

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, 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.

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

1 of any position held by any such incumbent. The Department
2 shall maintain records of all extensions of jurisdiction
3 pursuant to this Section.

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

5 (20 ILCS 415/4c) (from Ch. 127, par. 63b104c)

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

10 (1) All officers elected by the people.

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

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

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

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

25 (6) All employees of the Governor at the executive

1 mansion and on his immediate personal staff.

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

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

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

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

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

10 (11) (Blank).

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

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

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

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

1 dissolution of companies that are subject to the
2 jurisdiction of the Illinois Insurance Code.

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

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

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

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

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

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

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

25 (23) All employees of the Kankakee River Valley Area
26 Airport Authority.

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

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

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

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

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

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

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

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

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

1 (20 ILCS 415/4d) (from Ch. 127, par. 63b104d)

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

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

22 (2) The resident administrative head of each State
23 charitable, penal and correctional institution, the
24 chaplains thereof, and all member, patient and inmate
25 employees are exempt from jurisdiction B.

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

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

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

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

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

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

24 (8) (Blank). ~~Twenty-one senior public service~~
25 ~~administrator positions within the Department of~~
26 ~~Healthcare and Family Services, as set forth in this~~

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

19 ~~(A) HEALTHCARE ADMINISTRATION.~~

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

1 ~~insurer, government agency, or research~~
2 ~~institution.~~

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

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

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

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

1 ~~health care contract compliance.~~

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

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

26 ~~Manager, Office of Accountable Care Entity~~

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

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

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

24 ~~Manager of Medicare/Medicaid Coordination:~~
25 ~~Bachelor's degree required, knowledge and~~
26 ~~experience with Medicare Advantage rules and~~

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

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

16 ~~(B) HEALTHCARE FINANCE.~~

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

23 ~~Director of Encounter Data Program: Bachelor's~~
24 ~~degree required, advanced degree preferred,~~
25 ~~preferably in health care, business, or~~
26 ~~information systems; at least 2 years healthcare~~

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

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

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

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

1 ~~training.~~

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

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

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

24 ~~Manager of MMIS Claims Unit: Bachelor's degree~~
25 ~~required, with preferred coursework in business,~~
26 ~~public administration, information systems;~~

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

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

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

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

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

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

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

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

(b) Application, testing and hiring procedures for all State employment vacancies for positions not exempt under Section 4c shall be reduced to writing and made available to

1 the public via the Department's website or equivalent. All
2 vacant positions subject to Jurisdiction B shall be posted.
3 Vacant positions shall be posted on the Department's website
4 in such a way that potential job candidates can easily
5 identify and apply for job openings and identify the county in
6 which the vacancy is located. Vacant positions shall be
7 updated at least weekly. ~~The written procedures shall be~~
8 ~~provided to each State agency and university for posting and~~
9 ~~public inspection at each agency's office and each~~
10 ~~university's placement office. The Director shall also~~
11 ~~annually prepare and distribute a listing of entry level~~
12 ~~non-professional and professional positions that are most~~
13 ~~utilized by State agencies under the jurisdiction of the~~
14 ~~Governor. The position listings shall identify the entry level~~
15 ~~positions, localities of usage, description of position duties~~
16 ~~and responsibilities, salary ranges, eligibility requirements~~
17 ~~and test scheduling instructions. The position listings shall~~
18 ~~further identify special linguistic skills that may be~~
19 ~~required for any of the positions.~~

20 (c) If a position experiences a vacancy rate that is
21 greater than or equal to 10%, that position shall be posted
22 until the vacancy rate is less than 10%.

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

24 (20 ILCS 415/8b.1) (from Ch. 127, par. 63b108b.1)

