

Illinois Law Enforcement Training and Standards Board



Affirmative Action Plan

Fiscal Year 2027

Governor - JB Pritzker

Executive Director - Keith A. Calloway

ILETSB
Affirmative Action Plan FY2027
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SECTION ONE

**Equal Employment Opportunity
& Affirmative Action
Program Certification**

AGENCY: Illinois Law Enforcement Training and Standards Board

MAIN ADDRESS: 500 South Ninth Street, Springfield, IL 62701

TELEPHONE NUMBER: 217-782-4540
TTY: 866-740-3933

WEBSITE: www.ptb.illinois.gov

CHIEF EXECUTIVE OFFICER: Keith A. Calloway

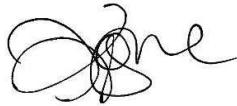
EEO/AA OFFICER: Kenley M. Cowgill

ADA COORDINATOR: Kenley M. Cowgill

This is to certify that the attached document represents the Equal Employment Opportunity/Affirmative Action Program for this agency.



Keith A. Calloway Chief Executive Officer August 31, 2026
Date



Kenley M. Cowgill EEO/AA Officer August 31, 2026
ADA Coordinator Date

Equal Employment Opportunity & Affirmative Action Policy Statement of the Executive Director

The Law Enforcement Training and Standards Board is committed to equal employment opportunity and affirmative action in both the operation and through the vast number of programs offered. This Affirmative Action plan is endorsed by the actual members of the Board as well as the Executive Director.

Mrs. Kenley M. Cowgill is the Equal Employment Opportunity Officer. As such, Mrs. Cowgill is responsible for implementation and enforcement of this plan from the Executive Director down through all employees, including supervisory personnel. The Board strives to ensure that all employees are aware of equal employment opportunity policies and the importance of complying with this plan.

- All decisions regarding recruitment, hiring, training, promotion, layoff and awarding of benefits will be made without regard to the following bases: including but not limited to race, color, religion, sex, sexual orientation, national origin, ancestry, citizenship status, disability, age, order of protection status, marital status, pregnancy, arrest record, military status, including veteran status, and unfavorable discharge from military service.
- The agency will reasonably accommodate pregnant employees as required by the law (PA 98-1050; Illinois Human Rights Act 775 ILCS 5/1 et. seq).
- A commitment to undertaking affirmative action to correct the underutilization of women, minorities, and people with disabilities in all levels of employment.
- The Board is committed to implementing sexual harassment prevention and other harassment prevention policies and programs.
- The agency is committed to advancing a culture of diversity, equity, inclusion, and accessibility by creating and maintaining an environment in which individual differences are valued, diverse viewpoints are considered, and contributions of all the agency's workforce are recognized; and instituting programs that recognize the value of diverse voices.
- The agency is committed to meaningful action to institute the principles of diversity, equity, inclusion, and accessibility through identifying and addressing bias, discrimination, and microaggressions when they occur.
- The agency is committed to diversity, equity, inclusion, and accessibility through a thorough consideration of equitable implications of all policies, procedures, and practices as they are created and perennially reviewed.
- The support and commitment to affirmative action is expected of all executive, managerial, and supervisory staff in implementing the Board's Affirmative Action plan.

Employees who feel they are not being duly utilized, or believe they have been discriminated against, are encouraged to file a complaint. Those who file complaints may do so without fear of retaliation.

Equal employment opportunity and affirmative action are both essential. The Board is committed to both and will work closely with the necessary federal, state, and local agencies in order to comply with this equal employment opportunity/affirmative action plan and established equal employment opportunity/affirmative action rules.

A handwritten signature in black ink, appearing to read 'K. Calloway', written over a horizontal line.

Keith A. Calloway
Executive Director
August 31, 2026

Agency Profile

Mission:

It is the mission of the Illinois Law Enforcement Training and Standards Board to encourage and aid municipalities, counties, special districts, universities, colleges, State agencies, and other local governmental agencies of this State in their efforts to raise the level of law enforcement professionalism by upgrading and maintaining a high level of training and standards for law enforcement officers, county corrections officers, court security officers, sheriffs, chiefs, and law enforcement support personnel under the Illinois Police Training Act. 50 ILCS 705. It is the responsibility of the Board to ensure the required participation of the pertinent local governmental units in the programs established under the Act, to set standards, develop and provide quality training and education, and to aid in the establishment of adequate training facilities.

Composition:

The Board consists of 18 members who represent a broad range of perspectives within the law enforcement community. Six members serve by virtue of their positions (ex officio), while the remaining 12 members are appointed by the Governor to staggered three-year terms. All Board positions are currently filled. The Board conducts regular quarterly meetings, as required, at locations throughout the state. The Curriculum and School Standards Advisory Committee and the Finance and Legislative Committee typically meet on a quarterly basis but are required to convene at least once every six months. Special meetings may be called by the Chair as needed to solicit input, address emerging issues, and discuss matters requiring Board consideration.

Functional Overview:

To implement the mission and the statutory charges of the Illinois Police Training Act, the provisions in the Act are designed to ensure that all officers are free from disqualifying characteristics and criminal activity - and have demonstrated the requisite level of proficiency to serve the public's interest. The Board conducts background checks, reviews prior employment histories, and administers certification exams before an officer may be placed into service and investigates misconduct that may result in an officer's decertification.

Professional Standards:

Law enforcement officers, full-time county corrections officers, and court security officers must complete a basic training course before they may take the state certification examination. For law enforcement officers, this course consists of 640 hours of training in over 80 topical areas. This course combines traditional classroom learning with hands on, scenario-based training to meet the statutory mandates of the Illinois Police Training Act.

Training Standards:

To ensure that all officers remain up to date on national trends and best practices, thousands of classes are certified by the Board and made available through regional Mobile Team In-Service Units (MTUs), the Executive Institute, local agencies, and private vendors. These trainings meet several topical statutory mandates and incorporate practical scenarios so that officers remain proficient in basic skill sets and up to date on evolving standards of performance. While some courses are now offered on-line, the vast majority of approved trainings are conducted at thirteen regional MTUs throughout the state with the input and direction of local advisory boards. Through state appropriations, the Board covers much of the local training expenses associated with both basic and in-service trainings in an effort to reduce financial obstacles and encourage training at all levels.

Misconduct and Decertification:

In addition to improving training standards and opportunities, the Board also maintains a high standard of conduct for officers within Illinois. Any officer who is convicted, as defined in the Act, of a felony or disqualifying misdemeanor effecting public trust is subject to non-discretionary decertification; that could lead to prohibition from future service within Illinois (and reported to the federal decertification index). Additionally, any allegation received by the Board for misconduct is reviewed to determine if the officer should be suspended or discretionarily decertified.

Operational Overview:

The date, the Board currently has 59 employees. The Board maintains offices in Chicago and Springfield. The Board's field investigators conduct compliance verification and officer investigations based on nine regional divisions of the state. Under the SAFE-T Act, the Board's duties have significantly expanded, and the approved headcount for FY27 is 74, with a goal headcount of 86 by the end of the expansion project.

Identification and Duties of the Equal Employment Opportunity & Affirmative Action Officer

ILETSB's EEO & Affirmative Action Officer:

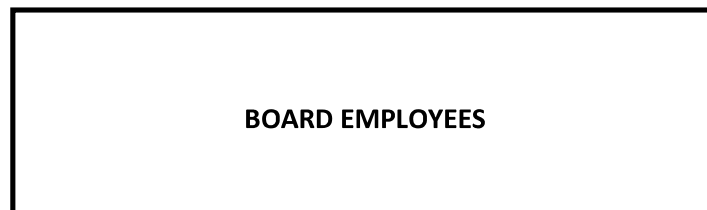
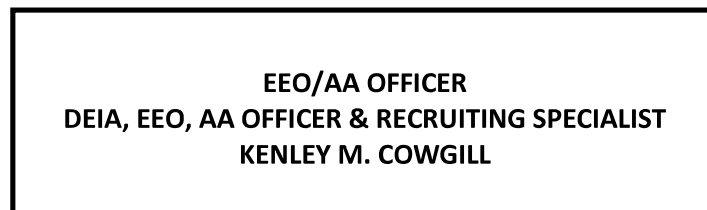
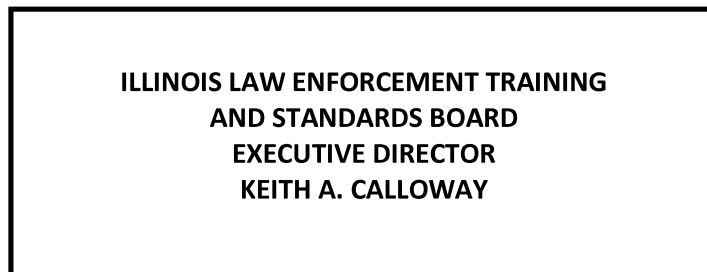
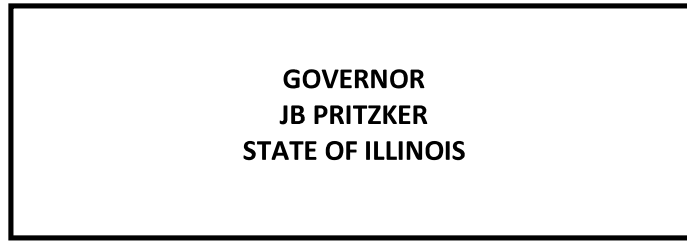
Mrs. Kenley M. Cowgill
DEIA, EEO, AA Officer & Recruiting Specialist
500 South 9th Street
Springfield, IL 62701
Phone: 217-606-9192
TDD: 866-740-3933

The Duties of the Board's EEO Officer, relative to Affirmative Action are as follows:

- To develop the agency's affirmative action plan, goals and objectives;
- To assist in identifying and solving EEO problems;
- To design and implement internal reporting systems for measuring the effectiveness of agency programs indicating need for remedial action, and determining the degree to which the agency's goals and objectives have been attained;
- To serve as liaison between the agency and EEO enforcement authorities;
- To serve as liaison between the agency, women, minorities, and disability organizations;
- To inform management of developments in the EEO field;
- To assist in the evaluation of employees and job applicants so that women, minorities, and disabled persons are given equal employment opportunity;
- To regularly confer with managers, supervisors, and employees to assure that the agency's EEO policies are observed;
- To advise managers and supervisors if employment practices comply with the Act;
- To report to the Department of Human Rights all internal and external complaints of discrimination against the agency;
- To assist in the investigation of internal and external complaints of discrimination as specified in Section 2520.790 (a & b) of the Human Rights Act;
- At the request of the Executive Director, to direct agency staff in taking appropriate action to correct discriminatory practices identified by the Department of Human Rights and report to the Executive Director on the progress of actions taken;

- In conjunction with the filing of quarterly reports, to submit recommendations to the Executive Director and the Department of Human Rights for improvements to the agency's Affirmative Action Plan;
- To immediately notify the Executive Director and the Department of Human Rights when unable to resolve employment practices or conditions which have, or tend to have, disparate impact on women, minorities, or people with disabilities;
- If the agency is in noncompliance, as described in Section 2520.795 (c) (2) (3) of the Human Rights Act, to work with Central Management Services to develop programs for the preparation and promotion of the affirmative action group in question.
- Report on and/or analyze layoff reports, reorganization reports, hiring and promotion monitors, and exit questionnaires;
- Evaluate tests, employment policies, practices, and reporting to the Executive Director, any such policies, practices, and evaluation mechanisms that have adverse impact on women, minorities, and people with disabilities;
- Assist in the recruitment of minorities, women, and people with disabilities;
- Provide counseling for any aggrieved employee or applicant for employment who believes that he or she has been discriminated against because of including but not limited to race, color, religion, sex, sexual orientation, national origin, ancestry, age, order of protection status, marital status, arrest record, military status, unfavorable discharge from military service, citizenship status, and disability.

Organizational Chart





Illinois Law Enforcement Training & Standards Board

Organizational Chart

08/20/26 Update

FY27 Hiring Plan
FY28 Hiring Plan

ADMINISTRATION DIVISION - 22137

Executive Director

SPSA Option 7 4d3 EX000 (Sang) (Revolving Door) FLSA Exempt
40070-50-88-000-00-01 * 90670547 – BB/50/5 – EEO1
Keith A. Calloway - 10086492

Confidential Secretary - Sangamon

Private Secretary II – 4d1 GB000 FLSA Exempt
34202-50-88-000-10-01 * 90670539 – MS/18/4 – EEO5
Michelle Mlinar - 10111629

Legislative Liaison

SPSA Opt 1 TA000 (Sang) FLSA Exempt
40070 – BB/50/5 – EEO1
To be Established & Filled in FY28

Chief Legal Counsel

PSA Opt 8L 4d3 EX000 (Sang) (Revolving Door) FLSA Exempt
37015-50-88-000-01-01 * 90670542 – BB/40/5 – EEO1
John Keigher - 10086809

PSC: Chicago PD Special Project (Contractual)

Position 90706298 – AI=Yes - Non-Code – 10000 – Hourly/
Intermittent/12-months – Status T
Jeffrey Chapman – 10/1/25

Confidential Secretary - Cook

Private Secretary II – 4d1 GB000 FLSA Exempt
34202-50-88-000-10-02 * 90670540 – MS/18/4 – EEO5
Lolita Newell - 20008193

THIS DOCUMENT IS CONFIDENTIAL – PROPRIETARY & PRE-DECISIONAL *do not share or disseminate*

- All FY27 & FY28 planned positions and
organizational changes are based on approved budget
and headcount figures.
- Positions to be filled in FY27 have been adjusted down
based upon GOMB's approved headcount of 74, a change
from the 86 we requested for FY27.

All plans subject to change.

