



WORKFORCE DATA REPORT

January 1, 2024 –
December 31, 2024

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In Accordance with 30 ILCS 590 Sec. 3, the Illinois Department of Central Management Services submits the following report to the General Assembly on or before March 30, 2025.

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Director



Table of Contents

Introduction.....3

Methodology..... 4

Average Age of the Workforce 5

Average Length of Service of the Workforce... 7

Number of Funded Vacancies ... 10

New Hires14

Separated Employees.....18

Conclusion..... 21

Introduction

The Illinois Department of Central Management Services (CMS) is responsible for the development and administration of the State's merit employment system in accordance with the Personnel Code, Personnel Rules, Pay Plan, Position Classification Plan, current collective bargaining agreements, and other applicable laws for the over 47,000 employees under the jurisdiction of the Governor.

Section 119 of the Department of Central Management Services Law was added effective January 1, 2025. This amendment requires CMS to annually report various characteristics of the State's workforce to the General Assembly. Specifically, CMS shall provide the following:

- (1) The average age of the workforce, broken out by agency.
- (2) The average length of service of the workforce, broken out by agency.
- (3) The number of funded vacancies, broken out by agency and broken out by month.
- (4) The number of new hires, broken out by agency and broken out by month.
- (5) The number of separated employees with less than 5 years of service, broken out by agency and broken out by month.
- (6) The number of separated employees with at least 5 but less than 10 years of service, broken out by agency and broken out by month.
- (7) The number of separated employees with at least 10 but less than 20 years of service, broken out by agency and broken out by month.
- (8) The number of separated employees with at least 20 but less than 30 years of service, broken out by agency and broken out by month.
- (9) The number of separated employees with at least 30 years of service, broken out by agency and broken out by month.

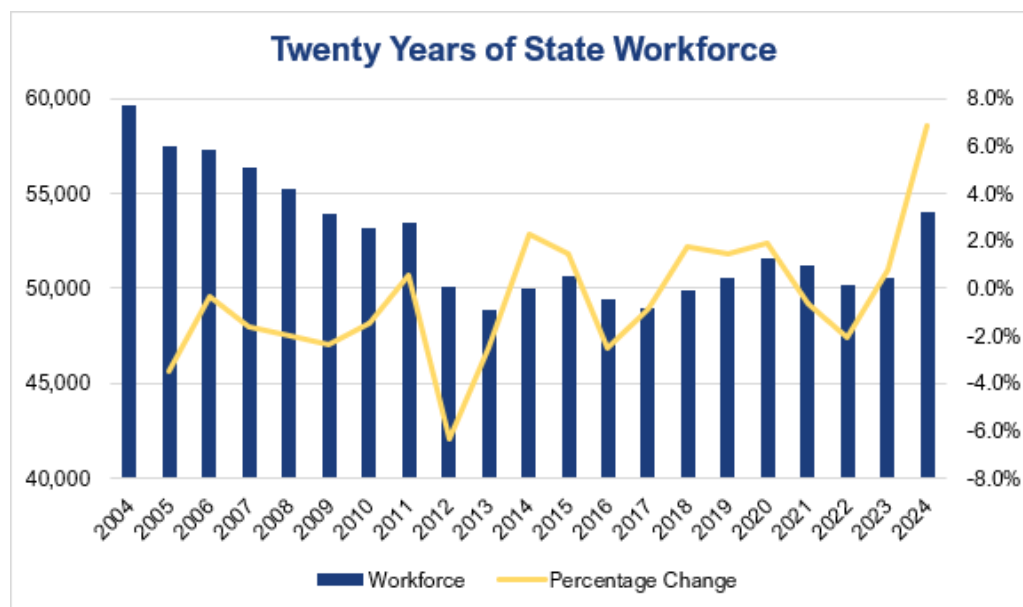
This Report provides this data, to the extent that the statutorily identified data exists, for calendar year 2024 and is submitted on or before March 30, 2025, to comply with the reporting requirement.



