



# Illinois Ethics Matters

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*Honesty, Integrity, Service*

A newsletter from the Office of Executive Inspector General for the Agencies  
of the Illinois Governor

## Office of Executive Inspector General

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Employment  
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Projects

**Angela Luning**  
Deputy Inspector  
General & Acting  
Chief of Springfield  
Division

**Claudia P. Ortega**  
Chief Administrative  
Officer

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

**Springfield Office:**  
607 E. Adams St.  
14<sup>th</sup> Floor  
Springfield, IL 62701  
(217) 558-5600

**Hotline:**  
(866) 814-1113

**TTY:**  
(888) 261-2734

## Recent News

- In addition to the reports discussed below, another OEIG investigative report was publicly released – [In re: Kevin Cook and Robert Delosrios \(OEIG Case #17-00062\)](#) – involving timekeeping violations at the Chicago Transit Authority.

## OEIG Hiring Investigations

In OEIG Case #19-02266, the OEIG investigated whether the Illinois Department of Human Services (DHS) retained a contract employee for improper political reasons or in a manner that otherwise violated merit-based employment procedures, after learning that the agency canceled a competitive hiring sequence for its Employment First Coordinator position and instead awarded a Personal Services Contract (PSC) covering many of the same duties.

Although the OEIG did not find evidence that political factors motivated the hire of the contract employee, the OEIG found that the former DHS Human Resources Director mismanaged the process that led to execution of the PSC, concluding that he disregarded relevant PSC guidelines, failed to properly relay or advise DHS administration regarding appropriate hiring procedures, and ignored guidance or failed to seek clarification in areas of uncertainty and confusion.

In addition, the OEIG learned that no division at DHS took full accountability for knowing PSC policies or ensuring policies are properly followed, and that even though DHS awarded or renewed a number of PSCs each year, the agency did not follow established procedures for evaluating PSC employees prior to renewal and did not maintain Human Resources files for them.

In response to the OEIG’s report, DHS issued a written reprimand to the employee and hired a new Human Resources Director. DHS also reported that it had taken steps to centralize oversight of the PSC process, implement a hierarchy for PSC hiring decisions, reduce their overall use, develop written policies, create a uniform tracking mechanism, and increase support and oversight for the Office of Human Resources. The published report, [In re: G. Scott Viniard \(OEIG Case #19-02266\)](#), is available on the OEIG website.

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In another case involving hiring procedures, OEIG Case #18-01651, the OEIG investigated allegations that an Illinois Department of Natural Resources (IDNR) employee manipulated the hiring process for a family member. The investigation revealed that the employee made no effort to recuse himself from the process, and his involvement, at a minimum, created the appearance of giving preferential treatment. The employee also directly supervised the family member after his hire in violation of IDNR’s conflict of interest and nepotism policies, and Executive Order 18-12.

In response to the OEIG’s report, IDNR suspended the employee for one day, and stated that it would review the relevant organizational chart to ensure he would not directly supervise his family member. The published report, [In re: William “Bill” Patterson and Thomas Benner \(OEIG Case #18-01651\)](#), is available on the OEIG website.