Deputy Director of Training

SPSA Opt 7 4d3 EX000 (Sang) (Revolving Door) FLSA Exempt
40070-50-88-200-00-01 * 90670553 – BB/50/5 – EEO1
Cherrylynn Williams - 10178966

Confidential Assistant

PSA Opt 1 4d1 GB000 (Cook) FLSA Exempt
37015-50-88-000-10-01 * 90670543 – BB/40/5 – EEO1
Vacant - Director's Selection

Associate Director of Information Services

SPSA Opt 3 4d3 EX000 (Sang) (Revolving Door) FLSA Exempt
40070-50-88-140-00-01 * 90670552 – BB/50/5 – EEO1
Kelton Ingram - 10067143

Deputy Director of Professional Standards

SPSA Opt 7 4d3 EX000 (Sang) (Revolving Door) FLSA Exempt
40070-50-88-000-01-03 * 90670548 – BB/50/5 – EEO1
Anthony Cobb - 10175542

Deputy Director of Operations

SPSA Opt 1 4d3 EX000 (Sang) (Revolving Door) FLSA Exempt
40070-50-88-100-00-01 * 90670549 – BB/50/5 – EEO1
Jennifer Wooldridge - 10014798

Dark Blue Positions are Leadership.

Medium Blue Positions are non-union Supervisors.

Medium Teal Positions are non-union non-supervisors

Medium Green Positions are union supervisors/lead workers.

Unless otherwise specified, all positions are permanent full-time salaried.
Positions listed with no Position Number are not yet created.
Anticipated Fiscal Year of Posting has been noted.

ILETSB Office Locations:

Main Office (Sangamon)
500 S. 9th St.

Springfield, IL 62701 (55206)

&

Chicago Office (Cook)

2020 W. Roosevelt Road
Chicago, IL 60608 (53157)

See additional pages for Breakdowns within Divisions, Sections, & Units

ADMINISTRATION DIVISION - 22137

Information Technology (IT) Section - 36719

Associate Director of Information Services

SPSA Opt 3 4d3 EX000 (Sang) (Revolving Door) FLSA Exempt
40070-50-88-140-00-01 * 90670552- BB/50/5 - EEO1

Kelton Ingram - 10067143

Systems Administrator

ISA II Opt S RC-63 (Sang) Paygrade 23 FLSA Exempt
21166-50-88-140-11-03 * 90670531 - EEO2

Kortenay Templeton - KTEMPLET

Assistant to the Associate Director of Information Services

SPSA Opt 1 TA000 (Sang) FLSA Exempt
90705068 - BB/50/5 - EEO1

Keith D. Wallace - 20012170

Application Solution Architect

ISA III Opt M RC-63 (Sang) Paygrade 25 FLSA Exempt
21167-50-88-140-11-01 * 90670533 - EEO2

Andrew Oldfield - 10020881

Network Administrator

ISA II Opt N (Sang) RC-63 Paygrade 23 FLSA Exempt
21166-50-88-140-11-04 * 90670532 - EEO2

Jason Wolfe - 10111802

Network Specialist

ISA III Opt N RC-63 (Sang) Paygrade 25 FLSA Exempt
TBA - EEO2

To be Established & Filled in FY28

Web Application Developer

ISA II Opt W RC-63 (Sang) Paygrade 23 FLSA Exempt
21166-50-88-140-11-02 * 90670530 - EEO2

Travis Mansholt - 20002277

Tech Support Specialist

ISS I Opt M RC-63 (Sang) Paygrade 17 FLSA nonexempt
90705072- EEO2 A/I - Yes

Aduragbemi Oladapo - 20012994

Website Developer

ISA II Opt W RC-63 (Sang) Paygrade 23 FLSA Exempt
TBA - EEO2

To be Established & Filled in FY28

Tech Support Specialist

ISS I Opt M RC-63 (Sang) Paygrade 17 FLSA nonexempt
90705072- EEO2 A/I - Yes

Collin Steele - 20012993

ADMINISTRATION DIVISION - 22137

Legal Section - 36716

Chief Legal Counsel

PSA Opt 8L 4d3 EX000 (Sang) (Revolving Door) FLSA Exempt
37015-50-88-000-01-01 * 90670542 – BB/40/5 – EEO1
John Keigher - 10086809

New Development: Process to reallocate Chief Legal Counsel as SPSA, rather than PSA began on May 28, 2026.

Operations Counsel & Ethics Officer

PSA Opt 8L 4d5 GB063 (Sang) (Revolving Door)
FLSA Exempt
37015-50-88-010-00-01 * 90670544 – BB/40/5 – EEO1
Andrew Janetzke - 10137106

Assistant General Legal Counsel

PSA Opt 8L 4d5 CF-010 (Sang) (Revolving Door)
FLSA Exempt
37015-50-88-010-00-02 * 90694640 – BB/40/5 – EEO1
Anticipated Ready to Fill September 2026

Chief Certification Counsel

PSA Opt 8L 4d5 MG-010 (Sang) (Revolving Door)
FLSA Exempt
37015-50-88-010-00-03 * 90694862 – BB/40/5 – EEO1
Patrick Hahn - 10050341

FOIA & Records Section – 36718

FOIA Officer & Records Retention Manager

Executive II RC-62 Paygrade 20 (Sang)
FLSA Exempt
13852-50-88-120-00-01 * 90670527 - EEO2
Porcia Sledge - 10093475

FOIA & Records Assistant

Admin Asst I RC-28 Paygrade 17 (Sang)
FLSA nonexempt
00501 * Pending – EEO2
To be Established & Filled in FY28

Agency Curriculum & Testing Counsel

PSA Opt 8L 4d5 TBA (Sang) FLSA Exempt
37015-50-88-010-00-06 * 90707157 – BB/40/5 – EEO1
Anticipated Ready to Fill September 2026

Assistant Certification Counsel - Sangamon

PSA Opt 8L 4d5 RC-010 Paygrade 24 FLSA Exempt
37015-50-88-010-00-04 * 90695186 – EEO1
Nicholas Kondelis – 10041994

Legal Administrative Assistant

Admin Asst I RC-28 Paygrade 17 (Sang) FLSA nonexempt
00501-50-88-010-00-01 * 90670521 – EEO2
Lydia J. Schillinger – 20013018

Assistant Certification Counsel - Cook

PSA Opt 8L 4d5 RC-010 Paygrade 24 FLSA Exempt
37015-50-88-010-00-05 * 90695182 – EEO1
Jae Kwon – 20007679

PSC: Administrative Law Judge (Contractual)

Position 90705987 – AI=Yes - Non-Code – 10000 – Hourly/
Intermittent/12-months – Status T
Audriana Anderson – 2/1/26 – Cycle A

PSC: Administrative Law Judge (Contractual)

Position 90705987 – AI=Yes - Non-Code – 10000 – Hourly/
Intermittent/12-months – Status T
David Herman – 2/25/26 – Cycle B

PSC: Administrative Law Judge (Contractual)

Position 90705987 – AI=Yes - Non-Code – 10000 – Hourly/
Intermittent/12-months – Status T
John Hosteny – 2/1/26 – Cycle C

OPERATIONS DIVISION - 22138

Deputy Director of Operations

SPSA Opt 1 4d3 EX000 (Sang) (Revolving Door)
FLSA Exempt
40070-50-88-100-00-01 * 90670549 – BB/50/5 – EEO1
Jennifer Wooldridge - 10014798

Operations Assistant & Travel Coordinator

Admin Asst I RC-28 Paygrade 17 (Sang)
FLSA nonexempt
00501-50-88-100-11-01 * 90688191 – EEO2
Sheryl Lloyd - 10143028

PSC: Statewide Mental Health Coordinator (Contractual)

Position 90706286
AI=Yes - Non-Code – 10000 – Hourly/Intermittent/12-months –
Status T
Tony Luther – 5/6/26

Receptionist & General Secretary

Office Coordinator RC-14 Paygrade 09 (Sang)
FLSA nonexempt
30025-50-88-100-14-01 * 90694859 – EEO5
Hunter Behl – 20011775

Public Information Officer

PSA Opt 1 – 01-00 MG-063 (Cook) FLSA Exempt
37015-50-88-100-10-02 * 90694637 – BB/40/5 – EEO1
Christopher Grask - 20005950

CIT & Therapy Dog Assistant

PSA Opt 1 (Sang) Split Class FLSA Exempt
BB/40/5 – EEO1
To be Established & Filled in FY28

Special Projects Policy Advisor

SPSA Opt 1 TA000 (Sang) FLSA Exempt
90700296 - BB/50/5 – EEO1
David Catlin – 10043086

Chief Fiscal Officer

SPSA Opt 2 4d3 EX000 (Sang) (Revolving Door)
FLSA Exempt
40070-50-88-120-00-01 * 90670550 – BB/50/5 – EEO1
Courtney L. Bott – CBOTT001

Human Resources & Labor Relations Manager

PSA Opt 1 4d3 EX000 (Sang)
FLSA Exempt
37015-50-88-000-00-01 * 90670541 – BB/40/5 – EEO1
Amber Nevill – 10149888

OPERATIONS DIVISION - 22138

Deputy Director of Operations

SPSA Opt 1 4d3 EX000 (Sang) (Revolving Door)
FLSA Exempt

40070-50-88-100-00-01 * 90670549 – BB/50/5 – EEO1

Jennifer Wooldridge - 10014798

Operations Assistant & Travel Coordinator

Admin Asst I RC-28 Paygrade 17 (Sang)
FLSA nonexempt

00501-50-88-100-11-01 * 90688191 – EEO2

Sheryl Lloyd - 10143028

Receptionist & General Secretary

Office Coordinator RC-14 Paygrade 09 (Sang)
FLSA nonexempt

30025-50-88-100-14-01 * 90694859 – EEO5

Hunter Behl – 20011775

Public Information Officer

PSA Opt 1 – 01-00 MG-063 (Cook) FLSA Exempt
37015-50-88-100-10-02 * 90694637 – BB/40/5 – EEO1

Christopher Grask - 20005950

CIT & Therapy Dog Assistant

PSA Opt 1 (Sang) Split Class FLSA Exempt
BB/40/5 – EEO1

To be Established & Filled in FY28

Special Projects Policy Advisor

SPSA Opt 1 TA000 (Sang) FLSA Exempt
90700296 - BB/50/5 – EEO1

David Catlin – 10043086

Chief Fiscal Officer

SPSA Opt 2 4d3 EX000 (Sang) (Revolving Door)
FLSA Exempt

40070-50-88-120-00-01 * 90670550 – BB/50/5 – EEO1

Courtney L. Bott – CBOTT001

Human Resources & Labor Relations Manager

PSA Opt 1 4d3 EX000 (Sang)
FLSA Exempt

37015-50-88-000-00-01 * 90670541 – BB/40/5 – EEO1

Amber Nevill – 10149888

PSC: Statewide Mental Health Coordinator (Contractual)

*Position 90706292 – AI=Yes - Non-Code – 10000 – Hourly/
Intermittent/12-months – Status T*

Tony Luther – 5/6/26

OPERATIONS DIVISION - 22138

Fiscal Section - 36717

Chief Fiscal Officer

SPSA Opt 2 4d3 EX000 (Sang) (Revolving Door) FLSA Exempt

40070-50-88-120-00-01 * 90670550 – BB/50/5 – EEO1

Courtney L. Bott – CBOT001

Agency Procurement Officer

SPSA Opt 1 4d3 EX000 (Sang) (Revolving Door)

FLSA Exempt

40070-50-88-120-00-02 * 90670551 – BB/50/5 – EEO1

Chaney Lovellette - 10175567

Internal Auditor and Reporting Manager

PSA Opt 2 (Sang) Revolving Door FLSA Exempt

37015-50-88-100-00-04 * 90707155 - BB/40/5 – EEO1

FAILED – Need to Re-Post as of May 2026

Grants Unit – 66615

Chief Accountability Officer

SPSA Opt 2 TA000 (Sang) (Revolving Door)

FLSA Exempt

90699734 – BB/50/5 – EEO1

Julie Siebert - 20015176

GATA/GATU Unit Supervisor

Executive II RC-62 Paygrade 20 (Sang) (Revolving Door)

FLSA Exempt

138512 - 90700105 – EEO2

Allison Mesecher – 10095223

GATA/GATU Specialist

Executive I RC-62 Paygrade 18 (Sang) (Revolving Door)

FLSA Exempt

13851 - 90700027 – EEO2

Anticipated Fill Date - July 2026

GATA/GATU Specialist

Executive I RC-62 Paygrade 18 (Sang) (Revolving Door)

FLSA Exempt

13851 - 90700027 – EEO2

Francisco Valenzuela – 20006929

Vehicle Coordinator & Property Control Manager

Executive II RC-62 Paygrade 20 (Sang) (Revolving Door)

FLSA Exempt

13852-50-88-020-00-01 * 90670526 – EEO2

Loni Mizuer-Vogel - 10277610

Accounts Payable Coordinator

Executive I RC-62 Paygrade 18 (Sang) (Revolving Door)

FLSA Exempt

13851-50-88-100-13-01 * 90670522 – EEO2

Angela Ford - 10187324

Agency Payroll Coordinator & Timekeeper

Executive I RC-62 Paygrade 18 (Sang)

FLSA Exempt

13851 - 90700026 – EEO2

Anticipated Fill Date –October 2026

OPERATIONS DIVISION - 22138

Human Resources Section - 36715

Human Resources & Labor Relations Manager

PSA Opt 1 4d3 EX000 (Sang) FLSA Exempt
37015-50-88-000-00-01 * 90670541 – BB/40/5 – EEO1
Amber Nevill - 10149888

DEIA/EEO/AA & Recruiting Specialist

HR Specialist RC-62 Paygrade 20 (Sang)
FLSA Exempt
19693 - 90700292 – EEO2
Kenley Cowgill – 10171799