Methodology

The State of Illinois is currently amidst a once-in-a-generation technology transformation of its human resources systems. Unfortunately, this impacts the access to and reliability of employee-level data for Calendar Year 2024. In response to this unprecedented challenge, CMS has gathered the best available data to fulfill the required reporting obligations and to provide as meaningful a picture of the State's workforce. The data included in this report is derived from the following sources: calendar year 2024 member data from the State Employees Retirement System (SERS); calendar year 2024 employee data from the State of Illinois Benefits system; and vacancy information from the Governor's Office of Management and Budget (GOMB).

It is also noteworthy that the reported efforts and outcomes are occurring during a season of unprecedented growth across the State workforce. The workforce grew by nearly 7% from the end of FY23 to the end of FY24, reaching a population of more than 51,000 employees. This is the largest the State workforce has been since 2008. The information was gathered from overall agency headcount data maintained by the Governor's Office of Management and Budget. Because the headcount numbers include non-Code staff (e.g. ISP sworn officers or IDOT engineers), there is a sizable difference between the numbers (e.g. ~47,000 versus ~53,000), but it serves as a good snapshot of where today's workforce size stands in the State's recent history.



Source: Agency Headcount Data FY04 through FY24, GOMB

An important consideration is that the previously referenced transformation of the State of Illinois' human resource system impacted the availability of reliable data that can provide insight into the years of service of separated employees. These insights are required by the legislation that created this report; however, no sources of this data currently exist to support that need. As mentioned, CMS explored many sources of data to find the needed information, ultimately utilizing data from GOMB, SERS, and the Benefits system to accommodate the other data needs of the report. The best data available is only able to provide the number of separated employees, broken out by agency and by month but not by years of service. This data is expected to be available in the State's human resources system for the next annual submission of this report.



Average Age of the Workforce

Public Act 103-0457 amended the Department of Central Management Services Law of the Civil Administrative Code of Illinois (20 ILCS 405/119(1)) to require annual reporting of “the average age of the workforce, broken out by agency.” To meet this requirement, State of Illinois Benefit data was utilized.

The median age of the State workforce is 47 years and four months. For context, according to U.S. Census Bureau data, the median age of both the nationwide population and the population of the State of Illinois is just under 38 years old, while the median age of the workforce nationwide, per the U.S. Bureau of Labor Statistics, is 41 years and six months.

As the median age of the State’s workforce skews higher than the general population, it is important to note that 13% of the workforce (6,277 employees) is currently eligible for retirement and 31% is either currently eligible or will be eligible within five years (14,576 employees). The graph below illustrates the State agencies with the most employees currently eligible for retirement. Following that, the average age of the workforce, broken out by agency, is presented in table format.

Agencies with the Highest Current Retirement Eligibility Counts

Agency	Retirement Eligibility Count	Percentage of Agency Workforce Eligible for Retirement
Human Services, Department of	1585	11%
Transportation, Department of	832	15%
Corrections, Department of	693	5%
Children and Family Services, Department of	466	12%
Healthcare and Family Services, Department of	320	15%
Natural Resources, Department of	223	17%
Employment Security, Department of	221	18%
Revenue, Department of	213	14%
Innovation and Technology, Department of	199	12%
Public Health, Department of	197	13%

Source: State Employee Retirement System data

Average Age of State Workforce

Agency	Average Age
Abraham Lincoln Presidential Library and Museum	45.4
Aging, Department on	49.2
Agriculture, Department of	46.2
Arts Council	45.6
Capital Development Board	47.2
Central Management Services, Department of	48.8



