OFFICE OF THE ILLINOIS STATE FIRE MARSHAL



AFFIRMATIVE ACTION PLAN

FISCAL YEAR 2027

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SECTION ONE

EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION PROGRAM CERTIFICATION

AGENCY: Office of the Illinois State Fire Marshal

MAIN ADDRESS: 555 W. Monroe St., Suite 1300N, Chicago, IL 60661

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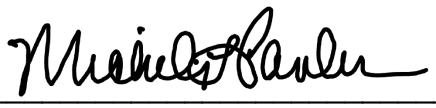
WEBSITE: sfm.illinois.gov

CHIEF EXECUTIVE OFFICER: Michele Pankow

EEO/AA OFFICER: Roberto Lopez

ADA COORDINATOR: Jodi Schrage

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



Chief Executive Officer — Date: 08/18/26



EEO/AA Officer — Date: 8/31/26

January 2019

EEO/AFFIRMATIVE ACTION STATEMENT OF POLICY

The Office of the Illinois State Fire Marshal's EEO/Affirmative Action Statement of Policy is to provide equal employment opportunity for all persons in the agency, as well as to all persons applying for employment. The Office of the Illinois State Fire Marshal does and will comply fully with the provisions of all State and Federal rules, regulations, laws, ordinances, and executive orders covering Equal Employment Opportunity.

The Office of the Illinois State Fire Marshal's policy strictly prohibits anyone from excluding a person or persons from application, examination, recruitment, employment, training, promotion, layoff and awarding of benefits or any other personnel action due to race, color, religion, sex, sexual orientation, national origin/ancestry, citizenship status, disability, age, order of protection status, marital status, arrest record, military status, including veteran status, and unfavorable discharge from military service. The responsibility for the promotion of equal opportunities shall rest with all levels of management of the State Fire Marshal's Office. All hires are dependent upon vacancies for existing positions or newly created positions, requisite increases in the agency's headcount, appropriation by the Illinois General Assembly, CMS Personnel Rules and Administrative Order #2, and the Comprehensive Employment Plan.

To ensure compliance, it is imperative that the Affirmative Action Plan be fully understood by the management and staff of the State Fire Marshal's Office. The following guidelines are implemented within the Affirmative Action Plan.

A. A plan has been established to recruit and employ females, minorities and disabled employees in categories that are underutilized at the present time in the State Fire Marshal's Office.

B. All union vacancies will be emailed to all staff. For the filling of future vacancies, managers shall inventory and consider the abilities and skills of all employees currently on staff. Recruitment and outreach efforts shall be used to recruit applicants in categories where few or no females, minorities or disabled are employed, as CMS Personnel rules apply.

C. Complete records shall be maintained in the Success Factors Recruiting System, on the recruitment and selection activities.

D. Management shall make a special effort to encourage minorities females and disabled, as well as other employees to apply for vacant and higher level positions and to help them acquire the qualifications needed for advancement.

E. Reasonable accommodations for individuals with disabilities shall be considered.

F. The agency is committed to anti-harassment policies and programs, including but not limited to sexual harassment, and Diversity, Equity, and Inclusion.

G. Any reprisal, coercion, intimidation, whether direct or indirect, against an employee is not prohibited.

H. The Office educates all staff on Diversity, Enrichment and Inclusion through training and an internal Peer to Peer Working Group.

Management and staff are to recognize their responsibilities for carrying out the Affirmative Action Plan in the Office of the Illinois State Fire Marshal, as well as the intent, of the plan to all employees they supervise.



Michele Pankow, State Fire Marshal

08/18/26

Date

AGENCY PROFILE

The Office of the Illinois State Fire Marshal is dedicated to working with our partners and assisting the fire services in the protection of life, property and the environment through communication, inspection, investigation, certification, and licensing.

Executive Office

The Executive Office, which includes the State Fire Marshal, Deputy Director, Chief Operating Officer, Chief Administrative Officer, General Counsel, Human Resources/Special Projects Manager, Legislative Liaison, Public Information Officer, Agency Diversity Officer-Hispanic Liaison, Chief Internal Auditor, and Senior Policy Advisor, serves the entire agency, as well as establish and maintain effective liaison with the Governor's Office, legislature, other state agencies, the fire service of Illinois and the general public.

The office has eight operating divisions: Arson, Boiler and Pressure Vessel Safety, Elevator Safety, Fire Prevention, Personnel Standards and Education, Petroleum and Chemical Safety, Management Services, and Human Resources/Special Projects.

Arson

The State Fire Marshal Act (20 ILCS 2905) creates the Division of Arson. Public Act 20 ILCS 2910, cited as the Peace Officer Fire Investigation Act, and Public Act 425 ILCS 25, cited as the Fire Investigation Act, grants the Division the authority to provide fire investigation and law enforcement services to the fire service and federal, state, and local enforcement agencies of the state of Illinois through complete and thorough investigations, evidence collection and professional expert testimony in court proceedings.

In addition, the Division has canine units available consisting of a certified Arson Investigator and an Ignitable Liquid Detecting Canine.

In addition, per the Fire Investigation act 425 ILCS 25/13.2, the Division provides and maintains the Youth Fire Setting Intervention Program.

Boiler and Pressure Vessel Safety

The Boiler and Pressure Vessel Safety Act (430 ILCS 75), establishes a minimum construction code for boilers and pressure vessels installed or operated in the state of Illinois. The Act requires periodic inspections of all boilers and pressure vessels generally accessible to the workers in industry and to the public at large including schools, churches, apartment houses, factories, retail establishments, dry cleaners, etc.

Elevator Safety

The Elevator Safety and Regulation Act (225 ILCS 312), provides public safety and awareness in relation to conveyances located within the state of Illinois.

The Division of Elevator Safety is responsible for implementing the Elevator Safety and Regulation Act through registration, inspection, certification, and licensing.

Fire Prevention

The State Fire Marshal Act (20 ILCS 2905), provides for the Division of Fire Prevention and the Fire Investigation Act (425 ILCS 25), permits the Office to establish the minimum fire safety standards for the state of Illinois. Fire inspections are performed in various occupancy types. Priority is given to the inspection of public schools, state owned, licensed, and operated occupancies such as Day Care Centers, public and private schools, correctional institutions, racetracks, as well as to targeted high life safety risk occupancies such as hotels/motels, and board and care facilities.

In addition, the Gasoline Storage Act (430 ILCS 15), permits the Division to regulate petroleum storage in aboveground bulk storage tanks and aboveground dispensing tanks.

The Division of Fire Prevention is also charged with licensing of several specialized industries including Pyrotechnic Distributors and Operators, Fire Equipment Distributors and their employees, and Sprinkler Contractors.

The division of Fire Prevention provides technical services to support the Agency, fire service and regulated public with technical and engineering expertise in the area of code interpretation, plan and application review for regulated occupancies and installations. Engineering staff also provides expert advice in the agency's rule making processes for a variety of subjects including regulations for underground/aboveground tank storage, LP gas, Service station operation, Life Safety Code Enforcement as well as other fire safety related issues.

Management Services

The Division of Management Services provides support functions for the Office through fleet management, mail and messenger services, inventory control and distribution of office supplies.

Personnel Standards and Education

The Division of Personnel Standards and Education is responsible for maintaining a high level of training standards for fire protection personnel.

The Division of Personnel Standards and Education provides Fire Service Outreach.

The Division also administers a grant program which affords participants a means of recouping a portion of their training expenses. This, along with the educational certifications issued for successful completion of identified training and educational programs provide further inducement for participation.

Petroleum and Chemical Safety

The Gasoline Storage Act (430 ILCS 15), regulates petroleum storage in underground tanks. The federal law, which has been adopted by Illinois, required stringent new design standards for underground storage tanks, routine monitoring for leakage of existing tanks, upgrading of existing tanks and owner liability for cost of cleanup.

This division issues all permits for any work on underground tanks, as well as installation and removal inspections of regulated tanks to assure compliance with current federal and state standards.

In addition, state regulations require contractors who install, remove, repair, upgrade, reline and test underground storage tanks to be certified and have a license issued by this office.

This Program is responsible for the determination of eligibility for participation in the Illinois E.P.A. Leaking Underground Storage Tank (LUST) fund.

Human Resources/Special Projects

The Division of Human Resources/Special Projects serves as a support to Executive Staff and all Divisions for Human Resources, Grant and Loan Programs, the Fire Safe Cigarette Act, the Firefighters Medal of Honor Ceremony, the State Fairs in Springfield and DuQuoin, and EEO responsibilities.

RESPONSIBILITIES OF EEO/AA OFFICER

The State Fire Marshal, Michele Pankow, is responsible for the Affirmative Action Plan and all decisions concerning the non-discrimination employment practices and delivery of services by the Office of the Illinois State Fire Marshal. The State Fire Marshal shall enlist the cooperation and active support of all managers.

