

**STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
COMPLIANCE EXAMINATION**

For the Two Years Ended June 30, 2017

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2017

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STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2017

**COMMISSION OFFICIALS**

Director	Philip Dalmage (Effective 6/18/2018) Mr. N. Keith Chambers (Through 6/13/2018)
Chief Fiscal Officer	Dr. Ewa I. Ewa
General Counsel	Ms. Donyelle Gray
Commissioners:	
	Rose Mary Bombela-Tobias (Chair)
	Duke Alden
	Mike Bigger
	Eleni Bousis (Effective 3/17/2017)
	Robert A. Cantone
	Hamilton Chang
	Nabi Fakroddin
	Charlene Foss-Eggemann (Effective 5/08/2017)
	Hermene Hartman
	Steven Kim
	Amy Kurson (Effective 3/21/2016)
	Cheryl Mainor (Effective 3/17/2017)
	Patricia Bakalis Yadgir

The Commission's offices are located at:

James R. Thompson Center  
100 West Randolph Street, Suite 5-100  
Chicago, Illinois 60601

Sangamo Complex  
1000 East Converse  
Suite 1232N  
Springfield, Illinois 62702



# STATE OF ILLINOIS Human Rights Commission

**Bruce Rauner**  
Governor

June 18, 2018

Honorable Frank J. Mautino  
Auditor General  
740 East Ash Street  
Springfield, IL 62703

## **Commissioners**

**Rose Mary Bombela-Tobias**  
Chair

**Duke Alden**

**Michael Bigger**

**Eleni Bousis**

**Robert A. Cantone**

**Hamilton Chang**

**Nabi R. Fakroddin, P.E., S.E.**

**Hermene Hartman**

**Amy Kurson**

**Cheryl Mainor**

**Patricia Bakalis Yadgir**

**N. Keith Chambers**  
Executive Director

Auditor General Mautino:

We are responsible for the identification of, and compliance with, all aspects of laws, regulations, contracts, or grant agreements that could have a material effect on the operations of the State of Illinois, Human Rights Commission. We are responsible for and we have established and maintained an effective system of internal controls over compliance requirements. We have performed an evaluation of the State of Illinois, Human Rights Commission's compliance with the following assertions during the two-year period ended June 30, 2017. Based on this evaluation, we assert that during the years ended June 30, 2016, and June 30, 2017, the State of Illinois, Human Rights Commission has materially complied with the assertions below.

- A. The State of Illinois, Human Rights Commission has obligated, expended, received, and used public funds of the State in accordance with the purpose for which such funds have been appropriated or otherwise authorized by law.
- B. The State of Illinois, Human Rights Commission has obligated, expended, received, and used public funds of the State in accordance with any limitations, restrictions, conditions, or mandatory directions imposed by law upon such obligation, expenditure, receipt, or use.
- C. The State of Illinois, Human Rights Commission has complied, in all material respects, with applicable laws and regulations, including the State uniform accounting system, in its financial and fiscal operations.
- D. State revenues and receipts collected by the State of Illinois, Human Rights Commission are in accordance with applicable laws and regulations and the accounting and recordkeeping of such revenues and receipts is fair, accurate, and in accordance with law.

Yours truly,

State of Illinois, Human Rights Commission

**SIGNED ORIGINAL ON FILE**

---

Philip Dalmage, Executive Director

**SIGNED ORIGINAL ON FILE**

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Dr. Ewa I. Ewa, Chief Fiscal Officer

**SIGNED ORIGINAL ON FILE**

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Donyelle Gray, General Counsel

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2017

**COMPLIANCE REPORT**

**SUMMARY**

The compliance testing performed during this examination was conducted in accordance with *Government Auditing Standards* and in accordance with the Illinois State Auditing Act.

**ACCOUNTANT’S REPORT**

The Independent Accountant’s Report on State Compliance, on Internal Control Over Compliance and on Supplementary Information for State Compliance Purposes does not contain scope limitations, disclaimers, or other significant non-standard language.

**SUMMARY OF FINDINGS**

<u>Number of</u>	<u>Current</u> <u>Report</u>	<u>Prior</u> <u>Report</u>
Findings	4	7
Repeated findings	3	3
Prior recommendations implemented or not repeated	4	4

**SCHEDULE OF FINDINGS**

<u>Item No.</u>	<u>Page</u>	<u>Description</u>	<u>Finding Type</u>
FINDINGS (STATE COMPLIANCE)			
2017-001	9	Decisions Not Published	Significant Deficiency and Noncompliance
2017-002	10	Weakness Regarding the Security and Control of Confidential Information	Significant Deficiency and Noncompliance
2017-003	12	Inadequate Controls over System Access and Segregation of Duties	Significant Deficiency and Noncompliance
2017-004	14	Vacancies on the Illinois Torture Inquiry and Relief Commission	Noncompliance

<u>Item No.</u>	<u>Page</u>	<u>Description</u>	<u>Finding Type</u>
PRIOR FINDINGS NOT REPEATED			
A	16	Inadequate Control over State Property and Reporting	
B	16	Inadequate Controls over Contractual Services	
C	16	Voucher Processing Weaknesses	
D	16	Failure to Comply with the Illinois Human Rights Act	

### **EXIT CONFERENCE**

The Commission waived an exit conference in correspondence on June 15, 2018. The responses to the recommendations were provided by Dr. Ewa Ewa in a letter dated June 18, 2018.

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OFFICE OF THE AUDITOR GENERAL  
FRANK J. MAUTINO

INDEPENDENT ACCOUNTANT'S REPORT ON STATE COMPLIANCE,  
ON INTERNAL CONTROL OVER COMPLIANCE, AND ON  
SUPPLEMENTARY INFORMATION FOR STATE COMPLIANCE PURPOSES

Honorable Frank J. Mautino  
Auditor General  
State of Illinois

**Compliance**

We have examined the State of Illinois, Human Rights Commission's compliance with the requirements listed below, as more fully described in the Audit Guide for Financial Audits and Compliance Attestation Engagements of Illinois State Agencies (Audit Guide) as adopted by the Auditor General, during the two years ended June 30, 2017. The management of the State of Illinois, Human Rights Commission is responsible for compliance with these requirements. Our responsibility is to express an opinion on the State of Illinois, Human Rights Commission's compliance based on our examination.