Benefits & Retirement Representative

HR Representative RC-62 Paygrade 17 (Sang)
FLSA Exempt
19692 - 90700294 – EEO2
Britton Sweetin -

Classifications, Transactions & Leave Specialist

HR Specialist RC-62 Paygrade 20 (Sang)
FLSA Exempt
19693 - 90700293 – EEO2
Lisa Taft – LTAFT001

Human Resources & Recruiting Associate

HR Associate – TY-00 RC-14 Paygrade 11 (Sang)
FLSA nonexempt
19691-50-88-000-00-01 * 90670529 – EEO5
Cole Gary - 20005365

PSC: HR Special Projects (Contractual)

*Position 90706292 – AI=Yes - Non-Code – 10000 – Hourly/Intermittent/
12-months – Status T
Ellen Petty – 5/6/26*

TRAINING DIVISION - 22140

Deputy Director of Training
 SPSA Opt 7 4d3 EX000 (Sang) (Revolving Door)
 FLSA Exempt
 40070-50-88-200-00-01 * 90670553 – BB/50/5 – EEO1
Cherylynn Williams - 10178966

Field Representative – County TBA
 Police Training Spec Advanced RC-62 Paygrade 22
 TBA – EEO2 FLSA nonexempt
To Be Established & Filled in LATE FY27

Training Division Secretary
 Exec Secretary IRC-14 Paygrade 11 (Sang)
 140310 - Pending – EEO5 FLSA nonexempt
To Be Established & Filled in FY28

Field Representative – County TBA
 Police Training Spec Advanced RC-62 Paygrade 22
 TBA – EEO2 FLSA nonexempt
To Be Established & Filled in FY28

Field Representative – County TBA
 Police Training Spec Advanced RC-62 Paygrade 22
 TBA – EEO2 FLSA nonexempt
To Be Established & Filled in LATE FY27

Field Representative – County TBA
 Police Training Spec Advanced RC-62 Paygrade 22
 TBA – EEO2 FLSA nonexempt
To Be Established & Filled in LATE FY27

Field Representative – County TBA
 Police Training Spec Advanced RC-62 Paygrade 22
 TBA – EEO2 FLSA nonexempt
To Be Established & Filled in FY28

Field Representative – County TBA
 Police Training Spec Advanced RC-62 Paygrade 22
 TBA – EEO2 FLSA nonexempt
To Be Established & Filled in LATE FY27

Field Representative – County TBA
 Police Training Spec Advanced RC-62 Paygrade 22
 TBA – EEO2 FLSA nonexempt
To Be Established & Filled in FY28

Field Representative – County TBA
 Police Training Spec Advanced RC-62 Paygrade 22
 TBA – EEO2 FLSA nonexempt
To Be Established & Filled in FY28

Manager of In-Service Training
 PSA Opt 7 GB000 (Sang) (Revolving Door) FLSA Exempt
 37015-50-88-110-00-01 * 90670546 – BB/40/5 – EEO1
**Job posting being created – Anticipated fill date
 11/1/26**

Manager of Specialized Programs
 PSA Opt 1 GB063 (Sang) FLSA Exempt
 37015-50-88-100-10-01 * 90670545 – BB/40/5 – EEO1
Vacant

Manager of Basic & PT Training
 PSA Opt 7 MC000 (Sang) FLSA Exempt
 37015 * 90705080 – BB/40/5 – EEO1
Ryan Snow – 20013389

TRAINING DIVISION - 22140

Special Programs Section - 36725

Manager of Specialized Programs

PSA Option 1 GBo63 (Sang) FLSA Exempt
37015-50-88-100-10-01 * 90670545 – BB/40/5 – EEO1
Vacant

Specialized Programs Assistant

Office Assistant – TY RC-14 Paygrade o6 (Sang)
FLSA nonexempt
30010-50-88-100-12-01 * 90670534 – EEO6
Jennifer L. Mack – 20012175
TA effective 7/16/2026

TRAINING DIVISION - 22140

Mandated Training Section - 36724

Manager of ASSIST & Mandated Training

PSA Opt 7 GB063 (Sang) (Revolving Door) FLSA Exempt
37015-50-88-110-00-01 * 90670546 – BB/40/5 – EEO1

Job posting being created – Anticipated fill date 11/1/26

Instructor Approval & Course Certification Administrator

Executive I RC-62 Paygrade 18 (Sang) FLSA Exempt
13851-50-88-110-10-01 * 90670523 – EEO2

Christopher Haubrich - 10188176

External Reports:

*Fourteen (14) MTU Directors also report to this
Manager*

TRAINING DIVISION - 22140

Basic Training Section – 30896

Manager of Basic & PT Training

PSA Option 7 - MC000 (Sang) FLSA Exempt
37015 * 90705080-BB/40/5 – EEO1

Ryan Snow – 20013389

External Reports:

*Seven (7) Academy Directors & Executive
Institute Director also report to this Manager*

PROFESSIONAL STANDARDS DIVISION - 22139

Deputy Director of Professional Standards

SPSA Opt 7 4d3 EX000 (Sang) (Revolving Door)
FLSA Exempt
40070-50-88-000-01-03 * 90670548 – BB/50/5 – EEO1
Anthony Cobb - 10175542

Professional Standards Division Secretary

Exec Secretary IRC-14 Paygrade 11 (Sang)
FLSA nonexempt
14031-50-88-100-00-01 * 90670528 – EEO5
To be Edited & Filled in FY28

Certifications Manager

PSA Opt 7 MC000 (Sang) FLSA Exempt
37015 * 90705076 – BB/40/5 – EEO1
Kent A. Bragg - 10117713

Intake Manager

PSA Opt 7 MC000 (Sang) FLSA Exempt
TBA – BB/40/5 – EEO1
To be Established & Filled in FY27

Investigations Manager

PSA Opt 7 MC000 (Sang) FLSA Exempt
37015 * 90705074 – BB/40/5 – EEO1
Richard A. Bleichner – 20013476

PROFESSIONAL STANDARDS DIVISION - 22139

Certification Section - 36721

Certification Manager

PSA Opt 7 MC000 (Sang) FLSA Exempt
37015 * 90705076 – BB/40/5 – EEO1
Kent A. Bragg - 10117713

Lead Certification Specialist

Executive II RC-62 (Sang) FLSA Exempt
13852-50-88-200-01-01 * 90688198 – EEO2
Jill Wieland - 10024107

Certification Specialist

Executive I RC-62 (Sang) Paygrade 18 FLSA Exempt
13851-50-88-200-01-01 * 90670525 – EEO2
Jordan Roof - 20012852

Certification Assistant

Office Specialist RC-14 (Sang) Paygrade 11
FLSA nonexempt
30080 * TBA – EEO5
To be Established & Filled in FY28

Certification Specialist

Executive I RC-62 (Sang) Paygrade 18 FLSA Exempt
13851-50-88-200-01-01 * 90670525 – EEO2
Jo Blackburn - 10009326

Certification Specialist

Executive I RC-62 (Sang) Paygrade 18 FLSA Exempt
13851-50-88-200-01-01 * 90670525 – EEO2
Natasha Melcher -

Certification Specialist

Executive I RC-62 (Sang) Paygrade 18 FLSA Exempt
13851-50-88-200-01-01 * 90670525 – EEO2
Sara Follis - 10045029

Certification Specialist

Executive I RC-62 (Sang) Paygrade 18 FLSA Exempt
13851-50-88-200-01-01 * 90670525 – EEO2
Joan Hahn - 10036858

Certification Specialist

Executive I RC-62 (Sang) Paygrade 18 FLSA Exempt
13851-50-88-200-01-01 * 90670525 – EEO2
Craig Moore – 20008101

PROFESSIONAL STANDARDS DIVISION - 22139

Complaints Section - 35740

Intake Manager

PSA Opt 7 MC000 (Sang) FLSA Exempt
37015 * TBA – BB/40/5 – EEO1

To be Established and Filled in FY27

Intake Assistant

Office Specialist RC-14 (Sang) Paygrade 11
30080 * TBA – EEO5 FLSA nonexempt

To be Established & Filled in FY27

Intake Assistant

Office Specialist RC-14 (Sang) Paygrade 11
30080 * TBA – EEO5 FLSA nonexempt

To be Established & Filled in FY28

PROFESSIONAL STANDARDS DIVISION - 22139

Investigations Section - 36722

Investigations Manager

PSA Opt 7 MC000 (Sang) FLSA Exempt
37015 * 90705074 – BB/40/5 – EEO1
Richard A. Bleichner – Start Date 2/16/26

Field Investigator – Jefferson County
Police Trng Spec Advanced RC-62 Paygrade 22
32990-50-88-200-01-01 * 90670535 – EEO2
FLSA nonexempt
Brent R. Shownes - 10278235

Investigations Assistant
Office Specialist RC-14 (Sang) Paygrade 11
30080 * TBA – EEO5 FLSA nonexempt
To be Established & Filled in FY28

Field Investigator – Cook County
Police Trng Spec Advanced RC-62 Paygrade 22
2990-50-88-200-01-02 * 90688199 – EEO2
FLSA nonexempt
Scott Heston - 10180278

Field Investigator – Scott County
Police Trng Spec Advanced RC-62 Paygrade 22
32990-50-88-200-01-03 * 90670536 – EEO2
FLSA nonexempt
Fred Kientzle - 10034981

Field Investigator – McClean County
Police Trng Spec Advanced RC-62 Paygrade 22
32990-50-88-200-01-06 * 90694635 – EEO2
FLSA nonexempt
Richard Hart – 20005361

Field Investigator – Cook County
Police Trng Spec Advanced RC-62 Paygrade 22
32990-50-88-200-01-02 * 90688199 – EEO2
FLSA nonexempt
James Buchanan - 10276329

Field Investigator – Sangamon County
Police Trng Spec Advanced RC-62 Paygrade 22
32990-50-88-200-01-04 * 90670537 – EEO2
FLSA nonexempt
Posted to backfill in FY26

Field Investigator – McLean County
Police Trng Spec Advanced RC-62 Paygrade 22
32990-50-88-200-01-06 * 90694635 – EEO2
FLSA nonexempt
Brent Rothschild – 20005362

Field Investigator – Cook County
Police Trng Spec Advanced RC-62 Paygrade 22
32990-50-88-200-01-02 * 90688199 – EEO2
FLSA nonexempt
James Bianchi - 10276213

Field Investigator – Boone County
Police Trng Spec Advanced RC-62 Paygrade 22
32990-50-88-200-01-05 * 90670538 – EEO2
FLSA nonexempt
Jan Noble - 10068142

Field Investigator – Cook County
Police Trng Spec Advanced RC-62 Paygrade 22
32990-50-88-200-01-02 * 90688199 – EEO2
FLSA nonexempt
Hilary B. Davis - 10276557

Methods of Dissemination of the ILETSB Affirmative Action Policy and Plan

Policy

The policy will be posted on bulletin boards or any other conspicuous location used to display important agency notices. The policy will also be made available on the shared drive on the internal agency server accessible by all employees and uploaded to the file section of the agency-wide Microsoft Team PTB.ILETSB.

The EEO/AA posters will be displayed in conspicuous locations accessible by all employees.

The Board will include the policy in brochures and other appropriate publications which discuss the hiring practices of the agency.

The policy will be included in new employee orientation and other appropriate training programs.

The policy will be included on the agency's website.

Plan

A digital copy of the FY2027 AA Plan will be distributed to all managerial and supervisory personnel.

All existing and newly onboarded staff will be provided with a digital copy of the Affirmative Action Plan.

The agency's Records Officer will ensure that the State Library will receive a minimum of 2 copies for the Illinois State Library Acquisitions Divisions, Illinois Document Division. [Title 23, Part 3020, Ch. 1, Subpart A, Section 3020.110]

The plan will be available to State and Federal regulatory agencies.

The plan will be available to all recruitment sources.

