare or government entity~~
18 ~~utilizing Medicaid funding.~~

19 ~~(C) HEALTHCARE DATA ANALYTICS.~~

20 ~~Data Quality Assurance Manager: Bachelor's~~
21 ~~degree required, advanced degree preferred,~~
22 ~~preferably in business, information systems, or~~
23 ~~epidemiology; at least 3 years of extensive~~
24 ~~healthcare data reporting experience with a large~~
25 ~~provider, health insurer, government agency, or~~
26 ~~research institution; previous data quality~~

1 ~~assurance role or formal data quality assurance~~
2 ~~training.~~

3 ~~Data Analytics Unit Manager: Bachelor's degree~~
4 ~~required, advanced degree preferred, in~~
5 ~~information systems, applied mathematics, or~~
6 ~~another field with a strong analytics component,~~
7 ~~extensive healthcare data reporting experience~~
8 ~~with a large provider, health insurer, government~~
9 ~~agency, or research institution; experience as a~~
10 ~~business analyst interfacing between business and~~
11 ~~information technology departments; in-depth~~
12 ~~knowledge of health insurance coding and evolving~~
13 ~~healthcare quality metrics; working knowledge of~~
14 ~~SQL and/or SAS.~~

15 ~~Data Analytics Platform Manager: Bachelor's~~
16 ~~degree required, advanced degree preferred,~~
17 ~~preferably in business or information systems;~~
18 ~~extensive healthcare data reporting experience~~
19 ~~with a large provider, health insurer, government~~
20 ~~agency, or research institution; previous~~
21 ~~experience working on a health insurance data~~
22 ~~analytics platform; experience managing contracts~~
23 ~~and vendors preferred.~~

24 ~~(D) HEALTHCARE INFORMATION TECHNOLOGY.~~

25 ~~Manager of MMIS Claims Unit: Bachelor's degree~~
26 ~~required, with preferred coursework in business,~~

1 ~~public administration, information systems;~~
2 ~~experience equivalent to 4 years of administration~~
3 ~~in a public or business organization; working~~
4 ~~knowledge with design and implementation of~~
5 ~~technical solutions to medical claims payment~~
6 ~~systems; extensive technical writing experience,~~
7 ~~including, but not limited to, the development of~~
8 ~~RFPs, APDs, feasibility studies, and related~~
9 ~~documents; thorough knowledge of IT system design,~~
10 ~~commercial off the shelf software packages and~~
11 ~~hardware components.~~

12 ~~Assistant Bureau Chief, Office of Information~~
13 ~~Systems: Bachelor's degree required, with~~
14 ~~preferred coursework in business, public~~
15 ~~administration, information systems; experience~~
16 ~~equivalent to 5 years of administration in a~~
17 ~~public or private business organization; extensive~~
18 ~~technical writing experience, including, but not~~
19 ~~limited to, the development of RFPs, APDs,~~
20 ~~feasibility studies and related documents;~~
21 ~~extensive healthcare technology experience with a~~
22 ~~large provider, health insurer, government agency,~~
23 ~~or research institution; experience as a business~~
24 ~~analyst interfacing between business and~~
25 ~~information technology departments; thorough~~
26 ~~knowledge of IT system design, commercial off the~~

1 ~~shelf software packages and hardware components.~~

2 ~~Technical System Architect: Bachelor's degree~~
3 ~~required, with preferred coursework in computer~~
4 ~~science or information technology; prior~~
5 ~~experience equivalent to 5 years of computer~~
6 ~~science or IT administration in a public or~~
7 ~~business organization; extensive healthcare~~
8 ~~technology experience with a large provider,~~
9 ~~health insurer, government agency, or research~~
10 ~~institution; experience as a business analyst~~
11 ~~interfacing between business and information~~
12 ~~technology departments.~~

13 ~~The provisions of this paragraph (8), other than this~~
14 ~~sentence, are inoperative after January 1, 2014.~~

15 (Source: P.A. 99-45, eff. 7-15-15; 100-258, eff. 8-22-17;
16 100-771, eff. 8-10-18.)

17 (20 ILCS 415/8) (from Ch. 127, par. 63b108)

18 Sec. 8. Rules. The Department Director of Central
19 Management Services shall adopt ~~prepare and submit to the~~
20 ~~Civil Service Commission proposed~~ rules for all positions and
21 employees subject to this Act. Such rules may provide for such
22 exemptions or modifications as may be necessary to assure the
23 continuity of federal contributions in those agencies
24 supported in whole or in part by federal funds. Such rules
25 shall provide for the implementation of recruitment

1 requirements necessary to fulfill any agency's special needs,
2 such as linguistic abilities or cultural knowledge, to better
3 serve the residents of Illinois or to comply with federal or
4 other State requirements. Upon compliance with the
5 requirements under The Illinois Administrative Procedure Act
6 and filing with the Secretary of State such rules or any part
7 thereof shall have the force and effect of law.

8 The rules and amendments thereto shall provide:

9 (Source: P.A. 86-1004.)

10 (20 ILCS 415/8b) (from Ch. 127, par. 63b108b)

11 Sec. 8b. Jurisdiction B - Merit and fitness.

12 (a) For positions in the State service subject to the
13 jurisdiction of the Department of Central Management Services
14 with respect to selection and tenure on the basis of merit and
15 fitness, those matters specified in this Section and Sections
16 8b.1 through 8b.17.

17 (b) Application, testing and hiring procedures for all
18 State employment vacancies for positions not exempt under
19 Section 4c shall be reduced to writing and made available to
20 the public via the Department's website or equivalent. All
21 vacant positions subject to Jurisdiction B shall be posted at
22 the State's hiring website and shall be filled according to
23 the Department's written procedures. ~~The written procedures~~
24 ~~shall be provided to each State agency and university for~~
25 ~~posting and public inspection at each agency's office and each~~

1 ~~university's placement office. The Director shall also~~
2 ~~annually prepare and distribute a listing of entry level~~
3 ~~non-professional and professional positions that are most~~
4 ~~utilized by State agencies under the jurisdiction of the~~
5 ~~Governor. The position listings shall identify the entry level~~
6 ~~positions, localities of usage, description of position duties~~
7 ~~and responsibilities, salary ranges, eligibility requirements~~
8 ~~and test scheduling instructions. The position listings shall~~
9 ~~further identify special linguistic skills that may be~~
10 ~~required for any of the positions.~~

11 (Source: P.A. 86-1004.)