2024 Workforce Data Report

Children and Family Services, Department of	45.6
Commerce and Economic Opportunity, Department of	47.3
Commerce Commission, Illinois	46.6
Commission on Equity & Inclusion	50.6
Coroner Training Board	58.5
Corrections, Department of	40.0
Criminal Justice Information Authority, Illinois	45.1
Deaf and Hard of Hearing Commission	50.0
Developmental Disabilities, Illinois Planning Council on	55.1
Educational Labor Relations Board, Illinois	48.0
Emergency Management Agency	47.1
Employment Security, Department of	51.0
Environmental Protection Agency	41.9
Financial and Professional Regulation, Department of	48.5
Gaming Board, Illinois	48.7
Guardianship and Advocacy Commission	51.1
Healthcare and Family Services, Department of	47.6
Historic Preservation Agency	64.0
Human Rights Commission	47.4
Human Rights, Department of	47.1
Human Services, Department of	44.0
Innovation and Technology, Department of	47.5
Insurance, Department of	47.1
Investments, State Board of	42.6
Juvenile Justice, Department of	41.3
Labor Relations Board	45.8
Labor, Department of	48.0
Law Enforcement Training and Standards Board, Illinois	50.0
Liquor Control Commission, Illinois	47.0
Lottery, Illinois	51.4
Military Affairs, Department of	48.1
Natural Resources, Department of	46.6
Pollution Control Board	43.0
Power Agency, Illinois	38.9
Prisoner Review Board, Illinois	41.7
Property Tax Appeal Board	52.4
Public Health, Department of	48.6
Racing Board, Illinois	53.4
Revenue, Department of	46.9
State Fire Marshal, Office of the	53.4
State Police, Illinois	41.8
State Police Merit Board	47.0
Tax Tribunal, Illinois	57.0
Transportation, Department of	48.1
Veterans Affairs, Department of	44.9
Workers' Compensation Commission, Illinois	53.7

Source: State of Illinois Benefit data

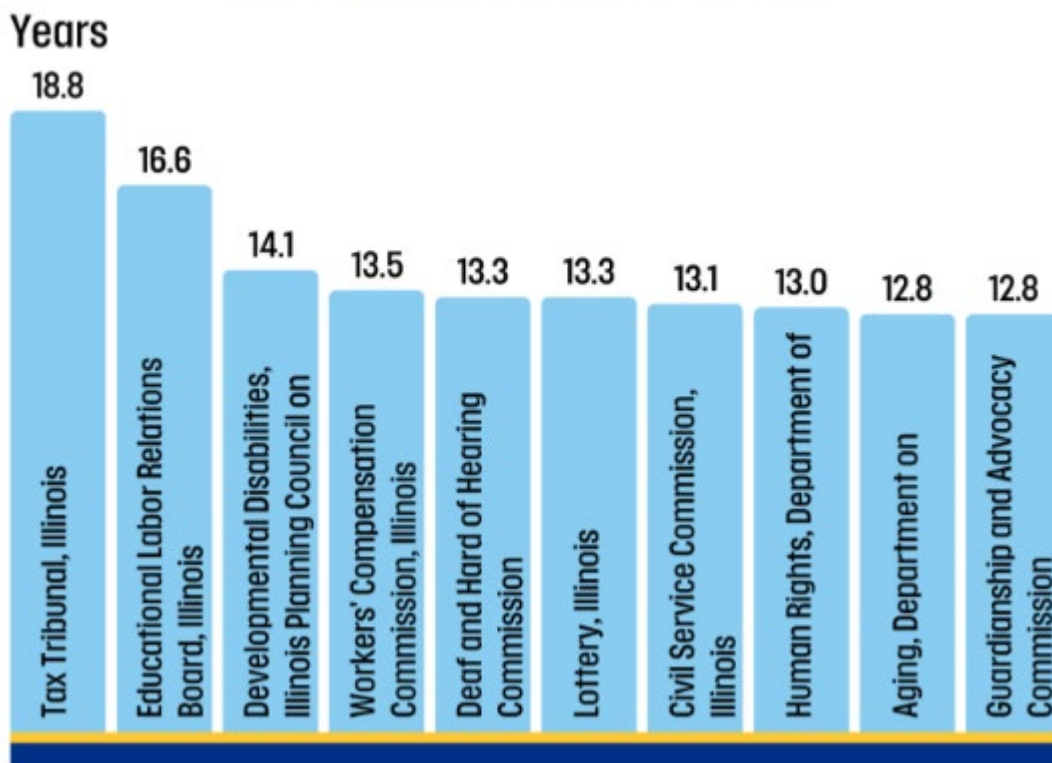


Average Length of Service of the Workforce

Public Act 103-0457 amended the Department of Central Management Services Law of the Civil Administrative Code of Illinois (20 ILCS 405/119(1)) to require annual reporting of “the average length of service of the workforce, broken out by agency.” To meet this requirement, State Employee Retirement System data was utilized.

