

IN THE EXECUTIVE ETHICS COMMISSION
OF THE STATE OF ILLINOIS

In re: DEBORAH BENNETT

)

OEIG Case # 09-00672

OEIG FINAL REPORT (REDACTED)

Below is a final summary report from an Executive Inspector General. The General Assembly has directed the Commission to redact information from this report that may reveal the identity of witnesses, complainants or informants and “any other information it believes should not be made public.” 5 ILCS 430/20-52(b).

The Commission exercises this responsibility with great caution and with the goal of balancing the sometimes-competing interests of increasing transparency and operating with fairness to the accused. In order to balance these interests, the Commission may redact certain information contained in this report. The redactions are made with the understanding that the subject or subjects of the investigation have had no opportunity to rebut its factual allegations or legal conclusions before the Commission.

The Executive Ethics Commission (“Commission”) received a final report from the Governor’s Office of Executive Inspector General (“OEIG”) and a response from the agency in this matter. The Commission redacted the final report and mailed copies of the redacted version and responses to the Attorney General, the Governor’s Executive Inspector General and to Deborah Bennett at her last known address.

These recipients were given fifteen days to offer suggestions for redaction or provide a response to be made public with the report. The Commission, having reviewed all suggestions received, makes this document available pursuant to 5 ILCS 430/20-52.

ALLEGATIONS

The Office of Executive Inspector General (OEIG) received a complaint alleging that Deborah Bennett (Bennett), a DHS Human Resources Specialist, falsified then inserted documents into hiring files to make her son, [redacted], appear qualified for a position as a Mental Health Technician Trainee. The OEIG concludes that this allegation is FOUNDED. The OEIG further finds that Bennett violated Department of Human Services’ (DHS) hiring guidelines by falsifying documents to make it appear that [her son] underwent a merit based interview when he did not.

EXECUTIVE SUMMARY REPORT

In its investigation, the OEIG interviewed numerous DHS employees, including [redacted]. The OEIG also interviewed Bennett's son, [redacted]. Documents examined include [her son's] application documents, other applicants' documents, and the interview roster.

The OEIG legal analysis is based, in part, upon: DHS Employee Handbook Sections II-4 "Interviewing Process," II-5 "Nepotism," V-1 "Employee Personal Conduct," and V-2 "Performance of Duties"; *Rutan v. Republican Party of Illinois*, 497 U.S. 62 (1990) (*Rutan*); DHS Administrative Directive 01.02.01.040; the CMS Interview and Selection Criteria and Techniques Manual; 720 ILCS 5/33-3 (2006); Administrative Order 1 (1990); Administrative Order 2 (1990); and Administrative Order 1 (1991).

Following due investigation, the OEIG issues these findings:

- **FOUNDED** – Bennett falsified and/or created several documents to ensure her son, [redacted], would receive a high score in the testing process for the Mental Health Technician Trainee position, in violation of DHS policies relevant to: the Interviewing Process, Nepotism, Employee Personal Conduct, and Performance of Duties.
- **FOUNDED** – Bennett fabricated various documents that are required in a *Rutan* interview process, thereby thwarting the merit based hiring process in violation of DHS Administrative Directive 01.02.01.040

RECOMMENDATIONS

Based upon the evidence, the OEIG recommends that Deborah Bennett be discharged with no right to reinstatement with any state agency, or face such other discipline as is commensurate with the extremely serious and apparently illegal nature of her misconduct and violations, to wit, her role in falsifying documents to make her son seem qualified for the Mental Health Technician Trainee position. Moreover, any separation agreement reached with Deborah Bennett should state that she agrees “never to apply for, nor to accept, employment with the State.”

The OEIG further recommends that this case be referred to the Illinois Attorney General for possible criminal prosecution.

SUMMARY REPORT OF THE OEIG INVESTIGATION

SUMMARY OF INVESTIGATION

Deborah Bennett (Bennett) has worked for the Department of Human Services (DHS) for nine years as a Human Resource Specialist. Bennett and [redacted] are the only two employees who coordinate state-wide testing for the Mental Health Technician Trainee positions. [Redacted] supervises Bennett and [redacted].