SECTION TWO

Internal Workforce Analysis

This section contains:

- DHR-9 (Summary of Workforce Analysis by Region)
- DHR-10 (Summary of Workforce Transactions by EEO Category)
- Analysis Narrative

Workforce Analysis by Region

Agency: Illinois Law Enforcement Training & Standards Board Reporting Period: FY26 July 1, 2025 - June 30, 2026

Region: 1

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD
Officials / Administrators	2	2	1			1						0										100,00%	0,00%	50,00%	0,00%	0,00%	50,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Professionals	4	3	2	1							1	1	1									75,00%	25,00%	75,00%	25,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	25,00%
Technicians	0	0										0										0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Protective Service	0	0										0										0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Para-professionals	1	0										1		1								0,00%	100,00%	0,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Administrative Support	0	0										0										0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Skilled Craft	0	0										0										0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Service / Maintenance	0	0										0										0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
TOTAL	7	5	3	1	0	1	0	0	0	0	1	2	1	1	0	0	0	0	0	0	0	71,43%	28,57%	57,14%	28,57%	0,00%	14,29%	0,00%	0,00%	0,00%	0,00%	14,29%

Grand Total Employees for Region 1:		Males: 5					Females: 2					Total Minorities: 3					PWD: 1				
		71,43%					28,57%					42,86%					14,29%				
White:	4	Black or African American: 2					Hispanic or Latino: 0					Asian: 1					MENA: 0				
57,14%		28,57%					0,00%					14,29%					0,00%				
																	AI/AN: 0				
																	NHPI: 0				
																	MRME: 0				
																	0,00%				

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

Workforce Analysis by Region

Agency: Illinois Law Enforcement Training & Standards Board Reporting Period: FY26 July 1, 2025 - June 30, 2026

Region: 2

EEO Category	Grand Total	MALES											FEMALES											PERCENTAGES										
		Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD		
Officials / Administrators	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Professionals	1	1	1								0											100,00%	0,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Technicians	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Protective Service	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Para-professionals	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Administrative Support	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Skilled Craft	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Service / Maintenance	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
TOTAL	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100,00%	0,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		

Grand Total Employees for Region 2:		Males: 1		Females: 0		Total Minorities: 0		PWD: 0	
		100,00%		0,00%		0,00%		0,00%	
White:	1	Black or African	0	Hispanic	0	Asian:	0	MENA:	0
100,00%		American:	0,00%	or Latino:	0,00%		0,00%		0,00%

Workforce Analysis by Region

Agency: Illinois Law Enforcement Training & Standards Board Reporting Period: FY26 July 1, 2025 - June 30, 2026

Region: 5

		MALES											FEMALES											PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD		
Officials / Administrators	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Professionals	2	2	2									0											100,00%	0,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Technicians	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Protective Service	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Para-professionals	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Administrative Support	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Skilled Craft	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Service / Maintenance	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
TOTAL	2	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100,00%	0,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		

Grand Total Employees for Region 5:		Males: 2		Females: 0		Total Minorities: 0		PWD: 0	
		100,00%		0,00%		0,00%		0,00%	
White:	2	Black or African American:	0	Hispanic or Latino:	0	Asian:	0	MENA:	0
100,00%		American:	0,00%	0,00%		0,00%		0,00%	0,00%

Workforce Analysis by Region

Agency: Illinois Law Enforcement Training & Standards Board

Reporting Period: FY26 July 1, 2025 - June 30, 2026

Region: 7

EEO Category	Grand Total	MALES										FEMALES										PERCENTAGES											
		Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	
Officials / Administrators	20	13	11	2							4	7	6	1							1	65,00%	35,00%	85,00%	15,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	25,00%
Professionals	23	11	9	1	1						1	12	11	1							5	47,83%	52,17%	86,96%	8,70%	4,35%	0,00%	0,00%	0,00%	0,00%	0,00%	26,09%	
Technicians	0	0										0										0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Protective Service	0	0										0										0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Para-professionals	3	2	2									1	1							1		66,67%	33,33%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	33,33%	
Administrative Support	1	0										1	1									0,00%	100,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Skilled Craft	0	0										0										0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Service / Maintenance	0	0										0										0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
TOTAL	47	26	22	3	1	0	0	0	0	0	5	21	19	2	0	0	0	0	0	7		55,32%	44,68%	87,23%	10,64%	2,13%	0,00%	0,00%	0,00%	0,00%	0,00%	25,53%	

Grand Total Employees for Region 7:		Males: 26		Females: 21		Total Minorities: 6		PWD: 12	
		55,32%		44,68%		12,77%		25,53%	
White: 41	Black or African American: 5	Hispanic or Latino: 1	Asian: 0	MENA: 0	AI/AN: 0	NHPI: 0	MRME: 0		
87,23%	American: 10,64%	2,13%	0,00%	0,00%	0,00%	0,00%	0,00%		

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

Workforce Analysis by Region

Agency: Illinois Law Enforcement Training & Standards Board Reporting Period: FY26 July 1, 2025 - June 30, 2026

Region: 10

EEO Category	Grand Total	MALES											FEMALES											PERCENTAGES										
		Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD		
Officials / Administrators	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Professionals	1	1	1								0											100,00%	0,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Technicians	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Protective Service	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Para-professionals	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Administrative Support	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Skilled Craft	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
Service / Maintenance	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		
TOTAL	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100,00%	0,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%		

Grand Total Employees for Region 10:		Males: 1		Females: 0		Total Minorities: 0		PWD: 0	
		100,00%		0,00%		0,00%		0,00%	
White:	1	Black or African American:	0	Hispanic or Latino:	0	Asian:	0	MENA:	0
100,00%		American:	0,00%	0,00%		0,00%		0,00%	0,00%

Workforce Analysis by Region

Agency: Illinois Law Enforcement Training & Standards Board

Reporting Period: FY26 July 1, 2025 - June 30, 2026

Grand Total		MALES										FEMALES										PERCENTAGES													
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD			
Officials / Administrators	22	15	12	2		1					4	7	6	1							1	68,18%	31,82%	81,82%	13,64%		4,55%						22,73%		
Professionals	31	18	15	2	1						2	13	12	1							5	58,06%	41,94%	87,10%	9,68%	3,23%							22,58%		
Technicians																																			
Protective Service																																			
Para-professionals	4	2	2									2	1	1							1	50,00%	50,00%	75,00%	25,00%								25,00%		
Administrative Support	1											1	1										100,00%	100,00%											
Skilled Craft																																			
Service / Maintenance																																			
TOTAL	58	35	29	4	1	1					6	23	20	3							7	60,34%	39,66%	84,48%	12,07%	1,72%	1,72%						22,41%		

Grand Total Employees:		Males: 35		Females: 23		Total Minorities: 9		PWD: 13	
		60,34%		39,66%		15,52%		22,41%	
White:	49	Black or African American:	7	Hispanic or Latino:	1	Asian:	1	MENA:	
	84,48%		12,07%		1,72%		1,72%		
								AI/AN:	
								NHPI:	
								MRME:	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA= Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME= Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

Summary of Workforce Transactions Report
by EEO Category

Agency: Illinois Law Enforcement Training & Standards Board

Reporting Period: FY26 July 1, 2025 - June 30, 2026

EEO Category: OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES												
		Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD		
New Hires	4	3	3								1	1	1										75,00%	25,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	25,00%	
Promotions	2	1	1									1	1										50,00%	50,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Intra-Agency Transfers	2	1	1								1	1	1										50,00%	50,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	50,00%	
Suspensions	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Separations	3	1		1								2	2								1	33,33%	66,67%	66,67%	33,33%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	33,33%		
Discharges	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Lay Off	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Demotions	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Reductions	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Reinstatements	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Reemployment	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Upward Reallocations	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Downward Reallocations	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA=Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME=Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

Summary of Workforce Transactions Report
by EEO Category

Agency: Illinois Law Enforcement Training & Standards Board

Reporting Period: FY26 July 1, 2025 - June 30, 2026

EEO Category: PROFESSIONALS

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES											
		Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	
New Hires	6	3	2	1							1	3	3								2	50,00%	50,00%	83,33%	16,67%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	50,00%
Promotions	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Intra-Agency Transfers	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Suspensions	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Separations	4	0										4	2	2							3	0,00%	100,00%	50,00%	50,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	75,00%
Discharges	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Lay Off	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Demotions	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Reductions	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Reinstatements	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Reemployment	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Upward Reallocations	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Downward Reallocations	0	0										0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA=Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME=Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

Summary of Workforce Transactions Report
by EEO Category

Agency: Illinois Law Enforcement Training & Standards Board

Reporting Period: FY26 July 1, 2025 - June 30, 2026

EEO Category: PARAPROFESSIONALS

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES											
		Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	
New Hires	1	1	1								0											100,00%	0,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Promotions	1	1	1								0											100,00%	0,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Intra-Agency Transfers	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Suspensions	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Separations	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Discharges	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Lay Off	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Demotions	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Reductions	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Reinstatements	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Reemployment	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Upward Reallocations	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Downward Reallocations	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%

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Additional Employee Data:

Summary of Workforce Transactions Report
by EEO Category

Agency: Illinois Law Enforcement Training & Standards Board

Reporting Period: FY26 July 1, 2025 - June 30, 2026

EEO Category: ADMINISTRATIVE SUPPORT

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES											
		Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	
New Hires	1	0									1	1										0,00%	100,00%	100,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%
Promotions	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Intra-Agency Transfers	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Suspensions	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Separations	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Discharges	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Lay Off	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Demotions	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Reductions	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Reinstatements	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Reemployment	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Upward Reallocations	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	
Downward Reallocations	0	0									0											0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	0,00%	

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Additional Employee Data:

Summary of Workforce Transactions Report
by EEO Category

Agency: Illinois Law Enforcement Training & Standards Board

Reporting Period: FY26 July 1, 2025 thru June 30, 2026

GRAND TOTAL

Transaction	Grand Total	MALES										FEMALES										PERCENTAGES																
		Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AI/AN	NHPI	MRME	PWD						
New Hires	12	7	6	1							2	5	5								2	58,33%	41,67%	91,67%	8,33%											33,33%		
Promotions	3	2	2									1	1									66,67%	33,33%	100,00%														
Intra-Agency Transfers	2	1	1								1	1	1									50,00%	50,00%	100,00%												50,00%		
Suspensions																																						
Separations	7	1		1								6	4	2							4	14,29%	85,71%	57,14%	42,86%												57,14%	
Discharges																																						
Lay Off																																						
Demotions																																						
Reductions																																						
Reinstatements																																						
Reemployment																																						
Upward Reallocations																																						
Downward Reallocations																																						

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian MENA=Middle Eastern or North African AI/AN=American Indian or Alaska Native NHPI=Native Hawaiian or Pacific Islander MRME=Multiracial and Multiethnic PWD=People with Disabilities

Additional Employee Data:

Analysis Narrative

The Illinois Law Enforcement Training and Standards Board is a small agency employing fifty-eight (58) employees as of June 30, 2026, six (6) more employees than at this time last year. Between July 1, 2026 and September 1, 2026 (FY2027 year to date), an additional three (3) employees were onboarded, one (1) employee promoted internally via contractual rights, and one (1) employee resigned.

The Board utilizes four (4) of the EEOC job categories – Officials/Administrators, Professionals, Para-Professionals, and Administrative Support.

1 - Officials/Administrators	22	(+4 from last year)
2 - Professionals	31	(unchanged from last year)
5 - Para-Professionals	4	(+2 from last year)
<u>6 - Administrative Support</u>	<u>1</u>	(unchanged from last year)
Total	58	

The main headquarters for the Board is located in Region 7, with 47 positions working in that region, which is an increase of 7 from last year. In addition, there are 11 Officials/Administrator, Professional, and Paraprofessional positions located outside of Region 7, which is a decrease of 1 from last year.

Region 1	2 Official/Administrator 4 Professionals 1 Para-Professional
Region 2	1 Professional
Region 5	2 Professionals
Region 7	20 Officials/Administrators 23 Professionals, 3 Para-Professional 1 Administrative Support
<u>Region 10</u>	<u>1 Professional</u>
Total	58 Employees

In FY2026, the Board hired twelve (12) new employees. This figure includes both those employees who are new to employment with the State of Illinois and those employees who are new hires to our agency, but were promoted or transferred in from other State of Illinois agencies:

- 5 white females
- 6 white males
- 1 black male
- 4 of these new hires are people with disabilities
- 1 of these new hires is a veteran

Three employees were promoted within the agency in FY2026:

- 1 white female
- 2 white males

Two employees accepted intra-agency transfers in FY2026:

- 1 white female
- 1 white male
- 1 of these intra-agency transfers is a person with disabilities

Seven employees separated in FY2026:

- 4 white females
- 2 black females
- 1 black male
- 4 of these separations are people with disabilities

Availability Analysis

This section contains:

- DHR-5 (Availability Percent Worksheet)
- DHR-8 (Utilization Analysis)
- DHR-11 (Underutilization Summary by Region)

The Law Enforcement Training and Standards Board has fewer than 10 employees in all job categories and all regions, except for Officials/Administrators and Professionals in Region 7.

The required analysis forms have been completed and are included in this section.

There is no underutilization identified.

The result of the analysis is that the agency is at parity for FY27.

Availability Percent Worksheet

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
Category: Officials/Administrators

Affirmative Action Group:
WOMEN
Region: 7
Facility: Main Headquarters in Springfield

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	12,585	41.39%	90	37.25	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	23	12	52.17%	10	5.22	Agency Workforce.
				100	33.98	Availability Percent.

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
Region: 7
Facility: Main Headquarters in Springfield

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	1,285	4.23%	90	3.80	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	23	2	8.70%	10	0.87	Agency Workforce.
				100	3.74	Availability Percent.

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
Region: 7
Facility: [Main Headquarters in Springfield](#)

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	427	1.40%	90	1.26	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	23	1	4.35%	10	0.43	Agency Workforce.
				100	1.36	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
 Category: Officials/Administrators

Affirmative Action Group:
ASIAN
 Region: 7
 Facility: [Main Headquarters in Springfield](#)

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	282	0.93%	100	0.93	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	23	0	0.00%	0	0.00	Agency Workforce.
				100	0.74	Availability Percent.

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
 Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN or ALASKA NATIVE
 Region: 7
 Facility: [Main Headquarters in Springfield](#)

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	45	0.15%	100	0.15	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	23	0	0.00%	0	0.00	Agency Workforce.
				100	0.12	Availability Percent.

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
 Category: Officials/Administrators

Affirmative Action Group:
NATIVE HAWAIIAN or PACIFIC ISLANDER
 Region: 7
 Facility: [Main Headquarters in Springfield](#)

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	15	0.05%	100	0.05	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	23	0	0.00%	0	0.00	Agency Workforce.
				100	0.04	Availability Percent.

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
Category: Professionals

Affirmative Action Group:
WOMEN
Region: 7
Facility: Main Headquarters in Springfield

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	28,700	60.69%	100	60.69	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	48.55	Availability Percent.

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
Region: 7
Facility: Main Headquarters in Springfield

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	2,220	4.69%	100	4.69	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	3.76	Availability Percent.

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
Region: 7
Facility: [Main Headquarters in Springfield](#)

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	844	1.78%	100	1.78	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	1.43	Availability Percent.

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
Category: Professionals

Affirmative Action Group:
ASIAN
Region: 7
Facility: [Main Headquarters in Springfield](#)

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
	----- #	----- #	----- %	----- %	----- %	
1. Those having requisite skills in the region.	47,290	1,683	3.56%	100	3.56	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	2.85	Availability Percent.