12 (20 ILCS 415/8b.1) (from Ch. 127, par. 63b108b.1)

13 Sec. 8b.1. For assessment ~~open competitive examinations~~ to
14 test the relative fitness of applicants for the respective
15 positions. Assessment shall be designed to objectively
16 eliminate those who are not qualified for the position into
17 which they are applying, whether for entrance into State
18 service or for promotion within the service, and ~~Tests shall~~
19 ~~be designed to eliminate those who are not qualified for~~
20 ~~entrance into or promotion within the service, and~~ to discover
21 the relative fitness of those who are qualified. The Director
22 may use any one of or any combination of the following
23 examination methods or equivalent, which in his judgment best
24 serves this end: investigation of education; investigation of
25 experience; test of cultural knowledge; test of capacity; test

1 of knowledge; test of manual skill; test of linguistic
2 ability; test of character; test of physical fitness; test of
3 psychological fitness. ~~No person with a record of misdemeanor~~
4 ~~convictions except those under Sections 11-1.50, 11-6, 11-7,~~
5 ~~11-9, 11-14, 11-15, 11-17, 11-18, 11-19, 11-30, 11-35, 12-2,~~
6 ~~12-6, 12-15, 14-4, 16-1, 21.1-3, 24-3.1, 24-5, 25-1, 28-3,~~
7 ~~31-1, 31-4, 31-6, 31-7, 32-1, 32-2, 32-3, 32-4, and 32-8,~~
8 ~~subdivisions (a)(1) and (a)(2)(C) of Section 11-14.3, and~~
9 ~~paragraphs (1), (6), and (8) of subsection (a) of Section 24-1~~
10 ~~of the Criminal Code of 1961 or the Criminal Code of 2012, or~~
11 ~~arrested for any cause but not convicted thereon shall be~~
12 ~~disqualified from taking such examinations or subsequent~~
13 ~~appointment, unless the person is attempting to qualify for a~~
14 ~~position which would give him the powers of a peace officer, in~~
15 ~~which case the person's conviction or arrest record may be~~
16 ~~considered as a factor in determining the person's fitness for~~
17 ~~the position. The eligibility conditions specified for the~~
18 ~~position of Assistant Director of Healthcare and Family~~
19 ~~Services in the Department of Healthcare and Family Services~~
20 ~~in Section 5-230 of the Departments of State Government Law of~~
21 ~~the Civil Administrative Code of Illinois shall be applied to~~
22 ~~that position in addition to other standards, tests or~~
23 ~~criteria established by the Director. All examinations shall~~
24 ~~be announced publicly at least 2 weeks in advance of the date~~
25 ~~of the examinations and may be advertised through the press,~~
26 ~~radio and other media. The Director may, however, in his~~

1 ~~discretion, continue to receive applications and examine~~
2 ~~candidates long enough to assure a sufficient number of~~
3 ~~eligibles to meet the needs of the service and may add the~~
4 ~~names of successful candidates to existing eligible lists in~~
5 ~~accordance with their respective ratings.~~

6 ~~The Director may, in his discretion, accept the results of~~
7 ~~competitive examinations conducted by any merit system~~
8 ~~established by federal law or by the law of any state, and may~~
9 ~~compile eligible lists therefrom or may add the names of~~
10 ~~successful candidates in examinations conducted by those merit~~
11 ~~systems to existing eligible lists in accordance with their~~
12 ~~respective ratings. No person who is a non-resident of the~~
13 ~~State of Illinois may be appointed from those eligible lists,~~
14 ~~however, unless the requirement that applicants be residents~~
15 ~~of the State of Illinois is waived by the Director of Central~~
16 ~~Management Services and unless there are less than 3 Illinois~~
17 ~~residents available for appointment from the appropriate~~
18 ~~eligible list. The results of the examinations conducted by~~
19 ~~other merit systems may not be used unless they are comparable~~
20 ~~in difficulty and comprehensiveness to examinations conducted~~
21 ~~by the Department of Central Management Services for similar~~
22 ~~positions. Special linguistic options may also be established~~
23 ~~where deemed appropriate.~~

24 ~~When an agency requests an open competitive eligible list~~
25 ~~from the Department, the Director shall also provide to the~~
26 ~~agency a Successful Disability Opportunities Program eligible~~

1 ~~candidate list.~~

2 (Source: P.A. 101-192, eff. 1-1-20; 102-813, eff. 5-13-22.)

3 (20 ILCS 415/8b.2) (from Ch. 127, par. 63b108b.2)

4 Sec. 8b.2. For promotions which shall give appropriate
5 consideration to the applicant's qualifications, linguistic
6 capabilities, cultural knowledge, record of performance,
7 seniority and conduct. An advancement ~~in rank or grade to a~~
8 ~~vacant position~~ constitutes a promotion.

9 (Source: P.A. 86-1004.)

10 (20 ILCS 415/8b.3) (from Ch. 127, par. 63b108b.3)

11 Sec. 8b.3. For the establishment of qualification
12 assessments of applicants to determine those candidates who
13 are eligible ~~lists~~ for appointment and promotion and, ~~upon~~
14 ~~which lists shall be placed the names of successful candidates~~
15 ~~in order of~~ their relative excellence ~~in respective~~
16 ~~examinations~~. The Director may substitute rankings such as
17 superior, excellent, well-qualified and qualified for
18 numerical ratings and establish qualification assessments or
19 assessment equivalents ~~eligible lists~~ accordingly. The
20 Department may adopt rules regarding the assessment of
21 applicants and the appointment of qualified candidates. ~~Such~~
22 ~~rules may provide for lists by area or location, by department~~
23 ~~or other agency, for removal of those not available for or~~
24 ~~refusing employment, for minimum and maximum duration of such~~

1 ~~lists, and for such other provisions as may be necessary to~~
2 ~~provide rapid and satisfactory service to the operating~~
3 ~~agencies. The Director may approve the written request of an~~
4 ~~agency or applicant to extend the eligibility of a qualified~~
5 ~~eligible candidate when the extension is necessary to assist~~
6 ~~in achieving affirmative action goals in employment. The~~
7 ~~extended period of eligibility shall not exceed the duration~~
8 ~~of the original period of eligibility and shall not be~~
9 ~~renewed. The rules may authorize removal of eligibles from~~
10 ~~lists if those eligibles fail to furnish evidence of~~
11 ~~availability upon forms sent to them by the Director.~~

12 (Source: P.A. 87-545.)