The testing session at issue was held June 4, 2009, at the Murray Developmental Center (MDC) in Centralia, Illinois. Bennett was the only testing coordinator at the MDC that day. Usually Bennett conducts the testing and then completes the paperwork at DHS’ main office, but for this session, she conducted the testing alone while [redacted] completed checks on the test data and the remaining paperwork. While conducting his checks, [redacted] discovered several inconsistencies in [son’s name], Bennett’s son, file.

Bennett never informed [redacted] that her son would be taking the test at MDC on the day she was the testing coordinator. When transferring the testing documents to [redacted], Bennett offhandedly mentioned to him that her son had gone through the testing process. [Redacted] both told the OEIG they believed there was an ethical problem with Bennett serving as the testing coordinator while her son was participating. Bennett explained to the OEIG that she did not disclose her son’s plan to take the test because since she didn’t personally administer the test, she didn’t think there was a conflict of interest.

[Redacted] thought [Bennett’s son’s] ranking in the top four candidates was strange because Bennett had told [redacted] in March 2007 that [redacted] had a learning disability and would likely not pass the test. [Redacted] told the OEIG that in March 2007, the test was easier, so he was surprised when [redacted] scored so well in the June 2009 version. [Redacted] also said that Bennett had complained about her son being a financial burden. Both [redacted] told the OEIG that they believe [the son] was not present at the MDC on June 4th. [Redacted] stated that [the son’s] hiring file is currently “frozen”; i.e. he has not been hired. Bennett admitted that

she told co-workers that she thought [the son] would have difficulty passing the test, but she said he scored well in his interview which resulted in his high ranking.

[Redacted] said that since the June 4th testing, Bennett has never admitted any wrongdoing, but has approached him four times saying: that she thought she was going to lose her job; that she was losing sleep over her son's file; and asked him where her son's file was located. During her interview with the OEIG, Bennett denied expressing worry to others that she would be fired and denied commenting on her son's case other than inquiring about the file's status after weeks had passed.

The Testing Process

According to [redacted], testing for the Mental Health Technician Trainee position occurs several times per year throughout the state. An applicant completes an online form expressing his/her interest in the program and receives an invitation to take the test. Inside the invitation packet are documents that the applicant must complete and bring to the testing session.

Bennett told the OEIG that at the beginning of the test day, candidates are checked into the testing center by a DHS employee who witnesses their signature on the initial application documents, which include the following forms: CMS 100 form, an Authorization for Release of Information and Medical Waiver of Liability, and a Request for Release of Information to the Illinois State Police. [Redacted] was one of the employees checking-in candidates at the MDC on June 4, 2009. [Redacted] explained that only one employee's signature appears on the candidate's registration documents; multiple signatures would be highly unusual.

Bennett said that after registration and a brief speech, a DHS employee from the testing facility administers an hour-long written test to the candidates, it evaluates whether the candidates possesses the minimum eighth grade education level. The OEIG obtained a copy of [the son's] test; it is a fill in the bubble type of answer form which was graded by DHS employees. Bennett explained that if the candidate passes the written test, he/she may then take the physical exam. Candidates must pass each of the tests to move on in the process.

Bennett said that DHS employees review the registration paperwork while the candidates take the written exam. Any mistakes or omissions, including missing signatures, would be addressed during a "working lunch" with candidates that day. During the second half of the day, the candidates who passed the written and physical exams complete a video exercise exam and then, finally, undergo a *Rutan* interview.

[Redacted] was one of the *Rutan* interviewers at the MDC on June 4, 2009. Both [redacted] said that every candidate they interviewed for this position appeared on the interview roster. [Redacted] explained that each interviewer must sign-out an applicant's file when conducting an interview. Once the file is returned, a line is drawn through the applicant's name on the roster.¹ An employee in the command center tracks each applicant's name on the chart to verify the interviews have taken place. The interviewer then completes and signs the Interviewer Questionnaire and Hiring Criteria Form and the Candidate Evaluation Form.