- A. The State of Illinois, Human Rights Commission has obligated, expended, received, and used public funds of the State in accordance with the purpose for which such funds have been appropriated or otherwise authorized by law.
- B. The State of Illinois, Human Rights Commission has obligated, expended, received, and used public funds of the State in accordance with any limitations, restrictions, conditions, or mandatory directions imposed by law upon such obligation, expenditure, receipt, or use.
- C. The State of Illinois, Human Rights Commission has complied, in all material respects, with applicable laws and regulations, including the State uniform accounting system, in its financial and fiscal operations.
- D. State revenues and receipts collected by the State of Illinois, Human Rights Commission are in accordance with applicable laws and regulations and the accounting and recordkeeping of such revenues and receipts is fair, accurate, and in accordance with law.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants; the standards applicable to attestation engagements contained in *Government Auditing Standards* issued by the Comptroller General of the United States; the Illinois State Auditing Act (Act); and the Audit Guide as adopted by the Auditor General pursuant to the Act (the Audit Guide). Those standards, the Act, and the Audit Guide require that we plan and perform the examination to obtain reasonable assurance about whether the State of Illinois, Human Rights Commission complied, in all material respects, with

the specified requirements listed above. An examination involves performing procedures to obtain evidence about whether the State of Illinois, Human Rights Commission complied with the specified requirements listed above. The nature, timing, and extent of the procedures selected depend on our judgement, including an assessment of the risks of material noncompliance, whether due to fraud or error.

We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion. Our examination does not provide a legal determination on the State of Illinois, Human Rights Commission's compliance with specified requirements.

In our opinion, the State of Illinois, Human Rights Commission complied, in all material respects, with the compliance requirements listed in the first paragraph of this report during the two years ended June 30, 2017. However, the results of our procedures disclosed instances of noncompliance with the requirements, which are required to be reported in accordance with criteria established by the Audit Guide, issued by the Illinois Office of the Auditor General and which are described in the accompanying schedule of findings as items 2017-001 through 2017-004.

The State of Illinois, Human Rights Commission's responses to the findings identified in our examination are described in the accompanying schedule of findings. The State of Illinois, Human Rights Commission's responses were not subjected to the procedures applied in the compliance examination and, accordingly, we express no opinion on the responses.

The purpose of this report on compliance is solely to describe the scope of our testing and the results of that testing in accordance with the requirements of the Audit Guide issued by the Illinois Office of the Auditor General. Accordingly, this report is not suitable for any other purpose.

### **Internal Control**

Management of the State of Illinois, Human Rights Commission is responsible for establishing and maintaining effective internal control over compliance with the requirements listed in the first paragraph of this report. In planning and performing our examination, we considered the State of Illinois, Human Rights Commission's internal control over compliance with the requirements listed in the first paragraph of this report to determine the examination procedures that are appropriate in the circumstances for the purpose of expressing our opinion on compliance and to test and report on internal control over compliance in accordance with the Audit Guide, issued by the Illinois Office of the Auditor General, but not for the purpose of expressing an opinion on the effectiveness of the State of Illinois, Human Rights Commission's internal control over compliance. Accordingly, we do not express an opinion on the effectiveness of the State of Illinois, Human Rights Commission's internal control over compliance.

*A deficiency in internal control over compliance* exists when the design or operation of a control over compliance does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with the requirements listed in the first paragraph of this report on a timely basis. *A material weakness in internal control over compliance* is a deficiency, or combination of deficiencies, in internal control over compliance, such that there is a reasonable possibility that material noncompliance with a requirement listed in the first paragraph of this report will not be prevented, or detected and corrected, on a timely basis. *A significant deficiency in internal control over compliance* is a deficiency, or a combination of deficiencies, in internal control over compliance that is less

severe than a material weakness in internal control over compliance, yet important enough to merit attention by those charged with governance.

Our consideration of internal control over compliance was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over compliance that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that were not identified. We did not identify any deficiencies in internal control over compliance that we consider to be material weaknesses. However, we identified certain deficiencies in internal control over compliance, as described in the accompanying schedule of findings as items 2017-001 through 2017-003, that we consider to be significant deficiencies.

As required by the Audit Guide, immaterial findings excluded from this report have been reported in a separate letter.

The State of Illinois, Human Rights Commission's responses to the internal control findings identified in our examination are described in the accompanying schedule of findings. The State of Illinois, Human Rights Commission's responses were not subjected to the procedures applied in the compliance examination and, accordingly, we express no opinion on the responses.

The purpose of this report on internal control over compliance is solely to describe the scope of our testing of internal control over compliance and the results of that testing based on the requirements of the Audit Guide, issued by the Illinois Office of the Auditor General. Accordingly, this report is not suitable for any other purpose.

### **Supplementary Information for State Compliance Purposes**

Our examination was conducted for the purpose of forming an opinion on compliance with the requirements listed in the first paragraph of this report. The accompanying supplementary information for the years ended June 30, 2017, and June 30, 2016, in Schedules 1 through 5 and the Analysis of Operations Section is presented for purposes of additional analysis. We have applied certain limited procedures as prescribed by the Audit Guide as adopted by the Auditor General to the June 30, 2017, and June 30, 2016, accompanying supplementary information in Schedules 1 through 5. However, we do not express an opinion on the accompanying supplementary information.

We have not applied procedures to the June 30, 2015, accompanying supplementary information in Schedules 3 through 5 and in the Analysis of Operations Section, and accordingly, we do not express an opinion or provide any assurance on it.

**SIGNED ORIGINAL ON FILE**

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JANE CLARK, CPA  
Director of Financial and Compliance Audits

Springfield, Illinois  
June 18, 2018

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SCHEDULE OF FINDINGS**  
For the Two Years Ended June 30, 2017

2017-001. **FINDING** (Decisions Not Published)

The Human Rights Commission (Commission) did not publish its decisions.

We tested 40 decisions issued during the examination period and noted they were not published on the Commission's website. Further, Commission management indicated they have a backlog of unpublished decisions dating back to December 2013.

The Illinois Human Rights Act (Act) (775 ILCS 5/8-110) requires the Commission publish its decisions, whether on requests for review or complaints, within 120 calendar days of the completion of service of the written decision on the parties to ensure a consistent source of precedent.

Commission officials stated not all decisions have been posted due to a vacancy in the position responsible for posting the decisions at the beginning of the examination, working to clear the backlog of decisions from previous fiscal years that have yet to be posted, and competing priorities with other responsibilities.