According to the U.S. Bureau of Labor Statistics, nationwide, workers in the public sector had a median tenure of 6.2 years, nearly twice the median for private-sector employees (3.5 years). The State of Illinois workforce outpaces this retention measure significantly. In fact, with one exception (the Illinois Power Agency with an average tenure of 3 years and 6 months) the State agencies all exceed the national median. The agencies range from an average of 7 years and 2 months of tenure (Abraham Lincoln Presidential Library & Museum) to 18 years and 9 months (Illinois Tax Tribunal).

Agencies with the Longest Average Length of Service



Source: State Employee Retirement System data



Average Length of Service

Agency	Years of Service
Abraham Lincoln Presidential Library and Museum	7.1
Aging, Department on	12.8
Agriculture, Department of	9.9
Arts Council	8.8
Capital Development Board	11.1
Central Management Services, Department of	11.5
Children and Family Services, Department of	9.0
Civil Service Commission, Illinois	13.1
Commerce and Economic Opportunity, Department of	10.3
Commerce Commission, Illinois	12.1
Commission on Equity & Inclusion	8.6
Coroner Training Board	8.2
Corrections, Department of	10.2
Criminal Justice Information Authority, Illinois	8.0
Deaf and Hard of Hearing Commission	13.3
Developmental Disabilities, Illinois Planning Council on	14.1
Educational Labor Relations Board, Illinois	16.6
Emergency Management Agency	9.9
Employment Security, Department of	11.9
Environmental Protection Agency	11.0
Financial and Professional Regulation, Department of	11.6
Gaming Board, Illinois	11.9
Guardianship and Advocacy Commission	12.8
Healthcare and Family Services, Department of	11.7
Human Rights Commission	8.1
Human Rights, Department of	13.0
Human Services, Department of	9.6
Innovation and Technology, Department of	11.7
Insurance, Department of	10.1
Investments, State Board of	6.9
Juvenile Justice, Department of	9.7
Labor Relations Board	9.3
Labor, Department of	8.8
Law Enforcement Training and Standards Board, Illinois	7.2
Liquor Control Commission, Illinois	9.2
Lottery, Illinois	13.3
Military Affairs, Department of	10.1
Natural Resources, Department of	10.9
Power Agency, Illinois	3.6
Prisoner Review Board, Illinois	9.5
Property Tax Appeal Board	11.9
Public Health, Department of	10.5
Racing Board, Illinois	12.2



2024 Workforce Data Report

Revenue, Department of	11.5
State Employees' Retirement System	12.5
State Fire Marshal, Office of the	10.0
State Police, Illinois	12.7
Tax Tribunal, Illinois	18.8
Transportation, Department of	11.8
Veterans Affairs, Department of	9.8
Workers' Compensation Commission, Illinois	13.5

Source: State Employee Retirement System data

Number of Funded Vacancies

Public Act 103-0457 amended the Department of Central Management Services Law of the Civil Administrative Code of Illinois, 20 ILCS 405/119(1), to require annual reporting of “the number of funded vacancies, broken out by agency and broken out by month.” To meet this requirement, CMS reviewed budget data and data compiled by the Governor’s Office of Management and Budget from agency reporting.

To give this data its proper context, it is important to clarify the nature of authorized headcount. Authorized headcount is primarily a budgeting tool, rather than an exact measure of the number of positions needing to be filled. In some cases, headcount is authorized in anticipation of the hiring of several large classes of employees throughout the year but would appear to an outside observer to be a gap in an agency’s hiring, rather than proactive budget planning. Furthermore, which existing vacancies may need to be prioritized may change almost daily, depending on an agency’s operational needs. In our attempt to provide the required data, CMS subtracted the reported monthly headcount from the agency’s total authorized headcount for corresponding fiscal year. For this section of this report, that number is referred to as the number of “funded vacancies.”