13 (20 ILCS 415/8b.4) (from Ch. 127, par. 63b108b.4)

14 Sec. 8b.4. For the rejection of candidates ~~or eligibles~~
15 who fail to comply with reasonable previously specified job
16 requirements of the Director in regard to training and
17 experience; who have been guilty of infamous or disgraceful
18 conduct; or who have attempted any deception or fraud in
19 connection with the hiring process ~~an examination~~. The
20 Department may adopt rules and implement procedures regarding
21 candidate rejection. ~~Those candidates who are alleged to have~~
22 ~~attempted deception or fraud in connection with an examination~~
23 ~~shall be afforded the opportunity to appeal and provide~~
24 ~~information to support their appeal which shall be considered~~
25 ~~when determining their eligibility as a candidate for~~

1 ~~employment.~~

2 (Source: P.A. 102-617, eff. 1-1-22.)

3 (20 ILCS 415/8b.5) (from Ch. 127, par. 63b108b.5)

4 Sec. 8b.5. For the appointment of eligible candidates in
5 rank order ~~the person standing among the 3 highest on the~~
6 ~~appropriate eligible list to fill a vacancy, or from the~~
7 ~~highest ranking group if the list is by rankings instead of~~
8 ~~numerical ratings, except as otherwise provided in Sections 4b~~
9 ~~and 17a of this Act.~~

10 The Director may approve the appointment of a lower
11 ranking candidate when higher ranking candidates have been
12 exhausted or duly bypassed ~~person from the next lower ranking~~
13 ~~group when the highest ranking group contains less than 3~~
14 ~~eligibles.~~

15 (Source: P.A. 86-12.)

16 (20 ILCS 415/8b.6) (from Ch. 127, par. 63b108b.6)

17 Sec. 8b.6. For a period of probation not to exceed one year
18 before appointment or promotion is complete, and during which
19 period a probationer may with the consent of the Director of
20 Central Management Services, be separated, discharged, or
21 reduced in class or rank, ~~or replaced on the eligible list.~~ For
22 a person appointed to a term appointment under Section 8b.18
23 or 8b.19, the period of probation shall not be less than 6
24 months.

1 (Source: P.A. 93-615, eff. 11-19-03.)

2 (20 ILCS 415/8b.7) (from Ch. 127, par. 63b108b.7)

3 Sec. 8b.7. Veteran preference. For the granting of
4 appropriate preference ~~in entrance examinations~~ to qualified
5 veterans, persons who have been members of the armed forces of
6 the United States or to qualified persons who, while citizens
7 of the United States, were members of the armed forces of
8 allies of the United States in time of hostilities with a
9 foreign country, and to certain other persons as set forth in
10 this Section.

11 (a) As used in this Section:

12 (1) "Time of hostilities with a foreign country" means
13 any period of time in the past, present, or future during
14 which a declaration of war by the United States Congress
15 has been or is in effect or during which an emergency
16 condition has been or is in effect that is recognized by
17 the issuance of a Presidential proclamation or a
18 Presidential executive order and in which the armed forces
19 expeditionary medal or other campaign service medals are
20 awarded according to Presidential executive order.

21 (2) "Armed forces of the United States" means the
22 United States Army, Navy, Air Force, Marine Corps, and
23 Coast Guard. Service in the Merchant Marine that
24 constitutes active duty under Section 401 of federal
25 Public Law 95-202 shall also be considered service in the

1 Armed Forces of the United States for purposes of this
2 Section.

3 (3) "Veteran" means a member of the armed forces of
4 the United States, the Illinois National Guard, or a
5 reserve component of the armed forces of the United
6 States.

7 (b) The preference granted under this Section shall be in
8 the form of points, or the equivalent, added to the applicable
9 scores ~~final grades~~ of the persons if they otherwise qualify
10 and are entitled to be considered for appointment ~~appear on~~
11 ~~the list of those eligible for appointments~~.

12 (c) A veteran is qualified for a preference of 10 points if
13 the veteran currently holds proof of a service connected
14 disability from the United States Department of Veterans
15 Affairs or an allied country or if the veteran is a recipient
16 of the Purple Heart.

17 (d) A veteran who has served during a time of hostilities
18 with a foreign country is qualified for a preference of 5
19 points if the veteran served under one or more of the following
20 conditions:

21 (1) The veteran served a total of at least 6 months, or

22 (2) The veteran served for the duration of hostilities
23 regardless of the length of engagement, or

24 (3) The veteran was discharged on the basis of
25 hardship, or

26 (4) The veteran was released from active duty because

1 of a service connected disability and was discharged under
2 honorable conditions.

3 (e) A person not eligible for a preference under
4 subsection (c) or (d) is qualified for a preference of 3 points
5 if the person has served in the armed forces of the United
6 States, the Illinois National Guard, or any reserve component
7 of the armed forces of the United States if the person: (1)
8 served for at least 6 months and has been discharged under
9 honorable conditions; (2) has been discharged on the ground of
10 hardship; (3) was released from active duty because of a
11 service connected disability; or (4) served a minimum of 4
12 years in the Illinois National Guard or reserve component of
13 the armed forces of the United States regardless of whether or
14 not the person was mobilized to active duty. An active member
15 of the National Guard or a reserve component of the armed
16 forces of the United States is eligible for the preference if
17 the member meets the service requirements of this subsection
18 (e).

19 (f) The augmented ratings shall be used when determining
20 the rank order of persons to be appointed ~~entitled to a~~
21 ~~preference on eligible lists shall be determined on the basis~~
22 ~~of their augmented ratings. When the Director establishes~~
23 ~~eligible lists on the basis of category ratings such as~~
24 ~~"superior", "excellent", "well-qualified", and "qualified",~~
25 ~~the veteran eligibles in each such category shall be preferred~~
26 ~~for appointment before the non veteran eligibles in the same~~

1 ~~category.~~

2 (g) Employees in positions covered by jurisdiction B who,
3 while in good standing, leave to engage in military service
4 during a period of hostility, shall be given credit for
5 seniority purposes for time served in the armed forces.

6 (h) A surviving unremarried spouse of a veteran who
7 suffered a service connected death or the spouse of a veteran
8 who suffered a service connected disability that prevents the
9 veteran from qualifying for civil service employment shall be
10 entitled to the same preference to which the veteran would
11 have been entitled under this Section.

12 (i) A preference shall also be given to the following
13 individuals: 10 points for one parent of an unmarried veteran
14 who suffered a service connected death or a service connected
15 disability that prevents the veteran from qualifying for civil
16 service employment. The first parent to receive a civil
17 service appointment shall be the parent entitled to the
18 preference.