25 Sec. 8b.1. For assessment or other means ~~open competitive~~

1 ~~examinations~~ to determine ~~test~~ the relative fitness of
2 applicants, including employees who do not have contractual
3 rights under a collective bargaining agreement, for the
4 respective position ~~positions~~. Assessments, which are the
5 determination of whether an individual meets the minimum
6 qualifications as determined by the class specification of the
7 position for which they are being considered, shall be
8 designed to objectively eliminate those who are not qualified
9 for the position into which they are applying, whether for
10 entrance into State service or for promotion within the
11 service, and ~~Tests shall be designed to eliminate those who~~
12 ~~are not qualified for entrance into or promotion within the~~
13 ~~service, and~~ to discover the relative fitness of those who are
14 qualified. The Director may use any one of or any combination
15 of the following examination methods or the equivalent, which
16 in his judgment best serves this end: investigation of
17 education; investigation of experience; test of cultural
18 knowledge; test of capacity; test of knowledge; test of manual
19 skill; test of linguistic ability; test of character; test of
20 physical fitness; test of psychological fitness. ~~No person~~
21 ~~with a record of misdemeanor convictions except those under~~
22 ~~Sections 11-1.50, 11-6, 11-7, 11-9, 11-14, 11-15, 11-17,~~
23 ~~11-18, 11-19, 11-30, 11-35, 12-2, 12-6, 12-15, 14-4, 16-1,~~
24 ~~21-1-3, 24-3.1, 24-5, 25-1, 28-3, 31-1, 31-4, 31-6, 31-7,~~
25 ~~32-1, 32-2, 32-3, 32-4, and 32-8, subdivisions (a)(1) and~~
26 ~~(a)(2)(C) of Section 11-14.3, and paragraphs (1), (6), and (8)~~

1 ~~of subsection (a) of Section 24-1 of the Criminal Code of 1961~~
2 ~~or the Criminal Code of 2012, or arrested for any cause but not~~
3 ~~convicted thereon shall be disqualified from taking such~~
4 ~~examinations or subsequent appointment, unless the person is~~
5 ~~attempting to qualify for a position which would give him the~~
6 ~~powers of a peace officer, in which case the person's~~
7 ~~conviction or arrest record may be considered as a factor in~~
8 ~~determining the person's fitness for the position. The~~
9 ~~eligibility conditions specified for the position of Assistant~~
10 ~~Director of Healthcare and Family Services in the Department~~
11 ~~of Healthcare and Family Services in Section 5-230 of the~~
12 ~~Departments of State Government Law of the Civil~~
13 ~~Administrative Code of Illinois shall be applied to that~~
14 ~~position in addition to other standards, tests or criteria~~
15 ~~established by the Director. All examinations shall be~~
16 ~~announced publicly at least 2 weeks in advance of the date of~~
17 ~~the examinations and may be advertised through the press,~~
18 ~~radio and other media. The Director may, however, in his~~
19 ~~discretion, continue to receive applications and examine~~
20 ~~candidates long enough to assure a sufficient number of~~
21 ~~eligibles to meet the needs of the service and may add the~~
22 ~~names of successful candidates to existing eligible lists in~~
23 ~~accordance with their respective ratings.~~

24 ~~The Director may, in his discretion, accept the results of~~
25 ~~competitive examinations conducted by any merit system~~
26 ~~established by federal law or by the law of any state, and may~~

~~1 compile eligible lists therefrom or may add the names of
2 successful candidates in examinations conducted by those merit
3 systems to existing eligible lists in accordance with their
4 respective ratings. No person who is a non-resident of the
5 State of Illinois may be appointed from those eligible lists,
6 however, unless the requirement that applicants be residents
7 of the State of Illinois is waived by the Director of Central
8 Management Services and unless there are less than 3 Illinois
9 residents available for appointment from the appropriate
10 eligible list. The results of the examinations conducted by
11 other merit systems may not be used unless they are comparable
12 in difficulty and comprehensiveness to examinations conducted
13 by the Department of Central Management Services for similar
14 positions. Special linguistic options may also be established
15 where deemed appropriate.~~

~~16 When an agency requests an open competitive eligible list
17 from the Department, the Director shall also provide to the
18 agency a Successful Disability Opportunities Program eligible
19 candidate list.~~

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

21 (20 ILCS 415/8b.2) (from Ch. 127, par. 63b108b.2)

22 Sec. 8b.2. For promotions which shall give appropriate
23 consideration to the applicant's qualifications, linguistic
24 capabilities, cultural knowledge, record of performance,
25 seniority and conduct. For positions subject to a collective

1 bargaining agreement, an ~~An~~ advancement in rank or grade to a
2 ~~vacant~~ position constitutes a promotion. For all other
3 positions, the Director may establish rules containing
4 additional factors, such as an increase in responsibility or
5 an increase in the number of subordinates, for determining
6 whether internal movement constitutes a promotion.