Decisions should be published timely to comply with the Act and to ensure a consistent source of precedent. (Finding Code No. 2017-001, 2015-001, 2013-002, 11-1, 09-2, 07-2)

**RECOMMENDATION**

We recommend the Commission comply with the Act and publish all of its decisions within 120 calendar days.

**COMMISSION RESPONSE**

The Commission agrees with the finding which was precipitated by the unavailability of resources (professional staff) to do the appropriate publication. The Commission has hired a staff that is responsible for publishing decisions which is currently being done.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SCHEDULE OF FINDINGS**  
For the Two Years Ended June 30, 2017

2017-002. **FINDING** (Weakness Regarding the Security and Control of Confidential Information)

The Human Rights Commission (Commission) had not performed a risk assessment of its computing resources to identify confidential or personal information to ensure such information was protected from unauthorized disclosure.

During our review of the Commission, the following weaknesses were noted in regards to the security and control of confidential information. The Commission had not:

- performed a risk assessment of the Commission’s computer resources;
- performed its due diligence to ensure Commission data was secure or properly disposed; and,
- developed formalized breach of security procedures.

Commission officials stated the Commission does not currently have the technical staff necessary to conduct the noted tasks, as it currently relies on the Department of Innovation and Technology (DoIT) to manage its information systems.

The Identity Protection Act (5 ILCS 179) and the Personal Information Protection Act (815 ILCS 530) promote the protection of confidential information from unauthorized disclosure.

The Commission has the responsibility to ensure that confidential information is protected from accidental or unauthorized disclosure. Effective controls help minimize the potential impact and costs resulting from identity thefts. (Finding Code No. 2017-002, 2015-004)

**RECOMMENDATION**

We recommend the Commission:

- perform a comprehensive risk assessment to identify all forms of confidential or personal information and ensure adequate security controls, including adequate physical and logical access restrictions, have been established to safeguard data and resources;
- perform its due diligence and review controls to ensure its data is sufficiently secure and properly disposed; and,
- develop policies and procedures to ensure timely compliance with the requirements outlined in the Personal Information Protection Act, in the event of a breach of confidential information.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SCHEDULE OF FINDINGS**  
For the Two Years Ended June 30, 2017

**COMMISSION RESPONSE**

The Commission partially agrees with this finding because DoIT is the lead agency that controls the Commission's computing resources and management, hence depends on its prescriptions and recommendations relative to information security and confidentiality. Where appropriate, the Commission develops its internal security controls, including adequate physical and logical access restrictions and safeguards. We shall continue to work with DoIT as recommended to improve data security at the Commission.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SCHEDULE OF FINDINGS**  
For the Two Years Ended June 30, 2017

2017-003. **FINDING** (Inadequate Controls over System Access and Segregation of Duties)

The Human Rights Commission (Commission) did not have adequate controls over system access and had an inadequate segregation of duties. The Commission utilized the Accounting Information System (AIS), Central Payroll System (CPS), and the Central Time and Attendance System (CTAS) provided by the Department of Innovation and Technology (DoIT).

During testing, we noted:

- Three employees had all levels of authority in AIS. These employees could enter and modify voucher payment data, had override authority, and also had agency head approval for vouchers sent to the Office of the State Comptroller.
- Two employees had all levels of authority in CPS. Both employees had the ability to inquire, add, change, and delete information within the system.
- One employee had all levels of authority in CTAS. This employee had the ability to inquire, add, change, and delete information within the system. This employee also maintained the personnel files.

The Fiscal Control and Internal Auditing Act (30 ILCS 10/3001) requires the Commission to establish and maintain a system, or systems, of internal fiscal and administrative controls to provide assurance funds, property, and other assets and resources are safeguarded against waste, loss, unauthorized use, and misappropriation. In addition, good business practices dictate the accounting, approval, and custody of records should be segregated.

Commission officials stated the Commission is a small agency that does not have sufficient resources designated for all duties associated with AIS, CPS, and CTAS responsibilities. Additionally, the Commission must have employees that serve as a back-up in case the main employee is absent in order to meet its obligations. Furthermore, Commission officials stated all transactions are reviewed and approved by the Chief Fiscal Officer.

A lack of controls over access to accounting systems and an inadequate segregation of duties increases the likelihood that a loss from errors or irregularities could occur without being found in the normal course of employees' assigned duties. (Finding Code No. 2017-003, 2015-003)

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SCHEDULE OF FINDINGS**  
For the Two Years Ended June 30, 2017

**RECOMMENDATION**

We recommend the Commission segregate the duties as much as possible and work with DoIT to ensure employees have appropriate levels of authority within AIS, CPS, and CTAS.

**COMMISSION RESPONSE**

The Commission agrees with this finding which is the result of unavailability of staff very typical among small agencies where one individual is, in most cases, responsible for various agency responsibilities that should be done by other staff. Despite this phenomenon, the Commission continues to establish internal controls and fiscal prudence in managing its resources. As recommended, the Commission will work with DoIT to ensure employees have appropriate levels of authority with AIS, CPS, and CTAS.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SCHEDULE OF FINDINGS**  
For the Two Years Ended June 30, 2017

2017-004. **FINDING** (Vacancies on the Illinois Torture Inquiry and Relief Commission)

The Illinois Torture Inquiry and Relief Commission (Commission), an independent commission under the Human Rights Commission, did not have the required number of Commissioners.

During testing, we noted the following:

- As of June 30, 2017, two of the eight (25%) Commissioners' seats were vacant. Both vacancies were positions designated for members of the public who are not attorneys and who are not officers or employees of the Judicial Branch of the State.
- As of June 30, 2017, five of the eight (63%) alternate Commissioners' seats were vacant. The vacant positions consist of a retired Circuit Court Judge, a former prosecuting attorney, an individual engaged in the practice of criminal defense law, and two members of the public who are not attorneys and who are not officers or employees of the Judicial Branch of the State.

The Illinois Torture Inquiry and Relief Commission Act (Act) (775 ILCS 40/20(a)) requires the Governor appoint eight voting members as follows:

- One retired Circuit Court Judge;
- One former prosecuting attorney;
- One law school professor;
- One engaged in the practice of criminal defense law;
- Three members of the public who are not attorneys and who are not officers or employees of the Judicial Branch of the State; and,
- One former public defender.

Additionally, the Act (775 ILCS 40/20(a-1)) requires the Governor appoint eight alternate Commission members to serve in the event of scheduling conflicts, conflicts of interest, disability, or other disqualification arising in a particular case, who must have the same qualifications for appointment as the original member.