19 (j) The Department of Central Management Services shall
20 adopt rules and implement procedures to verify that any person
21 seeking a preference under this Section is entitled to the
22 preference. A person seeking a preference under this Section
23 shall provide documentation or execute any consents or other
24 documents required by the Department of Central Management
25 Services or any other State department or agency to enable the
26 department or agency to verify that the person is entitled to

1 the preference.

2 (k) If an applicant claims to be a veteran, the Department
3 of Central Management Services must verify that status before
4 granting a veteran preference by requiring a certified copy of
5 the applicant's most recent DD214 (Certificate of Release or
6 Discharge from Active Duty), NGB-22 (Proof of National Guard
7 Service), or other evidence of the applicant's most recent
8 honorable discharge from the Armed Forces of the United States
9 that is determined to be acceptable by the Department of
10 Central Management Services.

11 (Source: P.A. 100-496, eff. 9-8-17.)

12 (20 ILCS 415/8b.8) (from Ch. 127, par. 63b108b.8)

13 Sec. 8b.8. For emergency appointments to any positions in
14 the State service for a period not to exceed 90 ~~60~~ days, to
15 meet emergency situations. Emergency appointments may be made
16 without regard to competitive selection ~~eligible lists~~ but may
17 not be renewed. Notice of such appointments and terminations
18 shall be reported simultaneously to the Director of Central
19 Management Services.

20 (Source: P.A. 82-789.)

21 (20 ILCS 415/8b.9) (from Ch. 127, par. 63b108b.9)

22 Sec. 8b.9. For temporary appointments to any positions in
23 the State service which are determined to be temporary or
24 seasonal in nature by the Director of Central Management

1 Services. Temporary appointments may be made for not more than
2 6 months ~~and may be taken from eligible lists to the extent~~
3 ~~determined to be practicable~~. No position in the State service
4 may be filled by temporary appointment for more than 6 months
5 out of any 12 month period.

6 (Source: P.A. 82-789.)

7 (20 ILCS 415/8b.10) (from Ch. 127, par. 63b108b.10)

8 Sec. 8b.10. For provisional appointment to a position
9 without competitive qualification assessment ~~examination when~~
10 ~~there is no appropriate eligible list available~~. No position
11 within jurisdiction B may be filled by provisional appointment
12 for longer than 6 months out of any 12 month period.

13 (Source: P.A. 76-628.)

14 (20 ILCS 415/8b.14) (from Ch. 127, par. 63b108b.14)

15 Sec. 8b.14. For the promotion of staff development and
16 utilization by means of records of performance of all
17 employees in the State service. The performance records may be
18 considered in determining salary increases, provided in the
19 pay plan, and as a factor in promotion tests, or promotions.
20 The performance records shall be considered as a factor in
21 determining salary decreases, the order of layoffs because of
22 lack of funds or work, reinstatement, demotions, discharges
23 and geographical transfers.

24 (Source: Laws 1968, p. 472.)

1 (20 ILCS 415/8b.17) (from Ch. 127, par. 63b108b.17)

2 Sec. 8b.17. For trainee programs, and for the appointment
3 of persons to positions in trainee programs, hereinafter
4 called "trainee appointments". Trainee appointments ~~may be~~
5 ~~made with or without examination, with consideration of the~~
6 ~~needs of Illinois residents, but~~ may not be made to positions
7 in any class that is not in a trainee program approved by the
8 Director of Central Management Services. Trainee programs will
9 be developed with consideration of the need for employees with
10 linguistic abilities or cultural knowledge. The Director shall
11 work with the Department of Human Services and the Department
12 of Employment Security in trainee position placements for
13 those persons who receive benefits from those Departments.
14 Persons who receive trainee appointments do not acquire any
15 rights under jurisdiction B of the Personnel Code by virtue of
16 their appointments.

17 (Source: P.A. 89-507, eff. 7-1-97.)

18 (20 ILCS 415/8b.18) (from Ch. 127, par. 63b108b.18)

19 Sec. 8b.18. Probationary separation Term Appointments. For
20 the separation of employees who fail to successfully complete
21 the probationary period with the prior approval of the
22 Director of Central Management Services. Unless otherwise
23 required by rule or the employee is a member of a collective
24 bargaining unit, the Director of Central Management Services

1 may approve a probationary separation when an employee fails
2 to satisfactorily complete the probationary period. ~~(a)~~
3 ~~Appointees for all positions not subject to paragraphs (1),~~
4 ~~(2), (3) and (6) of Section 4d in or above merit compensation~~
5 ~~grade 12 or its equivalent shall be appointed for a term of 4~~
6 ~~years. During the term of such appointments, Jurisdictions A,~~
7 ~~B and C shall apply to such positions. When a term expires, the~~
8 ~~Director or Chairman of the Department, Board or Commission in~~
9 ~~which the position is located, shall terminate the incumbent~~
10 ~~or renew the term for another 4 year term. Failure to renew the~~
11 ~~term is not grievable or appealable to the Civil Service~~
12 ~~Commission.~~

13 ~~For the purpose of implementing the above Section, the~~
14 ~~Director of Central Management Services shall supply each such~~
15 ~~Director or Chairman with a list of employees selected~~
16 ~~randomly by social security numbers in his particular~~
17 ~~Department, Board or Commission who are in salary grades~~
18 ~~subject to this Section on February 1, 1980. Such list shall~~
19 ~~include 25% of all such employees in the Department, Board or~~
20 ~~Commission. Those employees shall only continue in State~~
21 ~~employment in those positions if an appointment is made~~
22 ~~pursuant to this Section by the Director or Chairman of that~~
23 ~~Department, Board or Commission.~~

24 ~~The same process shall occur on February 1, 1981, 1982 and~~
25 ~~1983 with an additional 25% of the employees subject to this~~
26 ~~Section who are employed on January 1, 1980 being submitted by~~

1 ~~the Director of Central Management Services for appointment~~
2 ~~each year.~~

3 ~~New appointments to such positions after January 1, 1980~~
4 ~~shall be appointed pursuant to this Section.~~

5 ~~The Director of Central Management Services may exempt~~
6 ~~specific positions in agencies receiving federal funds from~~
7 ~~the operation of this Section if he finds and reports to the~~
8 ~~Speaker of the House and the President of the Senate, after~~
9 ~~good faith negotiations, that such exemption is necessary to~~
10 ~~maintain the availability of federal funds.~~