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

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

9 Sec. 8b.3. For assessment of employees with contractual
10 rights under a collective bargaining agreement to determine
11 those candidates who are eligible ~~the establishment of~~
12 ~~eligible lists~~ for appointment and promotion and ~~, upon which~~
13 ~~lists shall be placed the names of successful candidates in~~
14 ~~order of their relative excellence in respective examinations.~~
15 Assessments, which are the determination of whether an
16 individual meets the minimum qualifications as determined by
17 the class specification of the position for which they are
18 being considered, shall be designed to objectively eliminate
19 those who are not qualified for the position into which they
20 are applying and to discover the relative fitness of those who
21 are qualified. The Director may substitute rankings such as
22 superior, excellent, well-qualified and qualified for
23 numerical ratings and establish qualification assessments or
24 assessment equivalents ~~eligible lists~~ accordingly. The
25 Department may adopt rules regarding the assessment of

1 applicants and the appointment of qualified candidates.
2 Adopted rules shall be interpreted to be consistent with
3 collective bargaining agreements. ~~Such rules may provide for~~
4 ~~lists by area or location, by department or other agency, for~~
5 ~~removal of those not available for or refusing employment, for~~
6 ~~minimum and maximum duration of such lists, and for such other~~
7 ~~provisions as may be necessary to provide rapid and~~
8 ~~satisfactory service to the operating agencies. The Director~~
9 ~~may approve the written request of an agency or applicant to~~
10 ~~extend the eligibility of a qualified eligible candidate when~~
11 ~~the extension is necessary to assist in achieving affirmative~~
12 ~~action goals in employment. The extended period of eligibility~~
13 ~~shall not exceed the duration of the original period of~~
14 ~~eligibility and shall not be renewed. The rules may authorize~~
15 ~~removal of eligibles from lists if those eligibles fail to~~
16 ~~furnish evidence of availability upon forms sent to them by~~
17 ~~the Director.~~

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

19 (20 ILCS 415/8b.4) (from Ch. 127, par. 63b108b.4)

20 Sec. 8b.4. For the rejection of candidates ~~or eligibles~~
21 who fail to comply with reasonable previously specified job
22 requirements of the Director in regard to training and
23 experience; who have been guilty of infamous or disgraceful
24 conduct; or who have attempted any deception or fraud in
25 connection with the hiring process ~~an examination.~~ The

1 Department may adopt rules and implement procedures regarding
2 candidate rejection. ~~Those candidates who are alleged to have~~
3 ~~attempted deception or fraud in connection with an examination~~
4 ~~shall be afforded the opportunity to appeal and provide~~
5 ~~information to support their appeal which shall be considered~~
6 ~~when determining their eligibility as a candidate for~~
7 ~~employment.~~

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

9 (20 ILCS 415/8b.5) (from Ch. 127, par. 63b108b.5)

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

16 The Director may approve the appointment of a lower
17 ranking candidate when higher ranking candidates have been
18 exhausted or duly bypassed ~~person from the next lower ranking~~
19 ~~group when the highest ranking group contains less than 3~~
20 ~~eligibles.~~

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

22 (20 ILCS 415/8b.6) (from Ch. 127, par. 63b108b.6)

23 Sec. 8b.6. For a period of probation not to exceed one year
24 before appointment or promotion is complete, and during which

1 period a probationer may with the consent of the Director of
2 Central Management Services, be separated, discharged, or
3 reduced in class or rank, ~~or replaced on the eligible list~~. For
4 a person appointed to a term appointment under Section 8b.18
5 or 8b.19, the period of probation shall not be less than 6
6 months.

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

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

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

17 (a) As used in this Section:

18 (1) "Time of hostilities with a foreign country" means
19 any period of time in the past, present, or future during
20 which a declaration of war by the United States Congress
21 has been or is in effect or during which an emergency
22 condition has been or is in effect that is recognized by
23 the issuance of a Presidential proclamation or a
24 Presidential executive order and in which the armed forces
25 expeditionary medal or other campaign service medals are

1 awarded according to Presidential executive order.

2 (2) "Armed forces of the United States" means the
3 United States Army, Navy, Air Force, Marine Corps, and
4 Coast Guard. Service in the Merchant Marine that
5 constitutes active duty under Section 401 of federal
6 Public Law 95-202 shall also be considered service in the
7 Armed Forces of the United States for purposes of this
8 Section.

9 (3) "Veteran" means a member of the armed forces of
10 the United States, the Illinois National Guard, or a
11 reserve component of the armed forces of the United
12 States.

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

18 (c) A veteran is qualified for a preference of 10 points if
19 the veteran currently holds proof of a service connected
20 disability from the United States Department of Veterans
21 Affairs or an allied country or if the veteran is a recipient
22 of the Purple Heart.

23 (d) A veteran who has served during a time of hostilities
24 with a foreign country is qualified for a preference of 5
25 points if the veteran served under one or more of the following
26 conditions:

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

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

4 (3) The veteran was discharged on the basis of
5 hardship, or

6 (4) The veteran was released from active duty because
7 of a service connected disability and was discharged under
8 honorable conditions.