Roberto Lopez is the Affirmative Action Officer for the Office of the Illinois State Fire Marshal. Mr. Lopez's responsibilities will include, but are not limited to the following:

1. To develop the agency's affirmative action plan, goals and objectives;
2. To assist in identifying and solving EEO problems;
3. To design and implement internal audits and reporting systems for measuring the effectiveness of agency plans indicating need for remedial action, and determine the degree to which the agency's goals and objectives have been attained;
4. To serve as liaison between the agency and EEO enforcement authorities;
5. To serve as liaison between the agency, minorities, women and disability organizations;
6. To inform management of developments in the EEO field;
7. To assist in the evaluation of employees and job applicants so that minorities, women and disabled persons are given equal employment opportunity;
8. To regularly confer with managers, supervisors and employees to assure that the agency's EEO policies are observed;
9. To advise managers and supervisors if employment practices comply with the Act;
10. To report to the Department of Human Rights, all internal and external complaints of discrimination against the agency;
11. To assist in the investigation of internal and external complaints of discrimination as specified in Section 2520.790 (a & b) of these regulations;
12. At the request of the agency's State Fire Marshal, direct agency staff in taking appropriate action to correct discriminatory practices and report the progress and action taken to the State Fire Marshal;
13. In conjunction with the filing of Quarterly Reports, submit recommendations to the State Fire Marshal and Management for improvements to the Agency's Affirmative Action Plan;
14. To immediately notify the State Fire Marshal and Management when unable to resolve employment practices or conditions which have or tend to have disparate impact on minorities, females, or the disabled;

15. If the agency is in noncompliance, as described in Section 2520.795, to work with Central Management Services to develop plans for the preparation and promotion of the affirmative action group in question;

16. To report on and/or analyzing Layoff Reports [2520.770 (f)), Reorganization Reports [2520.770 (g)), Hiring and Promotion Monitors [2520.770 (h)), and Exit Questionnaires [2520.770 (i)] as applicable;

17. To evaluate employment policies and practices and report to the State Fire Marshal any such policies, practices and evaluation mechanisms that have adverse impact on minorities, females, and the disabled; assist in the recruitment of minorities, females and people with disabilities;

18. To provide counseling for any aggrieved employee or applicant for employment who believes that he or she has been discriminated against because of, including but not limited to, race, color, religion, sex, sexual orientation, national origin/ancestry, age, order of protection, marital status, arrest record, military status, including veteran status, unfavorable discharge from military service, citizenship status, and disability.

The Affirmative Action Officer for the Illinois State Fire Marshal's Office is Roberto Lopez. Mr. Lopez may be contacted at:

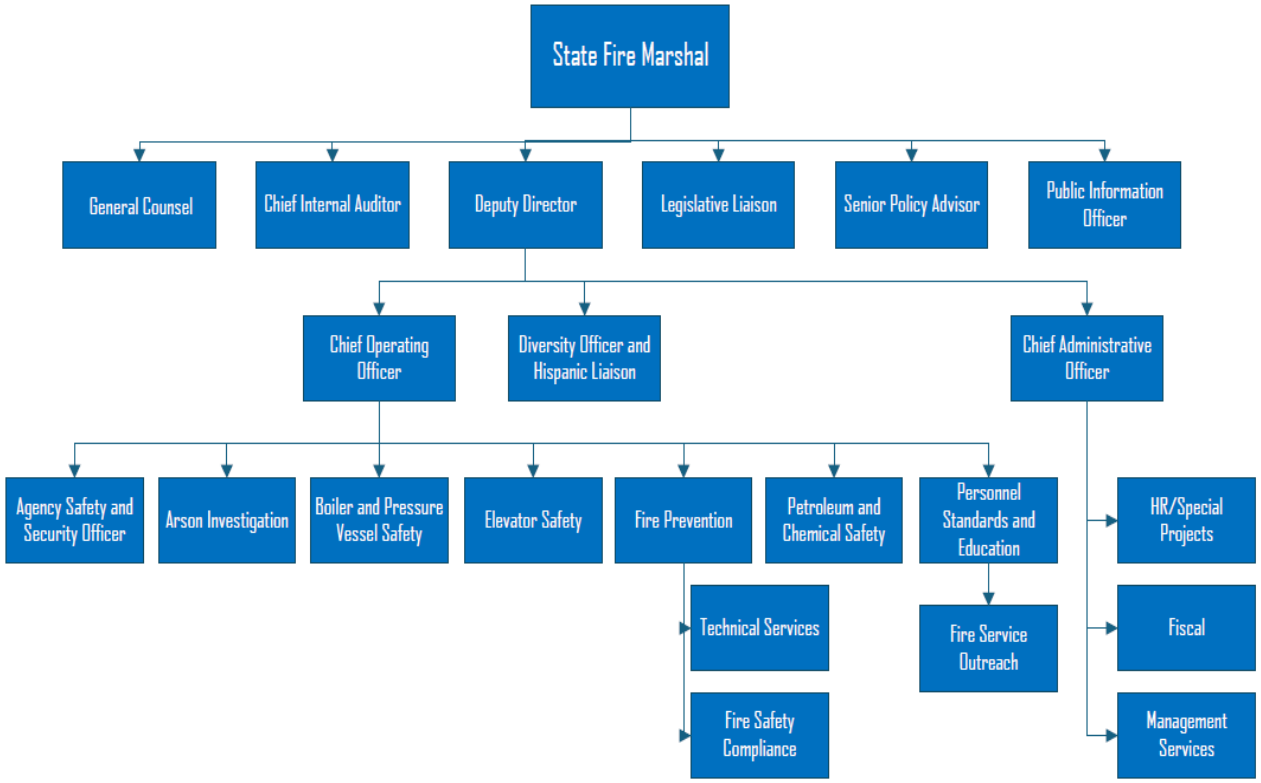
Roberto Lopez
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Internal EEO/AA Organizational Chart



Organizational Chart



DISSEMINATION OF AA POLICY AND PLAN

Dissemination of the Agency AA Policy and Plan both internally and externally will be made as follows:

Policy

- Post policy on bulletin boards, internal and external websites, or any other locations used to display important agency information;
- Display EEO/AA posters in conspicuous locations;
- Inclusion in brochures and other appropriate outreach publications which discuss the hiring practices of the agency;
- Inclusion in new employee orientation and other appropriate training plans;
- Communications sent to employee/employer associations;
- Communications sent to area minority groups and women's organizations and advocacy groups for persons with disabilities;

Plan

- Available to all managerial and supervisory personnel, etc.;
- Notification to all staff that the AA Plan is available for review;
- State Library; (2 copies and 1 electronic copy) to IL. State Library Acquisitions Division, Illinois Document Division; [Title 23, Part 3020, Ch.1, Subpart A, Section 3020.110]
- Available to State and Federal regulatory agencies;
- Available to all recruitment sources;
- Post it on internal and external websites.

SECTION TWO

INTERNAL WORKFORCE ANALYSIS

A **Summary of Workforce Analysis by Region (DHR-9)** was completed to assess the numeric representation of the workforce within the Office of the Illinois State Fire Marshal as of June 30, 2026. The EEO Categories are cross-referenced by race, sex and national origin denoted by (M) Male, (F) Female, (W) White, (MENA) Middle Eastern or North African, (B/AA) Black or African American, (H/L) Hispanic or Latino, (A) Asian, (MRME) Multiracial and Multiethnic, (AI/AN) American Indian or Alaska Native and (NH/OPI) Native Hawaiian or Other Pacific Islander.

There are a total of 166 employees; 124 males and 42 females. The 166 employees consist of (151) Whites, (8) Black or African Americans, (5) Hispanic or Latinos, (1) Asian, and (1) Native Hawaiian/Other Pacific Islander.

A **Summary of Workforce Transactions Report by EEO Category (DHR-10)** was completed to assess the personnel transactions that occurred within the Office of the Illinois State Fire Marshal during the period of July 1, 2025 through June 30, 2026. These transactions were cross referenced by race, sex and national origin—denoted by (M) Male, (MENA) Middle Eastern or North African, (MRME) Multiracial and Multiethnic, (F) Female, (W) White, (B/AA) Black or African American, (H/L) Hispanic or Latino, (A) Asian, (AI/AN) American Indian or Alaska Native and (NH/OPI) Native Hawaiian or Other Pacific Islander.

There were a total of (43) Transactions; (15) New Hires, (6) Separations, (6) Intra Agency Transfer, (14) Promotions, (2) Discharge. The new hires consisted of (13) White Males, (1) White Female, and (1) Black Male.

ASSESSMENT OF CURRENT PRACTICES

This section outlines the current practices that are utilized to recruit and/or hire qualified candidates to fill job vacancies as they occur at the Office of the Illinois State Fire Marshal.

Recruitment Methods and Sources

The Office of the Illinois State Fire Marshal is subject to the jurisdiction of the Personnel Code, Personnel Rules, Administrative Order 2, Comprehensive Employment Plan, CMS Hiring Plan and Union contracts; therefore, Civil Service recruitment and testing procedures must be followed in the recruitment efforts of this agency in collaboration with Central Management Services, the Agency's Public Information Officer (PIO), Fire Service Outreach and align with the Agency's Communication Plan. The recruitment procedures used by the Office of the Illinois State Fire Marshal are:

a. When vacancies occur, positions that are approved by CMS are posted on the electronic hiring system, Success Factors, as well as other related job sites. Vacancies are posted on the agency website and emailed to all employees. In addition, vacancies are posted on the Employment Security website, shared with all State of Illinois EEO Officers, and distributed to additional trade and/or minority organizations.

b. After the posting period ends, the steps as outlined in the Success Factors Hiring Process are followed.

Steps for Hiring:

a. Agency determines need and obtains internal approval.
b. Agency clarifies Job Description and Preferred Qualifications.
c. CMS approval of Job Description.
d. Agency creates Job Postings, and it is approved by CMS.
e. Position is posted for a minimum of 10 days.
f. CMS evaluates candidates against the Minimum Qualifications and Contractual Rights are determined.
g. Agency completes Subject Matter Expert review, and the Interview Pool is determined in accordance with the CEP, Personnel Rules and applicable Contractual Bargaining Agreements.
h. Interviews are conducted.
i. CMS reviews the Hiring Sequence and Documentation for compliance.
j. Agency extends conditional offers, and background and drug testing is conducted, as applicable.
k. CMS approves final offer and any special requests such as salary requests are approved by CMS and/or the Governor's Office.
l. The Agency extends a final offer and sets a start date and conducts onboarding.