11 ~~All positions, the duties and responsibilities of which~~
12 ~~are wholly professional but do not include policy making or~~
13 ~~major administrative responsibilities and those positions~~
14 ~~which have either salaries at negotiated rates or salaries at~~
15 ~~prevailing rates shall be exempt from the provisions of this~~
16 ~~Section.~~

17 ~~(b) Beginning January 1, 1985 and thereafter, any~~
18 ~~incumbent holding probationary or certified status in a~~
19 ~~position in or above merit compensation grade 12 or its~~
20 ~~equivalent and subject to paragraph (1), (2), (3) or (6) of~~
21 ~~Section 4d shall be subject to review and appointment for a~~
22 ~~term of 4 years unless such incumbent has received an~~
23 ~~appointment or renewal under paragraph (a) of this Section.~~
24 ~~During the term of such appointment, Jurisdiction A, B and C~~
25 ~~shall apply to such incumbent. When a term expires, the~~
26 ~~Director or Chairman of the Department, Board or Commission in~~

1 ~~which the position is located, shall terminate the incumbent~~
2 ~~or renew the term for another 4 year term. Failure to renew the~~
3 ~~term is not grievable or appealable to the Civil Service~~
4 ~~Commission.~~

5 (Source: P.A. 83-1362; 83-1369; 83-1528.)

6 (20 ILCS 415/8b.19) (from Ch. 127, par. 63b108b.19)

7 Sec. 8b.19. Term appointments. (a) Appointees and renewal
8 appointees for all positions not subject to paragraphs (1),
9 (2), (3) and (6) of Section 4d in or above merit compensation
10 grade 12 or its equivalent shall be appointed for a term of 4
11 years beginning on the effective date of the appointment or
12 renewal. During the term of such appointments, Jurisdictions
13 A, B and C shall apply to such positions. When a term expires,
14 the Director or Chairman of the Department, Board or
15 Commission in which the position is located shall terminate
16 the incumbent or renew the term for another 4 year term.
17 Failure to renew the term is not grievable or appealable to the
18 Civil Service Commission.

19 ~~New appointments to such positions after the effective~~
20 ~~date of this amendatory Act of 1988 shall be appointed~~
21 ~~pursuant to this Section.~~

22 The Director of Central Management Services may exempt
23 specific positions in agencies receiving federal funds from
24 the operation of this Section if he or she finds and reports to
25 the Speaker of the House and the President of the Senate, after

1 good faith negotiations, that the exemption is necessary to
2 maintain the availability of federal funds.

3 All positions, the duties and responsibilities of which
4 are wholly professional but do not include policy making or
5 major administrative responsibilities, and those positions
6 which have either salaries at negotiated rates or salaries at
7 prevailing rates shall be exempt from the provisions of this
8 Section.

9 (b) Any incumbent who has received an appointment or
10 renewal either before the effective date of this amendatory
11 Act of 1988 or under paragraph (a) of this Section and who is
12 holding probationary or certified status in a position in or
13 above merit compensation grade 12 or its equivalent and
14 subject to paragraph (1), (2), (3) or (6) of Section 4d shall
15 be subject to review and appointment when the term expires.
16 During the term of such appointment, Jurisdictions A, B and C
17 shall apply to such incumbent. When a term expires, the
18 Director or Chairman of the Department, Board or Commission in
19 which the position is located shall terminate the incumbent or
20 renew the term for another 4 year term. Failure to renew the
21 term is not grievable or appealable to the Civil Service
22 Commission.

23 (c) The term of any person appointed to or renewed in a
24 term position before the effective date of this amendatory Act
25 of 1988 shall expire 4 years after the effective date of the
26 appointment or renewal. However, appointment to a different

1 position, also subject to the 4-year term, shall restart the
2 4-year term appointment period.

3 (d) All appointments to and renewals in term positions
4 made before the effective date of this amendatory Act of 1988
5 are ratified and confirmed.

6 (Source: P.A. 85-1152.)

7 (20 ILCS 415/9) (from Ch. 127, par. 63b109)

8 Sec. 9. Director, powers and duties. The Director, as
9 executive head of the Department, shall direct and supervise
10 all its administrative and technical activities. In addition
11 to the duties imposed upon him elsewhere in this law, it shall
12 be his duty:

13 (1) To apply and carry out this law and the rules
14 adopted thereunder.

15 (2) To attend meetings of the Commission.

16 (3) To establish and maintain a roster of all
17 employees subject to this Act, in which there shall be set
18 forth, as to each employee, the class, title, pay, status,
19 and other pertinent data.

20 (4) To appoint, subject to the provisions of this Act,
21 such employees of the Department and such experts and
22 special assistants as may be necessary to carry out
23 effectively this law.

24 (5) Subject to such exemptions or modifications as may
25 be necessary to assure the continuity of federal

1 contributions in those agencies supported in whole or in
2 part by federal funds, to make appointments to vacancies;
3 to approve all written charges seeking discharge,
4 demotion, or other disciplinary measures provided in this
5 Act and to approve transfers of employees from one
6 geographical area to another in the State, in offices,
7 positions or places of employment covered by this Act,
8 after consultation with the operating unit.

9 (6) To formulate and administer service wide policies
10 and programs for the improvement of employee
11 effectiveness, including training, safety, health,
12 incentive recognition, counseling, welfare and employee
13 relations. The Department shall formulate and administer
14 recruitment plans and testing of potential employees for
15 agencies having direct contact with significant numbers of
16 non-English speaking or otherwise culturally distinct
17 persons. The Department shall require each State agency to
18 annually assess the need for employees with appropriate
19 bilingual capabilities to serve the significant numbers of
20 non-English speaking or culturally distinct persons. The
21 Department shall develop a uniform procedure for assessing
22 an agency's need for employees with appropriate bilingual
23 capabilities. Agencies shall establish occupational titles
24 or designate positions as "bilingual option" for persons
25 having sufficient linguistic ability or cultural knowledge
26 to be able to render effective service to such persons.