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
Category: Professionals

Affirmative Action Group:
**AMERICAN INDIAN or
ALASKA NATIVE**
Region: 7
Facility: [Main Headquarters in Springfield](#)

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
	----- #	----- #	----- %	----- %	----- %	
1. Those having requisite skills in the region.	47,290	39	0.08%	100	0.08	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.07	Availability Percent.

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
Category: Professionals

Affirmative Action Group:
**NATIVE HAWAIIAN or PACIFIC
ISLANDER**
Region: 7
Facility: [Main Headquarters in Springfield](#)

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
	----- #	----- #	----- %	----- %	----- %	
1. Those having requisite skills in the region.	47,290	64	0.14%	100	0.14	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	0	0	0.00%	0	0.00	Agency Workforce.
				100	0.11	Availability Percent.

Availability Percent Worksheet

AGENCY: [Illinois Law Enforcement Training & Standards Board](#)
Category: Technicians

Affirmative Action Group:
WOMEN

Utilization Analysis

Agency: Illinois Law Enforcement Training & Standards Board
 Affirmative Action Group: **WOMEN** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	20	23	0	0	3	1	0	0
Availability Percent	33.98	48.55	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	6	11	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	7	12	0	0	1	1	0	0

Underutilization

Agency: Illinois Law Enforcement Training & Standards Board
 Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	20	23	0	0	3	1	0	0
Availability Percent	3.74	3.76	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	3	2	0	0	0	0	0	0

Underutilization

Utilization Analysis

Agency: Illinois Law Enforcement Training & Standards Board
 Affirmative Action Group: **HISPANIC or LATINO** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	20	23	0	0	3	1	0	0
Availability Percent	1.36	1.43	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	1	0	0	0	0	0	0

Underutilization

Agency: Illinois Law Enforcement Training & Standards Board
 Affirmative Action Group: **ASIAN** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	20	23	0	0	3	1	0	0
Availability Percent	0.74	2.85	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

DHR-8-AAP (Rev. Feb. 2016)

Utilization Analysis

Agency: Illinois Law Enforcement Training & Standards Board
 Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	20	23	0	0	3	1	0	0
Availability Percent	0.12	0.07	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: Illinois Law Enforcement Training & Standards Board
 Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	20	23	0	0	3	1	0	0
Availability Percent	0.04	0.11	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative								

Action Group Members Already Employed	0	0	0	0	0	0	0	0
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Underutilization

Underutilization Summary by Region

Name of Agency: Illinois Law Enforcement Training & Standards Board

Fiscal Year: 2027

Region	Officials and Administrators						Professionals						Technicians						Protective Service Workers					
	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI
1																								
2																								
3																								
4																								
5																								
6																								
7																								
8																								
9																								
10																								
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Paraprofessionals						Administrative Support						Skilled Craft Workers						Service-Maintenance					
	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI	Women	B/AA	H/L	A	AI/AN	NH/PI
1																								
2																								
3																								
4																								
5																								
6																								
7																								
8																								
9																								
10																								
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for Women: 0

Total underutilization for Black or African American: 0

Total underutilization for Hispanic or Latino: 0

Total underutilization for Asian: 0

Total underutilization for American Indian or Alaska Native: 0

Total underutilization for Native Hawaiian or Pacific Islander: 0

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than ten employees in the EEO category in that region, leave that box blank.

W= Women B/AA = Black or African American H/L = Hispanic or Latino A = Asian AI/AN = American Indian or Alaska Native NH/PI= Native Hawaiian or Pacific Islander
DHR 11-AAP (Rev. Feb. 2016)

SECTION THREE

Numerical Goals

AREA TO BE ADDRESSED

The Law Enforcement Training and Standards Board is not underutilized in any EEOC category this fiscal year.

GOAL

The Board will work to maintain a culturally diverse and inclusive work force and remain in parity status in all regions and categories.

Program Goals

AREAS TO BE ADDRESSED

The Board has not received any harassment or discrimination complaints from its employees. The Board will continue in its efforts to maintain a culturally diverse and harassment free work environment. To achieve this, the Board has set the following four goals for Fiscal Year 2027:

GOAL 1:

To ensure that employees know the definition of harassment and discrimination as well as ensure supervisors and managers know their responsibilities regarding harassment and discrimination prevention.

OBJECTIVE:

The Board will provide the necessary harassment and discrimination prevention training for employees so they will know their rights and responsibilities.

<u>Action Item</u>	<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
Ensure Harassment & Discrimination Prevention Training is attended by all new Employees	Ethics Officer	Within 30 days of start date	OneNet Website
Ensure Annual Harassment & Discrimination Prevention Training is attended by all Employees	Ethics Officer	12/31/2026	OneNet Website

GOAL 2:

To ensure the EEO/AA Officer is familiar with the current definition of Affirmative Action as well as the rights and responsibilities of the employees and the Board regarding AA.

OBJECTIVE:

When available, the Board will ensure the EEO/AA Officer obtains any training offered by the State of Illinois Department of Human Rights or CMS.

<u>Action Item</u>	<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
Obtain Affirmative Action Training or Updates for EEO Officer	EEO Officer	06/30/2027	Email Proof of Registration
Attend all Available CMS Personnel, Recruiting & HRT Calls	EEO Officer	06/30/2027	Report to Supervisor
Read all ADA, EEO, and Employment Law Updates sent out by DHR	EEO Officer	06/30/2027	Saved in File

GOAL 3:

To ensure that employees understand the Ethics Act as well as ensure supervisors and managers know their responsibilities regarding ethics within the agency.

OBJECTIVE:

The Board will provide the necessary ethics training for employees so they will know their rights and responsibilities.

<u>Action Item</u>	<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
Ensure Ethics Training is attended by all new Employees	Ethics Officer	Within 30 days of start date	OneNet Website
Ensure Annual Ethics Training is attended by all Employees	Ethics Officer	12/31/2026	OneNet Website

GOAL 4:

To ensure that employees understand diversity, equity, inclusion, and accessibility (DEIA) as well as ensure supervisors and managers know their responsibilities regarding ensuring adherence to DEIA principles within the agency.

OBJECTIVE:

To ensure that employees understand diversity, equity, inclusion, and accessibility principles, and that the agency continues to be a place that welcomes diverse perspectives, experiences, and approaches to foster a stronger, smarter, and more informed workplace.

<u>Action Item</u>	<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
Ensure required DEIA Trainings are attended by all new Employees	DEIA Officer	Within 30 days of start date	OneNet Website
Ensure Annual DEIA Trainings are attended by all Employees	DEIA Officer	12/31/2026	OneNet Website
Submit ILETSB DEIA Strategic Plan to Illinois Office of Equity	DEIA Officer	TBA	Report to Supervisor & Maintain Copies
Provide New Employees with a copy of the ILETSB DEIA Action Plan and DEIA Policy	DEIA Officer	Upon Start date	New Employee Onboarding Checklists

SECTION FOUR

Employment Discrimination Complaint Process

The Law Enforcement Training and Standards Board has adopted the Department of Human Rights Model Sexual Harassment Policy. The agency follows the procedures established by the Department of Central Management Services and the Department of Human Rights for filing and processing a written internal complaint.

All employees have been advised of their right to file complaints with the EEO/AA Officer, then with the Executive Director, the Department of Human Rights, the Equal Employment Opportunity Commission, or any other appropriate government agency. Included in the right of complaint is that of reasonable accommodation for the disabled.

New employees are provided with a copy of the Board's Sexual Harassment Prevention Policy as part of the onboarding process. In addition, they are required to take the OneNet training on Harassment and Discrimination within 30 days of their date of hire pursuant to 5 ILCS 430/1 et seq. The employees return a signed acknowledgement that they've received the policy, and upon their completion of the OneNet training, they appear on the OneNet report for that course as having successfully completed the training. Furthermore, as the final step to completion of the OneNet training, employees must click a box certifying that they understand that their failure to comply with the laws, rules, policies, and procedures referred to within the training course may result in disciplinary action up to and including termination of State employment/appointment, administrative fines, and possible criminal prosecution, depending on the nature of the violation.

The agency EEO/AA Officer shall be the first contact in the internal complaint procedure. The EEO/AA Officer shall then promptly conduct a preliminary investigation and make a report to the Executive Director. If an employee desires to contact the Executive Director, the Department of Human Rights, or the Equal Employment Opportunity or any other appropriate government agency first, the employee may do so without fear of retaliation. Employees are not required to file an internal complaint before filing with the Department of Human Rights.

IDHR administers the State of Illinois Sexual Harassment and Discrimination Helpline:

Helpline: 1-877-236-7703 (Monday – Friday 8:30 to 5:00)

Website: www.illinois.gov/sexualharassment

Employees have up to 2 years from the date of the alleged discriminatory act to file a complaint with the Department of Human Rights and up to 300 days with the Equal Employment Opportunity Commission.

Employment Discrimination Complaint Investigation Procedure

A. Policy

The agency affirms its commitment to a policy of Equal Employment Opportunity through the implementation of an EEO Complaint Investigation Procedure to promote the internal resolution of employee complaints of alleged discrimination. It is the conviction of the agency that the establishment of this EEO Complaint Investigation Procedure shall provide an internal avenue of redress to informally resolve complaints of alleged discrimination at the lowest organizational level, reducing the backlog, delay, and expense of a prolonged formal investigation.

To that end, the EEO/AA Officer shall advise and support management in the investigation of complaints, documentation of facts, the presentation of findings, and recommendations to resolve the dispute. The use of this internal EEO complaint investigation procedure does not preclude the rights of an employee to file a charge directly with the state (IDHR) or the federal government (EEOC) or any other appropriate government agency. The filing of any complaint of alleged discrimination may not be used as a basis for future retaliation adversely affecting the rights of any employee.

B. Procedures

The Discrimination Complaint Form (attached) shall be used to clearly record the date, nature, and other pertinent information of the complaint of alleged discrimination submitted to the EEO/AA Officer for investigation.

1. Scope and Timeliness

Unless of a continuing nature, all complaints must be received by the EEO/AA Officer in writing, within 180 days, consistent with agency practice. The scope of the investigation shall be restricted to the specific allegations cited in the charge.

2. Intake-Screening

Immediately upon receipt of the discrimination complaint form, the EEO/AA Officer shall review the form to determine the initial timeliness, validity and thoroughness of the information submitted in the complaint.

The EEO/AA Officer shall inform the employee in writing of the acceptance of the complaint for investigation within thirty days consistent with agency practice. The complainant shall be promptly notified if further information or documentation is required to support the charge.

3. Investigation

Within thirty days consistent with the agency practice, the EEO/AA Officer shall initiate a thorough investigation of the allegation(s) of discrimination cited in the complaint. In order to document the merits of the charge, the investigation shall entail the verification of information with the immediate supervisors, staff and witnesses to the alleged discriminatory employment practice. The investigation shall be concluded within thirty days after acceptance of the complaint.

4. Withdrawal of the Complaint

The complaint, or any part of the allegation, may be withdrawn during the investigation upon a written request for withdrawal by the complainant.

5. Settlement During Investigation

If a settlement is reached an agreement shall be obtained in writing with the approval of management before the complaint shall be considered closed.

6. Dismissal of the Complaint

After an analysis of the complaint, if there is a lack of substantial evidence to indicate that discrimination has occurred, the complainant shall be notified of the findings in writing and informed of the right to appeal within thirty days.

7. Investigation Findings

At the conclusion of the investigation, if substantial evidence that discrimination may have occurred, the EEO/AA Officer shall submit a written notice to the CEO with the findings and recommendations to resolve the complaint. Within thirty days, a conciliation meeting shall be initiated, and the EEO/AA Officer shall participate to seek an equitable resolution of the complaint.

C. Conciliation Efforts

The EEO/AA Officer shall conduct and coordinate conciliation efforts by conferring with the parties in an attempt to secure a settlement. A conciliation conference may be convened, which all parties may attend in person or by representative, to propose, discuss, and agree to a resolution of the complaint.

If the complaint cannot be satisfactorily resolved at this level within thirty days, the EEO/AA Officer shall document the efforts made to resolve the complaint and shall provide a written explanation of the reasons why the complaint was not able to be resolved.

The findings, conciliation efforts, and proposed settlement shall be forwarded to the CEO for the final review, approval, or other determination. The CEO shall make known to the EEO/AA Officer the official position of the agency within thirty days of receipt of the EEO/AA Officer's written report.

The employee also has the right to file a formal charge within 2 years of the alleged violation with the Illinois Department of Human Rights (IDHR) and/or within 300 days of the alleged violation with the Equal Employment Opportunity Commission (EEOC). The EEO Officer shall represent the agency in responding to any charges by the Department of Human Rights or the Equal Employment Opportunity Commission or any other appropriate government agency.

Illinois Department of Human Rights – Chicago Office

555 West Monroe St., 7th Floor
Chicago, Illinois 60661
312-814-6200
TTY 866-740-3953

Illinois Department of Human Rights – Springfield Office

524 S. 2nd Street, Suite 300
Springfield, Illinois 62701
217-785-5100
TTY 866-740-3953

To file with IDHR, the complaint must be filed within 2 years from the date of harm.

IDHR administers the State of Illinois Sexual Harassment and Discrimination Helpline:

Helpline: 877-236-7703 (Monday-Friday, 8:30 a.m. – 5:00 p.m.)

Website: www.illinois.gov/sexualharassment

Equal Employment Opportunity Commission – Chicago Office

JCK Federal Building
230 S. Dearborn St., Suite 1866
Chicago, Illinois 60604
312-872-9744, TTY 866-740-3953, Fax 312-558-1260,
Website: www.eeoc.gov

Equal Employment Opportunity Commission – St. Louis Office

Robert A. Young Federal Building
1222 Spruce Street, Room 8-100
St. Louis, Missouri 63103
314-798-1960, TTY 800-669-6820, Fax 314-539-7894

To file with the EEOC, the complaint must be filed within 300 days from the date of harm.