Commission officials stated the Commission has been working closely with the Office of the Governor to identify appropriate appointment candidates.

Commissioners should be appointed upon the expiration of an incumbent's term or upon resignation in order to comply with the Act and facilitate the work of the Commission. (Finding Code No. 2017-004)

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SCHEDULE OF FINDINGS**  
For the Two Years Ended June 30, 2017

**RECOMMENDATION**

We recommend the Commission continue to work with the Governor to ensure the Commission's vacancies are filled in a timely manner.

**COMMISSION RESPONSE**

The Commission agrees with this finding even though it is not the responsibility of the Commission to fill Commissioners vacancies. This is done by the Governor's office. As recommended, we shall continue to work closely with the Governor's office on such matters as need be.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**PRIOR FINDINGS NOT REPEATED**  
For the Two Years Ended June 30, 2017

A. **FINDING** (Inadequate Control over State Property and Reporting)

During the prior examination, the Human Rights Commission (Commission) did not maintain adequate controls over recording and reporting of its State property.

During the current examination, our sample testing identified smaller, immaterial conditions of noncompliance; therefore, the issue was reported in the Commission's *Letter of Immaterial Findings*. (Finding Code No. 2015-002, 2013-005)

B. **FINDING** (Inadequate Controls over Contractual Services)

During the prior examination, the Commission did not have adequate controls over contractual services. Specifically, the Commission failed to note prepayments to a vendor on its vouchers and did not deduct payroll taxes and other applicable deductions for a contractual employee.

During the current examination, our sample testing indicated no prepayments were made to vendors and contractual employee payroll deductions were made. (Finding Code No. 2015-005)

C. **FINDING** (Voucher Processing Weaknesses)

During the prior examination, the Commission did not exercise adequate control over voucher processing.

During the current examination, our sample testing identified smaller, immaterial conditions of noncompliance; therefore, the issue was reported in the Commission's *Letter of Immaterial Findings*. (Finding Code No. 2015-006)

D. **FINDING** (Failure to Comply with the Illinois Human Rights Act)

During the prior examination, the Commission did not comply with the provisions of the Illinois Human Rights Act (Act) in administering and documenting initial and ongoing staff training.

During the current examination, our testing indicated the Commission implemented an initial and ongoing training program as required by the Act. (Finding Code No. 2015-007, 2013-006)

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2017

**SUPPLEMENTARY INFORMATION FOR STATE COMPLIANCE PURPOSES**

**SUMMARY**

Supplementary Information for State Compliance Purposes presented in this section of the report includes the following:

- Fiscal Schedules and Analysis:
  - Schedule of Appropriations, Expenditures, and Lapsed Balances - Fiscal Year 2017
  - Schedule of Appropriations, Expenditures, and Lapsed Balances - Fiscal Year 2016
  - Comparative Schedule of Net Appropriations, Expenditures, and Lapsed Balances
  - Schedule of Changes in State Property
  - Comparative Schedule of Cash Receipts and Reconciliation Schedule of Cash Receipts to Deposits Remitted to the State Comptroller
  
- Analysis of Operations (Not Examined):
  - Agency Functions and Planning Program (Not Examined)
  - Analysis of Significant Variations in Expenditures (Not Examined)
  - Analysis of Significant Variations in Receipts (Not Examined)
  - Analysis of Significant Lapse Period Spending (Not Examined)
  - Budget Impasse Disclosure (Not Examined)
  - Alternative Financing in Lieu of Appropriations and Programs to Address Untimely Payments to Vendors (Not Examined)
  - Interest Costs on Invoices (Not Examined)
  - Average Number of Employees (Not Examined)
  - Memoranda of Understanding (Not Examined)
  - Service Efforts and Accomplishments (Not Examined)

The accountant's report that covers the Supplementary Information for State Compliance Purposes presented in the Compliance Report Section states the accountants have applied certain limited procedures as prescribed by the Audit Guide as adopted by the Auditor General to the June 30, 2017, and June 30, 2016, accompanying supplementary information in Schedules 1 through 5. However, the accountants do not express an opinion on the supplementary information. The accountant's report also states that they have not applied procedures to the Analysis of Operations Section and, accordingly, they do not express an opinion or provide any assurance on it.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SCHEDULE OF APPROPRIATIONS, EXPENDITURES, AND LAPSED BALANCES**

Expenditure Authority for Fiscal Year 2017

For the Fifteen Months Ended September 30, 2017

P.A. 99-0524 and Court-Ordered Expenditures	Expenditure Authority (Net of Transfers)	Expenditures Through June 30	Lapse Period Expenditures July 1 to September 30	Total Expenditures 15 Months Ended September 30	Balances Lapsed September 30
<b>APPROPRIATED FUNDS</b>					
<u>General Revenue Fund - 001</u>					
Personal Services		\$ 1,340,747	\$ 53,318	\$ 1,394,065	
State Contributions to Social Security		97,955	3,902	101,857	
Illinois Torture Inquiry Relief Commission		201,762	9,335	211,097	
Total General Revenue Fund - 001		<u>\$ 1,640,464</u>	<u>\$ 66,555</u>	<u>\$ 1,707,019</u>	
<u>Budget Stabilization Fund - 686</u>					
Ordinary and Contingent Expenses	\$ 150,000	\$ 149,233	\$ 767	\$ 150,000	\$ -
Total Budget Stabilization Fund - 686	<u>\$ 150,000</u>	<u>\$ 149,233</u>	<u>\$ 767</u>	<u>\$ 150,000</u>	<u>\$ -</u>
<b>GRAND TOTAL - ALL FUNDS</b>	<u>\$ 150,000</u>	<u>\$ 1,789,697</u>	<u>\$ 67,322</u>	<u>\$ 1,857,019</u>	<u>\$ -</u>

Note 1: Expenditure authority, appropriations, expenditures, and lapsed balances were obtained from the State Comptroller's records as of September 30, 2017, and have been reconciled to Commission records.

Note 2: Expenditure amounts are vouchers approved for payment by the Commission and submitted to the State Comptroller for payment to the vendor.