1 The Department shall ensure that any such option is
2 exercised according to the agency's needs assessment and
3 the requirements of this Code. The Department shall make
4 annual reports of the needs assessment of each agency and
5 the number of positions calling for non-English linguistic
6 ability to whom vacancy postings were sent, and the number
7 filled by each agency. Such policies and programs shall be
8 subject to approval by the Governor, provided that for
9 needs that require a certain linguistic ability that: (i)
10 have not been met for a posted position for a period of at
11 least one year; or (ii) arise when an individual's health
12 or safety would be placed in immediate risk, the
13 Department shall accept certifications of linguistic
14 competence from pre-approved third parties. To facilitate
15 expanding the scope of sources to demonstrate linguistic
16 competence, the Department shall issue standards for
17 demonstrating linguistic competence. No later than January
18 2024, the Department shall authorize at least one if not
19 more community colleges in the regions involving the
20 counties of Cook, Lake, McHenry, Kane, DuPage, Kendall,
21 Will, Sangamon, and 5 other geographically distributed
22 counties within the State to pre-test and certify
23 linguistic ability, and such certifications by candidates
24 shall be presumed to satisfy the linguistic ability
25 requirements for the job position. Such policies, program
26 reports and needs assessment reports, as well as

1 linguistic certification standards, shall be filed with
2 the General Assembly by January 1 of each year and shall be
3 available to the public.

4 The Department shall include within the report
5 required above the number of persons receiving the
6 bilingual pay supplement established by Section 8a.2 of
7 this Code. The report shall provide the number of persons
8 receiving the bilingual pay supplement for languages other
9 than English and for signing. The report shall also
10 indicate the number of persons, by the categories of
11 Hispanic and non-Hispanic, who are receiving the bilingual
12 pay supplement for language skills other than signing, in
13 a language other than English.

14 (7) To conduct negotiations affecting pay, hours of
15 work, or other working conditions of employees subject to
16 this Act.

17 (8) To make continuing studies to improve the
18 efficiency of State services to the residents of Illinois,
19 including but not limited to those who are non-English
20 speaking or culturally distinct, and to report his
21 findings and recommendations to the Commission and the
22 Governor.

23 (9) To investigate from time to time the operation and
24 effect of this law and the rules made thereunder and to
25 report his findings and recommendations to the Commission
26 and to the Governor.

1 (10) To make an annual report regarding the work of
2 the Department, and such special reports as he may
3 consider desirable, to the Commission and to the Governor,
4 or as the Governor or Commission may request.

5 (11) To make continuing studies to encourage State
6 employment for persons with disabilities, including, but
7 not limited to, the Successful Disability Opportunities
8 Program. ~~(Blank).~~

9 (12) To make available information regarding all
10 exempt positions in State service no less frequently than
11 quarterly. ~~To prepare and publish a semi-annual statement~~
12 ~~showing the number of employees exempt and non-exempt from~~
13 ~~merit selection in each department. This report shall be~~
14 ~~in addition to other information on merit selection~~
15 ~~maintained for public information under existing law.~~

16 (13) To establish policies to increase the flexibility
17 of the State work force for every department or agency
18 subject to Jurisdiction C, including the use of flexible
19 time, location, workloads, and positions. ~~To authorize in~~
20 ~~every department or agency subject to Jurisdiction C the~~
21 ~~use of flexible hours positions. A flexible hours position~~
22 ~~is one that does not require an ordinary work schedule as~~
23 ~~determined by the Department and includes but is not~~
24 ~~limited to: 1) a part time job of 20 hours or more per~~
25 ~~week, 2) a job which is shared by 2 employees or a~~
26 ~~compressed work week consisting of an ordinary number of~~

1 ~~working hours performed on fewer than the number of days~~
2 ~~ordinarily required to perform that job.~~ The Department
3 may define flexible time, location, workloads, and
4 positions based on a variety of relevant factors,
5 including, but not limited to, State operational needs ~~to~~
6 ~~include other types of jobs that are defined above.~~

7 The Director and the director of each department or
8 agency shall together establish goals for flexibility
9 ~~flexible hours positions~~ to be available in every
10 department or agency.

11 ~~The Department shall give technical assistance to~~
12 ~~departments and agencies in achieving their goals, and~~
13 ~~shall report to the Governor and the General Assembly each~~
14 ~~year on the progress of each department and agency.~~

15 ~~When a goal of 10% of the positions in a department or~~
16 ~~agency being available on a flexible hours basis has been~~
17 ~~reached, the Department shall evaluate the effectiveness~~
18 ~~and efficiency of the program and determine whether to~~
19 ~~expand the number of positions available for flexible~~
20 ~~hours to 20%.~~

21 ~~When a goal of 20% of the positions in a department or~~
22 ~~agency being available on a flexible hours basis has been~~
23 ~~reached, the Department shall evaluate the effectiveness~~
24 ~~and efficiency of the program and determine whether to~~
25 ~~expand the number of positions available for flexible~~
26 ~~hours.~~

1 ~~Each department shall develop a plan for~~
2 ~~implementation of flexible work requirements designed to~~
3 ~~reduce the need for day care of employees' children~~
4 ~~outside the home. Each department shall submit a report of~~
5 ~~its plan to the Department of Central Management Services~~
6 ~~and the General Assembly. This report shall be submitted~~
7 ~~biennially by March 1, with the first report due March 1,~~
8 ~~1993.~~

9 (14) To perform any other lawful acts which he may
10 consider necessary or desirable to carry out the purposes
11 and provisions of this law.

12 The requirement for reporting to the General Assembly
13 shall be satisfied by filing copies of the report as required
14 by Section 3.1 of the General Assembly Organization Act, and
15 filing such additional copies with the State Government Report
16 Distribution Center for the General Assembly as is required
17 under paragraph (t) of Section 7 of the State Library Act.

18 (Source: P.A. 102-952, eff. 1-1-23.)

19 (20 ILCS 415/10) (from Ch. 127, par. 63b110)

20 Sec. 10. Duties and powers of the Commission. The Civil
21 Service Commission shall have duties and powers as follows:

22 (1) Upon written recommendations by the Director of
23 the Department of Central Management Services to exempt
24 from jurisdiction B of this Act positions which, in the
25 judgment of the Commission, involve either principal

1 administrative responsibility for the determination of
2 policy or principal administrative responsibility for the
3 way in which policies are carried out. This authority may
4 not be exercised, however, with respect to the position of
5 Assistant Director of Healthcare and Family Services in
6 the Department of Healthcare and Family Services.

7 (2) To require such special reports from the Director
8 as it may consider desirable.

9 (3) (Blank). ~~To disapprove original rules or any part~~
10 ~~thereof within 90 days and any amendment thereof within 30~~
11 ~~days after the submission of such rules to the Civil~~
12 ~~Service Commission by the Director, and to disapprove any~~
13 ~~amendments thereto in the same manner.~~

14 (4) To approve or disapprove within 60 days from date
15 of submission the position classification plan submitted
16 by the Director as provided in the rules, and any
17 revisions thereof within 30 days from the date of
18 submission.