Discrimination Complaint Form

To: Agency EEO/AA Officer

Illinois Law Enforcement Training & Standards Board

1. Name _____ Telephone _____

Home Address _____

2. Are you currently employed by the agency? Yes _____ No _____

3. Indicate your present job title, status, work unit, address, telephone number and length of service in your current title:

Job Title	Status	Unit
-----------	--------	------

Location	Phone Number	Length of Service in Classification
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4. Date of the alleged discriminatory practice: _____

5. Basis of the alleged discriminatory practice:

____ Race	____ Color	____ Sex	____ Religion	____ Age	____ Disability
____ National Origin	____ Ancestry	____ Marital Status	____ Military Status	____ Pregnancy	
____ Retaliation	____ Sexual Orientation	Other _____			

6. The discrimination occurred in connection with:

____ Interview	____ Hiring Selection	____ Promotion	____ Disciplinary Action
____ Compensation	____ Transfer	____ Lay Off	____ Training Opportunity
Other (specify) _____			

7. The facts of the alleged discriminatory employment practice are:

(Continue on additional sheets, if necessary)

8. Name(s), Title(s), Work Location(s) and Telephone Number(s) who you believe discriminated against you.

Name	Title	Location	Phone Number
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Name	Title	Location	Phone Number
------	-------	----------	--------------

9. Please supply evidence to document the basis for the disciplinary practice you are claiming, as indicated in your response to number five of the form.

I have attached supporting evidence: Yes _____ No _____ If yes, describe attachments:

(Continue on additional sheets, if necessary)

10. Have you made an effort to resolve the discrimination through your supervisors, the grievance procedure or with any public or private organization? Yes _____ No _____

If yes, please explain indicating the outcome of the efforts:

(Continue on additional sheets, if necessary)

COMPLAINANT'S SIGNATURE AND DATE FILED
DHR 21 (Rev November 2017)

EEO/AA OFFICER'S SIGNATURE AND DATE RECEIVED

SECTION

FIVE

Disability Program

This section includes the:

- Labor Force Analysis for People with Disabilities (DHR-34-AAP)
- Numerical Goals
- Reasonable Accommodation Policy
- Reasonable Accommodation Request Form for Employees
- Reasonable Accommodation Request Form for Applicants
- Reasonable Accommodation Request Annual Report Form
- and identification of any physical barriers present in any of the agency's facilities, with an explanation of how each barrier will be removed.

Numerical Goals for People with Disabilities: The Law Enforcement Training and Standards Board is not underutilized for persons with disabilities. The Board will continue in its efforts to maintain a diverse and inclusive workforce and remain in parity in this area.

Accessibility for Persons with Disability: The Board's office is located at 500 South 9th Street, Springfield, IL 62701. This building is owned by the Illinois Law Enforcement Training and Standards Board and maintained by JLL Property Management. It is accessible for people with disabilities.

Physical Barriers: There have been no physical barriers at the ILETSB office. The ILETSB office building is a two-floor brick structure. It boasts a rear parking lot with two security gates, as well as an unsecured parking lot and street parking. There are three entry doors to the building, located off of the back parking lot, the side parking lot, and the front street-facing entrance. There is one elevator, three stairwells, and six points of exit in case of emergency. Exits include all of the entry doors, as well as exit-only doors located at the bottom of the back stairwells, and an exit-only door in the back receiving bay. There are access ramps on three sides of the building, leading from the parking lots and front sidewalk, to the entry doors of the building. All entry and exit doorways are accessible via these ramps.

Labor Force Analysis for People with Disabilities

Agency: Illinois Law Enforcement Training & Standards Board

Fiscal Year: 2027

Total Employees: 58

Percent of People with
Disabilities in Illinois Labor
Force: 6.44%

Labor Force Number: 3

Number of Employees with
Disabilities in Agency: 13

Underutilization or Parity: P

Reasonable Accommodation Policy

In compliance with the U.S. Americans with Disabilities Act (ADA) of 1990, as amended by the Americans with Disabilities Act Amendments Act (ADAAA) of 2008, and the Illinois Human Rights Act, it is the policy of Illinois Law Enforcement Training & Standards Board to reasonably accommodate the known physical or mental conditions of otherwise qualified applicants and employees with disabilities. Illinois Law Enforcement Training & Standards Board recognizes the right of a qualified applicant or employee with a disability to request a reasonable accommodation to ensure equal opportunity in the application process; to enable him or her to perform essential functions of a job; and/or to enable him or her to enjoy equal benefits and privileges of employment.

It is the responsibility of Illinois Law Enforcement Training & Standards Board to provide a reasonable accommodation to qualified applicants and employees with disabilities when such reasonable accommodation does not pose an undue hardship to the operation of the agency's business.

The agency Equal Employment Opportunity Officer also serves as the Americans with Disabilities Act Coordinator and can provide assistance to those inquiring about ILETSB's Reasonable Accommodation policy and procedures upon request.



Chief Executive Officer

August 31, 2026

Date



Illinois Law Enforcement Training & Standards Board Reasonable Accommodation Request for Employees

Pursuant to the requirements of state and federal laws, a qualified individual with a disability has the right to request reasonable accommodation in conjunction with his or her employment. Reasonable accommodation means a modification to application procedure, access to the work site, and adjustment to the work process or work schedule that would enable a person with a disability to perform a particular job. Employers are not required to provide accommodations that would impose undue hardship on the operations of their programs. The procedures for accommodation request appear on the back of this form. Completed accommodation request forms should be submitted to the agency's EEO/AA Officer. The EEO/AA Officer can respond to questions about the accommodation process.

Name	Job Title	Division	Telephone Number
Functional Limitations			

SPECIFY TYPE OF ACCOMMODATION NEEDED AND PROVIDE A DETAILED DESCRIPTION OF THE ITEM REQUESTED – PLEASE BE SPECIFIC

- ☐ Purchase or modification of equipment or devices _____
- _____
- ☐ Job restructuring or task modification _____
- _____
- ☐ Provision of reader, sign language interpreter or personal assistant _____
- _____
- ☐ Structural modification to work site or facility _____
- _____
- ☐ Modification of work schedule or leave policy _____
- _____
- ☐ Modification of examinations, training materials or personal assistant _____
- _____
- ☐ Reassignment to vacant position _____
- _____
- ☐ Other _____
- _____

Narrative Explanation

Describe how your functional limitation interferes with performance of a particular duty or participation in an activity sponsored by the employer. Explain how the requested accommodation would be used to enhance job performance or would allow you to participate in an employer-sponsored activity. (Use additional sheets if necessary)

Employee's Signature	Date
----------------------	------

Remarks

Accommodation Request Procedures for Employees

The following procedures should be followed in processing reasonable accommodation requests from employees.

The EEO/AA Officer can provide guidance on the accommodation process.

1. The employee shall submit a completed reasonable accommodation request form along with the completed physician medical review completed by their attending physician to the EEO/AA Officer. The employee should retain a copy of this information in his or her files.
2. Once received, the EEO/AA Officer shall review the request form and the physician's medical review for completeness and determine whether additional medical documentation is needed to either establish the presence of a disability or determine an appropriate accommodation. If additional supporting documentation is needed, the agency should narrowly tailor its request to the issues of whether the employee has a disability under the law and how they can be accommodated. When necessary, the employee should be asked to provide documentation to address these issues.
3. Upon the receipt and acceptance of the necessary documentation, the EEO/AA Officer in consultation with the Labor Relations Manager shall meet to discuss and come up with a recommendation. The EEO/AA Officer & Labor Relations Manager will make a recommendation, in writing, to the direct supervisor, and the Division Deputy Director or their designees, and/or convene a meeting when operationally necessary to review the recommendation along with the accommodation request, physician's medical review, and any supporting documentation within five (5) working days.
4. The Division Deputy Director shall make a written recommendation to accept or deny the reasonable accommodation request to the EEO/AA Officer & Labor Relations Manager within five (5) working days of discussion and review of the recommendation, accommodation request, physician's medical review, and any supporting documentation.
5. The EEO/AA Officer & Labor Relations Manager shall provide the recommendation, in writing, to the Reasonable Accommodation Committee and/or convene when operationally necessary to review the recommendation, within ten (10) working days.

The RAC shall review the accommodation request, physician's medical review, and any supporting documentation. The RAC shall review and consider, among others, the following criteria:

- The relationship between the accommodation and the employee's essential job functions;
- Necessity;
- Cost effectiveness;
- Undue hardship;
- Compatibility with existing equipment (where applicable)

Once the Committee's review is complete, the Committee's recommendation shall be submitted by the EEO/AA Officer & Labor Relations Manager to the Executive Director within five (5) working days of the Committee's review for the Executive Director's approval or denial.

6. The Executive Director shall review the RAC's recommendation, physician's medical review, and any supporting documentation and shall render a decision of denial or approval within five (5) working days of receipt and acceptance from the EEO/AA Officer & Labor Relations Manager.
7. Provided that appropriate documentation has been submitted, the EEO/AA Officer shall inform the employee in writing of the agency's decision to grant or deny the request within thirty (30) working days of receipt and acceptance. A copy of the response will also be sent to the employee's direct supervisor, employee's next level supervisor, and the Division's Deputy Director.
8. If the Executive Director approves the accommodation request, the agency shall take appropriate action to comply with the accommodation request. Approved accommodation requests shall be implemented as soon as possible. Please note that the agency may approve an alternative accommodation that may be different than the accommodation requested by an employee to effectively remove the workplace barrier in question.
9. Reconsideration: If an employee wishes to ask for a reconsideration of the decision for a reasonable accommodation request, a written request shall be addressed to the Executive Director within ten (10) working days of notification of the decision. The reconsideration request shall include the reasons that a reconsideration is being requested and, if appropriate, alternative suggestions for reasonable accommodation. After a complete review of the matter, a decision shall be made, and the employee shall be notified. The Executive Director's decision on this recommendation shall constitute the final internal action by ILETSB on the accommodation request. The Executive Director will forward a copy of this decision and any requests for reconsideration to the EEO/AA Officer & Labor Relations Manager.
10. An employee who has been denied accommodation has the right to file a complaint at the state level with the Illinois Department of Human Rights within 2 years of the denial of the request. An employee may also have the right to file a complaint with the U. S. Equal Employment Opportunity Commission (EEOC) within 300 days or any other appropriate government agency pursuant to their time frame.
11. The EEO/AA Officer shall document any action taken on a reasonable accommodation request and shall retain completed accommodation request forms, physician's medical reviews, and any supporting documentation for one year following final action in the matter.



Illinois Law Enforcement Training and Standards Board Reasonable Accommodation Request for Job Applicants

Pursuant to the requirements of state and federal laws, a qualified individual with a disability has the right to request reasonable accommodation in conjunction with his or her employment. Reasonable accommodation means a modification to application procedure, access to the work site, and adjustments to the work process or work schedule that would enable a person with a disability to perform a particular job. Employers are not required to provide accommodations that would impose undue hardship on the operations of their programs. The procedures for accommodation request appear on the back of this form. Completed accommodation request forms should be submitted to the interviewing officer. The agency EEO/AA Officer can respond to questions about the accommodation process.

Name:	Interviewing Agency:
Home Address:	
Telephone:	Functional Limitations:

Type of Accommodation Needed

- ☐ Sign Language Interpreter for the Employment Interview
- ☐ Reader Service
- ☐ Accessible Interviewing Site
- ☐ Re-formatting of Examinations
- ☐ Examination Markers for Applicants with Limited Manual Dexterity
- ☐ Other (indicate type of accommodation needed) _____

Narrative Explanation

Describe how your functional limitation interferes with a portion of the pre-employment process, e.g., applying, testing or interviewing. Explain how the requested accommodation would be used to enable you to complete the application process. (Use additional sheet if necessary).

Applicant's Signature:	Date:
------------------------	-------

Agency Action

Interviewing Officer's Determination

☐

Grant

☐

Deny

Remarks (If denied, provide explanation) _____

Final Agency Approval

Signature:	Date:
------------	-------

Accommodation Request Procedures for Applicants

Qualified applicants and employees with disabilities have the right to request reasonable accommodation under the law. Applicants may request accommodation to any stage of the application process, including the employment application, examination procedure or interviewing process. Note that the Department of Central Management Services is responsible for accommodations to its testing procedures.

Once an individual with a disability has been hired, he or she has the right to request accommodation to the work site, work schedule, or work process that would enable him or her to perform the job in question. Procedures for applicants to follow in making an accommodation request are listed below. The ILETSB EEO/AA Officer can provide additional information about the accommodation process.

Procedures:

1. Applicants may request accommodations to the application process orally or in writing (either through correspondence or the use of the accommodation request form for applicants). If the request is made orally or through written correspondence, the EEO/AA Officer will complete accommodation request forms in the matter for purposes of processing and documenting the request.
2. Applicants shall submit accommodation requests to the interviewing officer. The interviewing officer should provide a copy of the form to the EEO/AA Officer. In cases where the EEO/AA Officer completes the form for the applicant with a disability, the EEO/AA Officer shall submit completed forms to the interviewing officer and retain a copy for him or herself.
3. A response to the request will be provided to the applicant within five (5) days following receipt of the request by the interviewing officer.
4. If it is within the bounds of the authority of the interviewing officer to grant the request and he or she believes it to be reasonable, the accommodation will be provided. Information regarding the type of accommodation provided will be sent to the EEO/AA Officer.
5. If another official within the agency must be consulted in order for the accommodation to be provided, he or she will determine whether ILETSB will grant the request.
6. If ILETSB denies the request, the applicant has the right to file an internal complaint with the EEO/AA Officer and/or external complaint with the Illinois Department of Human Rights within 2 years of the denial. An applicant may also have the right to file a complaint with the U. S. Equal Employment Opportunity Commission (EEOC) within 300 days or any other appropriate government agency pursuant to their time frame.