Note 3: The Circuit Court of St. Clair County in *AFSCME Council 31 v. Munger* (15 CH 475) ordered the State Comptroller, in the absence of enacted annual appropriations, to "draw and issue warrants accomplishing payment of wages [for all State employees] at their normal rates of pay." As Public Act 100-0021 states appropriation authority granted by the General Assembly does not supercede any court order directing the expenditure of funds and states such payments are added to the appropriations granted by the General Assembly, the Commission was able to submit vouchers to pay its employees in full from Fund 001 without a maximum expenditure limit for personal service costs during Fiscal Year 2017. Further, the Commission incurred non-payroll obligations within Fund 001, which the Commission was unable to pay until the passage of Public Act 100-0021.

Note 4: Public Act 99-0524 authorized the Commission to pay Fiscal Year 2016 costs using its Fiscal Year 2017 appropriations for non-payroll expenditures. The Analysis of Operations section of this report at page 28 includes information from Commission management about the number of invoices and the total dollar amount of invoices held by the Commission submitted against its Fiscal Year 2017 appropriation.

Note 5: Notwithstanding anything within Public Act 100-0021 to the contrary, Public Act 100-0021 authorized the Commission to pay for all costs incurred prior to July 1, 2018, using either its Fiscal Year 2017 or Fiscal Year 2018 appropriations for non-payroll expenditures. The Analysis of Operations section of this report at page 28 includes information from Commission management about the number of invoices and the total dollar amount of invoices from Fiscal Year 2016 and Fiscal Year 2017 held by the Commission to be submitted against either its Fiscal Year 2017 or Fiscal Year 2018 appropriation.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SCHEDULE OF APPROPRIATIONS, EXPENDITURES, AND LAPSED BALANCES**  
Expenditure Authority for Fiscal Year 2016

For the Fourteen Months Ended August 31, 2016

Court-Ordered Expenditures	Expenditure Authority (Net of Transfers)	Expenditures Through June 30	Lapse Period Expenditures July 1 to August 31	Total Expenditures 14 Months Ended August 31	Balances Lapsed August 31	
<b>APPROPRIATED FUNDS</b>						
<u>General Revenue Fund - 001</u>						
Personal Services	\$	1,299,463	\$	58,003	\$	1,357,466
State Contributions to Social Security		95,411		4,249		99,660
Illinois Torture Inquiry and Relief Commission		128,037		6,210		134,247
Total General Revenue Fund - 001	\$	<u>1,522,911</u>	\$	<u>68,462</u>	\$	<u>1,591,373</u>
<b>GRAND TOTAL - ALL FUNDS</b>	\$	<u><u>1,522,911</u></u>	\$	<u><u>68,462</u></u>	\$	<u><u>1,591,373</u></u>

Note 1: Expenditure authority, appropriations, expenditures, and lapsed balances were obtained from the State Comptroller's records as of September 30, 2016, and have been reconciled to Commission records.

Note 2: Expenditure amounts are vouchers approved for payment by the Commission and submitted to the State Comptroller for payment to the vendor.

Note 3: The Circuit Court of St. Clair County in *AFSCME Council 31 v. Munger* (15 CH 475) ordered the State Comptroller, in the absence of enacted annual appropriations, to "draw and issue warrants accomplishing payment of wages [for all State employees] at their normal rates of pay." As the Commission never received enacted personal services appropriations for Fund 001, the Commission was able to submit vouchers to pay its employees in full without a maximum expenditure limit for personal service costs during Fiscal Year 2016.

Note 4: Public Act 99-0524 authorized the Commission to pay Fiscal Year 2016 costs using its Fiscal Year 2017 appropriations for non-payroll expenditures. The Analysis of Operations section of this report at page 28 includes information from Commission management about the number of invoices and the total dollar amount of invoices held by the Commission submitted against its Fiscal Year 2017 appropriation.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**COMPARATIVE SCHEDULE OF NET APPROPRIATIONS,  
EXPENDITURES, AND LAPSED BALANCES**  
For the Fiscal Year Ended June 30,

	Fiscal Year		
	2017	2016	2015
	P.A. 99-0524 and Court-Ordered Expenditures	Court-Ordered Expenditures	P.A. 98-0680 P.A. 99-0001
<b>APPROPRIATED FUNDS</b>			
<b>General Revenue Fund - 001</b>			
Appropriations (Net of Transfers)			\$ 2,196,000
Expenditures			
Personal Services	\$ 1,394,065	\$ 1,357,466	\$ 1,414,158
State Contributions to Social Security	101,857	99,660	103,837
Contractual Services	-	-	122,173
Travel	-	-	7,423
Commodities	-	-	5,128
Printing	-	-	1,943
Equipment	-	-	1,498
Electronic Data Processing	-	-	198
Telecommunications	-	-	17,600
Illinois Torture Inquiry and Relief Commission	211,097	134,247	252,275
Total Expenditures	<u>\$ 1,707,019</u>	<u>\$ 1,591,373</u>	<u>\$ 1,926,233</u>
Lapsed Balances			<u>\$ 269,767</u>
<b>Budget Stabilization Fund - 686</b>			
Appropriations (Net of Transfers)	\$ 150,000	\$ -	\$ -
Expenditures			
Ordinary and Contingent Expenses	\$ 150,000	\$ -	\$ -
Total Expenditures	<u>\$ 150,000</u>	<u>\$ -</u>	<u>\$ -</u>
Lapsed Balances	<u>\$ -</u>	<u>\$ -</u>	<u>\$ -</u>
<b>TOTAL - ALL APPROPRIATED FUNDS</b>			
Appropriations (Net of Transfers)	\$ 150,000	\$ -	\$ 2,196,000
Total Expenditures	<u>1,857,019</u>	<u>1,591,373</u>	<u>1,926,233</u>
Lapsed Balances	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 269,767</u>
<b>GRAND TOTAL - ALL FUNDS</b>			
Total Expenditures	<u>\$ 1,857,019</u>	<u>\$ 1,591,373</u>	<u>\$ 1,926,233</u>
<b>STATE OFFICERS' SALARIES</b>			
Expenditures			
Chairman	\$ 52,179	\$ 52,179	\$ 50,975
Twelve Members	538,152	528,438	531,226
Total Expenditures	<u>\$ 590,331</u>	<u>\$ 580,617</u>	<u>\$ 582,201</u>

Note 1: Expenditure authority, appropriations, expenditures, and lapsed balances were obtained from the State Comptroller's records and have been reconciled to the Commission records.

Note 2: Expenditure amounts are vouchers approved for payment by the Commission and submitted to the State Comptroller for payment to the vendor.