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **1**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	14	12	10	1	1						4	2	1		1							85.71%	14.29%	78.57%	7.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%
Professionals	21	17	16	1							2	4	1	2	1						1	80.95%	19.05%	80.95%	14.29%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%
Technicians	12	12	11		1						2	0										100.00%	0.00%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
Protective Service	9	8	7	1								1	1								1	88.89%	11.11%	88.89%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%
Para-professionals	2	1	1									1		1								50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	1	0										1			1							0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	59	50	45	3	2	0	0	0	0	0	8	9	3	3	3	0	0	0	0	0	2	84.75%	15.25%	81.36%	10.17%	8.47%	0.00%	0.00%	0.00%	0.00%	0.00%	16.95%

Grand Total Employees for Region 1:		Males:	50	Females:	9	Total Minorities:	11	PWD:	10				
			84.75%		15.25%		18.64%		16.95%				
White:	48	Black or African American:	6	Hispanic or Latino:	5	Asian:	0	MENA:	0	AI/AN:	0	NHPI:	0	MRME:	0
	81.36%		10.17%		8.47%		0.00%		0.00%		0.00%		0.00%		0.00%

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **2**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	2	2	2									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	3	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Grand Total Employees for Region 2: Males: 3 (100.00%) Females: 0 (0.00%) Total Minorities: 0 (0.00%) PWD: 0 (0.00%)

White: 3 (100.00%) Black or African American: 0 (0.00%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **3**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	2	0										2	2								1	0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%
Technicians	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	4	2	2	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	0	0	1	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%

Grand Total Employees for Region 3: Males: 2 (50.00%) Females: 2 (50.00%) Total Minorities: 0 (0.00%) PWD: 1 (25.00%)

White: 4 (100.00%) Black or African American: 0 (0.00%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **4**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Grand Total Employees for Region 4: Males: 1 (100.00%) Females: 0 (0.00%) Total Minorities: 0 (0.00%) PWD: 0 (0.00%)

White: 1 (100.00%) Black or African American: 0 (0.00%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **5**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	4	4	4									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	1	0										1	1									0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	6	5	5	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	83.33%	16.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Grand Total Employees for Region 5: Males: 5 (83.33%) Females: 1 (16.67%) Total Minorities: 0 (0.00%) PWD: 0 (0.00%)

White: 6 (100.00%) Black or African American: 0 (0.00%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **6**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	1	1	1								1	0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Protective Service	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	2	2	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	50.00%

Grand Total Employees for Region 6: Males: 2 (100.00%) Females: 0 (0.00%) Total Minorities: 0 (0.00%) PWD: 1 (50.00%)

White: 2 (100.00%) Black or African American: 0 (0.00%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **7**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	25	15	14	1							1	10	8			1			1		2	60.00%	40.00%	88.00%	4.00%	0.00%	4.00%	0.00%	0.00%	4.00%	0.00%	12.00%
Professionals	24	13	13								1	11	11								5	54.17%	45.83%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	20.83%
Technicians	2	2	2									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	#REF!
Protective Service	2	2	2									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	5	1	1									4	4								2	20.00%	80.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%
Administrative Support	8	3	2	1								5	5								2	37.50%	62.50%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	67	37	35	2	0	0	0	0	0	0	2	30	28	0	0	1	0	0	1	0	11	55.22%	44.78%	94.03%	2.99%	0.00%	1.49%	0.00%	0.00%	1.49%	0.00%	19.40%

Grand Total Employees for Region 7: Males: 37 (55.22%) Females: 30 (44.78%) Total Minorities: 4 (5.97%) PWD: 13 (19.40%)

White: 63 (94.03%) Black or African American: 2 (2.99%) Hispanic or Latino: 0 (0.00%) Asian: 1 (1.49%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 1 (1.49%) MRME: 0 (0.00%)

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **8**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	5	5	5								2	0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%
Technicians	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	7	7	7	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%

Grand Total Employees for Region 8:		Males:	7	Females:	0	Total Minorities:	0	PWD:	2						
			100.00%		0.00%		0.00%		28.57%						
White:	7	Black or African American:	0	Hispanic or Latino:	0	Asian:	0	MENA:	0	AI/AN:	0	NHPI:	0	MRME:	0
	100.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%		0.00%

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **9**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Professionals	3	3	3									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	2	2	2									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	6	6	6	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

Grand Total Employees for Region 9: Males: 6 (100.00%) Females: 0 (0.00%) Total Minorities: 0 (0.00%) PWD: 0 (0.00%)

White: 6 (100.00%) Black or African American: 0 (0.00%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **10**

		MALES										FEMALES										PERCENTAGES										
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	1	1	1								1	0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%
Professionals	7	7	7									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Technicians	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	2	2	2									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	11	11	11	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	9.09%

Grand Total Employees for Region 10: Males: 11 (100.00%) Females: 0 (0.00%) Total Minorities: 0 (0.00%) PWD: 1 (9.09%)

White: 11 (100.00%) Black or African American: 0 (0.00%) Hispanic or Latino: 0 (0.00%) Asian: 0 (0.00%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 0 (0.00%) MRME: 0 (0.00%)

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Grand Total

		MALES										FEMALES										PERCENTAGES									
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	40	28	25	2	1						6	12	9		1	1			1		2	70.00%	30.00%	85.00%	5.00%	5.00%	2.50%			2.50%		20.00%
Professionals	70	53	52	1							4	17	14	2	1						7	75.71%	24.29%	94.29%	4.29%	1.43%						15.71%
Technicians	20	20	19		1						#REF!											100.00%		95.00%		5.00%						#REF!
Protective Service	19	17	16	1								2	2								1	89.47%	10.53%	94.74%	5.26%							5.26%
Para-professionals	7	2	2									5	4	1							2	28.57%	71.43%	85.71%	14.29%							28.57%
Administrative Support	9	3	2	1								6	5		1						2	33.33%	66.67%	77.78%	11.11%	11.11%						22.22%
Skilled Craft																																
Service / Maintenance	1	1	1																			100.00%		100.00%								
TOTAL	166	124	117	5	2						#REF!	42	34	3	3	1			1		14	74.70%	25.30%	90.96%	4.82%	3.01%	0.60%			0.60%		#REF!

Grand Total Employees:		Males:	124	Females:	42	Total Minorities:	15	PWD:	#REF!						
			74.70%		25.30%		9.04%		#REF!						
White:	151	Black or African American:	8	Hispanic or Latino:	5	Asian:	1	MENA:		AI/AN:		NHPI:	1	MRME:	
	90.96%		4.82%		3.01%		0.60%						0.60%		

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois State Fire Marshal **Reporting Period:** Ending 6/30/2026

EEO Category: OFFICIALS / ADMINISTRATORS

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	8	7	7									1	1									87.50%	12.50%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	2	0										2	1			1						0.00%	100.00%	50.00%	0.00%	0.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	3	3	3									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/2026

EEO Category: PROFESSIONALS

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	10	9	8	1								1	1									90.00%	10.00%	90.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	4	1	1									3	3									25.00%	75.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	3	1	1									2	2									33.33%	66.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	2	1	1									1	1									50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois State Fire Marshal **Reporting Period:** Ending 6/30/2026

EEO Category: TECHNICIANS

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	2	2	2									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois State Fire Marshal **Reporting Period:** Ending 6/30/2026

EEO Category: PROTECTIVE SERVICE

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois State Fire Marshal **Reporting Period:** Ending 6/30/2026

EEO Category: PARAPROFESSIONALS

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	1	0										1				1						0.00%	100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois State Fire Marshal **Reporting Period:** Ending 6/30/2026

EEO Category: ADMINISTRATIVE SUPPORT

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	0										1	1									0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois State Fire Marshal **Reporting Period:** Ending 6/30/2026

EEO Category: SKILLED CRAFT

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois State Fire Marshal **Reporting Period:** Ending 6/30/2026

EEO Category: SERVICE / MAINTENANCE

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%

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

Additional Employeee Data:

DHR-10 (Rev. July 2025)

Summary of Workforce Transactions Report
by EEO Category

Agency: Office of the Illinois State Fire Marshal **Reporting Period:** Ending 6/30/2026

GRAND TOTAL

		MALES										FEMALES										PERCENTAGES										
Transaction	Grand Total	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
New Hires	15	14	13	1								1	1									93.33%	6.67%	93.33%	6.67%							
Promotions	14	9	9									5	5									64.29%	35.71%	100.00%								
Intra-Agency Transfers	6	1	1									5	3			2						16.67%	83.33%	66.67%			33.33%					
Suspensions																																
Separations	6	5	5									1	1									83.33%	16.67%	100.00%								
Discharges	2	2	2																			100.00%		100.00%								
Lay Off																																
Demotions																																
Reductions																																
Reinstatements																																
Reemployment																																
Upward Reallocations																																
Downward Reallocations																																

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

Additional Employeee Data:

DHR-10 (Rev. July 2025)

FINAL AVAILABILITY ANALYSIS

The Office of the Illinois State Fire Marshal's office staff is located in Springfield, Chicago and Marion and our field staff is located throughout the state of Illinois. The main Headquarters for the Office is located in Springfield.