Illinois Law Enforcement Training and Standards Board

PHYSICIAN'S MEDICAL REVIEW

ILETSB is requesting disclosure of information that is necessary to assist in evaluating a reasonable accommodation request. The EEO/AA Officer may require additional documentation to establish a disability or determine an appropriate accommodation. All information will be kept confidential and used in compliance of applicable state and federal laws; and is regarded as protected Health Information subject to HIPPA Policy.

1) Employee/Applicant: _____ 2) Date of Birth: _____

3) Home Address: _____ 4) Soc Sec No: _____

5) Employed by: _____ 6) Address: _____

7) Employee/Applicant's Disability: _____

(includes a physical or mental impairment that substantially limits one more major life activities, which include such things caring for oneself, performing manual tasks, walking, sitting, standing, lifting, reaching, seeing, hearing, breathing, learning and working)

8) Major Life Limitation(s): _____

9) What are the specific essential job functions this person can't perform without a reasonable accommodation due to the disability?

10) What type of reasonable accommodation do you suggest for the employee/applicant: _____

11) Recommended duration of reasonable accommodation: _____

12) Additional information to support need for reasonable accommodation: _____

Physician's Printed Name

Degree

License Number

Physician's Signature

Date

Address

Phone

Employees/applicants are responsible for having this form completed forwarded to the EEO/AA Officer.

Accommodation Request Report

Instructions: This form should be used to report accommodation requests received by the agency throughout the fiscal year.

Agency: _____

Fiscal Year: _____

Name and title of person completing form: _____

Did the agency receive any requests from applicants or employees for reasonable accommodation during the year? YES____ NO____

If the agency received accommodation requests, provide the following information:

Type of Accommodation Request	Number of Request	Granted / Denied	Estimated Cost
Structural Modification			
Job Restructuring			
Reassignment			
Purchase of Equipment			
Modification of Equipment			
Work Schedule Modification			
Workstation Relocation			
Modifying Workplace Policies			
Reader Service			
Interpreter Service			
Training			
Parking			
Other:			

If the agency experienced any problem(s) regarding a provision of reasonable accommodation, describe the problem below.

Procedural Barriers

The Law Enforcement Training and Standards Board recognizes disabled individuals as a protected group and has a commitment to affirmative action and equal employment opportunity for disabled persons. The Board ensures that it will provide reasonable accommodations to disabled individuals when and where possible.

The Board has reviewed all agency materials to eliminate any possible discriminatory requirements. The Board will closely review any new agency materials to guard against any discrimination in all future requirements. The Board will also include a nondiscrimination notice in all recruitment materials and review all job descriptions to determine essential duties.

Pre-employment screening: ILETSB does not have a pre-employment screening or medical examination requirement for any of its positions.

The Board does not require physical examinations, or any other type of testing not already required by the Department of Central Management Services. The Board will distribute this policy internally and has conducted an accessibility survey of its facility. The Board has established, to the best of its ability, a policy of reasonable accommodation.

Employment criteria and job description review: The Board utilizes the Department of Central Management Services' SuccessFactors online employment application system and procedures exclusively. The Board staff members who conduct interviews have all received the most up-to-date Comprehensive Employment Plan (CEP) interviewer training available through CMS. Additionally, all Subject Matter Experts (SME) who perform application validation in the hiring process have all received the required SME training available through CMS in OneNet. This training is updated annually and instructs the participants on correct and legal interview and application validation procedures which include ethical and non-discrimination practices. As of the date of this report, the training must be attended annually to maintain interviewer certification. SME certification training must only be taken once.

Any employment criteria established by the ILETSB to screen applicants are reviewed before positions are filled to determine whether they would screen out applicants with disabilities. Employment criteria with a disparate impact on applicants with disabilities are examined to determine if they are job-related. If such criteria are not job-related, they are eliminated. Job descriptions are reviewed before posting to identify essential job duties. In determining whether an applicant is a qualified individual with a disability, ILETSB will assess his or her ability to perform the position's essential job duties with reasonable accommodations.

As a part of each hiring sequence, the CMS Hiring Lead checks the Success with Disabilities (SD) list, provided the job is not filled via contractual rights. If there are any SD candidates eligible for that job classification title, their skills and abilities are assessed against the job

description and conditions of employment. If they are determined by the SD office to be a possible match, they are invited to interview for the position along with the other top-ranked applicants.

The EEO/AA Officer will review and certify the criteria and job descriptions at the time they are created and/or amended, prior to posting.

Employment testing: ILETSB does not conduct its own employment testing. Any testing performed is required and conducted by CMS. Testing does not have an adverse impact on people with disabilities. Accommodation in testing can be provided upon request of the applicant via the online application procedure.

Identification of ADA Coordinator:

Kenley M. Cowgill
DEIA, EEO, AA Officer & Recruiting Specialist
Illinois Law Enforcement Training and Standards Board
500 S. 9th Street
Springfield, IL 62701
kenley.m.cowgill@illinois.gov
217-606-9192
TTY 866-740-3933

Emergency evacuation procedures: ILETSB participates in the annual online disability survey conducted via OneNet, where emergency needs are identified, and any such information submitted will be provided to safety personnel. The purpose of these surveys is to collect disability statistics for all employees of the State of Illinois. At the time of this report, there are no ILETSB employees who require assistance evacuating the building in the event of an emergency.

The online annual disability survey via OneNet is a project of Central Management Services. The purpose of the survey is twofold:

1. For Affirmative Action purposes, to give employees an opportunity to identify whether they have disabilities.
2. To determine whether emergency evacuation assistance is needed. Safety personnel will be provided with the names of employees needing evacuation assistance.

Central Management Services keeps track of the number of employees with work disabilities who choose to voluntarily disclose this information to comply with the affirmative action requirements in the Human Rights Act.

To that end, the state has developed this brief survey. All employees are required to respond to this questionnaire. All information provided is voluntary, however you must click the "Submit Survey" button to send your answers to the State of Illinois or click the "Skip Survey" button to indicate receipt and acknowledge that you elect not to participate in the survey.

The purpose of the survey and the form is to collect disability statistics for all employees of the State of Illinois.

Any information provided will be accorded confidentiality and will be used in compliance with state and federal Equal Opportunity Non-Discrimination laws.

The Board follows its own evacuation procedures in case of fire, natural disaster, or any other type of calamity which may affect escape from its offices. In case of an emergency where staff would have to evacuate the building, the staff would meet out front, on the west side of the building, on the front sidewalk.

The most current disability survey form can be found on the State of Illinois Disability Survey website: <https://onenettraining.illinois.gov/OneNetTraining/page.aspx>

SECTION

SIX

Applicable EEO Laws

CIVIL RIGHTS ACT OF 1964, as amended

Title VI prohibits discrimination on grounds of race, color, or national origin in federally assisted programs.

Title VII prohibits discrimination on the grounds of race, color, religion, sex or national origin by employers or unions with 15 or more employees. The designation employer includes the government of the United States, corporations wholly owned by the United States, and State or political subdivisions thereof.

EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972

This is an amendment to the Civil Rights Act of 1964, which adds sex and religion to the Title VII portion and extends Equal Employment Opportunity (EEO) to State, local and municipal organizations, all employment agencies (private and public), and to labor organizations. This Act empowers EEOC to bring civil action against any organization, which is alleged to be practicing discrimination. The Act also gives the right to an individual to take a complaint directly to a court of law.

PREGNANCY DISCRIMINATION ACT

This law amended Title VII to make it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

CIVIL RIGHTS ACT OF 1991

The Civil Rights Act of 1991 expands the protections afforded individuals under the Civil Rights Act of 1964. It provides for damages for intentional discrimination and unlawful harassment in the workplace and codifies the concepts of "business necessity" and "job related" as enunciated in various Supreme Court decisions. Additionally, it confirms statutory authority and provides guidelines for disparate impact suits under Title VII of the Civil Rights Act of 1964 and in response to recent Supreme Court decisions, expands the scope of relevant civil rights statutes.

AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967

This Act prohibits arbitrary discrimination against persons 40 years of age or older.

REHABILITATION ACT OF 1973

This Act sets the standards for promoting, expanding, and assisting in employment opportunities for the handicapped in all programs or activities receiving Federal financial assistance. Sections 503 and 504 provide for the prohibition of discrimination against qualified handicapped individuals. The Office of Federal Contract Compliance Programs (OFCCP), U. S. Department of Labor, enforces section 503. Section 504 is enforced by the agency providing the federal funds in question.

EQUAL PAY ACT OF 1963

This Act provides that an employer may not discriminate on the basis of sex by paying employees different wages for doing equal work on jobs requiring equal skill, effort, and responsibility, and which are performed under similar working conditions in the same establishment. The U. S. Equal Employment Opportunity Commission (EEOC) enforces this Act.

AMERICANS WITH DISABILITIES ACT OF 1990, AS AMENDED BY THE AMERICANS WITH DISABILITIES ACT AMENDMENTS ACT OF 2008

Congress enacted the Americans with Disabilities Act of 1990 ("the ADA") to eliminate discrimination against individuals with disabilities in the areas of employment, public accommodations, education, transportation, communication, recreation, institutionalization, health services, voting, and access to public service. Title I of the ADA prohibits discrimination in employment against individuals with disabilities and establishes the standards governing an employer's affirmative duty to accommodate an individual with a disability. Title II of the ADA prohibits discrimination against individuals with disabilities by state and local governments. The ADA Amendments Act of 2008 broadens the coverage of "disability" and thereby brings more individuals under the protection of the law. EEOC issued regulations under this Act.

FAMILY MEDICAL LEAVE ACT of 1993

This act requires employers to provide up to 12 weeks of unpaid job-protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for a covered employer for at least one year, and for 1,250 hours during the year preceding the start of the leave and be employed at a worksite where the employer employs at least 50 employees within a 75-mile radius. The U. S. Department of Labor's Wage and Hour Division is authorized to investigate and resolve complaints of violations.

Unpaid leave must be granted for any of the following reasons:

- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job.

Section 585(a) of the National Defense Authorization Act (NDAA) amended the FMLA to provide eligible employees working for covered employers two important leave rights related to military service:

- **Qualifying Reason for Leave.** Eligible employees are entitled to up to 12 weeks of leave because of “any qualifying exigency” arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty, or has been notified of an impending call to active-duty status, in support of a contingency operation.
- **Leave Entitlement.** An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered service member who is recovering from a serious illness or injury sustained in the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12-month period to care for the service member. This military caregiver leave is available during “a single 12-month period” during which an eligible employee is entitled to a combined total of 26 weeks of all types of FMLA leave.

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. The U. S. Department of Labor, Veterans Employment and Training Service (VETS) are authorized to investigate and resolve complaints of USERRA violations.

GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008

This law makes it illegal to discriminate against employees or applicants because of genetic information. Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about any disease, disorder, or condition of an individual's family members (i.e. an individual's family medical history). The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

SECTION SEVEN

Forms

Hiring and Promotion Monitors

Section 2520.770 (h) of the Human Rights Rules and Regulations requires agencies to use hiring and promotion monitors whenever personnel transactions occur. As stated in the rules: *“No hire or promotion commitment shall be made until the agency EEO Officer or designee has reviewed and signed the monitor indicating approval of the transaction. In all transactions, the agency Chief Executive Officer or designee shall sign and date the monitor, indicating approval. The Department of Central Management Services shall not complete any hire or promotion transaction if it has not received the approved monitor.”*

Hiring Monitor is form DHR-19

Promotion Monitor is form DHR-20

Exit Questionnaire

ILETSB will provide an exit questionnaire according to Section 2520.770 (i) of the Department of Human Rights Rules. This is form DHR-30.

- The employee has the option of completing the form. The EEO/AA Officer may obtain better cooperation in the exit interview process if he or she conducts an oral interview on the last day or encloses a self-addressed envelope marked confidential with the exit questionnaire form.
- The answers are confidential, will not be used against the employee, will not be available for reasons of prospective employment, and will not be made a part of the employee's personnel file.
- The form will be maintained in a separate file by the EEO Officer for possible review by DHR, or upon occasion, federal authorities.

HIRING MONITOR

Name of Agency: _____
City / County _____
IDHR Region / (Facility) _____
EEO Job Category: Officials/Administration _____
Title of Job to be filled: _____

Candidate's Name: _____
Position Number: _____
Bid Number: _____
Requisition Number: _____
Date of Hire: _____

1. Is the EEO category underutilized? ☒ Yes ☐ No If yes, indicate number for each group:

Women: _____ Black or African American: _____ Hispanic or Latino: _____
Asian: _____ American Indian or Alaska Native: _____
Native Hawaiian or Pacific Islander: _____ People with Disabilities: _____

2. List the race / ethnicity and sex of person hired: Did Not Disclose

Sex: Male _____ Veteran: Yes _____ Disability: Yes _____

3. Number of individuals who applied and were on the list of eligible(s):

Total by Category	# applied	# Invited	# Interviewed	# Selected
Women	_____	_____	_____	_____
American Indian or Alaska Native	_____	_____	_____	_____
Asian	_____	_____	_____	_____
Black or African American	_____	_____	_____	_____
Hispanic or Latino	_____	_____	_____	_____
Middle Eastern or North African	_____	_____	_____	_____
Native Hawaiian or Pacific Islander	_____	_____	_____	_____
White	_____	_____	_____	_____
Multi-racial / Multi-ethnic	_____	_____	_____	_____
People with Disabilities	_____	_____	_____	_____
Veterans	_____	_____	_____	_____
Did Not Disclose	_____	_____	_____	_____

4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made in the last six months to assist in the recruitment of candidates?