Vacancies by Month

Agency	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Abraham Lincoln Presidential Library and Museum	18	20	20	19	18	17	17	17	17	15	20	20
Aging, Department on	44	46	45	46	42	44	44	46	45	43	42	45
Agriculture, Department of	81.5	77.5	71.5	69	75	76	75	75	72	65	75	80
Arts Council	2	1	1	1	1	1	1	0	0	0	3	3
Capital Development Board	22	21	20	19	19	16	16	15	13	11	27	27
Central Management Services, Department of	162	163	156	142	138	140	157	153	156	160	188	184
Children and Family Services, Department of	146	146	131	101	31	29	320	252	222	181	576	538

2024 Workforce Data Report

Commerce and Economic Opportunity, Department of	29	21	19	20	11	13	153	146	148	143	172	168
Commerce Commission, Illinois	53	52	50	49	47	45	45	48	48	48	49	51
Commission on Equity & Inclusion	22	22	21	20	20	21	20	21	19	17	22	22
Coroner Training Board	0	0	0	0	0	0	0	0	0	0	0	0
Corrections, Department of	1078	1078	1139	1089	1037	971	960	997	984	1042	1076	1151
Criminal Justice Information Authority, Illinois	22	22	22	22	12	14	41	39	40	42	46	50
Deaf and Hard of Hearing Commission	3	3	3	3	3	3	2	2	2	2	3	3
Developmental Disabilities, Illinois Planning Council on	1	1	1	1	1	1	1	1	1	1	1	1
Early Childhood, Department of										29	30	30
Educational Labor Relations Board, Illinois	5	6	6	6	6	6	7	7	7	5	6	6
Emergency Management Agency	56.5	222	47.5	46.5	36.5	28.5	37.5	34.5	33.5	31.5	65.5	64.5
Environmental Protection Agency	330	22	21	13	13	8	52	50	42	33	56	56
Employment Security, Department of	64	64	71	66	69	68	181	137	133	112	171	171
Financial and Professional Regulation, Department of	90	87	90	92	96	98	124.5	124.5	122.5	124.5	123	114
Gaming Board, Illinois	95	95	92	90	84	83.5	84.5	85.5	81.5	79	98	98
Guardianship and Advocacy Commission	8	129	6	8	6	3	6	6	8	9	11	9
Healthcare and Family Services, Department of	290	290	252	234	244	242	255	252	246	263	218	218



2024 Workforce Data Report

Human Rights Commission	9	12	13	14	14	15	15	14	15	14	11	9
Human Rights, Department of	47	125	38	41	40	40	42	43	41	42	45	46
Human Services, Department of	878	878	498.5	328.5	200	194.5	360	332	253	111	1274	1224
Innovation and Technology, Department of	431	431	377	368	358	347	333	319	312	306	453	443
Insurance, Department of	50	49	47	43	43	43	71	69	66	66	75	73
Juvenile Justice, Department of	178	705	189	192	163	165	245	245	249		259	265
Labor Relations Board	4.5	21.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5	4.5
Law Enforcement Training and Standards Board, Illinois	27	26	26	26	27	27	27	27	26	26	27	27
Liquor Control Commission, Illinois	17	19	20	23	23	23	31	30	29	29	22	23
Lottery, Illinois	25	27	26	28	27	28	27	28	26	27	23	27
Military Affairs, Department of	76	193	76	74	73	76	78	76	67	59	81	79
Natural Resources, Department of	44.5	44.5	48	35.5	17.5	1.5	97	92	93	94	137.5	133.5
Prisoner Review Board, Illinois	9	9	9	8	9	9	16	18	17	19	16	17
Property Tax Appeal Board	30	40	30	31	30	30	30	30	29	29	29	29
Public Health, Department of	200	200	165	150	138	140	255	254	232	221	344	345
Racing Board, Illinois	1.5	2	2	2	2	2	1	2	1	1	1.5	1.5
Revenue, Department of	171	171	158	170	165	152	159	165	152	117	144	146
State Fire Marshal, Office of the	18.5	18.5	20.5	16.5	14.5	15	16	16	9.5	8	23.5	22.5
State Police, Illinois	429	429	428	373	373	371	524	547	553	554	605	563.5
State Police Merit Board	6	7	6	7	7	7	7	7	6	6	6	6
Tax Tribunal, Illinois	0	0	0	0	0	0	0	0	0		0	0
Transportation Department of	806.5	806.5	772.5	780.5	771	751	554	575.5	585	572	605	608



2024 Workforce Data Report

Veterans Affairs, Department of	597	597	590	588	575	584.5	575	558	547	567.5	585.5	595.5
Workers' Compensation Commission, Illinois	23.5	24.5	22	23	24	25	25	26.5	27	28	20.5	19.5