¹ Employees refer to the same form as a sign-in sheet and a roster.

Bennett explained that for someone to be hired as a Mental Health Technician Trainee, they must pass all four tests. The applicant's performance in the tests is combined with their work experience, veteran status, and education to create a numerical score. Those with the highest scores are contacted for the job.

Inconsistencies in Documentation

[Redacted] explained that applicant files are checked on site and then a "second check" is conducted in the office by another worker. The test coordinator then checks a third time before entering successful candidates' information into the system as pre-qualified. Initially, [redacted] reviewed the paperwork for the second check, but after noticing some inconsistencies, he brought the file to his supervisor, [redacted]. [Redacted] agreed, noting that [redacted] signature on [redacted] registration documents did not appear to match her signature on other applicants' documents and her name wasn't on the ISP release form, as it should have been; it was part of the original registration packet, administered by [redacted]. When interviewed by the OEIG, [redacted] asserted that the signatures on [redacted] documents were not hers and that she never gave anyone permission to sign her name.

[Bennett's son's] *Rutan* interview documents, the Candidate Evaluation Form and the Interview Hiring and Questionnaire Form, indicate that [redacted] conducted [the son's] *Rutan* interview, but the interview roster shows that [redacted] conducted two interviews that day, neither with [the son]. Both [redacted] noticed that the number of candidate files (34) did not match the number of names on the interview roster (33) and that [the son's] name was missing from the roster. When [redacted] reviewed the applicants' files, he noted that they indicated that [redacted] conducted three interviews, including the one with [the son]. [Redacted] also observed that [redacted] signature on [redacted] documents did not match her signature on other documents. [Redacted] examined [redacted] Interviewer Questionnaire and Hiring Criteria form, which allegedly carried her signature on the bottom; [Redacted] said neither signature was hers. She also told the OEIG that she only conducted two interviews that day.

[Redacted] signature also appeared on some documents from [Bennett's son's] registration packet, namely [redacted] Authorization for Release of Information/Medical waiver form and his Request for Release of Information to the Illinois State Police form. [Redacted] stated that these signatures were not hers, and denied witnessing either form. [Redacted] explained that she only does *Rutan* interviews and that she has never signed these forms in the past. She added that should she encounter an unsigned form, she would not sign her name, but would give it to a supervisor. [Redacted] told the OEIG that she never gave anyone permission to sign her name.

As the testing coordinator, Bennett's signature appears on four other examined candidates' Interview and Hiring Questionnaire forms. However, Bennett's signature on [the son's] score tally was missing. She explained to the OEIG that she never received the folder back, from the interviewers at MDC and that the tally is completed in Springfield at the DHS office. When asked to explain the other hiring/registration documents' inconsistencies, Bennett said that employees often fill in blanks on forms that other employees forgot to complete.

Bennett stated that “some employee” must have signed [redacted] names for them. Bennett said that she did not know who checked [the son’s] registration documentation, but that if [redacted] completed registration with [the son], then her signature should be on these documents. She also could not explain why the files suggested that [redacted] conducted three *Rutan* interviews when both [redacted] and the interview roster indicated that she did only two interviews.

When asked to explain [redacted] signature on the registration documents, Bennett said that while these forms are usually signed at registration check-in, they are often forgotten. She also said that the *Rutan* interviewer sometimes checks the registration forms to ensure they are properly signed. When reminded of the fact that problems with the registration documentation are addressed during the working lunch before the interview, Bennett then said that the documentation should be examined prior to the interview. Bennett stated that she did not know who conducted the *Rutan* interview with [the son]. When Bennett was told that [redacted] conducted the interview, but never signed registration documents, Bennett said that she had “no idea” why [redacted] name appeared on the waiver and release forms.

Bennett denied signing [redacted] names to these documents. She could not explain why only [the son’s] paperwork, out of the thirty-four files returned to DHS, contained inconsistencies. Bennett also acknowledged that [the son’s] name did not appear on the interview roster. Bennett offered as an explanation that he probably “just got missed” in the hectic atmosphere of the command center.