5. If the category is underutilized and a member of an affirmative action group applied and was not hired, give a detailed explanation for the hiring decision.

6. Was the position posted? ☒ Yes ☐ No Was this a contractual rights hire? ☐ Yes ☒ No

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

I have reviewed the eligibility list and: do not concur _____ with this hire.

EEO/AA Officer

Date

If necessary, remarks below:

I approve of this hire:

Chief Executive Officer

Date

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

PROMOTION MONITOR

Name of Agency: _____
City / County _____
IDHR Region / (Facility) _____
EEO Job Category: Officials/Administrators _____
Title of Job to be filled: _____

Candidate's Name: _____
Position Number: _____
Bid Number: _____
Requisition Number: _____
Date of Promotion: _____

1. Is the EEO category underutilized? ☐ Yes ☒ No If yes, indicate number for each group:
- Women: _____

Black or African American: _____

Hispanic or Latino: _____

Asian: _____

American Indian or Alaska Native: _____

Native Hawaiian or Pacific Islander: _____
2. List the race / ethnicity and sex of person promoted: Native Hawaiian or Pacific Islander Did Not Disclose

3. Number of individuals who applied were on the list of promotable(s):

Total by Category	# applied	# Invited	# Interviewed	# Selected
Women	_____	_____	_____	_____
American Indian or Alaska Native	_____	_____	_____	_____
Asian	_____	_____	_____	_____
Black or African American	_____	_____	_____	_____
Hispanic or Latino	_____	_____	_____	_____
Middle Eastern or North African	_____	_____	_____	_____
Native Hawaiian or Pacific Islander	_____	_____	_____	_____
White	_____	_____	_____	_____
Multi-racial / Multi-ethnic	_____	_____	_____	_____
People with Disabilities	_____	_____	_____	_____
Veterans	_____	_____	_____	_____
Did Not Disclose	_____	_____	_____	_____

4. Did it change the employee's EEO Job Category? ☐ Yes ☒ No
If yes, from what EEO job Category? None
5. If the category is underutilized and a member of an affirmative action group applied and was not promoted give a detailed explanation.
6. Was the position posted? ☐ Yes ☐ No Was this per the contract ? ☐ Yes ☐ No
7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) who recommended the selection of the candidate.

I have reviewed the promotional list and: concur with this promotion.

EEO/AA Officer _____
If necessary, remarks below: _____

Date _____

I approve of this hire:

Chief Executive Officer _____

Date _____

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]



Illinois Law Enforcement Training and Standards Board

EXIT QUESTIONNAIRE

Instructions: This questionnaire will be provided to all employees at the time of their separation from the agency whether voluntary or involuntary. The completion of this questionnaire shall be at the employee's option. Please send the completed form in an envelope to the Equal Employment Opportunity Officer. The Equal Employment Opportunity Officer shall maintain a separate file of all forms for possible review by the Department of Human Rights.

Name _____ Sex: Male _____ Female _____ Age: _____

Disability: Yes ☐ No ☐ Race _____ Hispanic: Yes ☐ No ☐

Date of Employment _____ Separation Date _____

Position Title _____

Starting Salary _____ Current Salary _____

Who was your immediate supervisor? _____

Reason for leaving: _____

Were you terminated while still in your probationary period? If so, what could your agency have done to ensure you successfully met your probationary period resulting in certification?

Would you want to work here again? Yes ☐ No ☐

Explain: _____

Same Position? Yes ☐ No ☐ Explain: _____

Same Supervisor? Yes ☐ No ☐ Explain: _____

Do you feel the working conditions were satisfactory?

Yes ☐ No ☐ Explain: _____

Do you have any suggestions for improving employee morale? _____

Were you satisfied with the pay you received for the work performed and with promotions? Yes ☐ No ☐

Explain: _____

Did you receive bilingual pay? If so, do you feel it was an appropriate amount? _____

Were you satisfied with the supervision and were you trained properly?

Yes ☐ No ☐ Explain: _____

Do you think management adequately recognized employee contributions? If not, what recommendations would you make to improve this?

Did you receive any equal employment opportunity / affirmative action orientation? Yes ☐ No ☐

Explain: _____

During your employment, did you request an accommodation based on your disability? Yes ☐ No ☐ N/A ☐
If yes, please explain:

Did you personally experience any discrimination while working in your position?

Yes ☐ No ☐ Explain: _____

Are you aware of instances where others have been discriminated against?

Yes ☐ No ☐ Explain: _____

If you have answered "Yes" to the last two questions, have you discussed or given written notice of this discrimination to your supervisor or EEO/AA Officer?

Yes _____ No _____ Explain: _____

Additional comments / concerns: _____

Employee Signature _____ Date _____

SECTION EIGHT

-APPENDIX-

Explanation of Terms

AA - Affirmative Action - The legal concept mandated under Executive Order 11246 which requires an employer to do more than ensure employment neutrality in recruitment, hiring and promotion of qualified individuals in order to overcome the effects of past systemic exclusion and discrimination.

AAP - Affirmative Action Plan - A written document, which encompasses the EEO policy and all the actions necessary to create a non-discriminatory work environment, including the development of numerical goals for established affirmative action groups when underutilization of such groups has been identified.

Accessibility - The extent to which a facility is readily approachable and usable by individuals with disabilities

Adverse Impact - A theory of employment discrimination (also referred to as disparate impact, disparate effect, adverse effect), which occurs when an employer's policy or practice, neutral on its face and in its application, has a negative effect on the employment opportunities of affirmative action groups.

Affirmative Action Groups - For the development of an AAP by a state entity, this refers to Women, Black or African American, Hispanic or Latino, Asian, American Indian or Alaskan Native, Native Hawaiian or Other Pacific Islander, and People with Disabilities.

Availability Percent (AP) - the percentage of affirmative action groups that can reasonably be expected to be available for employment.

CEO - Chief Executive Officer - The individual ultimately responsible for the operation of an agency.

Department or DHR - Department of Human Rights

Disability - as used in Section 2-105 (B) of the Act and this Subpart, impairment of long-lasting physical, mental, hearing, cognition, ambulation, self-care, independent living, or other functions.

Disparate Treatment - A theory of employment discrimination, which occurs when an employer treats, protected class employees differently than non-protected class employees in similar situations.

Equal Employment Opportunity (EEO) - EEO is achieved when all terms and conditions of employment and management decisions are consistently based on job related factors, without regard to, including but not limited to, race, color, disability, national origin, age, religion, or sex.

EEO Job Category - Classes of position titles that are assigned to one of the eight EEO job categories: Officials/Administrators, Professionals, Technicians, Protective Service Workers, Paraprofessionals, Administrative Support, Skilled Craft Workers and Service Maintenance.

Equal Employment Opportunity Commission (EEOC) - DHR's federal counterpart, which implements the Civil Rights Act of 1964 and other statutes.

Labor Force - All persons, 16 years of age or older, who are either employed or unemployed.

Numerical Goal - Means the number of members of an affirmative action group, which have been determined to be necessary to bring an agency to parity.

Parity - Achieved when availability and utilization are equal.

Protected Class - Various groups of people protected under the Human Rights Act.

Program Goal - Program goal is an agency's fiscal year strategy to address EEO problem areas or to enhance its affirmative action program through recruitment or training efforts, or other specialized programs.

Reasonable Accommodation - is a modification to the work site, work process and/or work schedule to enable a person with a disability to perform essential job duties.

Region - The term "region" shall mean a group of adjacent state counties; there are 10 regions within Illinois.

Underutilization - The number of additional persons in a particular affirmative action group which is necessary to achieve parity with the availability of that group in the labor force.

Workforce - Current number of employees in the agency.

Definitions of EEO Job Categories

1. **Officials and Administrators** -- Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the Agency's operation, or provide specialized consultation on a regional, district or area basis. **Includes:** *department heads, bureau chiefs, division chiefs, directors, deputy directors, controllers, examiners, wardens, superintendents, sheriffs, police and fire chiefs and inspectors and kindred workers.*

2. **Professionals** -- Occupations, which require specialized and theoretical knowledge, which is usually acquired through college training or through work experience and other training, which provides comparable knowledge. **Includes:** *personnel and labor relations workers, social workers, doctors, psychologists, registered nurses, economists, dietitians, lawyers, system analysts, accountants, engineers, employment and vocational rehabilitation counselors, teachers or instructors, police and fire captains and lieutenants and kindred workers.*

3. **Technicians** -- Occupations, which require a combination of basic scientific or technical knowledge and manual skill, which can be obtained through specialized post-secondary school education or through equivalent on-the-job training. **Includes:** *computer programmers and operators, technical illustrators, highway technicians, technicians (medical, dental, electronic, physical sciences), assessors, inspectors, police and fire sergeants, and kindred workers.*

4. **Protective Service Workers** -- Occupations in which workers are entrusted with public safety, security and protection from destructive forces. **Includes:** *police patrol officers, fire fighters, guards, deputy sheriffs, bailiffs, correctional officers, detectives, marshals, harbor patrol officers, and kindred workers.*

5. **Paraprofessionals** -- Occupations in which workers perform some of the duties of a professional or technician in supportive roles, which usually require less formal training and/or experience normally required for professional or technical status. Such positions may fall within an identified pattern of staff development and promotion under a "New Careers" concept. **Includes:** *library assistants, research assistants, medical aids, child support workers, police auxiliary, welfare service aides, recreation assistants, homemaker aides, home health aides, and kindred workers.*

6. **Administrative Support (Including Clerical and Sales)** -- Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office. **Includes:** *bookkeepers, messengers, clerk typists, stenographers, court transcribers, hearing reporters, statistical clerks, dispatchers, license distributors, payroll clerks, office machine and computer operators, telephone operators, legal assistants, sales workers, cashiers, toll collectors, and kindred workers.*

7. **Skilled Craft Workers** -- Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the process involved in the work

which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs. ***Includes:*** *mechanics and repairmen, electricians, heavy equipment operators, stationary engineers, skilled machining occupations, carpenters, compositors and typesetters, and kindred workers.*

8. Service Maintenance -- Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene, or safety of the general public or which contribute to the upkeep and care of buildings, facilities, or grounds of public property. Workers in this group may operate machinery. ***Includes:*** *chauffeurs, laundry and dry-cleaning operatives, truck drivers, bus drivers, garage laborers, custodial personnel, gardeners, and groundskeepers, refuse collectors, construction laborers.*

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Transactions Definitions

New Hire: This involves a person hired into or appointed to a position within an agency in which he/she either has no prior agency history or whose recent employment experience was not with the hiring agency. These transactions would consist of any type of new appointment or the movement of an individual between agencies or merit systems.

Promotion: These transactions occur when an employee is advanced to a position with a higher salary range than his/her previous position, if within the same agency.

Intra-Agency Transfer: These transactions occur when an employee is transferred to a position of the same class to which appointed or to a position including similar qualifications, duties, responsibilities, and salary range, in another division, section or other unit.

Suspension: These transactions involve a temporary removal from payroll for disciplinary reasons.

Separation: These transactions involve an employee who voluntarily leaves state service.

Discharge: This occurs when an employee is terminated for cause.

Lay Off: These transactions occur with the placement of an employee in non-paid, non-working status without prejudice either temporarily or indeterminately.

Demotion: These transactions occur when an employee is assigned to a vacant position in a class having a lower maximum permissible salary or rate than class from which the demotion was made for reasons of inability to perform the work, if within the same agency.

Reduction: These transactions involve the voluntary or involuntary movement of an employee to a vacant position in a class having a lower maximum permissible salary range, if within the same agency.

Reinstatement: These transactions occur when a former certified employee who resigned or terminated in good standing or whose position was reallocated downward or who was laterally transferred or whose name was placed on a reemployment list, if within the same agency.

Reemployment: These transactions occur when the certified employee is restored to an active work status after being selected from an official Recall/Reemployment List obtained from the Department of Central Management Services, if within the same agency.

Upward Reallocation: These transactions occur when the classification of an employee to a position with a classification of higher salary range resulting from the assignment of increased responsibilities making a higher position title more appropriate.

Downward Reallocation: These transactions occur when the classification of an employee changes to a position with a classification of a lower salary range resulting from the changes in assigned duties, which have fewer responsibilities.

Illinois Counties by Region

REGION 1

Cook
DeKalb
DuPage
Grundy
Kane
Kankakee
Kendall
Lake
McHenry
Will

REGION 2

Boone
Ogle
Stephenson
Winnebago

REGION 3

Bureau
Carroll
Henry
Jo Daviess
LaSalle
Lee
Mercer
Putnam
Rock Island
Whiteside

REGION 4

Adams
Brown
Hancock
Henderson
Knox
McDonough
Pike
Schuyler
Warren

REGION 5

DeWitt
Fulton
Livingston
Marshall
Mason
McLean
Peoria
Stark
Tazewell
Woodford

REGION 6

Champaign
Douglas
Ford
Iroquois
Piatt
Vermilion

REGION 7

Christian
Cass
Greene
Logan
Macon
Macoupin
Menard
Morgan
Montgomery
Sangamon
Scott
Shelby

REGION 8

Bond
Calhoun
Clinton
Jersey
Madison
Monroe
Randolph
St. Clair
Washington

REGION 9

Clark
Clay
Coles
Crawford
Cumberland
Edgar
Effingham
Fayette
Jasper
Lawrence
Marion
Moultrie
Richland

REGION 10

Alexander
Edwards
Franklin
Gallatin
Hamilton
Hardin
Jackson
Jefferson
Johnson
Massac
Perry
Pope
Pulaski
Saline
Union
Wabash
Wayne
White
Williamson

Illinois Department of Human Rights State Regional Map