The Final Availability Numbers used are based upon the Regions that have ten (10) or more in a job category. For our Office, these are Regions 1 and 7.

Region 1 - Cook, Dekalb, DuPage, Grundy, Kane, Kankakee, Kendall, Lake, McHenry and Will Counties. Our Chicago Office is located in Region 1.

Region 7 - Cass, Christian, Greene, Logan, Macon, Macoupin, Menard, Montgomery, Morgan, Sangamon, Scott and Shelby Counties. Our Springfield Office is located in Region 7.

Officials/Administrators job category has a total of seventy (70) employees with
Forty-two (42) employees in Region 1
Twenty-eight (28) employees in Region 7

Professionals job category has a total of forty-one (41) employees with
Twenty-four (24) employees in Region 1, and
Seventeen (17) employees in Region 7

Technicians job category has a total of twenty-seven (27) employees with
Twelve (12) employees in Region 1, and
Fifteen (15) employees in Region 7

Protective Services job category has a total of seventeen (17) employees
Three (3) employees in Region 1, and
Fourteen (14) employees in Region 7

Para-Professionals job category has a total of nine (9) employees with
One (1) employees in Region 1, and
Eight (8) employees in Region 7

Administrative Support job category has a total zero employees

Skilled Craft category has a total of ten employees (10) employees;
One (1) employees in Region 1
Nine (9) employees in Region 7

Service/Maintenance job category has a total of nine (9) employees with
One (1) employees in Region 1, and
Eight (8) employees in Region 7

PROMOTABLE CATEGORIES

Officials/Administrators

- Professionals
- Technicians
- Protective Service

Professionals

- Technicians
- Protective Service
- Para-Professionals
- Administrative Support

Technicians

- Protective Service
- Para-Professionals
- Administrative Support

Protective Service

- Para-Professional
- Administrative Support
- Skilled Craft
- Service/Maintenance

Skilled Craft

- Service Maintenance
- Administrative Support

Para-Professionals

- Administrative Support

Service/Maintenance

- Administrative Support

Administrative Support

- N/A

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

Affirmative Action Group:
WOMEN
Region: 1
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	276,690	42.02%	30	12.61	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	42	5	11.90%	70	8.33	Agency Workforce.
				100	16.75	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	56,285	8.55%	30	2.56	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	42	4	9.52%	70	6.67	Agency Workforce.
				100	7.38	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the						Equal Employment Opportunity Tabulation

region.	658,460	66,265	10.06%	30	3.02	2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	42	2	4.76%	70	3.33	Agency Workforce.
				100	5.08	Availability Percent.

DHR-5-AAP (Rev. Feb. 2016)

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

Affirmative Action Group:
ASIAN
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	48,890	7.42%	100	7.42	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	42	0	0.00%		0.00	Agency Workforce.
				100	5.94	Availability Percent

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN or ALASKA NATIVE
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	784	0.12%	100	0.12	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	42	0	0.00%		0.00	Agency Workforce.
				100	0.10	Availability Percent.

Affirmative Action Group:

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

NATIVE HAWAIIAN or PACIFIC ISLANDER
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	658,460	160	0.02%	100	0.02	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	42	0	0.00%		0.00	Agency Workforce.
				100	0.02	Availability Percent.

DHR-5-AAP (Rev. Feb. 2016)

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
WOMEN
Region: 1
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	518,070	55.08%	30	16.52	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	24	3	12.50%	70	8.75	Agency Workforce.
				100	20.22	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	92,115	9.79%	30	2.94	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	24	2	8.33%	70	5.83	Agency Workforce.

100	7.02	Availability Percent.		

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	83,970	8.93%	30	2.68	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	24	2	8.33%	70	5.83	Agency Workforce.
				100	6.81	Availability Percent.

DHR-5-AAP (Rev. Feb. 2016)

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
ASIAN
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	116,395	12.38%	100	12.38	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	24	0	0.00%		0.00	Agency Workforce.
				100	9.90	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN or ALASKA NATIVE
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	923	0.10%	100	0.10	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	24	0	0.00%		0.00	Agency Workforce.
				100	0.08	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or PACIFIC ISLANDER
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	940,565	244	0.03%	100	0.03	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	24	0	0.00%		0.00	Agency Workforce.
				100	0.02	Availability Percent.

DHR-5-AAP (Rev. Feb. 2016)

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal
Category: Technicians

Affirmative Action Group:
WOMEN
Region: 1
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	145,985	44.13%	30	13.24	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	12	3	25.00%	70	17.50	Agency Workforce.
				100	24.59	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Technicians

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	47,120	14.24%	30	4.27	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	12	2	16.67%	70	11.67	Agency Workforce.
				100	12.75	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Technicians

Affirmative Action Group:
HISPANIC or LATINO
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	111,715	33.77%	30	10.13	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	12	1	8.33%	70	5.83	Agency Workforce.
				100	12.77	Availability Percent.

DHR-5-AAP (Rev. Feb. 2016)

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal
Category: Technicians

Affirmative Action Group:
ASIAN
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics

1. Those having requisite skills in the region.	330,820	23,405	7.07%	100	7.07	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	12	0	0.00%		0.00	Agency Workforce.
				100	5.66	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Technicians

Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	342	0.10%	100	0.10	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	12	0	0.00%		0.00	Agency Workforce.
				100	0.08	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Technicians

Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER**
Region: 1
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	330,820	90	0.03%	100	0.03	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	12	0	0.00%		0.00	Agency Workforce.
				100	0.02	Availability Percent.

DHR-5-AAP (Rev. Feb. 2016)

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal

Affirmative Action Group:

Workforce Analysis by Region

Agency: Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **1**

		MALES										FEMALES										PERCENTAGES											
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	N	I	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	14	12	10	1	1						4	2	1		1							85.71%	14.29%	78.57%	7.14%	14.29%	0.00%	0.00%	0.00%	0.00%	0.00%	28.57%
Professionals	21	17	16	1							2	4	1	2	1						1	80.95%	19.05%	80.95%	14.29%	4.76%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%
Technicians	12	12	11		1						2	0										100.00%	0.00%	91.67%	0.00%	8.33%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
Protective Service	9	8	7	1								1	1								1	88.89%	11.11%	88.89%	11.11%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	11.11%
Para-professionals	2	1	1									1		1								50.00%	50.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	1	0										1			1							0.00%	100.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	59	50	45	3	2	0	0	0	0	0	8	9	3	3	3	0	0	0	0	0	2	84.75%	15.25%	81.36%	10.17%	8.47%	0.00%	0.00%	0.00%	0.00%	0.00%	16.95%

Grand Total Employees for Region 1:		Males:	50		Females:	9		Total Minorities:	11		PWD:	10									
			84.75%			15.25%			18.64%			16.95%									
White:	48	Black or African American:	6	Hispanic or Latino:	5	Asian:	0	MENA:	0	AI/AN:	0	NHPI:	0	MRME:	0						
	81.36%		10.17%		8.47%		0.00%		0.00%		0.00%		0.00%		0.00%						

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Utilization Analysis

Agency: Illinois State Fire Marshal
Affirmative Action Group: **WOMEN** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	14	21	12	9	2	1	0	0
Availability Percent	16.75	20.22	24.59	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	2	4	2	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	2	4	0	1	1	1	0	0

Underutilization **2**

Agency: Illinois State Fire Marshal
Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	14	21	12	9	2	1	0	0
Availability Percent	7.38	7.02	12.75	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	1	1	1	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	1	3	0	1	1	0	0	0

Underutilization **1**

Utilization Analysis

Agency: Illinois State Fire Marshal
Affirmative Action Group: **HISPANIC or LATINO** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	14	21	12	9	2	1	0	0
Availability Percent	5.08	6.81	12.77	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	1	1	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	2	1	1	0	0	1	0	0

Underutilization

Agency: Illinois State Fire Marshal
Affirmative Action Group: **ASIAN** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	14	21	12	9	2	1	0	0
Availability Percent	5.94	9.90	5.66	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	2	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization **2**

Utilization Analysis

Agency: Illinois State Fire Marshal
Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	14	21	12	9	2	1	0	0
Availability Percent	0.10	0.08	0.08	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: Illinois State Fire Marshal
Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER** Region 1

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	14	21	12	9	2	1	0	0
Availability Percent	0.02	0.02	0.02	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	14	21	12	9	2	1	0	0
Availability Percent	0.02	0.02	0.02	0.00	0.00	0.00	0.03	0.01
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

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

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

Affirmative Action Group:
WOMEN
Region: 7
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	12,585	41.39%	30	12.42	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	28	11	39.29%	70	27.50	Agency Workforce.
				100	31.93	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	1,285	4.23%	100	4.23	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	28	0	0.00%		0.00	Agency Workforce.
				100	3.38	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

Affirmative Action Group:
HISPANIC or LATINO
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the						Equal Employment Opportunity Tabulation

region.	30,405	427	1.40%	100	1.40	2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	28	0	0.00%		0.00	Agency Workforce.
				100	1.12	Availability Percent.

DHR-5-AAP (Rev. Feb. 2016)

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

Affirmative Action Group:
ASIAN
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	282	0.93%	100	0.93	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	28	0	0.00%		0.00	Agency Workforce.
				100	0.74	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

Affirmative Action Group:
AMERICAN INDIAN or ALASKA NATIVE
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	45	0.15%	100	0.15	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	28	0	0.00%		0.00	Agency Workforce.
				100	0.12	Availability Percent.