Other Inconsistencies

When the OEIG interviewed [Bennett’s son], he first said that he completed all the paperwork for the testing, but then later said that he only signed it; Bennett admitted to the OEIG that she completed [the son’s] application documents for him after asking him the questions and writing down his responses. [The son] said that he brought a resume-like document to the testing and did not recall completing the application.

Bennett insisted that [the son] was at the testing site, and offered as proof appearance of his signature in the “sign in book” at the MDC that day. [Redacted] said that the documents indicated that [the son] was the first person to sign in, which, according to [redacted], would have been at about 7:00 a.m. [The son] told the OEIG that he did not arrive at the site too early in the morning, not “at the crack of dawn.”

When the OEIG questioned [redacted] regarding the details of the testing/interview process, he was unable to recall where the training took place and could not name either the MDC or the city in which it is located. At the beginning of the interview, [the son] said he rode there with his mother and spent the night in the hotel with her, but then changed his answer and said that he drove his own car to the site on the day of the test. He could not recall whether they stayed in a hotel before or after the test. Bennett later clarified that he had followed her in his car and he spent the night in the hotel with her before the training. Bennett explained that [the son] initially lied because he was afraid of getting her in trouble.

When asked about the testing process, [the son] said that in the physical exam he had to “move things” and in the video portion he just had to write down what he saw. He also recalled writing spelling corrections, but could not identify the portion of the test in which this occurred. [the son] said that these were the only tests he took and did not remember taking the first written test. He could not recall whether he was interviewed, despite being asked many times. Bennett later said that [the son] knew he was interviewed and did not know why he would say otherwise. She added that [the son] went through the process like everyone else and scored highly on the interview segment.

ANALYSIS

Fabricated Documentation

The DHS Employee Handbook (Handbook) bans nepotism, stating that it is impermissible to exhibit favoritism towards relatives when filling vacancies.² It also requires that candidates must be deemed qualified before they are interviewed and later hired.³ The Handbook requires employees to conduct themselves in a professional manner that will not damage the public trust, and prohibits employees from participating in fraud, dishonesty, or misrepresentation.⁴ Also, DHS employees who use their job to engage in unlawful actions may be guilty of administrative malfeasance.⁵ The Handbook also states that failure to follow DHS rules and policies may result in disciplinary action.⁶

The OEIG concludes that Bennett fabricated at least five different documents using her position as testing coordinator in an attempt to obtain employment for her son as a Mental Health Technician Trainee.⁷ First, [redacted] deny that the signatures on [the son’s] documents are theirs. Neither [redacted] have a reason to lie about witnessing [the son’s] documents. When compared with their authentic signatures, the signatures on [redacted] documents are obviously different. Bennett could not explain how [redacted] signatures appeared on the documents, other than “someone” must have signed it for them. Because Bennett’s office distributes the registration materials and brings the testing documents to and from the testing session, Bennett’s position as testing coordinator easily provided her with the opportunity to obtain blank forms and complete them to make them appear genuine.

² DHS Employee Handbook, Section II-4, “Nepotism”: “...favoritism will not be applied to a relative in filling vacancies...”

³ DHS Employee Handbook, Section II-4, “Interviewing Process”: “Candidates must be deemed qualified for the vacancy before being afforded an opportunity to interview.”

⁴ DHS Employee Handbook, Section V-1, “Employee Personal Conduct”: “An employee holds a position of public trust...An employee shall not participate in or condone fraud, dishonesty, or misrepresentation in the performance of duties.”

⁵ DHS Employee Handbook, Section V-2, “Performance of Duties”: “Employees who willfully...misuse their position...or perform other unlawful actions, may be guilty of administrative malfeasance.”

⁶ DHS Employee Handbook, Section II-6, “Discipline”: “Failure to follow the rules and regulations of DHS...may result in disciplinary action.”