Note 3: The Circuit Court of St. Clair County in *AFSCME Council 31 v. Munger* (15 CH 475) ordered the State Comptroller, in the absence of enacted annual appropriations, to "draw and issue warrants accomplishing payments of wages [for all State employees] at their normal rates of pay." As Public Act 100-0021 states appropriation authority granted by the General Assembly does not supersede any court order directing the expenditure of funds and states such payments are added to the appropriations granted by the General Assembly, the Commission was able to submit vouchers to pay its employees in full from Fund 001 without a maximum expenditure limit for personal service costs during Fiscal Year 2017. Further, the Commission incurred non-payroll obligations within Fund 001, which the Commission was unable to pay until the passage of Public Act 100-0021.

Note 4: Public Act 99-0524 authorized the Commission to pay Fiscal Year 2016 costs using its Fiscal Year 2017 appropriations for non-payroll expenditures. The Analysis of Operations section of this report at page 28 includes information from Commission management about the number of invoices and the total dollar amount of invoices held by the Commission submitted against its Fiscal Year 2017 appropriation.

Note 5: Notwithstanding anything within Public Act 100-0021 to the contrary, Public Act 100-0021 authorized the Commission to pay for all costs incurred prior to July 1, 2018, using either its Fiscal Year 2017 or Fiscal Year 2018 appropriations for non-payroll expenditures. The Analysis of Operations section of this report at page 28 includes information from Commission management about the number of invoices and the total dollar amount of invoices from Fiscal Year 2016 and Fiscal Year 2017 held by the Commission to be submitted against either its Fiscal Year 2017 or Fiscal Year 2018 appropriation.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SCHEDULE OF CHANGES IN STATE PROPERTY**  
For the Two Years Ended June 30, 2017

	<u>Equipment</u>
Balance at July 1, 2015	\$ 142,986
Additions	6,623
Deletions	(14,683)
Net Transfers	-
Balance, June 30, 2016	<u>\$ 134,926</u>
Balance at July 1, 2016	\$ 134,926
Additions	50
Deletions	(4,946)
Net Transfers	-
Balance, June 30, 2017	<u>\$ 130,030</u>

Note: The above schedule has been derived from Commission records, which have been reconciled to property reports submitted to the Office of the State Comptroller.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**COMPARATIVE SCHEDULE OF CASH RECEIPTS AND  
RECONCILIATION OF CASH RECEIPTS TO  
DEPOSITS REMITTED TO THE STATE COMPTROLLER**  
For the Fiscal Year Ended June 30,

	Fiscal Year		
	2017	2016	2015
<b>General Revenue Fund - 001</b>			
Jury Duty & Personal Phone Call Reimbursements	\$ 25	\$ 33	\$ -
Copy Reimbursements	18	111	5
Prior Year Refunds	-	835	-
Total Cash Receipts per Commission	<u>43</u>	<u>979</u>	<u>5</u>
Less - In Transit at End of Year	-	8	-
Plus - In Transit at Beginning of Year	8	-	19
Total Cash Receipts per State Comptroller's Records	<u><u>\$ 51</u></u>	<u><u>\$ 971</u></u>	<u><u>\$ 24</u></u>
<b>GRAND TOTAL - ALL FUNDS</b>			
Total Cash Receipts per Commission	\$ 43	\$ 979	\$ 5
Less - In Transit at End of Year	-	8	-
Plus - In Transit at Beginning of Year	8	-	19
Total Cash Receipts per State Comptroller's Records - All Funds	<u><u>\$ 51</u></u>	<u><u>\$ 971</u></u>	<u><u>\$ 24</u></u>

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**AGENCY FUNCTIONS AND PLANNING PROGRAM**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

FUNCTIONS

The Human Rights Commission (Commission) was created when the Illinois Human Rights Act (Act) was signed into law on December 6, 1979. The Act forbids discrimination in employment, real estate transactions, higher education, public accommodations and access to financial credit on the basis of sex, age, race, color, religion, arrest record, marital status, handicap, citizenship, national origin, ancestry, unfavorable military discharge, retaliation, pregnancy, sexual harassment, and sexual orientation. It also enumerates the powers and duties of the Commission, such as the ability to hold meetings anywhere within the State, to establish offices in Springfield and Chicago, and to set the compensation of employees. The Act requires all hearing officers (also known as Administrative Law Judges (ALJs)) to be licensed attorneys and full time employees. A training program for ALJs is required to be implemented and must include such topics as substantive and procedural aspects of the position, current issues in human rights law and practice, observation of experienced hearing officers, and the use of hypothetical cases requiring the hearing officer to issue judgments as a means to evaluating knowledge and writing ability.

The Commission is a quasi-judicial administrative agency. It consists of staff and 13 Commissioners, appointed by the Governor with the advice and consent of the Senate. The Governor designates one of the Commissioners as the Chair. Commissioners serve a four-year term and may be reappointed.

The Act resulted in the creation of the Department of Human Rights (Department) and the Human Rights Commission, two separate entities whose roles are set forth by the Act. Both entities work together to enforce the Act. The Department investigates charges of discrimination brought under the Act. When the Department finds evidence of a violation, it files a complaint with the Commission. The Commission reviews complaints brought forth by the Department and issues impartial decisions on complaints of unlawful discrimination.

The Commission conducts public hearings, presided over by its ALJs. After both parties provide evidence, the ALJ issues a recommended order and decision. Once a recommended order and decision is issued, the Act allows the parties to seek review by the Commissioners. The Commission meets in panels consisting of three Commissioners and issues orders and decisions on the recommendation of the administrative law judge. If the complaint is sustained, the Commission will order a remedy to be paid to the complainant. The respondent may appeal the Commission's order and decision to the State's Appellate Court.

PLANNING PROGRAM

A management plan is prepared annually to document the goals and objectives for the upcoming fiscal year. This enables the Commission to manage core operations within the appropriation.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**AGENCY FUNCTIONS AND PLANNING PROGRAM**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

A monthly financial report is produced by the Chief Fiscal Officer on the Commission's expenditures and remaining appropriations. Monthly budget meetings with the Executive Director, the Chief Administrative Law Judge, General Counsel, and the Chief Fiscal Officer are held to discuss relevant issues concerning Commission expenditures. During the meeting, actual expenditures are compared to budgeted amounts and resulting variances are discussed. Budget meetings provide an opportunity to monitor staffing levels, current caseloads, and progress toward reducing the number of open cases. In addition, Commissioners also conduct monthly meetings to address issues such as the evaluation of evidence and legal argument in a contested legal proceeding, the periodic self-assessment of the Commission, and the appointment, compensation, and evaluation of employees of the Commission. Oversight by the Executive Director and Chief Fiscal Officer of daily operations, along with employee evaluations, assists the Commission with fulfilling its statutory responsibilities.