19 (5) To hear appeals of employees who do not accept the
20 allocation of their positions under the position
21 classification plan.

22 (6) To hear and determine written charges filed
23 seeking the discharge, demotion of employees and
24 suspension totaling more than thirty days in any 12-month
25 period, as provided in Section 11 hereof, and appeals from
26 transfers from one geographical area in the State to

1 another, and in connection therewith to administer oaths,
2 subpoena witnesses, and compel the production of books and
3 papers.

4 (7) The fees of subpoenaed witnesses under this Act
5 for attendance and travel shall be the same as fees of
6 witnesses before the circuit courts of the State, such
7 fees to be paid when the witness is excused from further
8 attendance. Whenever a subpoena is issued the Commission
9 may require that the cost of service and the fee of the
10 witness shall be borne by the party at whose insistence
11 the witness is summoned. The Commission has the power, at
12 its discretion, to require a deposit from such party to
13 cover the cost of service and witness fees and the payment
14 of the legal witness fee and mileage to the witness served
15 with the subpoena. A subpoena issued under this Act shall
16 be served in the same manner as a subpoena issued out of a
17 court.

18 Upon the failure or refusal to obey a subpoena, a
19 petition shall be prepared by the party serving the
20 subpoena for enforcement in the circuit court of the
21 county in which the person to whom the subpoena was
22 directed either resides or has his or her principal place
23 of business.

24 Not less than five days before the petition is filed
25 in the appropriate court, it shall be served on the person
26 along with a notice of the time and place the petition is

1 to be presented.

2 Following a hearing on the petition, the circuit court
3 shall have jurisdiction to enforce subpoenas issued
4 pursuant to this Section.

5 On motion and for good cause shown the Commission may
6 quash or modify any subpoena.

7 (8) To make an annual report regarding the work of the
8 Commission to the Governor, such report to be a public
9 report.

10 (9) If any violation of this Act is found, the
11 Commission shall direct compliance in writing.

12 (10) To appoint a full-time executive secretary and
13 such other employees, experts, and special assistants as
14 may be necessary to carry out the powers and duties of the
15 Commission under this Act and employees, experts, and
16 special assistants so appointed by the Commission shall be
17 subject to the provisions of jurisdictions A, B and C of
18 this Act. These powers and duties supersede any contrary
19 provisions herein contained.

20 (11) To make rules to carry out and implement their
21 powers and duties under this Act, with authority to amend
22 such rules from time to time.

23 (12) To hear or conduct investigations as it deems
24 necessary of appeals of layoff filed by employees
25 appointed under Jurisdiction B after examination provided
26 that such appeals are filed within 15 calendar days

1 following the effective date of such layoff and are made
2 on the basis that the provisions of the Personnel Code or
3 of the Rules of the Department of Central Management
4 Services relating to layoff have been violated or have not
5 been complied with.

6 All hearings shall be public. A decision shall be
7 rendered within 60 days after receipt of the transcript of
8 the proceedings. The Commission shall order the
9 reinstatement of the employee if it is proven that the
10 provisions of the Personnel Code or of the rules of the
11 Department of Central Management Services relating to
12 layoff have been violated or have not been complied with.
13 In connection therewith the Commission may administer
14 oaths, subpoena witnesses, and compel the production of
15 books and papers.

16 (13) Whenever the Civil Service Commission is
17 authorized or required by law to consider some aspect of
18 criminal history record information for the purpose of
19 carrying out its statutory powers and responsibilities,
20 then, upon request and payment of fees in conformance with
21 the requirements of Section 2605-400 of the Illinois State
22 Police Law, the Illinois State Police is authorized to
23 furnish, pursuant to positive identification, such
24 information contained in State files as is necessary to
25 fulfill the request.

26 (Source: P.A. 102-538, eff. 8-20-21.)

1 (20 ILCS 415/12f)

2 Sec. 12f. Merit compensation/salary grade employees;
3 layoffs.

4 (a) Each State agency shall make every attempt to minimize
5 the number of its employees that are laid off. In an effort to
6 minimize layoffs, each merit compensation/salary grade
7 employee who is subject to layoff shall be offered any vacant
8 positions for the same title held by that employee within the
9 same agency and county from which the employee is subject to
10 layoff and within 2 additional alternate counties designated
11 by the employee (or 3 additional counties if the employee's
12 facility or office is closing), excluding titles that are
13 subject to collective bargaining. If no such vacancies exist,
14 then the employee shall be eligible for reemployment for a
15 period of 3 years, commencing with the date of layoff. The
16 Department may adopt rules and implement procedures for
17 reemployment ~~placed on the agency's reemployment list for (i)~~
18 ~~the title from which the employee was laid off and (ii) any~~
19 ~~other titles or successor titles previously held by that~~
20 ~~employee in which the employee held certified status within~~
21 ~~the county from which the employee was laid off and within 2~~
22 ~~additional alternate counties designated by the employee (or 3~~
23 ~~additional counties if the employee's facility or office is~~
24 ~~closing), excluding titles that are subject to collective~~
25 ~~bargaining. Laid off employees shall remain on a reemployment~~

1 ~~list for 3 years, commencing with the date of layoff.~~

2 (b) Merit compensation/salary grade employees who are laid
3 off shall be extended the same medical and dental insurance
4 benefits to which employees laid off from positions subject to
5 collective bargaining are entitled and on the same terms.

6 (c) Employees laid off from merit compensation/salary
7 grade positions may apply to be qualified for any titles
8 subject to collective bargaining.

9 (d) Merit compensation/salary grade employees subject to
10 layoff shall be given 30 days' notice of the layoff.
11 Information about all ~~A list of all current vacancies of all~~
12 titles within the agency shall be provided to the employee
13 with the notice of the layoff.

14 (Source: P.A. 93-839, eff. 7-30-04.)

15 (20 ILCS 415/13) (from Ch. 127, par. 63b113)

16 Sec. 13. Unlawful acts prohibited.

17 (1) No person shall make any false statement, certificate,
18 mark, rating, or report with regard to any test,
19 certification, or appointment made under any provision of this
20 law, or in any manner commit or attempt to commit any fraud
21 preventing the impartial execution of this law and the rules.

22 (2) No person shall, directly or indirectly, give, render,
23 pay, offer, solicit, or accept any money, service, or other
24 valuable consideration for or on account of any appointment,
25 proposed appointment, promotion, or proposed promotion to, or

1 any advantage in, a position in the State service.