⁷ Registration/Witness Document Check-Off; Request for Release of Information to the Illinois State Police; Authorization for Release of Information and Medical Waiver of Liability; Candidate Evaluation Form; Interview Questionnaire and Hiring Criteria form.

Additionally, [redacted] "signature" appeared on documents that she does not sign as a *Rutan* interviewer; the signature on the Request for Release of Information to the Illinois State Police and Authorization for Release of Information and Medical Waiver of Liability forms should have been [redacted]. Bennett stated that this is common practice whenever an employee forgets to sign forms. However, if [redacted] signature was missing, it would have been addressed at the working lunch, not at the *Rutan* interview. [Redacted] also said that it is highly unusual for more than one DHS employee's name to appear on a candidate's registration documents. Additionally, both [redacted] said that they did not give anyone permission to sign their names.

[Redacted] denied that she interviewed [the son]; she said that she interviewed two, not three, people that day. The interview roster listed only two people as being interviewed by [redacted] that day, which supports [redacted] statement and the conclusion that Bennett fabricated the documents. Bennett insisted that [redacted] signed in that day, but if he had, his name should have been on the interview roster. Each interviewer "checks out" a candidate's file at the time of the interview, and indicates that they have done so by crossing the name off the roster; if [the son] had been interviewed, his name would have been on the roster and crossed off. It is also significant that there were several inconsistencies *only* in [the son's] file, further indicating that [the son] was not at the testing center that day and that his documentation was fabricated. It is unrealistic to conclude that the testing process' system of checks accidentally failed so many times in only one candidate's situation.

The conclusion that [the son] was absent is also supported by the fact that he was unable to remember substantial elements of the testing process. He could not recall whether he was interviewed, despite having scored so well as to place him into the top four candidates. He could not recall most elements of the physical test. While he could recall some basics about the video observation exam, Bennett easily could have given the details to him. He stated that he wrote down spelling errors at one point, however, the test was a fill-in-the-bubble type of exam. Also, based upon Bennett's previous statement to [redacted] that [the son] had a learning disability that would prevent him from passing an easier version of the testing, [the son's] high score on a more difficult testing process is very unlikely. As the testing coordinator, Bennett was in the perfect position to create the registration and interview documents to make it appear as if [the son] were at the test.

Based upon the evidence uncovered, the allegation that Bennett fabricated documents to make [the son] appear to be a qualified candidate is **FOUNDED**. Bennett violated many DHS policies in the process. First, she performed an act of misrepresentation by creating these documents to make [the son] appear qualified when he was not. Her actions had the potential to cause harm to both the State and disabled people who require the Mental Health Technician Trainee's services. Second, she impermissibly engaged in an act of nepotism when she unfairly favored her son over other candidates. Third, Bennett abused her job's power as the testing coordinator to make it appear as if her son was a well-qualified applicant. Similarly, DHS policy requires that employees be deemed qualified before they are interviewed and hired; this did not occur because Bennett circumvented the entire process that would lead to an interview.

The *Rutan* Interview Process

Under *Rutan v. Republican Party of Illinois*,⁸ all state hiring decisions have to be made without any consideration of an applicant's political affiliation or support. After *Rutan*, Illinois governors issued several Executive Orders,⁹ requiring hiring into *Rutan* covered positions follow appropriate guidelines (including an interview) to ensure that hiring is merit based rather than politically based. CMS has summarized these Orders' requirements under its Interview and Selection Criteria and Techniques Guidelines Manual (CMS Hiring Manual). DHS Administrative Directive 01.02.01.040 requires these Administrative Orders be followed and outlines the basic hiring process for DHS including the completion of the Candidate Evaluation and Employment Decision Forms and states that "[i]t is the policy of the Department [DHS] . . . to employ qualified personnel." When Bennett fabricated these documents to make it appear as [redacted] went through the testing process, she impermissibly circumvented the *Rutan* interview regulations.