Illinois Torture Inquiry and Relief Commission (TIRC)

The TIRC was created when the Illinois Torture Inquiry and Relief Commission Act (Act) was signed into law on August 10, 2009. The Act established the TIRC to examine allegations of prison inmates claiming to have been tortured by police into giving coerced confessions to crimes for which they were ultimately convicted.

By statute, the Commission provides administrative support to the TIRC. Generally, the TIRC is issued a separate General Revenue Fund appropriation through the Commission. However, the TIRC did not receive an appropriation during Fiscal Year 2016 and Fiscal Year 2017 as a result of the State's budget impasse.

The TIRC consists of eight commissioners, appointed by the Governor with the advice and consent of the Senate. Commissioners serve no more than two consecutive three-year terms plus any initial term of less than three years. The Commission meets regularly and all meetings are conducted in compliance with the Open Meetings Act.

Prior to 2016, the TIRC was only authorized to accept claims of torture relating to former Chicago Police Department Commander Jon Burge. On July 29, 2016, Public Act 99-688 reopened the claim period through August 10, 2019, and allowed the TIRC to investigate any claim of torture in Cook County where torture was allegedly used to obtain an incriminating statement that was used to convict the person.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**ANALYSIS OF SIGNIFICANT VARIATIONS IN EXPENDITURES**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

**ANALYSIS OF SIGNIFICANT VARIATIONS IN EXPENDITURES BETWEEN FISCAL YEARS 2017 AND 2016**

**GENERAL REVENUE FUND - 001**

Illinois Torture Inquiry and Relief Commission (TIRC)

The increase in TIRC spending was due to the hiring of a new staff attorney. This position was vacant for a portion of Fiscal Year 2016.

**BUDGET STABILIZATION FUND - 686**

Operational Expenses

The increase in operational expenses was the result of a new appropriation to the Commission from Fund 686. The Commission received no appropriations from Fund 686 in Fiscal Year 2016.

**ANALYSIS OF SIGNIFICANT VARIATIONS IN EXPENDITURES BETWEEN FISCAL YEARS 2016 AND 2015**

**GENERAL REVENUE FUND - 001**

Contractual Services, Travel, Commodities, Printing, Equipment, Electronic Data Processing, Telecommunications, and Illinois Torture Inquiry and Relief Commission

The decrease was due to the lack of an enacted appropriation for the Commission during Fiscal Year 2016. Without enacted appropriations, the Commission was unable to process vouchers from the General Revenue Fund in Fiscal Year 2016.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**ANALYSIS OF SIGNIFICANT VARIATIONS IN RECEIPTS**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

**ANALYSIS OF SIGNIFICANT VARIATIONS IN RECEIPTS BETWEEN FISCAL YEARS 2017 AND 2016**

There were no significant variances in receipts noted between Fiscal Year 2017 and Fiscal Year 2016.

**ANALYSIS OF SIGNIFICANT VARIATIONS IN RECEIPTS BETWEEN FISCAL YEARS 2016 AND 2015**

There were no significant variances in receipts noted between Fiscal Year 2016 and Fiscal Year 2015.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**ANALYSIS OF SIGNIFICANT LAPSE PERIOD SPENDING**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

**FISCAL YEAR 2017**

There was no significant Lapse Period spending during Fiscal Year 2017.

**FISCAL YEAR 2016**

There was no significant Lapse Period spending during Fiscal Year 2016.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**BUDGET IMPASSE DISCLOSURES**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

Payment of Prior Year Costs in Future Fiscal Years

Article 74 of Public Act 99-0524 authorized the Commission to pay Fiscal Year 2016 costs using the Commission's Fiscal Year 2017 appropriations for non-payroll expenditures. In addition, Article 998 of Public Act 100-0021 authorized the Commission to pay its unpaid Fiscal Year 2016 and Fiscal Year 2017 costs using either the Commission's Fiscal Year 2017 or Fiscal Year 2018 appropriations for non-payroll expenditures. The following chart shows the Commission's plan to pay its prior costs using future appropriations:

FISCAL YEAR 2016 INVOICES

Fund #	Fund Name	Paid From Fiscal Year 2017 Appropriations		Expect Payment from Fiscal Year 2018 Appropriations	
		Number	Dollar Value	Number	Dollar Value
001	General Revenue Fund	0	\$ -	15	\$ 39,896
686	Budget Stabilization Fund	240	126,361	0	-
		240	\$ 126,361	15	\$ 39,896

FISCAL YEAR 2017 INVOICES

Fund #	Fund Name	Paid From Fiscal Year 2017 Appropriations		Expect Payment from Fiscal Year 2018 Appropriations	
		Number	Dollar Value	Number	Dollar Value
001	General Revenue Fund	0	\$ -	156	\$ 150,557
686	Budget Stabilization Fund	87	23,639	0	-
		87	\$ 23,639	156	\$ 150,557

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**ALTERNATIVE FINANCING IN LIEU OF APPROPRIATIONS AND  
PROGRAMS TO ADDRESS UNTIMELY PAYMENTS TO VENDORS**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

Transactions Involving the Illinois Finance Authority

The Commission and its vendors did not participate in alternative financing in lieu of enacted appropriations involving the Illinois Finance Authority during Fiscal Year 2016 and Fiscal Year 2017.

Transactions Involving the Vendor Payment Program and Vendor Support Initiative Program

None of the Commission's vendors participated in the Vendor Payment Program (VPP) or the Vendor Support Initiative Program (VSI) during Fiscal Year 2016 and Fiscal Year 2017.

Note: Users of this disclosure should consider the impact of the two Memoranda of Understandings entered into by the Commission described on page 32.