2 (3) No person shall defeat, deceive, or obstruct any
3 person in his right to a qualification assessment examination,
4 eligibility, certification, or appointment under this law, or
5 furnish to any person any special or secret information for
6 the purpose of affecting the rights or prospects of any person
7 with respect to employment in the State service.

8 (4) No person may enter into any agreement under which a
9 State employee is offered or assured of re-employment in the
10 same department or agency after the employee's resignation
11 from State employment for the purpose of receiving payment for
12 accrued vacation, overtime, sick leave or personal leave, or
13 for the purpose of receiving a refund of the employee's
14 accumulated pension contributions.

15 (Source: P.A. 87-384.)

16 (20 ILCS 415/14) (from Ch. 127, par. 63b114)

17 Sec. 14. Records of the Department of Central Management
18 Services. The records of the Department, ~~including original~~
19 ~~and promotional eligible registers,~~ except such records as the
20 rules may properly require to be held confidential for reasons
21 of public policy, shall be public records and shall be open to
22 public inspection, subject to reasonable regulations as to the
23 time and manner of inspection which may be prescribed by the
24 Director.

25 (Source: P.A. 85-1152.)

1 (20 ILCS 415/17a) (from Ch. 127, par. 63b117a)

2 Sec. 17a. Appointment of federal employees to State
3 positions. At the discretion of the Director of Central
4 Management Services, any certified or probationary employee of
5 any Federal office, agency or institution in the State of
6 Illinois which is closed by the Federal Government may be
7 appointed to a comparable position in State service, without
8 competitive selection ~~examination~~. Such persons will attain
9 certified status provided they pass a qualifying examination
10 prescribed by the Director within 6 months after being so
11 appointed, and provided they thereafter satisfactorily
12 complete their respective probationary periods. Such
13 qualifying examinations shall be of the same kind as those
14 required for entrance examinations for comparable positions.
15 Appointments of such employees shall be without regard to the
16 competitive selection process ~~eligible lists and without~~
17 ~~regard to the provisions of this Code requiring the~~
18 ~~appointment of the person standing among the three highest on~~
19 ~~the appropriate eligible list to fill a vacancy or from the~~
20 ~~highest category ranking group if the list is by rankings~~
21 ~~instead of numerical ratings. Nothing herein shall preclude~~
22 ~~the reclassification or reallocation as provided by this Act~~
23 ~~of any position held by any person appointed pursuant to this~~
24 ~~Section.~~

25 (Source: P.A. 82-789.)

1 (20 ILCS 415/17b)

2 Sec. 17b. Trainee program for persons with a disability.

3 (a) Notwithstanding any other provision of law, on and
4 after July 1, 2020, each State agency with 1,500 employees or
5 more shall, and each executive branch constitutional officer
6 may, offer at least one position per year to be filled by a
7 person with a disability, as defined by the federal Americans
8 with Disabilities Act, through an established trainee program.
9 Agencies with fewer than 1,500 employees may also elect to
10 participate in the program. The trainee position shall last
11 for a period of at least 6 months and shall require the trainee
12 to participate in the trainee program for at least 20 hours per
13 week. The program shall be administered by the Department of
14 Central Management Services. The Department of Central
15 Management Services shall conduct an initial assessment of
16 potential candidates, and the hiring agency or officer shall
17 conduct a final assessment interview. Upon successful
18 completion of the trainee program, the respective agency or
19 officer shall certify ~~issue a certificate of~~ completion of the
20 trainee program, with final approval provided by ~~which shall~~
21 ~~be sent to~~ the Department of Central Management Services ~~for~~
22 ~~final approval~~. Individuals who successfully complete a
23 trainee appointment under this Section are eligible for
24 promotion to the target title without further examination. The
25 Department of Central Management Services, in cooperation with

1 the Employment and Economic Opportunity for Persons with
2 Disabilities Task Force, may ~~shall~~ adopt rules to implement
3 and administer the trainee program for persons with
4 disabilities, including, but not limited to, establishing
5 non-political selection criteria, implementing an assessment
6 and interview process, if necessary, that accommodates persons
7 with a disability, and linking trainee programs to targeted
8 full-time position titles.

9 (b) The Employment and Economic Opportunity for Persons
10 with Disabilities Task Force shall prepare an annual report to
11 be submitted to the Governor and the General Assembly that
12 includes: (1) best practices for helping persons with a
13 disability gain employment; (2) proposed rules for adoption by
14 the Department of Central Management Services for the
15 administration and implementation of the trainee program under
16 this Section; (3) the number of agencies that participated in
17 the trainee program under this Section in the previous
18 calendar year; and (4) the number of individuals who
19 participated in the trainee program who became full-time
20 employees of the State at the conclusion of the trainee
21 program.

22 (Source: P.A. 101-533, eff. 8-23-19.)

23 (20 ILCS 415/8b.5-1 rep.)

24 (20 ILCS 415/8d.1 rep.)

25 (20 ILCS 415/12a rep.)

1 (20 ILCS 415/12b rep.)

2 (20 ILCS 415/12c rep.)

3 (20 ILCS 415/17 rep.)

4 Section 15. The Personnel Code is amended by repealing
5 Sections 8b.5-1, 8d.1, 12a, 12b, 12c, and 17.

6 Section 99. Effective date. This Act takes effect upon
7 becoming law.

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3	20 ILCS 405/405-122	
4	20 ILCS 415/4b	from Ch. 127, par. 63b104b
5	20 ILCS 415/4c	from Ch. 127, par. 63b104c
6	20 ILCS 415/4d	from Ch. 127, par. 63b104d
7	20 ILCS 415/8	from Ch. 127, par. 63b108
8	20 ILCS 415/8b	from Ch. 127, par. 63b108b
9	20 ILCS 415/8b.1	from Ch. 127, par. 63b108b.1
10	20 ILCS 415/8b.2	from Ch. 127, par. 63b108b.2
11	20 ILCS 415/8b.3	from Ch. 127, par. 63b108b.3
12	20 ILCS 415/8b.4	from Ch. 127, par. 63b108b.4
13	20 ILCS 415/8b.5	from Ch. 127, par. 63b108b.5
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15	20 ILCS 415/8b.7	from Ch. 127, par. 63b108b.7
16	20 ILCS 415/8b.8	from Ch. 127, par. 63b108b.8
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- 10 20 ILCS 415/17 rep.