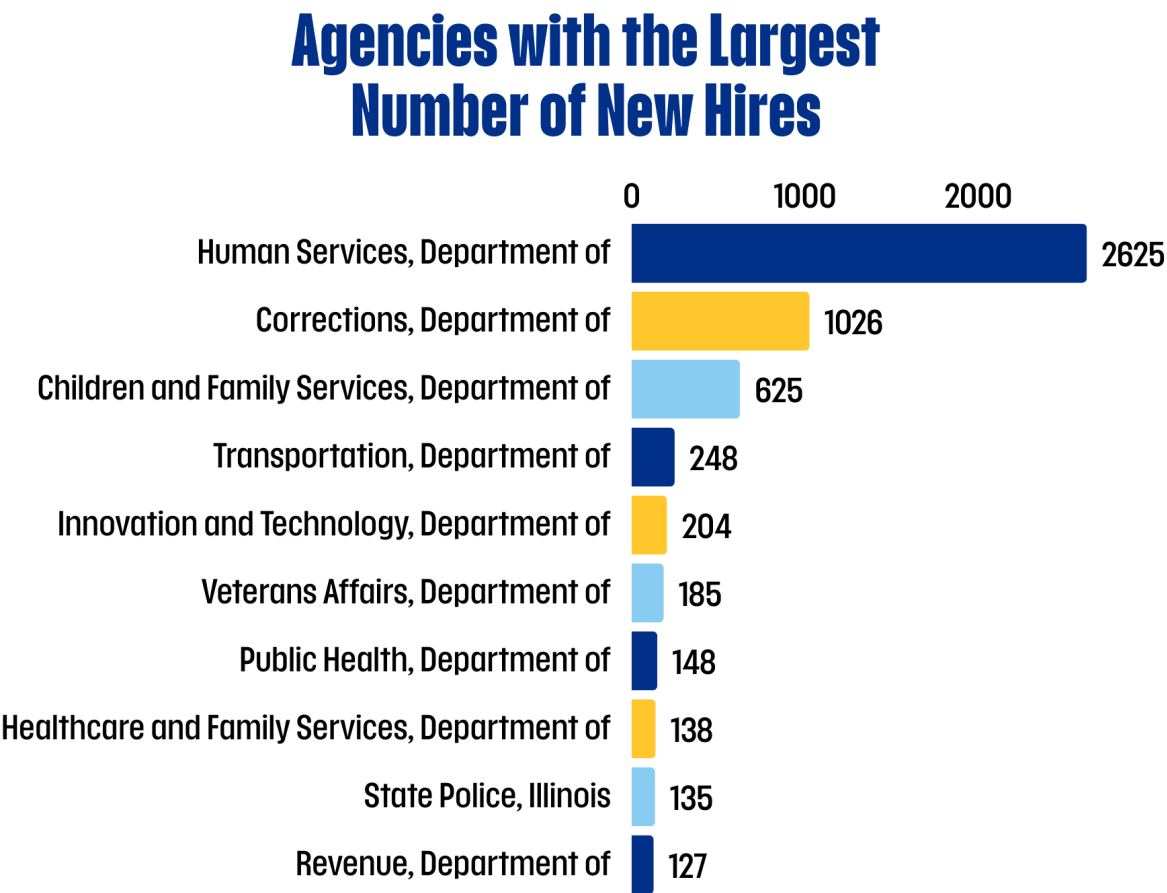
Source: Governor’s Office of Management and Budget data

New Hires

Public Act 103-0457 amended the Department of Central Management Services Law of the Civil Administrative Code of Illinois (20 ILCS 405/119(1)) to require annual reporting of “the number of new hires, broken out by agency and broken out by month.” To meet this requirement, State of Illinois Benefit data was utilized. Please note, in this context, a “new hire” reflects an employee that previously did not work for the State (employees moving from one agency to another are not included).

As previously mentioned in the Methodology section of this report, the State of Illinois workforce grew at a rate of 7% during FY24 compared to FY23. This growth is a result of many improvements to the State’s hiring process, unprecedented recruitment and outreach efforts, initiatives to improve employee retention, and many other endeavors.

