

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.~~

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

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

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

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

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

18           (a) For positions in the State service subject to the  
19           jurisdiction of the Department of Central Management Services  
20           with respect to selection and tenure on the basis of merit and  
21           fitness, those matters specified in this Section and Sections  
22           8b.1 through 8b.17.

23           (b) Application, testing and hiring procedures for all  
24           State employment vacancies for positions not exempt under  
25           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 ~~open competitive examinations~~ to

1 determine ~~test~~ the relative fitness of other means applicants,  
2 including employees who do not have contractual rights under a  
3 collective bargaining agreement, for the respective position  
4 positions. Assessments, which are the determination of whether  
5 an individual meets the minimum qualifications as determined  
6 by the class specification of the position for which they are  
7 being considered, shall be designed to objectively eliminate  
8 those who are not qualified for the position into which they  
9 are applying, whether for entrance into State service or for  
10 promotion within the service, and ~~Tests shall be designed to~~  
11 eliminate those who are not qualified for entrance into or  
12 promotion within the service, and to discover the relative  
13 fitness of those who are qualified. The Director may use any  
14 one of or any combination of the following examination methods  
15 or the equivalent, which in his judgment best serves this end:  
16 investigation of education; investigation of experience; test  
17 of cultural knowledge; test of capacity; test of knowledge;  
18 test of manual skill; test of linguistic ability; test of  
19 character; test of physical fitness; test of psychological  
20 fitness. ~~No person with a record of misdemeanor convictions~~  
21 ~~except those under Sections 11-1.50, 11-6, 11-7, 11-9, 11-14,~~  
22 ~~11-15, 11-17, 11-18, 11-19, 11-30, 11-35, 12-2, 12-6, 12-15,~~  
23 ~~14-4, 16-1, 21.1-3, 24-3.1, 24-5, 25-1, 28-3, 31-1, 31-4,~~  
24 ~~31-6, 31-7, 32-1, 32-2, 32-3, 32-4, and 32-8, subdivisions~~  
25 ~~(a)(1) and (a)(2)(C) of Section 11-14.3, and paragraphs (1),~~  
26 ~~(6), and (8) of subsection (a) of Section 24-1 of the Criminal~~

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

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

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

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

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

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

21 Sec. 8b.2. For promotions which shall give appropriate  
22 consideration to the applicant's qualifications, linguistic  
23 capabilities, cultural knowledge, record of performance,  
24 seniority and conduct. For positions subject to a collective  
25 bargaining agreement, an ~~An~~ advancement in rank or grade to a



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

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

7 (20 ILCS 415/8b.3) (from Ch. 127, par. 63b108b.3)

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

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

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

18 (20 ILCS 415/8b.4) (from Ch. 127, par. 63b108b.4)

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

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

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

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

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

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

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

21 (20 ILCS 415/8b.6) (from Ch. 127, par. 63b108b.6)

22 Sec. 8b.6. For a period of probation not to exceed one year  
23 before appointment or promotion is complete, and during which  
24 period a probationer may with the consent of the Director of

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

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

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

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

16 (a) As used in this Section:

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

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

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

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

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

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

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

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

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

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

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

24          (f) The augmented ratings shall be used when determining  
25          the rank order of persons to be appointed ~~entitled to a~~  
26          ~~preference on eligible lists shall be determined on the basis~~

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

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

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

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

24 (j) The Department of Central Management Services shall  
25 adopt rules and implement procedures to verify that any person  
26 seeking a preference under this Section is entitled to the

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

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

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

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

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



1 reported simultaneously to the Director of Central Management  
2 Services.