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

25 (f) The augmented ratings shall be used when determining
26 the rank order of persons to be appointed ~~entitled to a~~

1 ~~preference on eligible lists shall be determined on the basis~~
2 ~~of their augmented ratings. When the Director establishes~~
3 ~~eligible lists on the basis of category ratings such as~~
4 ~~"superior", "excellent", "well-qualified", and "qualified",~~
5 ~~the veteran eligibles in each such category shall be preferred~~
6 ~~for appointment before the non-veteran eligibles in the same~~
7 ~~category.~~

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

12 (h) A surviving unremarried spouse of a veteran who
13 suffered a service connected death or the spouse of a veteran
14 who suffered a service connected disability that prevents the
15 veteran from qualifying for civil service employment shall be
16 entitled to the same preference to which the veteran would
17 have been entitled under this Section.

18 (i) A preference shall also be given to the following
19 individuals: 10 points for one parent of an unmarried veteran
20 who suffered a service connected death or a service connected
21 disability that prevents the veteran from qualifying for civil
22 service employment. The first parent to receive a civil
23 service appointment shall be the parent entitled to the
24 preference.

25 (j) The Department of Central Management Services shall
26 adopt rules and implement procedures to verify that any person

1 seeking a preference under this Section is entitled to the
2 preference. A person seeking a preference under this Section
3 shall provide documentation or execute any consents or other
4 documents required by the Department of Central Management
5 Services or any other State department or agency to enable the
6 department or agency to verify that the person is entitled to
7 the preference.

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

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

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

19 Sec. 8b.8. For emergency appointments to any positions in
20 the State service for a period not to exceed 60 days, to meet
21 emergency situations. However, where an emergency situation
22 that threatens the health, safety, or welfare of employees or
23 residents of the State exists, emergency appointments shall
24 not exceed 90 days. Emergency appointments may be made without
25 regard to competitive selection ~~eligible lists~~ but may not be

1 renewed. Notice of such appointments and terminations shall be
2 reported simultaneously to the Director of Central Management
3 Services.

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

5 (20 ILCS 415/8b.9) (from Ch. 127, par. 63b108b.9)

6 Sec. 8b.9. For temporary appointments to any positions in
7 the State service which are determined to be temporary or
8 seasonal in nature by the Director of Central Management
9 Services. Temporary appointments may be made for not more than
10 6 months ~~and may be taken from eligible lists to the extent~~
11 ~~determined to be practicable.~~ No position in the State service
12 may be filled by temporary appointment for more than 6 months
13 out of any 12 month period.

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

15 (20 ILCS 415/8b.10) (from Ch. 127, par. 63b108b.10)

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

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

22 (20 ILCS 415/8b.14) (from Ch. 127, par. 63b108b.14)

23 Sec. 8b.14. For the promotion of staff development and

1 utilization by means of records of performance of all
2 employees in the State service. The performance records may be
3 considered in determining salary increases, provided in the
4 pay plan, and as a factor in promotion tests, or promotions.
5 The performance records shall be considered as a factor in
6 determining salary decreases, the order of layoffs because of
7 lack of funds or work, reinstatement, demotions, discharges
8 and geographical transfers.

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

10 (20 ILCS 415/8b.17) (from Ch. 127, par. 63b108b.17)

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

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

2 (20 ILCS 415/8b.18) (from Ch. 127, par. 63b108b.18)

3 Sec. 8b.18. Probationary separation ~~Term Appointments. For~~
4 the separation of employees who fail to successfully complete
5 the probationary period with the prior approval of the
6 Director of Central Management Services. Unless otherwise
7 required by rule or the employee is a member of a collective
8 bargaining unit, the Director of Central Management Services
9 may approve a probationary separation when an employee fails
10 to satisfactorily complete the probationary period. (a)
11 ~~Appointees for all positions not subject to paragraphs (1),~~
12 ~~(2), (3) and (6) of Section 4d in or above merit compensation~~
13 ~~grade 12 or its equivalent shall be appointed for a term of 4~~
14 ~~years. During the term of such appointments, Jurisdictions A,~~
15 ~~B and C shall apply to such positions. When a term expires, the~~
16 ~~Director or Chairman of the Department, Board or Commission in~~
17 ~~which the position is located, shall terminate the incumbent~~
18 ~~or renew the term for another 4 year term. Failure to renew the~~
19 ~~term is not grievable or appealable to the Civil Service~~
20 ~~Commission.~~