Affirmative Action Group:

AGENCY: Illinois State Fire Marshal
Category: Officials/Administrators

NATIVE HAWAIIAN or PACIFIC ISLANDER
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	30,405	15	0.05%	100	0.05	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	28	0	0.00%		0.00	Agency Workforce.
				100	0.04	Availability Percent.

DHR-5-AAP (Rev. Feb. 2016)

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
WOMEN
Region: 7
Facility:

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	28,700	60.69%	30	18.21	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	17	9	52.94%	70	37.06	Agency Workforce.
				100	44.21	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
BLACK or AFRICAN AMERICAN
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	2,220	4.69%	30	1.41	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	17	1	5.88%	70	4.12	Agency Workforce.

100	4.42	Availability Percent.		

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
HISPANIC or LATINO
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	844	1.78%	100	1.78	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	17	0	0.00%		0.00	Agency Workforce.
				100	1.43	Availability Percent.

DHR-5-AAP (Rev. Feb. 2016)

Availability Percent Worksheet

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
ASIAN
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	1,683	3.56%	100	3.56	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	17	0	0.00%		0.00	Agency Workforce.
				100	2.85	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
AMERICAN INDIAN or ALASKA NATIVE
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	39	0.08%	100	0.08	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	17	0	0.00%		0.00	Agency Workforce.
				100	0.07	Availability Percent.

AGENCY: Illinois State Fire Marshal
Category: Professionals

Affirmative Action Group:
NATIVE HAWAIIAN or PACIFIC ISLANDER
Region: 7
Facility: 0

FACTORS	A Grand Total #	B Aff. Action Group #	C Percentage Total %	D Value Weight %	E Weighted Factor %	Source of Statistics
1. Those having requisite skills in the region.	47,290	64	0.14%	100	0.14	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	17	0	0.00%		0.00	Agency Workforce.
				100	0.11	Availability Percent.

DHR-5-AAP (Rev. Feb. 2016)

Workforce Analysis by Region

Agency: Illinois State Fire Marshal

Reporting Period: Ending 6/30/26

Region: **7**

		MALES										FEMALES										PERCENTAGES											
EEO Category	Grand Total	Total	W	B/AA	H/L	A	MENA	N	I	MRME	PWD	Total	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD	M	F	W	B/AA	H/L	A	MENA	AIAN	NHPI	MRME	PWD
Officials / Administrators	25	15	14	1							1	10	8			1			1		2	60.00%	40.00%	88.00%	4.00%	0.00%	4.00%	0.00%	0.00%	4.00%	0.00%	12.00%
Professionals	24	13	13								1	11	11								5	54.17%	45.83%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
Technicians	2	2	2									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	2	2	2									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para-professionals	5	1	1									4	4								2	20.00%	80.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	40.00%
Administrative Support	8	3	2	1								5	5								2	37.50%	62.50%	87.50%	12.50%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%
Skilled Craft	0	0										0										0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	1	1	1									0										100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	67	37	35	2	0	0	0	0	0	0	2	30	28	0	0	1	0	0	1	0	11	55.22%	44.78%	94.03%	2.99%	0.00%	1.49%	0.00%	0.00%	1.49%	0.00%	19.40%

Grand Total Employees for Region 7: Males: 37 (55.22%) Females: 30 (44.78%) Total Minorities: 4 (5.97%) PWD: 13 (19.40%)

White: 63 (94.03%) Black or African American: 2 (2.99%) Hispanic or Latino: 0 (0.00%) Asian: 1 (1.49%) MENA: 0 (0.00%) AI/AN: 0 (0.00%) NHPI: 1 (1.49%) MRME: 0 (0.00%)

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

Additional Employee Data:

DHR-9 (Rev. July 2025)

Utilization Analysis

Agency: Illinois State Fire Marshal
Affirmative Action Group: **WOMEN** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	25	24	2	2	5	8	0	1
Availability Percent	31.93	44.21	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	7	10	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	10	11	0	0	4	5	0	0

Underutilization

Agency: Illinois State Fire Marshal
Affirmative Action Group: **BLACK or AFRICAN AMERICAN** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	25	24	2	2	5	8	0	1

Availability

Percent	3.38	4.42	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	1	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	1	0	0	0	0	1	0	0

Underutilization **1**

Utilization Analysis

Agency: Illinois State Fire Marshal
Affirmative Action Group: **HISPANIC or LATINO** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	25	24	2	2	5	8	0	1
Availability Percent	1.12	1.43	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: Illinois State Fire Marshal
Affirmative Action Group: **ASIAN** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	25	24	2	2	5	8	0	1

Availability Percent	0.74	2.85	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	1	0	0	0	0	0	0	0

Underutilization

Utilization Analysis

Agency: Illinois State Fire Marshal
Affirmative Action Group: **AMERICAN INDIAN or ALASKA NATIVE** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	25	24	2	2	5	8	0	1
Availability Percent	0.12	0.07	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	0	0	0	0	0	0	0	0

Underutilization

Agency: Illinois State Fire Marshal
Affirmative Action Group: **NATIVE HAWAIIAN or PACIFIC ISLANDER** Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para-Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	25	24	2	2	5	8	0	1
Availability Percent	0.04	0.11	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	1	0	0	0	0	0	0	0

Underutilization

Underutilization Summary by Region

Name of Agency: Office of the Illinois State Fire Marshal **Fiscal Year:** 2027

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

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

Total underutilization for Women: 2 Total underutilization for Black or African American: 2 Total underutilization for Hispanic or Latino: 0

Total underutilization for Asian: 2 Total underutilization for American Indian or Alaska Native: 0 Total underutilization for Native Hawaiian or Pacific Islander: 0

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

W= Women B/AA = Black or African American H/L = Hispanic or Latino A = Asian AI/AN = American Indian or Alaska Native NH/PI= Native Hawaiian or Pacific Islander

JOB TITLES GROUPED BY APPROVED JOB CATEGORIES/ UTILIZED BY THE OFFICE OF THE ILLINOIS STATE FIRE MARSHAL

Officials/Administrators (1)
- Public Service Administrator
- Senior Public Service Administrator
- Chief Internal Auditor
- Boiler Safety Chief Inspector
- Boiler Safety Supervisor

Professionals (2)
- Accountant
- Accountant Advanced
- Accountant Supervisor
- Administrative Assistant I & II
- Arson Investigator I & II
- Elevator Inspector
- Executive I & II
- Fire Certification Specialist Supervisor
- Fire Protection Engineer
- Fire Protection Specialist I
- Human Resources Representative
- Human Resources Specialist
- Storage Tank Safety Specialist
- Technical Advisor III

Technician (3)
- Boiler Safety Specialist
- Boiler Safety Audit Specialist
- Engineering Technician III
- Fire Certification Specialist I & II

Protective Service (4)
- Fire Prevention Inspector I & II

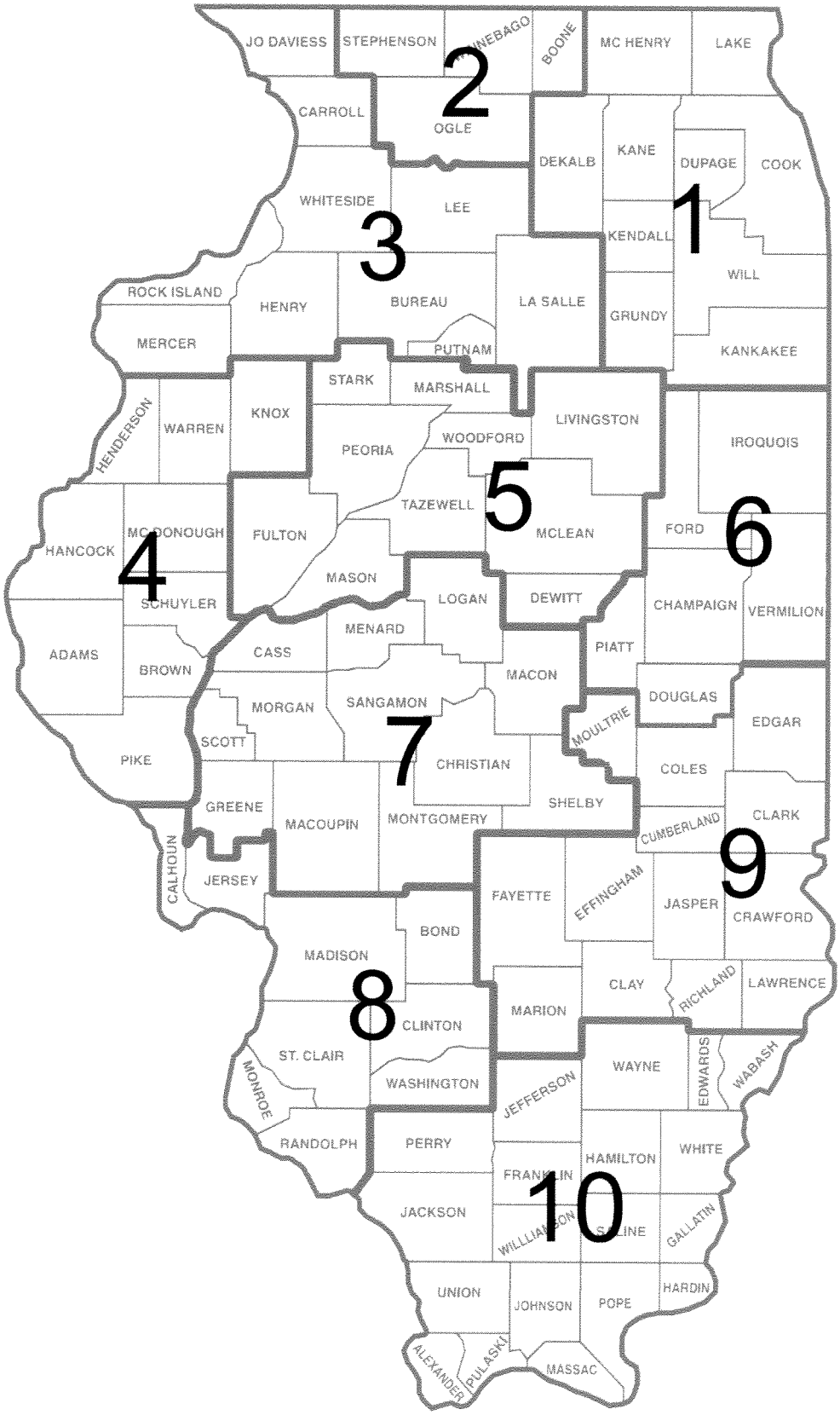
Para-Professionals (5)
- Human Resources Associate
- Office Coordinator
- Office Specialist
- Paralegal Assistant
- Private Secretary II