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**INTEREST COSTS ON INVOICES**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

Prompt Payment Interest Costs

The Commission plans to calculate prompt payment interest due to vendors under the State Prompt Payment Act (Act) (30 ILCS 540) using the vendor's proper bill date through the date the State Comptroller issues a warrant to the vendor, regardless of when and if an enacted appropriation existed during Fiscal Year 2016 and Fiscal Year 2017. The Act (30 ILCS 540/3-2) and the Illinois Administrative Code (74 Ill. Admin. Code 900.100) require interest to be paid under a daily simple interest rate of .033% (1% over a 30-day period) for every day elapsed following the 90<sup>th</sup> day after a vendor submits an eligible proper bill to the Commission. The following chart shows the Commission's prompt payment interest incurred related to Fiscal Year 2016 and Fiscal Year 2017 invoices, calculated on the accrual basis of accounting, through June 30, 2016 and June 30, 2017, by fund:

**PROMPT PAYMENT INTEREST INCURRED**

Year Ended June 30, 2016

Fund #	Fund Name	Invoices	Vendors	Dollar Value
686	Budget Stabilization Fund	36	13	\$1,132
		36	13	\$1,132

**PROMPT PAYMENT INTEREST INCURRED**

Year Ended June 30, 2017

Fund #	Fund Name	Invoices	Vendors	Dollar Value
686	Budget Stabilization Fund	49	17	\$1,496
		49	17	\$1,496

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**AVERAGE NUMBER OF EMPLOYEES**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

The following table, prepared from Commission records, presents the average number of employees, by function, for the Fiscal Year Ended June 30,

	FISCAL YEAR		
	<u>2017</u>	<u>2016</u>	<u>2015</u>
<u>Positions</u>			
Officials/Managers	4	4	4
Professionals	11	11	11
Paraprofessionals	2	2	2
Office/Clerical	2	2	2
Illinois Torture Inquiry and Relief Commission	3	2	3
Total Average Full-Time Employees	<u>22</u>	<u>21</u>	<u>22</u>

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**MEMORANDA OF UNDERSTANDING**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

During the examination period, the Commission did not have any Memoranda of Understanding; however, the Commission entered into other agreements of a similar nature, including:

<u>Other Party</u>	<u>Purpose</u>	<u>Term</u>
<b>FISCAL YEAR 2017</b>		
Department of Financial and Professional Regulation (DFPR)	Interagency agreement to transfer the Commission's obligation for payment of past due invoices to a vendor, totaling \$16,091, from the Commission to DFPR so services could continue for the Commission absent an enacted appropriation. The Commission subsequently reimbursed DFPR upon the enactment of an appropriation.	November 1, 2016 to October 30, 2017
<b>FISCAL YEAR 2016</b>		
Department of Human Rights (DHR)	Interagency agreement to transfer the Commission's obligation for payment of past due invoices to a vendor, totaling \$2,145, from the Commission to DHR so services could continue for the Commission absent an enacted appropriation. The Commission subsequently reimbursed DHR upon the enactment of an appropriation.	April 7, 2016 to June 30, 2016

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SERVICE EFFORTS AND ACCOMPLISHMENTS**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

The Commission's primary responsibility is to review and issue impartial decisions on complaints of unlawful discrimination and furnish information to the public about the Illinois Human Rights Act (Act) and the Commission.

The Act resulted in the creation of the Department of Human Rights (Department) and the Commission, two separate entities whose roles are set forth by the Act. Both entities work together to enforce the Act. The Department investigates charges of discrimination brought under the Act. When the Department finds evidence of a violation, it files a complaint with the Commission. The Commission reviews the complaints brought forth by the Department and issues impartial decisions of unlawful discrimination.

The Commission conducts public hearings presided over by its administrative law judges. After both parties provide evidence, the administrative law judge issues a recommended order and decision. Once a recommended order and decision is issued, the Act allows the parties to seek review by the Commissioners. The Commission meets in panels consisting of three Commissioners and issues orders and decisions on the recommendation of the administrative law judge. The Commission panel may accept, reject, reverse, or modify an administrative law judge's recommendation or remand the case for further proceedings. If the complaint is sustained, the Commission will order a remedy to be paid to the complainant. The respondent may appeal the Commission's order and decision to the State's Appellate Court.

The following compilation of complaint data from Commission records is as of and for the year ended June 30,

	<u>2017</u>	<u>2016</u>	<u>2015</u>
Complaints filed through the Department of Human Rights	60	79	91
Complaints filed by complainants	29	20	20
Remands	3	0	0
Cases carried over from prior year	<u>465</u>	<u>537</u>	<u>575</u>
Total complaints pending	557	636	686
Cases completed	<u>(144)</u>	<u>(171)</u>	<u>(149)</u>
Open cases at fiscal year end	<u>413</u>	<u>465</u>	<u>537</u>
Average number of administrative law judges	<u>5</u>	<u>5</u>	<u>6</u>
Average caseload	<u>83</u>	<u>93</u>	<u>90</u>

STATE OF ILLINOIS  
HUMAN RIGHTS COMMISSION  
**SERVICE EFFORTS AND ACCOMPLISHMENTS**  
For the Two Years Ended June 30, 2017  
(NOT EXAMINED)

The Illinois Torture Inquiry and Relief Commission (TIRC) is an independent commission under the Illinois Human Rights Commission for administrative purposes. The Illinois Torture Inquiry and Relief Commission Act (Act) established the TIRC to examine allegations of persons claiming to have been tortured.

The following compilation of complaint data is as of and for the year ended June 30,

	<u>2017</u>	<u>2016</u>	<u>2015</u>
Claims of torture filed with the TIRC	235	0*	6
Open claims	423†	208**†	216
Claims granted	5	2	2
Claims denied	15	5	7
Claims carried over from prior year	208	215**	220
Claims referred to the Chief Judge of the Circuit Court of Cook County for appropriate review or relief	5	2	2

\* - By statute, claims could not be filed after August 10, 2014, so no claims were accepted in Fiscal Year 2016. However, 20 claimants attempted to file after August 10, 2014. Their attempts were received and saved. On July 29, 2016, Public Act 99-688 amended the statute to again allow TIRC to accept claims. Those who had attempted to file between August 10, 2014, and July 29, 2016, were allowed to do so in Fiscal Year 2017. Under the TIRC's rules and for case-prioritizing purposes, however, their filing dates were recorded as occurring on the date of their attempted filing, including five that occurred in Fiscal Year 2016.

\*\* - Included approximately 130 or more "non-Burge" claims (prior to 2016, the Commission was only authorized to accept claims of torture relating to former Chicago Police Department Commander Jon Burge) accepted for filing, which were determined to be outside of the Court's jurisdiction on March 25, 2016, in *People v. Allen*. Four months later, the General Assembly passed Public Act 99-688 (effective July 29, 2016), explicitly placing almost all of those non-Burge cases within TIRC's jurisdiction.

† - As of the end of the fiscal year