

Legislative Audit Commission

RESOLUTION NO. 141

Presented Representative Pihos

WHEREAS, the Personnel Code [20 ILCS 415] was established in 1955 to bring some consistency into the State's system of personnel practices; and

WHEREAS, certain positions in State government are exempt from the Personnel Code pursuant to Section 415/4c (General exemptions) or 415/4d (Partial exemptions); and

WHEREAS, the Civil Service Commission, upon written recommendation of the Director of CMS, may exempt additional positions which, in its judgment, involve either principal administrative responsibility for the determination of policy or principal administrative responsibility for the way in which policies are carried out [20 ILCS 415/4d (3)]; and

WHEREAS, positions in State government are also classified by whether they are exempt from protections under the U.S. Supreme Court decision in Rutan v. Republican Party of Illinois, 497 U.S. 62 (1990); and

WHEREAS, a provision in the Personnel Code directs the Department of Central Management Services (CMS) to "conduct research and planning regarding the total manpower needs of all offices, including the Lieutenant Governor, Secretary of State, State Treasurer, State Comptroller, State Superintendent of Education, and Attorney General, and of all departments, agencies, boards, and commissions of the executive branch, except state-supported colleges and universities, and for that purpose to prescribe forms for the reporting of such personnel information as the department may request both for positions covered by this Act and for those exempt in whole or in part." [20 ILCS 415/9 (11)]; and

WHEREAS, according to State Comptroller records, the State of Illinois expended \$5.1 billion in FY09 and \$5.3 billion in FY10 from appropriated funds on regular positions; and

WHEREAS, the Executive Budget for Fiscal Year 2012 recommends a total of 57,642 positions in State government (excluding public universities), an increase of 4,150 positions from the FY10 actual headcount of 53,492; and

WHEREAS, development and analysis of staff to management ratios at the various State agencies is a critical element of efficiency and effectiveness; therefore,

BE IT RESOLVED, BY THE LEGISLATIVE AUDIT COMMISSION that the Auditor General is directed to conduct a management audit of management positions in the Executive Branch of State government, excluding public universities; and be it further

RESOLVED, that the audit include an analysis, based on information provided by the various agencies, of:

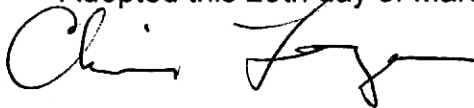
- the number of management positions, by organizational unit, job title and function;
- the number of positions supervised or managed by each management position and whether any of those employees are supervised or managed by more than one management position;
- for each management position, whether it is exempt from the Personnel Code, exempt from Rutan, or covered by a collective bargaining agreement; and be it further

RESOLVED, that the audit include a determination of whether the Department of Central Management Services has performed any analysis to determine appropriate management to staff ratios or span of control, and whether it has conducted any reviews, or has other controls in place, to ensure that management positions do not unnecessarily overlap or duplicate other management positions; and be it further

RESOLVED, that the Department of Central Management Services, the Civil Service Commission and any other entity having information relevant to this audit cooperate fully and promptly with the Auditor General's Office in the conduct of this audit; and be it further

RESOLVED, that the Auditor General commence this audit as soon as possible and report his findings and recommendations upon completion in accordance with the provisions of Section 3-14 of the Illinois State Auditing Act.

Adopted this 29th day of March, 2011.



Senator Chris Lauzen
Co-Chair



Representative Frank J. Mautino
Co-Chair