



STATE OF ILLINOIS
**OFFICE OF THE
 AUDITOR GENERAL**

Frank J. Mautino, Auditor General

SUMMARY REPORT DIGEST

LABOR RELATIONS BOARD

Compliance Examination
 For the Two Years Ended June 30, 2015

Release Date: February 4, 2016

FINDINGS THIS AUDIT: 2	AGING SCHEDULE OF REPEATED FINDINGS						
	New	Repeat	Total	Repeated Since	Category 1	Category 2	Category 3
Category 1:	0	0	0	2007		15-2	
Category 2:	1	1	2				
Category 3:	0	0	0				
TOTAL	1	1	2				
FINDINGS LAST AUDIT: 5							

SYNOPSIS

- (15-1) The Board did not complete employee performance evaluations in a timely manner.
- (15-2) The Board failed to monitor the need to appoint a neutral chairman as required.

Category 1: Findings that are **material weaknesses** in internal control and/or a **qualification** on compliance with State laws and regulations (material noncompliance).

Category 2: Findings that are **significant deficiencies** in internal control and **noncompliance** with State laws and regulations.

Category 3: Findings that have **no internal control issues but are in noncompliance** with State laws and regulations.

{Expenditures and Activity Measures are summarized on next page.}

**LABOR RELATIONS BOARD
COMPLIANCE EXAMINATION
For the Two Years Ended June 30, 2015**

EXPENDITURE STATISTICS	2015	2014	2013
Total Expenditures.....	\$ 1,239,389	\$ 1,513,137	\$ 1,468,084
OPERATIONS TOTAL.....	\$ 1,239,389	\$ 1,513,137	\$ 1,468,084
% of Total Expenditures.....	100.0%	100.0%	100.0%
Total Receipts.....	\$ 186	\$ 1,084	\$ 1,266
Average Number of Employees (Not Examined).....	16	20	20

SELECTED ACTIVITY MEASURES	2015	2014	2013*
Representation cases filed.....	312	478	193
Charges against labor organization.....	85	69	79
Charges against employer.....	225	295	256
Mediation/Arbitration cases.....	366	359	377

*2013 amounts previously reported have been adjusted to conform with the Board's current system of case tracking.

EXECUTIVE DIRECTOR	
During Examination Period:	Melissa Mlynski
Currently:	Melissa Mlynski

FINDINGS, CONCLUSIONS, AND
RECOMMENDATIONS

**UNTIMELY COMPLETION OF PERFORMANCE
EVALUATIONS**

The Board did not complete employee performance evaluations in a timely manner in accordance with internal policy and the Illinois Administrative Code.

Performance evaluations not performed timely

In our sample of 17 employees, we noted 7 (41%) employees whose most recent performance evaluations were completed from 59 to 163 days late. (Finding 1, Page 8)

We recommended the Board follow their monitoring and review procedures to ensure performance evaluations are completed in a timely manner.

Board agrees with auditors

Board personnel agreed with our recommendation and will more closely monitor its procedures to ensure performance evaluations are completed in a timely manner.

FAILURE TO APPOINT A NEUTRAL CHAIRMAN

The Board failed to monitor the need to appoint a neutral chairman from the Illinois Public Employees Mediation/Arbitration Roster as required by the Illinois Public Labor Relations Act.

A neutral chairman not appointed as required in a timely manner

In 17 of 25 cases (68%), the parties failed to notify the Board of their selection of a neutral chairman within 7 days following the Board's issuance of a list of impartial arbitrators to the parties. In all 17 of these cases, the Board did not appoint a neutral chairman in a timely manner. (Finding 2, Page 9) **This finding has been repeated since 2007.**

We recommended the Board comply with this section of the Illinois Public Labor Relations Act or seek legislative remedy to the statutory requirement to appoint a neutral chairman in a timely manner for arbitration cases in which the parties fail to notify the Board within 7 days of receiving a list of impartial arbitrators.

Board agrees with auditors

The Board accepted the recommendation and will continue to investigate various options to comply with the Act. (*For the previous Board response, see Digest Footnote #1.*)

ACCOUNTANT'S OPINION

We conducted a compliance examination of the Board for the two years ended June 30, 2015 as required by the Illinois State Auditing Act. The accountants stated the Board complied, in all material respects, with the requirements described in the report.

SIGNED ORIGINAL ON FILE

Frank J. Mautino
Auditor General

FJM: mfp

SPECIAL ASSISTANT AUDITORS

Our Special Assistant Auditors for this examination were Doehring, Winders & Co. LLP.

DIGEST FOOTNOTES

#1 – FAILURE TO APPOINT A NEUTRAL CHAIRMAN

2013 - Board agreed with the recommendation and planned to investigate its options to ensure compliance with the Act.