Illustrated below are the State agencies with the largest number of new hires. The table that follows that illustration summarizes the new hires brought into State employment, broken out by agency and by month, for calendar year 2024.



Source: State of Illinois Benefit data



New Hires by Month

Agency	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Abraham Lincoln Presidential Library and Museum		1		5	1	1	2		1	3	1	2	17
Aging, Department on	1	1	1		1		1		1	2		1	9
Agriculture, Department of	3	1	2	3	2	1	4	4	2	4	5		31
Arts Council	1							1			1	1	4
Capital Development Board	4	1	4		1	1	1			1	1		14
Central Management Services, Department of	8	5	9	8	7	5	7	5	2	4	4	2	66
Children and Family Services, Department of	29	22	51	50	96	103	57	50	43	54	47	23	625
Commerce and Economic Opportunity, Department of	6		3	4	2		2	2	3	5	4	1	32
Commerce Commission, Illinois	2	1	2	4	1	4			2	1	1		18
Commission on Equity & Inclusion				1				1					2
Corrections, Department of	119	29	119	121	142	34	121	103	105	17	111	5	1026
Criminal Justice Information Authority, Illinois	4		1	2	9	1		4		1			22
Educational Labor Relations Board, Illinois										2			2
Emergency Management Agency	2		8	1	8	4	3	2	3	3	1	2	37
Employment Security, Department of	11	6	4	7	5	4	5	26	9	12	5		94
Environmental Protection Agency	8	9	9	10	5	10	4	12	12	14	8	2	103
Financial and Professional Regulation, Department of	3	4	4	2		3	2	3	2	5	1	1	30



2024 Workforce Data Report

Gaming Board, Illinois	2	2	3	3	3				2	1	1	1	18
Guardianship and Advocacy Commission				1		4							5
Healthcare and Family Services, Department of	11	20	24	27	5	5	4	9	11	5	15	2	138
Human Rights Commission	1									1	2		4
Human Rights, Department of			8		1				1		1		11
Human Services, Department of	278	290	258	282	236	133	142	193	234	251	220	108	2625
Innovation and Technology, Department of	28	21	38	13	10	21	14	15	8	10	12	14	204
Insurance, Department of		2	4	5			2	2	4	1	10	1	31
Investments, State Board of			1							1		2	4
Juvenile Justice, Department of	26	5	2	1	31	2	1	12	4	3	20	1	108
Labor, Department of	1					1	3		2		3	2	12
Law Enforcement Training and Standards Board, Illinois				1				2		2			5
Liquor Control Commission, Illinois									1		1		2
Lottery, Illinois		1	1		2				2	1	1	1	9
Military Affairs, Department of	4	4	1	1	2		3	4	5	4	6	2	36
Natural Resources, Department of	7	5	2	16	21	15	14	7	6	4	5	2	104
Pollution Control Board								1					1
Power Agency, Illinois		1			1	2	1	3	3	1	1		13
Prisoner Review Board, Illinois			3	1					1		1	1	7
Property Tax Appeal Board					2								2
Public Health, Department of	16	16	17	14	13	15	14	6	12	11	11	3	148
Racing Board, Illinois							1		1				2
Revenue, Department of	2	17	14	2	7	20	5	2	19	34	4	1	127
State Fire Marshal, Office of the	3	1		1	2	1	1		1	1	4		15



2024 Workforce Data Report

State Police, Illinois	6	8		67	16	6	8	4	7	8	4	1	135
Transportation, Department of	28	42	21	22	26	22	8	10	16	31	17	5	248
Veterans Affairs, Department of	14	25	18	13	23	15	20	28	12	3	7	7	185
Workers' Compensation Commission, Illinois	2		2		1	1			1				7

Source: State of Illinois Benefit



Separated Employees

Public Act 103-0457 amended the Department of Central Management Services Law of the Civil Administrative Code of Illinois (20 ILCS 405/119(1)) to require annual reporting of several data points for separated employees by years of service, broken out by agency and broken out by month. To best meet this requirement, State of Illinois Benefit data was utilized. Please note, in this context, a “separated employee” reflects an employee that left State employment entirely (employees moving from one agency to another are not included).