21 ~~For the purpose of implementing the above Section, the~~
22 ~~Director of Central Management Services shall supply each such~~
23 ~~Director or Chairman with a list of employees selected~~
24 ~~randomly by social security numbers in his particular~~
25 ~~Department, Board or Commission who are in salary grades~~

1 ~~subject to this Section on February 1, 1980. Such list shall~~
2 ~~include 25% of all such employees in the Department, Board or~~
3 ~~Commission. Those employees shall only continue in State~~
4 ~~employment in those positions if an appointment is made~~
5 ~~pursuant to this Section by the Director or Chairman of that~~
6 ~~Department, Board or Commission.~~

7 ~~The same process shall occur on February 1, 1981, 1982 and~~
8 ~~1983 with an additional 25% of the employees subject to this~~
9 ~~Section who are employed on January 1, 1980 being submitted by~~
10 ~~the Director of Central Management Services for appointment~~
11 ~~each year.~~

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

14 ~~The Director of Central Management Services may exempt~~
15 ~~specific positions in agencies receiving federal funds from~~
16 ~~the operation of this Section if he finds and reports to the~~
17 ~~Speaker of the House and the President of the Senate, after~~
18 ~~good faith negotiations, that such exemption is necessary to~~
19 ~~maintain the availability of federal funds.~~

20 ~~All positions, the duties and responsibilities of which~~
21 ~~are wholly professional but do not include policy making or~~
22 ~~major administrative responsibilities and those positions~~
23 ~~which have either salaries at negotiated rates or salaries at~~
24 ~~prevailing rates shall be exempt from the provisions of this~~
25 ~~Section.~~

26 ~~(b) Beginning January 1, 1985 and thereafter, any~~

~~incumbent holding probationary or certified status in a position in or above merit compensation grade 12 or its equivalent and subject to paragraph (1), (2), (3) or (6) of Section 4d shall be subject to review and appointment for a term of 4 years unless such incumbent has received an appointment or renewal under paragraph (a) of this Section. During the term of such appointment, Jurisdiction A, B and C shall apply to such incumbent. When a term expires, the Director or Chairman of the Department, Board or Commission in which the position is located, shall terminate the incumbent or renew the term for another 4 year term. Failure to renew the term is not grievable or appealable to the Civil Service Commission.~~

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

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

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

1 Failure to renew the term is not grievable or appealable to the
2 Civil Service Commission.

3 ~~New appointments to such positions after the effective~~
4 ~~date of this amendatory Act of 1988 shall be appointed~~
5 ~~pursuant to this Section.~~

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

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

18 (b) Any incumbent who has received an appointment or
19 renewal either before the effective date of this amendatory
20 Act of 1988 or under paragraph (a) of this Section and who is
21 holding probationary or certified status in a position in or
22 above merit compensation grade 12 or its equivalent and
23 subject to paragraph (1), (2), (3) or (6) of Section 4d shall
24 be subject to review and appointment when the term expires.
25 During the term of such appointment, Jurisdictions A, B and C
26 shall apply to such incumbent. When a term expires, the

1 Director or Chairman of the Department, Board or Commission in
2 which the position is located shall terminate the incumbent or
3 renew the term for another 4 year term. Failure to renew the
4 term is not grievable or appealable to the Civil Service
5 Commission.

6 (c) The term of any person appointed to or renewed in a
7 term position before the effective date of this amendatory Act
8 of 1988 shall expire 4 years after the effective date of the
9 appointment or renewal. However, appointment to a different
10 position, also subject to the 4-year term, shall restart the
11 4-year term appointment period.

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

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

16 (20 ILCS 415/9) (from Ch. 127, par. 63b109)

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

22 (1) To apply and carry out this law and the rules
23 adopted thereunder.

24 (2) To attend meetings of the Commission.

25 (3) To establish and maintain a roster of all

1 employees subject to this Act, in which there shall be set
2 forth, as to each employee, the class, title, pay, status,
3 and other pertinent data.

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

8 (5) Subject to such exemptions or modifications as may
9 be necessary to assure the continuity of federal
10 contributions in those agencies supported in whole or in
11 part by federal funds, to make appointments to vacancies;
12 to approve all written charges seeking discharge,
13 demotion, or other disciplinary measures provided in this
14 Act and to approve transfers of employees from one
15 geographical area to another in the State, in offices,
16 positions or places of employment covered by this Act,
17 after consultation with the operating unit.