The OEIG concludes that Bennett fabricated the documents indicating that [the son] completed a *Rutan* interview. However, there was no evidence that Bennett's motivation was politically based and thus, no *Rutan* violation took place. Conversely, Bennett did violate the precept that all *Rutan* interviews/hires are to be merit based and thwarted the merit based hiring process which could have led to the employment of an unqualified person. Therefore, the allegation that by falsifying and/or creating various documents to obtain employment for her son, Bennett violated various technical requirements imposed by CMS and DHS, as well as, the Administrative Orders upon which they are based, regarding the proper process and documentation for *Rutan* covered interviews, in violation of DHS Administrative Directive 01.02.01.040, is **FOUNDED**.

CONCLUSION AND RECOMMENDATIONS

Following due investigation, the OEIG issues these findings:

- **FOUNDED** – Bennett falsified and/or created several documents to ensure her son, [redacted], would receive a high score in the testing process for the Mental Health Technician Trainee position, which violated DHS policies relevant to: the Interviewing Process, Nepotism, Employee Personal Conduct, and Performance of Duties.
- **FOUNDED** – Bennett fabricated various documents that are required in a *Rutan* interview process, thereby thwarting the merit based hiring process in violation of DHS Administrative Directive 01.02.01.040

Based upon the evidence, the OEIG recommends that Deborah Bennett be discharged with no right to reinstatement with any state agency, or face such other discipline as is commensurate with the extremely serious and apparently illegal nature of her misconduct and violations, to wit, her role in abusing her falsifying documents to make her son seem qualified for the mental health technician trainee position. Moreover, any separation agreement reached

⁸ *Rutan v. Republican Party of Illinois*, 497 U.S. 62 (1990).

⁹ Administrative Order 1 (1990), Administrative Order 2 (1990), Administrative Order 1 (1991)

with Deborah Bennett should state that she agrees “never to apply for, nor to accept, employment with the State.”

The OEIG further recommends that this case be referred to the Illinois Attorney General for possible criminal prosecution.

No further investigative action is warranted and this case is considered closed.



Pat Quinn, Governor

Grace Hong Duffin, Acting Secretary

100 South Grand Avenue, East • Springfield, Illinois 62762
401 South Clinton Street • Chicago, Illinois 60607

September 3, 2010

Mr. James A. Wright
Executive Inspector General
Office of the Executive Inspector General
For the Agencies of the Illinois Governor
32 West Randolph Street, Suite 1900
Chicago, Illinois 60601

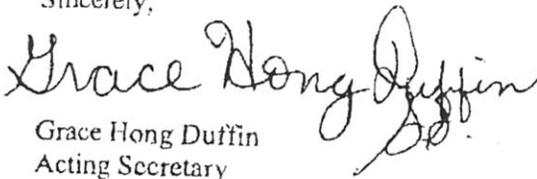
RE: OEIG Complaint No: 09-00672

Dear Inspector General Wright:

Reference is hereby made to OEIG Complaint No. 09-00672 wherein Deborah Bennett, Human Resource Specialist with the Office of Human Resources, allegedly falsified and/or created several documents to ensure that her son would receive a high score during the testing for a position at DHS. In addition, Ms. Bennett fabricated various documents that are required in the Rutan interview process. The OEIG has concluded that these allegations are **FOUNDED**.

Under the terms of the collective bargaining agreement, the required pre-disciplinary meeting is scheduled for September 1, 2010 at 9:00 a.m. At this meeting, Ms. Bennett will be informed that the Department is considering discipline for the issues raised in the OEIG investigatory report. Then, she will be given an appropriate amount of time to file a rebuttal to those charges. Ms. Bennett will also be told that she will be placed on paid Administrative Leave through the period allowed for rebuttal. The Department will consider the rebuttal, if any, and determine the most appropriate level of discipline. Once the rebuttal process has concluded your office will receive an update.