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

4 (20 ILCS 415/8b.9) (from Ch. 127, par. 63b108b.9)

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

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

14 (20 ILCS 415/8b.10) (from Ch. 127, par. 63b108b.10)

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

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

21 (20 ILCS 415/8b.14) (from Ch. 127, par. 63b108b.14)

22 Sec. 8b.14. For the promotion of staff development and  
23 utilization by means of records of performance of all

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

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

9 (20 ILCS 415/8b.17) (from Ch. 127, par. 63b108b.17)

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

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

1 (20 ILCS 415/8b.18) (from Ch. 127, par. 63b108b.18)

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

20 ~~For the purpose of implementing the above Section, the~~  
21 ~~Director of Central Management Services shall supply each such~~  
22 ~~Director or Chairman with a list of employees selected~~  
23 ~~randomly by social security numbers in his particular~~  
24 ~~Department, Board or Commission who are in salary grades~~  
25 ~~subject to this Section on February 1, 1980. Such list shall~~

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

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

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

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

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

25 ~~(b) Beginning January 1, 1985 and thereafter, any~~  
26 ~~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.  
Failure to renew the term is not grievable or appealable to the

1 Civil Service Commission.

2 ~~New appointments to such positions after the effective~~  
3 ~~date of this amendatory Act of 1988 shall be appointed~~  
4 ~~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 or she finds and reports to  
8 the Speaker of the House and the President of the Senate, after  
9 good faith negotiations, that the 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) Any incumbent who has received an appointment or  
18 renewal either before the effective date of this amendatory  
19 Act of 1988 or under paragraph (a) of this Section and who is  
20 holding probationary or certified status in a position in or  
21 above merit compensation grade 12 or its equivalent and  
22 subject to paragraph (1), (2), (3) or (6) of Section 4d shall  
23 be subject to review and appointment when the term expires.  
24 During the term of such appointment, Jurisdictions 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 or  
2 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 (c) The term of any person appointed to or renewed in a  
6 term position before the effective date of this amendatory Act  
7 of 1988 shall expire 4 years after the effective date of the  
8 appointment or renewal. However, appointment to a different  
9 position, also subject to the 4-year term, shall restart the  
10 4-year term appointment period.

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

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

15 (20 ILCS 415/9) (from Ch. 127, par. 63b109)

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

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

23 (2) To attend meetings of the Commission.

24 (3) To establish and maintain a roster of all  
25 employees subject to this Act, in which there shall be set

1           forth, as to each employee, the class, title, pay, status,  
2           and other pertinent data.

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

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

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



1           bilingual capabilities to serve the significant numbers of  
2           non-English speaking or culturally distinct persons. The  
3           Department shall develop a uniform procedure for assessing  
4           an agency's need for employees with appropriate bilingual  
5           capabilities. Agencies shall establish occupational titles  
6           or designate positions as "bilingual option" for persons  
7           having sufficient linguistic ability or cultural knowledge  
8           to be able to render effective service to such persons.  
9           The Department shall ensure that any such option is  
10          exercised according to the agency's needs assessment and  
11          the requirements of this Code. The Department shall make  
12          annual reports of the needs assessment of each agency and  
13          the number of positions calling for non-English linguistic  
14          ability to whom vacancy postings were sent, and the number  
15          filled by each agency. Such policies and programs shall be  
16          subject to approval by the Governor, provided that for  
17          needs that require a certain linguistic ability that: (i)  
18          have not been met for a posted position for a period of at  
19          least one year; or (ii) arise when an individual's health  
20          or safety would be placed in immediate risk, the  
21          Department shall accept certifications of linguistic  
22          competence from pre-approved third parties. To facilitate  
23          expanding the scope of sources to demonstrate linguistic  
24          competence, the Department shall issue standards for  
25          demonstrating linguistic competence. No later than January  
26          2024, the Department shall authorize at least one if not

1 more community colleges in the regions involving the  
2 counties of Cook, Lake, McHenry, Kane, DuPage, Kendall,  
3 Will, Sangamon, and 5 other geographically distributed  
4 counties within the State to pre-test and certify  
5 linguistic ability, and such certifications by candidates  
6 shall be presumed to satisfy the linguistic ability  
7 requirements for the job position. Such policies, program  
8 reports and needs assessment reports, as well as  
9 linguistic certification standards, shall be filed with  
10 the General Assembly by January 1 of each year and shall be  
11 available to the public.

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

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

25 (8) To make continuing studies to improve the  
26 efficiency of State services to the residents of Illinois,

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

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

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

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

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

1 ~~law.~~

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

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