18 (6) To formulate and administer service wide policies
19 and programs for the improvement of employee
20 effectiveness, including training, safety, health,
21 incentive recognition, counseling, welfare and employee
22 relations. The Department shall formulate and administer
23 recruitment plans and testing of potential employees for
24 agencies having direct contact with significant numbers of
25 non-English speaking or otherwise culturally distinct
26 persons. The Department shall require each State agency to

1 annually assess the need for employees with appropriate
2 bilingual capabilities to serve the significant numbers of
3 non-English speaking or culturally distinct persons. The
4 Department shall develop a uniform procedure for assessing
5 an agency's need for employees with appropriate bilingual
6 capabilities. Agencies shall establish occupational titles
7 or designate positions as "bilingual option" for persons
8 having sufficient linguistic ability or cultural knowledge
9 to be able to render effective service to such persons.
10 The Department shall ensure that any such option is
11 exercised according to the agency's needs assessment and
12 the requirements of this Code. The Department shall make
13 annual reports of the needs assessment of each agency and
14 the number of positions calling for non-English linguistic
15 ability to whom vacancy postings were sent, and the number
16 filled by each agency. Such policies and programs shall be
17 subject to approval by the Governor, provided that for
18 needs that require a certain linguistic ability that: (i)
19 have not been met for a posted position for a period of at
20 least one year; or (ii) arise when an individual's health
21 or safety would be placed in immediate risk, the
22 Department shall accept certifications of linguistic
23 competence from pre-approved third parties. To facilitate
24 expanding the scope of sources to demonstrate linguistic
25 competence, the Department shall issue standards for
26 demonstrating linguistic competence. No later than January

1 2024, the Department shall authorize at least one if not
2 more community colleges in the regions involving the
3 counties of Cook, Lake, McHenry, Kane, DuPage, Kendall,
4 Will, Sangamon, and 5 other geographically distributed
5 counties within the State to pre-test and certify
6 linguistic ability, and such certifications by candidates
7 shall be presumed to satisfy the linguistic ability
8 requirements for the job position. Such policies, program
9 reports and needs assessment reports, as well as
10 linguistic certification standards, shall be filed with
11 the General Assembly by January 1 of each year and shall be
12 available to the public.

13 The Department shall include within the report
14 required above the number of persons receiving the
15 bilingual pay supplement established by Section 8a.2 of
16 this Code. The report shall provide the number of persons
17 receiving the bilingual pay supplement for languages other
18 than English and for signing. The report shall also
19 indicate the number of persons, by the categories of
20 Hispanic and non-Hispanic, who are receiving the bilingual
21 pay supplement for language skills other than signing, in
22 a language other than English.

23 (7) To conduct negotiations affecting pay, hours of
24 work, or other working conditions of employees subject to
25 this Act.

26 (8) To make continuing studies to improve the

1 efficiency of State services to the residents of Illinois,
2 including but not limited to those who are non-English
3 speaking or culturally distinct, and to report his
4 findings and recommendations to the Commission and the
5 Governor.

6 (9) To investigate from time to time the operation and
7 effect of this law and the rules made thereunder and to
8 report his findings and recommendations to the Commission
9 and to the Governor.

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

14 (11) To make continuing studies to encourage State
15 employment for persons with disabilities, including, but
16 not limited to, the Successful Disability Opportunities
17 Program. ~~(Blank).~~

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

25 (13) To establish policies to increase the flexibility
26 of the State workforce for every department or agency

1 subject to Jurisdiction C, including the use of flexible
2 time, location, workloads, and positions. The Director and
3 the director of each department or agency shall together
4 establish quantifiable goals to increase workforce
5 flexibility in each department or agency. ~~To authorize in~~
6 ~~every department or agency subject to Jurisdiction C the~~
7 ~~use of flexible hours positions. A flexible hours position~~
8 ~~is one that does not require an ordinary work schedule as~~
9 ~~determined by the Department and includes but is not~~
10 ~~limited to: 1) a part time job of 20 hours or more per~~
11 ~~week, 2) a job which is shared by 2 employees or a~~
12 ~~compressed work week consisting of an ordinary number of~~
13 ~~working hours performed on fewer than the number of days~~
14 ~~ordinarily required to perform that job. The Department~~
15 ~~may define flexible time, location, workloads, and~~
16 ~~positions based on a variety of relevant factors,~~
17 ~~including, but not limited to, State operational needs ~~to~~~~
18 ~~include other types of jobs that are defined above.~~

19 The Director and the director of each department or
20 agency shall together establish goals for flexibility
21 ~~flexible hours positions~~ to be available in every
22 department or agency.