Sincerely,


Grace Hong Duffin
Acting Secretary



Pat Quinn, Governor

Grace Hong Duffin, Acting Secretary

100 South Grand Avenue, East • Springfield, Illinois 62762
401 South Clinton Street • Chicago, Illinois 60607

October 21, 2010

Mr. Ricardo Meza
Acting Executive Inspector General
Office of the Executive Inspector General
For the Agencies of the Illinois Governor
32 West Randolph Street, Suite 1900
Chicago, Illinois 60601

RE: OEIG Complaint No: 09-00672

Dear Inspector General Meza:

A pre-disciplinary meeting was held with Deborah Bennett (Bennett) on September 1, 2010 to inform the employee that the Department was considering disciplinary action based on the OEIG Final Report (09-00672). The employee was given until September 9, 2010 to file a rebuttal. Rebuttal was filed on September 9, 2010 and stated in part: "Ms Bennett wishes to resign from her Human Resource Specialist position with DHS prior to any disciplinary actions being imposed. . . . agreeing never to apply for a DHS position. . . ." (attached). DHS accepted Bennett's resignation (attached) effective close of business September 10, 2010. Ms Bennett's resignation will be coded with no reemployment/reinstatement rights. Therefore, DHS respectfully requests that your office close this case.

Sincerely,

[redacted]

Grace Hong Duffin
Acting Secretary

September 9, 2010

This rebuttal is in response to a Pre-Disciplinary meeting held on September 1, 2010 for Deborah Bennett at 822 S College. Present at that meeting were Joan Bortolon (Assistant OHR Director), Deanna Bandy (Assistant Bureau Chief), Deborah Bennett (Union Member) and Dena McGill (Local 2600 Steward).

Ms Bennett wishes to resign from her Human Resource Specialist position with DHS prior to any disciplinary actions being imposed. Ms Bennett has been an employee of DHS (formerly Public Aid) for 23 years of her state service. Ms Bennett is not eligible for retirement at this time. Ms Bennett, up to this date, has never received any type of disciplinary action nor has she been on any type of suspension/unpaid leave.

Ms Bennett hopes that by resigning her current DHS position as a Human Resource Specialist and agreeing never to apply for a DHS position that she will be able to protect her current/future retirement salary. The Union shall ask for mercy in hopes this resignation will clear her of any negative actions Administration may be considering.

In Solidarity,

Dena McGill
AFSCME Local 2600 Steward

09-00672

9/10/10

I, Deborah Bennett, wish to resign my position from DHS as a Human Resource Specialist. Please let this serve as my official notice and mail any documentation to my home address at [redacted].

Sincerely,

[redacted]

Deborah Bennett



OFFICE OF EXECUTIVE INSPECTOR GENERAL
FOR THE AGENCIES OF THE ILLINOIS GOVERNOR

PAT QUINN
GOVERNOR

32 WEST RANDOLPH STREET, SUITE 1900
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RICARDO MEZA
ACTING EXECUTIVE INSPECTOR GENERAL

CONFIDENTIAL

September 28, 2010

Acting Secretary Grace Hong Duffin
Illinois Department of Human Services
401 South Clinton Street, 7th Floor
Chicago, IL 60607-3800

**Re: OEIG Case No. 09-00672 – INFORMATION REQUEST
RESPONSE REQUIRED**

Dear Acting Secretary Hong Duffin:

The Department of Human Services (DHS) responded September 3, 2010, to the Office of the Executive Inspector General's (OEIG) letter regarding the above-referenced case. In the response you stated that DHS would like additional time to respond regarding the OEIGG's recommendation to discharge Deborah Bennett as the disciplinary process has been initiated, but has not yet concluded.

Accordingly, the OEIG asks that within twenty (20) days of receipt of this letter, that DHS append its response, indicating what action you have taken to address all recommendations made relative to this investigation, including any disciplinary action imposed. In all correspondence concerning this matter, please be sure to reference **OEIG Case No. 09-00672**.

Thank you for your cooperation. If you have any questions regarding this matter or otherwise require further assistance, please do not hesitate to contact Deputy Inspector General Deborah Ellis at 312-814-5600.

Sincerely,

[redacted]

Ricardo Meza

Acting Executive Inspector General