Administrative Support (6)
- Account Technician I & II
- Office Assistant
- Office Associate

Skilled Craft (7)
- N/A

Service/Maintenance (8)
- Storekeeper I & II

Illinois Department of Human Rights State Regional Map



Illinois Counties by Region

REGION 1
Cook
DeKalb
DuPage
Grundy
Kane
Kankakee
Kendall
Lake
McHenry
Will

REGION 2
Boone
Ogle
Stephenson
Winnebago

REGION 3
Bureau
Carroll
Henry
Jo Daviess
LaSalle
Lee
Mercer
Putnam
Rock Island
Whiteside

REGION 4
Adams
Brown
Hancock
Henderson
Knox
McDonough
Pike
Schuyler
Warren

REGION 5
DeWitt
Fulton
Livingston
Marshall
Mason
McLean
Peoria
Stark
Tazewell
Woodford

REGION 6
Champaign
Douglas
Ford
Iroquois
Piatt
Vermilion

REGION 7
Christian
Cass
Greene
Logan
Macon
Macoupin
Menard
Morgan
Montgomery
Sangamon
Scott
Shelby

REGION 8
Bond
Calhoun
Clinton
Jersey
Madison
Monroe
Randolph
St. Clair
Washington

REGION 9
Clark
Clay
Coles
Crawford
Cumberland
Edgar
Effingham
Fayette
Jasper
Lawrence
Marion
Moultrie
Richland

REGION 10
Alexander
Edwards
Franklin
Gallatin
Hamilton
Hardin
Jackson
Jefferson
Johnson
Massac
Perry
Pope
Pulaski
Saline
Union
Wabash
Wayne
White
Williamson

SECTION THREE

EEO/AA PROBLEM OVERVIEW

The Office of the Illinois State Fire Marshal has challenges attracting women and minorities in the areas of Professionals, Protective Services, Technicians, and Paraprofessional. The Agency has titles with specialized skills which limits the qualified candidate pool, i.e., Arson Investigators I and II, Storage Tank Safety Specialist, Boiler Safety Specialist, Elevator Inspector and Fire Certification Specialist. The Agency does not have a lot of attrition in these job titles. The Agency is also under hiring guidelines, outlined through the Professional Rules, Personnel Code, Executive order 2, the Comprehensive Employment Plan, and collective bargaining agreements.

NUMERICAL GOALS

(Region 1)

PROBLEM AREA:
Underutilization of Asians in the **Professional category** for Region 1.

GOAL:
Eliminate underutilization of Asians in the Professional category.

OBJECTIVES:
As vacancies occur, encourage minorities to apply and attempt to hire/promote at least two Asians.

Action Item	Assignment of Responsibility	Completion Target Date	Monitoring Procedure
1. Post all vacancies in Success Factors and related job sites. Post on external employment posting websites such as Handshake and Indeed, the Employment Security Website, notify State of Illinois EEO Officers, OSFM Employees, IAHSE, social media platforms, and all Legislators throughout the State of Illinois. Employment opportunities are also available on our website with a link to Success Factors.	Human Resources	Quarterly	Quarterly report vacancies to Department of Human Rights
2. Employ two Women from Region 1	Human Resources	As funding is available to fill vacancies	Review of hires/promotions by EEO Officer
3. Employ one Black or African American from Region 1	Human Resources	As funding is available to fill vacancies	Review of hires/promotions by EEO Officer

NUMERICAL GOALS

(Region 1)

PROBLEM AREA:
Underutilization of Women and Black/African American the **Technicians Category** for Region 1.

GOAL:
Eliminate underutilization of Women and Black/African American in the technicians Category.

OBJECTIVES:
As vacancies occur, encourage minorities to apply and attempt to hire/promote at least two women and one Black/African American.

Action Item	Assignment of Responsibility	Completion Target Date	Monitoring Procedure
1. Post all vacancies in Success Factors and related job sites. Post on external employment posting websites such as Handshake and Indeed, the Employment Security Website, notify State of Illinois EEO Officers, OSFM Employees, IAHSE, social media platforms, and all Legislators throughout the State of Illinois. Employment opportunities are also available on our website with a link to Success Factors.	Human Resources	Quarterly	Quarterly report vacancies to Department of Human Rights
2.Employ two Asian from Region 1	Human Resources	As funding is available to fill vacancies	Review of hires/promotions by EEO Officer

NUMERICAL GOALS

(Region 7)

PROBLEM AREA:
Underutilization of Black/African American in the **Professionals Category** for Region 7.

GOAL:
Eliminate underutilization of Black/African American in the Professionals Category.

OBJECTIVES:
As vacancies occur, encourage minorities to apply and attempt to hire/promote at least one black/African American.

Action Item	Assignment of Responsibility	Completion Target Date	Monitoring Procedure
1. Post all vacancies in Success Factors and related job sites. Post on external employment posting websites such as Handshake and Indeed, the Employment Security Website, notify State of Illinois EEO Officers, OSFM Employees, IAHSE, social media platforms, and all Legislators throughout the State of Illinois. Employment opportunities are also available on our website with a link to Success Factors.	Human Resources	Quarterly	Quarterly report vacancies to Department of Human Rights
2.Employ one women in Region 7	Human Resources	As funding is available to fill vacancies	Review of hires/promotions by EEO Officer

PROGRAM GOALS

PROBLEM AREA:
New hires are dependent upon increases in headcount and vacancies, specific appropriation by the General Assembly and the availability of qualified minorities and/or disabled persons who wish to apply and interview for vacant positions. The State of Illinois applies Veteran's Preference points and structured interview hiring procedures.

GOAL:
Continue to inform Agency personnel of their responsibilities with regard to the Agency's EEO/AA goals and objectives.

OBJECTIVES:
To ensure that all managers are aware of their responsibilities with respect to the implementation of the Agency's EEO/AA Plan.

ACTION ITEMS:

1) Inform Agency personnel involved in the hiring process of "underutilized" EEO job categories for minorities, women and disabled.

Assignment Responsibility	Completion Target Date	Monitoring Procedure
EEO/AA Officer	Ongoing as vacancies occur	Notification to management on areas of underutilization. Request the SD list when appropriate.

2) Disseminate FY 2027 EEO/AA Plan and explain content to Fire Marshal and all managers, outside organizations and other interested persons.

Assignment Responsibility	Completion Target Date	Monitoring Procedure
EEO/AA Officer	Within 60 Days after receipt of Plan approval from the Department of Human Rights.	Send copy of approved Plan to all concerned parties.

3) Inform current employees and new employees of the Fire Marshal's Policy concerning EEO/AA.

Assignment Responsibility	Completion Target Date	Monitoring Procedure
Human Resources and EEO Officer	As new hires occur and annually for existing staff.	Policy is included in all new employee packets and posted on Agency's Website.

4) Inform current employees and new employees of the EEO/AA Officer and functions of EEO/AA Officer.

Assignment Responsibility	Completion Target Date	Monitoring Procedure
Human Resources and EEO Officer	As new hires occur and annually for existing staff.	Policy is included in all new employee packets and posted on Agency's Website.

5) Work with DHR liaison and schedule meetings to discuss quarterly progress and obtain any assistance.

Assignment Responsibility	Completion Target Date	Monitoring Procedure
EEO/AA Officer	As needed	Meetings monitored by DHR.

6) Provide Sexual Harassment Training for new employees as well as annual training for current employees.

Assignment Responsibility	Completion Target Date	Monitoring Procedure
EEO/AA Officer & Training Coordinator	New Employees as hiring occurs and current employees periodically.	The agency utilizes OneNet for online training. The training coordinator keeps record of employees who have completed training.

7) Provide Diversity Awareness Training for new employees as well as annual training for current employees.

Assignment Responsibility	Completion Target Date	Monitoring Procedure
EEO/AA Officer & Training Coordinator	New Employees as hiring occurs and current employees periodically	The Agency utilizes OneNet and the Illinois Department of Human Rights for online training.

8) Enhance recruitment efforts and outreach via job fairs/forums in partnership with the DEI Liaison and OSFM Fire Service Outreach.

Assignment Responsibility	Completion Target Date	Monitoring Procedure
EEO/AA Officer	As vacancies occur	Document recruitment efforts.

SECTION FOUR

EQUAL EMPLOYMENT OPPORTUNITY
COMPLAINT INVESTIGATION PROCEDURE

A. Purpose

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

To that end, managers are responsible for the resolution of valid complaints of discrimination within their organization level. The EEO/Affirmative Action Officer shall advise and support management in the investigation of complaints, documentation of facts, the presentation of findings, and recommendations to resolve the dispute.