23 ~~The Department shall give technical assistance to~~
24 ~~departments and agencies in achieving their goals, and~~
25 ~~shall report to the Governor and the General Assembly each~~
26 ~~year on the progress of each department and agency.~~

1 ~~When a goal of 10% of the positions in a department or~~
2 ~~agency being available on a flexible hours basis has been~~
3 ~~reached, the Department shall evaluate the effectiveness~~
4 ~~and efficiency of the program and determine whether to~~
5 ~~expand the number of positions available for flexible~~
6 ~~hours to 20%.~~

7 ~~When a goal of 20% of the positions in a department or~~
8 ~~agency being available on a flexible hours basis has been~~
9 ~~reached, the Department shall evaluate the effectiveness~~
10 ~~and efficiency of the program and determine whether to~~
11 ~~expand the number of positions available for flexible~~
12 ~~hours.~~

13 ~~Each department shall develop a plan for~~
14 ~~implementation of flexible work requirements designed to~~
15 ~~reduce the need for day care of employees' children~~
16 ~~outside the home. Each department shall submit a report of~~
17 ~~its plan to the Department of Central Management Services~~
18 ~~and the General Assembly. This report shall be submitted~~
19 ~~biennially by March 1, with the first report due March 1,~~
20 ~~1993.~~

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

24 (15) When a vacancy rate is greater than or equal to
25 10% for a given position, the Department shall review the
26 educational and other requirements for the position to

1 determine if modifications need to be made.

2 The requirement for reporting to the General Assembly
3 shall be satisfied by filing copies of the report as required
4 by Section 3.1 of the General Assembly Organization Act, and
5 filing such additional copies with the State Government Report
6 Distribution Center for the General Assembly as is required
7 under paragraph (t) of Section 7 of the State Library Act.

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

9 (20 ILCS 415/10) (from Ch. 127, par. 63b110)

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

12 (1) Upon written recommendations by the Director of
13 the Department of Central Management Services to exempt
14 from jurisdiction B of this Act positions which, in the
15 judgment of the Commission, involve either principal
16 administrative responsibility for the determination of
17 policy or principal administrative responsibility for the
18 way in which policies are carried out. This authority may
19 not be exercised, however, with respect to the position of
20 Assistant Director of Healthcare and Family Services in
21 the Department of Healthcare and Family Services.

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

24 (3) To disapprove original rules or any part thereof
25 within 45 ~~90~~ days and any amendment thereof within 30 days

1 after the submission of such rules to the Civil Service
2 Commission by the Director, and to disapprove any
3 amendments thereto in the same manner. The Commission's
4 review of original rules or amendments may run
5 concurrently with review conducted by the Joint Committee
6 on Administrative Rules.

7 (4) To approve or disapprove within 60 days from date
8 of submission the position classification plan submitted
9 by the Director as provided in the rules, and any
10 revisions thereof within 30 days from the date of
11 submission.

12 (5) To hear appeals of employees who do not accept the
13 allocation of their positions under the position
14 classification plan.

15 (6) To hear and determine written charges filed
16 seeking the discharge, demotion of employees and
17 suspension totaling more than thirty days in any 12-month
18 period, as provided in Section 11 hereof, and appeals from
19 transfers from one geographical area in the State to
20 another, and in connection therewith to administer oaths,
21 subpoena witnesses, and compel the production of books and
22 papers.

23 (7) The fees of subpoenaed witnesses under this Act
24 for attendance and travel shall be the same as fees of
25 witnesses before the circuit courts of the State, such
26 fees to be paid when the witness is excused from further

1 attendance. Whenever a subpoena is issued the Commission
2 may require that the cost of service and the fee of the
3 witness shall be borne by the party at whose insistence
4 the witness is summoned. The Commission has the power, at
5 its discretion, to require a deposit from such party to
6 cover the cost of service and witness fees and the payment
7 of the legal witness fee and mileage to the witness served
8 with the subpoena. A subpoena issued under this Act shall
9 be served in the same manner as a subpoena issued out of a
10 court.

11 Upon the failure or refusal to obey a subpoena, a
12 petition shall be prepared by the party serving the
13 subpoena for enforcement in the circuit court of the
14 county in which the person to whom the subpoena was
15 directed either resides or has his or her principal place
16 of business.

17 Not less than five days before the petition is filed
18 in the appropriate court, it shall be served on the person
19 along with a notice of the time and place the petition is
20 to be presented.

21 Following a hearing on the petition, the circuit court
22 shall have jurisdiction to enforce subpoenas issued
23 pursuant to this Section.