While the State did experience a significant increase in the number of employees in FY24, State agencies still experienced some turnover. The illustration below provides the agencies with the most separations in calendar year 2024 and the percentage of the agency workforce and is followed by the separations for calendar year 2024, broken out by agency and by month.

Please note, this data is being reported without being broken out by years of service, as prescribed in Section 119 of the Department of Central Management Services Law due to the transition of the State’s human resources software. Despite pursuing all available data sources, the data is not currently available to provide this level of information. The needed service data is expected to be available for next year’s reporting.

Separations by Month

Agency	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Abraham Lincoln Presidential Library and Museum	1				1	1					1		4
Aging, Department on	2					1		1			1		5
Agriculture, Department of	1				1	3	1	2				2	10
Arts Council											1		1
Capital Development Board		1					1					1	3
Central Management Services, Department of	2	2	1	2	5	5	3	6	4	2			32
Children and Family Services, Department of	14	27	27	16	25	21	15	26	17	22	32	13	255
Commerce and Economic Opportunity, Department of		1	3	4	1	3	1	2	1		1	3	20
Commerce Commission, Illinois	3	2		2	1	3	1	1	2		1		16



2024 Workforce Data Report

Corrections, Department of	55	36	42	43	39	27	37	38	40	51	46	23	477
Criminal Justice Information Authority, Illinois	1		1	3	2	1	1	1	2	3		1	16
Educational Labor Relations Board, Illinois	1												1
Emergency Management Agency			2						1	1	1		5
Employment Security, Department of	8	4	3	1	4	4	2	6	4	3	7	1	47
Environmental Protection Agency	1	5	3	3	1	6	2	3	4	6		3	37
Financial and Professional Regulation, Department of	1		1		2	1	3	8	1	3	3		23
Gaming Board, Illinois				1	1				2				4
Guardianship and Advocacy Commission	1						2					1	4
Healthcare and Family Services, Department of	3	6	10	2	4	7	5	5	4	10	3	6	65
Human Rights Commission	1	1		2		1							5
Human Rights, Department of	1					2							3
Human Services, Department of	106	116	143	103	103	126	99	135	118	104	70	61	1287
Innovation and Technology, Department of	2	3	6	5	3	9	6	5	4	2	2	2	49
Insurance, Department of	1		1			1	2	2	1	1	1	1	11
Investments, State Board of								1		1	1		3
Juvenile Justice, Department of	3	2	2	6	4	4	1	5	3	2	2	2	36
Labor, Department of			2		1	1			1		3		8
Liquor Control Commission, Illinois				1									1
Lottery, Illinois	1			1		1		1					4
Military Affairs, Department of		2				3	1	2	1	1			10
Natural Resources, Department of		5	3	9	5	1	2	2	2	1	2	3	35
Power Agency, Illinois	1				1		1				2		5



2024 Workforce Data Report

Property Tax Appeal Board					1								1
Public Health, Department of	4	4	6	2	8	6	4	3	2	4	1	1	45
Racing Board, Illinois							1	1					2
Revenue, Department of	2	2	2	2	6	3	9	4	5	3		2	40
State Employees' Retirement System	3	6	9	8	7	5	25	6	3	6	4	1	83
State Fire Marshal, Office of the	1	2					3	1					7
State Police, Illinois	4	1	5	12	8	3	3	2		4	3	1	46
Transportation, Department of	16	13	14	17	9	24	18	17	9	7	13	7	164
Veterans Affairs, Department of	6	28	12	9	8	7	7	13	7	7	11	2	120
Workers' Compensation Commission, Illinois		1				1			1	1		1	5

Source: State of Illinois Benefit data



Conclusion

CMS continues to work diligently to innovate and constantly improve the State's hiring processes to meet the workforce needs of the State of Illinois and the State's agencies. CMS has made progress in evolving the State's hiring practices that has resulted in a fully electronic hiring process, streamlined processes, an expanded recruitment network, heightened social media presence, and employee retention efforts. All these efforts have ultimately led to the increase of the State workforce of 7% for FY24 when compared to FY23. As CMS continues to push for better, more efficient, and more effective processes and tools, we expect to continue to grow the workforce and meet the needs of the State of Illinois.

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