The use of this EEO Complaint Investigation Procedure does not preclude the right of an employee to file a charge directly with the state (DHR) or the federal government (EEOC) or any other appropriate government agency. The filing of any complaint of alleged discrimination may not be used as a basis for future retaliation adversely affecting the rights of any employee.

B. Procedures

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

1. Scope and Timelines

Unless on a continuing nature, all complaints must be received by the EEO/Affirmative Action Officer in writing. The scope of the investigation shall be restricted to the specific allegations cited in the charge.

2. Intake-Screening

Immediately upon receipt of the Discrimination Complaint Form, the EEO/Affirmative Action Officer shall review the form to determine the initial timeliness, validity, and thoroughness of the information submitted in the complaint. The EEO/Affirmative Action Officer shall inform the employee in writing of the acceptance of the complaint for investigation within five (5) working days of the receipt of the complaint. The complainant shall be promptly notified if further information or documentation is required to support the change.

3. Investigation

Within ten (10) working days of the acceptance of the complaint, the EEO/Affirmative Action Officer shall initiate a thorough investigation of the allegation(s) of discrimination cited in the complaint. In order to document the merits of the charge, the investigation shall entail the

verification of information with the immediate supervisors, staff and witnesses to the alleged discriminatory employment practice. The investigation shall be concluded twenty (20) working days after acceptance of the complaint.

4. Withdrawal of the Complaint

The complaint, or any part of the complaint allegation, may be withdrawn by the employee during the investigation of the complaint upon receipt by the EEO/Affirmative Action Officer of a written request for withdrawal by the complainant.

5. Settlement During Investigation

If, during the investigation of the complaint, a settlement is reached between the immediate supervisor and the employee, the settlement agreement shall be obtained in writing with approval of line management before the complaint shall be considered closed by the EEO/Affirmative Action Officer.

6. Dismissal of the Complaint

If, after an analysis of the merits of the complaint, there is a lack of substantial evidence to believe that discrimination has occurred, the complainant shall be notified of the findings in writing, and informed of the right to appeal to an EEO investigatory commission twenty (20) working days after acceptance of the complaint.

7. Investigation Findings

If, however, at the conclusion of the investigation, there is reasonable cause to believe that discrimination may have occurred, the EEO/Affirmative Action Officer shall submit a written notice to the immediate supervisor and the State Fire Marshal with the findings and recommendations to resolve the complaint. Within five (5) working days conciliation efforts shall be initiated and the EEO/Affirmative Action Officer shall participate to seek an equitable resolution of the complaint.

C. Conciliation Efforts

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

If the complaint cannot be satisfactorily resolved at this level within five (5) working days, the EEO/Affirmative Action Officer shall document the efforts made to resolve the complaint and shall provide a written explanation of reasons why the complaint was not able to be resolved.

The findings, conciliation efforts and proposed settlement shall be forwarded to the State Fire Marshal for the final review, approval or other determination. The State Fire Marshal shall make known to the EEO Officer the official position of the agency within five (5) working days of the receipt of the EEO/Affirmative Action Officer's written report.

An employee who files an internal complaint through the EEO Officer also has the right to file such complaint with the Illinois Department of Human Rights (IDHR) or the U.S. Equal Employment Opportunity Commission (EEOC), or any other appropriate government agency. The EEO Officer shall represent the agency in responding to any charges.

Illinois Department of Human Rights (IDHR)

Chicago:
555 West Monroe Street, 7th Floor
Chicago, Illinois 60661
1-312-814-6200
TTY 1-866-740-3953

Springfield:
524 South 2nd Street, Suite 300
Springfield, Illinois 62701
1-217-785-5100
TTY 1-866-740-3953

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

IDHR administers the State of Illinois Sexual Harassment and Discrimination Helpline:
Helpline: 1-877-236-7703 (Monday – Friday 8:30 to 5:00)
Website: www.illinois.gov/sexualharassment

Equal Employment Opportunity Commission (EEOC)

Chicago:
JCK Federal Building
230 South Dearborn Street
-Suite 1866 (Enforcement, State and Local & Hearings),
-Suite 2920 (Legal & ADR)
Chicago, Illinois 60604
Phone: (312) 872-9777
Enforcement/File Disclosure Fax:
(312) 558-1200
www.eeoc.gov

St. Louis
1222 Spruce Street, Room 8-100
St. Louis, Missouri 63103
1-800-669-4000
TTY 1-800-669-6820

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

Discrimination Complaint Form
To: Agency EEO/AA Officer

Office of the Illinois State Fire Marshal

1. Name_____ Telephone_____

Home Address_____

2. Are you currently employed by the agency? Yes_____ No_____

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

Job Title | Status | Unit

Location | Phone Number | Length of Service in Classification

4. Date of the alleged discriminatory practice: _____

5. Basis of the alleged discriminatory practice:

_____Race _____Color _____Sex _____Religion _____Age _____Disability

_____National Origin _____Ancestry _____Marital Status _____Military Status ____Pregnancy

_____Retaliation_____Sexual Orientation Other_____

6. The discrimination occurred in connection with:

_____Interview _____Hiring Selection _____Promotion _____Disciplinary Action

_____Compensation _____Transfer _____Lay Off _____Training Opportunity

Other (specify)_____

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

(Continue on additional sheets, if necessary)

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

Name | Title | Location | Phone Number

Name | Title | Location | Phone Number

9. Please supply evidence to document the basis for the discriminatory practice you are claiming, as indicated in your response to number five of the form.
I have attached supporting evidence: Yes_____ No_____ If yes, describe attachments:

(Continue on additional sheets, if necessary)

10. Have you made an effort to resolve the discrimination through your supervisors, the grievance procedure or with any public or private organization? Yes_____ No_____
If yes, please explain indicating the outcome of the efforts:

(Continue on additional sheets, if necessary)

COMPLAINT'S SIGNATURE AND DATE FILED EEO/AA OFFICER'S SIGNATURE AND DATE RECEIVED

SECTION FIVE

Labor Force Analysis for People with Disabilities

Agency: Office of the Illinois State Fire Marshal

Fiscal Year: 2027

Total Employees:	166
Percent of People with Disabilities in Illinois Labor Force:	6.44%
Labor Force Number:	10
Number of Employees with Disabilities in Agency:	36
Underutilization or Parity:	P

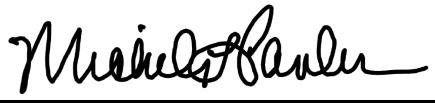
DHR 34-AAP (Rev. June 2013)

REASONABLE ACCOMMODATION POLICY

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

It is the responsibility of the Office of the Illinois State Fire Marshal to provide a reasonable accommodation to qualified applicants and employees with disabilities, when such reasonable accommodation does not pose an undue hardship to the operation of the agency's business.

The agency Equal Employment Opportunity Officer and/or the Americans with Disabilities Act Coordinator can provide further information about the agency's policy in this area.



State Fire Marshal

08/18/26

Date

January 2019

State of Illinois
Reasonable Accommodation Request for Employees

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

Name	Job Title	Division	Phone Number
Functional Limitations			

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

Purchase or modification of equipment or devices

Job restructuring or task modification

Provision of reader, sign language interpreter or personal assistant

Structural modification to work site or facility

Modification of work schedule or leave policy

Modification of examinations, training materials or personal assistant

Reassignment to vacant position

Other

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

Employee's Signature Date

RAC Recommendation Grant Deny Date

(RAC's initials _____) Return for_____

Chief Executive Officer's Final Action Grant Deny Date

(CEO's initials _____) Return for _____

Remarks

Accommodation Request Procedures for Employees

The following procedures should be followed in processing reasonable accommodation requests from employees. The agency EEO/AA Officer and/or the ADA Coordinator can provide guidance on the accommodation process.

1. The employee shall submit a completed reasonable accommodation request form to his or her immediate supervisor and give a copy of the form to the agency EEO/AA Officer and/or the ADA Coordinator. The employee should retain a copy of this information in his or her files.

2. Once received, the supervisor shall review the request form for completeness and, in consultation with the EEO/AA Officer and/or ADA Coordinator, determine whether medical documentation is needed to either establish the presence of a disability or determine an appropriate accommodation. If documentation is needed, the agency should narrowly tailor its request to the issues of whether the employee has a disability under the law and how he or she can be accommodated. The employee should be asked to complete a medical release form (also narrowly tailored), if the agency has additional questions upon review of the medical documentation. When necessary, the employee should be asked to provide documentation to address these issues.

3. Upon receipt of necessary documentation, the supervisor shall make a recommendation, in writing, to the Division Manager within five (5) working days.

4. The Division manager shall review the supervisor's recommendation and make a recommendation to the Reasonable Accommodation Committee (RAC) within five (5) working days of receipt of the supervisor's recommendation. The Division Manager shall forward his/her recommendation along with the original reasonable accommodation request form and all documentation to the agency's EEO/AA Officer and/or the ADA Coordinator.

5. The EEO/AA Officer and/or the ADA Coordinator shall convene a meeting of the Reasonable Accommodation Committee within ten (10) working days of receipt of the Division Manager's recommendation. The RAC shall review the accommodation request. Once the Committee's review is complete, the Committee's recommendation shall be submitted to the Director within five (5) working days of the Committee's review for the Director's approval or denial.

6. The Director shall review the RAC's recommendation and shall render a decision of denial or approval within five (5) working days of receipt from the RAC.