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

26 (8) To make an annual report regarding the work of the

1 Commission to the Governor, such report to be a public
2 report.

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

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

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

16 (12) To hear or conduct investigations as it deems
17 necessary of appeals of layoff filed by employees
18 appointed under Jurisdiction B after examination provided
19 that such appeals are filed within 15 calendar days
20 following the effective date of such layoff and are made
21 on the basis that the provisions of the Personnel Code or
22 of the Rules of the Department of Central Management
23 Services relating to layoff have been violated or have not
24 been complied with.

25 All hearings shall be public. A decision shall be
26 rendered within 60 days after receipt of the transcript of

1 the proceedings. The Commission shall order the
2 reinstatement of the employee if it is proven that the
3 provisions of the Personnel Code or of the rules of the
4 Department of Central Management Services relating to
5 layoff have been violated or have not been complied with.
6 In connection therewith the Commission may administer
7 oaths, subpoena witnesses, and compel the production of
8 books and papers.

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

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

20 (20 ILCS 415/12f)

21 Sec. 12f. Layoff of employees whose positions are not
22 subject to collective bargaining agreements. ~~Merit~~
23 ~~compensation/salary grade employees; layoffs.~~

24 (a) Each State agency shall make every attempt to minimize
25 the number of its employees that are laid off. In an effort to

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

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

26 (c) Employees laid off from merit compensation/salary

1 grade positions may apply to be qualified for any titles
2 subject to collective bargaining.

3 (d) Merit compensation/salary grade employees subject to
4 layoff shall be given 30 days' notice of the layoff.
5 Information about all ~~A list of all current vacancies of all~~
6 titles within the agency shall be provided to the employee
7 with the notice of the layoff.

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

9 (20 ILCS 415/13) (from Ch. 127, par. 63b113)

10 Sec. 13. Unlawful acts prohibited.

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

16 (2) No person shall, directly or indirectly, give, render,
17 pay, offer, solicit, or accept any money, service, or other
18 valuable consideration for or on account of any appointment,
19 proposed appointment, promotion, or proposed promotion to, or
20 any advantage in, a position in the State service.

21 (3) No person shall defeat, deceive, or obstruct any
22 person in his right to a qualification assessment examination,
23 eligibility, certification, or appointment under this law, or
24 furnish to any person any special or secret information for
25 the purpose of affecting the rights or prospects of any person

1 with respect to employment in the State service.

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

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

10 (20 ILCS 415/14) (from Ch. 127, par. 63b114)

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

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

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

21 Sec. 17a. Appointment of federal employees to State
22 positions. At the discretion of the Director of Central
23 Management Services, any certified or probationary employee of
24 any Federal office, agency or institution in the State of

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

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

21 (20 ILCS 415/17b)

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

23 (a) Notwithstanding any other provision of law, on and
24 after July 1, 2020, each State agency with 1,500 employees or
25 more shall, and each executive branch constitutional officer

1 may, offer at least one position per year to be filled by a
2 person with a disability, as defined by the federal Americans
3 with Disabilities Act, through an established trainee program.
4 Agencies with fewer than 1,500 employees may also elect to
5 participate in the program. The trainee position shall last
6 for a period of at least 6 months and shall require the trainee
7 to participate in the trainee program for at least 20 hours per
8 week. The program shall be administered by the Department of
9 Central Management Services. The Department of Central
10 Management Services shall conduct an initial assessment of
11 potential candidates, and the hiring agency or officer shall
12 conduct a final assessment interview. Upon successful
13 completion of the trainee program, the respective agency or
14 officer shall certify ~~issue a certificate of~~ completion of the
15 trainee program, with final approval provided by ~~which shall~~
16 ~~be sent to~~ the Department of Central Management Services ~~for~~
17 ~~final approval~~. Individuals who successfully complete a
18 trainee appointment under this Section are eligible for
19 promotion to the target title without further examination. The
20 Department of Central Management Services, in cooperation with
21 the Employment and Economic Opportunity for Persons with
22 Disabilities Task Force, may ~~shall~~ adopt rules to implement
23 and administer the trainee program for persons with
24 disabilities, including, but not limited to, establishing
25 non-political selection criteria, implementing an assessment
26 and interview process, if necessary, that accommodates persons

1 with a disability, and linking trainee programs to targeted
2 full-time position titles.

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

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

17 (20 ILCS 415/8b.5-1 rep.)

18 (20 ILCS 415/8d.1 rep.)

19 (20 ILCS 415/12a rep.)

20 (20 ILCS 415/12b rep.)

21 (20 ILCS 415/12c rep.)

22 (20 ILCS 415/17 rep.)

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

25 Section 99. Effective date. This Act takes effect upon

1 becoming law.