7. Provided that appropriate documentation has been submitted, the EEO/AA Officer and/or the ADA Coordinator shall inform the employee in writing of the agency's decision to grant or deny the request within thirty (30) working days of receipt of the completed request form and any necessary medical documentation. A copy of the response will also be sent to the supervisor.

8. If the Director approves the accommodation request, the agency shall take appropriate action to comply with the accommodation request. Approved accommodation requests shall be implemented as soon as possible. Please note that the agency may offer alternative suggestions providing an equally effective accommodation to remove the workplace barrier in question.

9. Reconsideration: If an employee wishes to ask the Director to reconsider a decision on a reasonable accommodation request, a written request shall be addressed to the Director within ten (10) working days of notification of the decision. The reconsideration request shall include the reasons that a reconsideration is being requested and, if appropriate, alternative suggestions for reasonable accommodation. After a complete review of the matter, a decision shall be made and the employee shall be notified. The Director's decision on this recommendation shall constitute the final internal action by the Department on the accommodation request.

10. An employee who has been denied accommodation has the right to file a complaint at the state level with the Illinois Department of Human Rights within two (2) years of the denial of the request. An employee may also have the right to file a complaint with the U. S. Equal Employment Opportunity Commission (EEOC) within 300 days or any other appropriate government agency pursuant to their time frame.

11. The EEO/AA Officer and/or the ADA Coordinator shall document any action taken on a reasonable accommodation request where indicated on the request form and shall retain completed accommodation request forms one year following final action in the matter.

State of Illinois
Reasonable Accommodation Request for Applicants

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

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

Type of Accommodation Needed

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

_____

Narrative Explanation

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

_____

_____

Applicant's Signature:	Date:

Agency Action

Interviewing Officer's Determination ☐ Grant ☐ Deny

Remarks (If denied, provide explanation) _____

_____

Final Agency Approval

Signature:	Date:

Accommodation Request Procedures for Applicants

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

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

Procedures:

1. Applicants may request accommodations to the application process orally or in writing (either through correspondence or the use of the accommodation request form for applicants). If the request is made orally or through written correspondence, the agency EEO/AA Officer and/or the ADA Coordinator will complete accommodation request forms in the matter for purposes of processing and documenting the request.

2. Applicants shall submit accommodation requests to the interviewing officer. The interviewing officer should provide a copy of the form to the EEO/AA Officer and/or the ADA Coordinator. In cases where the EEO/AA Officer and/or the ADA Coordinator completes the form for the applicant with a disability, the EEO/AA Officer and/or the ADA Coordinator shall submit completed forms to the interviewing officer and retain a copy for him or herself.

3. A response to the request will be provided to the applicant within five (5) days following receipt of the request by the interviewing officer.

4. If it is within the bounds of the authority of the interviewing officer to grant the request and he or she believes it to be reasonable, the accommodation will be provided. Information regarding the type of accommodation provided will be sent to the EEO/AA Officer and/or the ADA Coordinator.

5. If another official within the agency must be consulted in order for the accommodation to be provided, he or she will determine whether the agency will grant the request.

6. If the agency denies the request, the applicant has the right to file an internal complaint with the EEO/AA Officer and/or the ADA Coordinator and/or external complaint with the Illinois Department of Human Rights within two (2) years of the denial. An applicant may also have the right to file a complaint with the U. S. Equal Employment Opportunity Commission (EEOC) within 300 days or any other appropriate government agency pursuant to their time frame.

PHYSICAL BARRIERS

Building Accessibility

All the office locations currently occupied by the Office of the Illinois State Fire Marshal are accessible for people with disabilities.

PROCEDURAL BARRIERS

a) Pre-employment Screening

The Office of the Illinois State Fire Marshal will use the standards for pre-employment inquires of disability as established in the Department of Human Rights Affirmative Action Rules. Applicants will not be asked questions by the person interviewing that are not work related. This will also include any written inquires.

b) Employment Criteria, Testing and Job Description Review

The Office of the Illinois State Fire Marshal uses Department of Central Management Services testing requirements and job specifications for employment criteria. Interviewers will be instructed as to the proper questions that can be asked on the interview regarding types of disability. Job descriptions are reviewed before each interview and essential job duties will be identified. Each interviewee will be made aware of the essential job duties during the interview.

c) ADA Coordinator

The American Disabilities Act (ADA) Coordinator for the Office of the Illinois State Fire Marshal can be contacted at:

Jodi Schrage, Special Projects Manager
Office of the Illinois State Fire Marshal
1035 Stevenson Drive
Springfield, Illinois 62703-4259
jodi.schrage@illinois.gov

Voice: (217)558-1750
TTD: (217)785-0969

d) Emergency Evacuation Procedure

In the event of an emergency, designated staff members have been instructed to assist any disabled employees or individuals in the orderly evacuation of the premises. The Agency has an Employment Safety Guide with specified evacuation procedures.

SECTION SIX

APPLICABLE EEO LAWS

CIVIL RIGHTS ACT OF 1964, as amended

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

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

EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972

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

PREGNANCY DISCRIMINATION ACT

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

CIVIL RIGHTS ACT OF 1991

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

AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967

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

REHABILITATION ACT OF 1973

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

EQUAL PAY ACT OF 1963

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

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

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

FAMILY MEDICAL LEAVE ACT of 1993

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

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

- To care for the employee's child after birth, or placement for adoption or foster care;

- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or

- For a serious health condition that makes the employee unable to perform the employee's job.

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

- **Qualifying Reason for Leave.** Eligible employees are entitled to up to 12 weeks of leave because of "any qualifying exigency" arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty, or has been notified of an impending call to active duty status, in support of a contingency operation.

- **Leave Entitlement.** An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered servicemember who is recovering from a serious illness or injury sustained in the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12-month period to care for the servicemember. This military caregiver leave is available during "a single 12-month period" during which an eligible employee is entitled to a combined total of 26 weeks of all types of FMLA leave.

UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

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

GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008

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

SECTION SEVEN

HIRING MONITOR

Name of Agency: _____ Candidate's Name: _____
City / County _____ Position Number: _____
IDHR Region / (Facility) _____ Bid Number: _____
EEO Job Category: Officials/Administration _____ Requisition Number: _____
Title of Job to be filled: _____ Date of Hire: _____

1. Is the EEO category underutilized? (•) Yes ( ) No If yes, indicate number for each group:

Women: Black or African American: Hispanic or Latino:

Asian: American Indian or Alaska Native:

Native Hawaiian or Pacific Islander: People with Disabilities:

2. List the race / ethnicity and sex of person hired: American Indian or Alaska Native

Sex: Male Veteran: Yes Disability: Yes

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

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

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

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

6. Was the position posted? (•) Yes ( ) No Was this a contractual rights hire? (•) Yes ( ) No

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

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

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

EEO/AA Officer Date

If necessary, remarks below:

I approve of this hire:

Chief Executive Officer Date

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

PROMOTION MONITOR

Name of Agency: _____ Candidate's Name: _____
City / County _____ Position Number: _____
IDHR Region / (Facility) _____ Bid Number: _____
EEO Job Category: Officials/Administrators _____ Requisition Number: _____
Title of Job to be filled: _____ Date of Promotion: _____

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

Women: Black or African American: Hispanic or Latino:

Asian: American Indian or Alaska Native:

Native Hawaiian or Pacific Islander:

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

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

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

○ None ◉

4. Did it change the employee's EEO Job Category? ○ Yes ○ No
If yes, from what EEO job Category?

5. If the category is underutilized and a member of an affirmative action group applied and was not promoted give a detailed explanation.

6. Was the position posted? ○ Yes ○ No Was this per the contract ? ○ Yes ○ No

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

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

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

EEO/AA Officer Date
If necessary, remarks below:

I approve of this hire:

Chief Executive Officer Date

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



OFFICE OF THE ILLINOIS STATE FIRE MARSHAL

EXIT QUESTIONNAIRE

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

Name _____ Sex: Male_____ Female_____ Age: _____

Disability: Yes_____ No_____ Race_____ Hispanic: Yes____ No____

Date of Employment _____ Separation Date_____

Position Title _____

Starting Salary _____Current Salary _____

Who was your immediate supervisor? _____

Reason for leaving: _____

_____

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

_____

_____

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

Explain: _____

_____

Same Position? Yes ____ No _____ Explain: _____

_____

Same Supervisor? Yes ____ No_____ Explain: _____

_____

Do you feel the working conditions were satisfactory?

Yes _____ No _____ Explain: _____

_____

_____

Do you have any suggestions for improving employee morale? _____

_____

_____

Were you satisfied with the pay you received for the work performed and with promotions? Yes_____ No_____

Explain: _____

_____

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

_____

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

Yes_____ No_____ Explain: _____

_____

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

_____

_____

Did you receive any equal employment opportunity / affirmative action orientation? Yes_____ No_____

Explain: _____

_____

During your employment did you request an accommodation based on your disability? Yes____ No____ N/A____
If yes, please explain:

_____

_____

_____

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

Yes _____ No _____ Explain: _____

_____

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

Yes _____ No_____ Explain: _____

_____

If you have answered “Yes” to the last two questions, have you discussed or given written notice of this discrimination to your supervisor or EEO/AA Officer?
Yes _____ No _____ Explain: _____

_____

_____

_____

_____

Additional comments / concerns: _____

_____

_____

_____

_____

_____

_____

_____

_____

_____

Employee Signature _____ Date _____

DHR-30
Rev. May 2012