

# **OFFICE OF THE ILLINOIS STATE FIRE MARSHAL**



## **AFFIRMATIVE ACTION PLAN FISCAL YEAR 2026**

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# **SECTION ONE**

**EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION  
PROGRAM CERTIFICATION**

AGENCY: \_\_\_\_\_

MAIN ADDRESS: \_\_\_\_\_

TELEPHONE NUMBER: \_\_\_\_\_

TTY / NEXTALK: \_\_\_\_\_

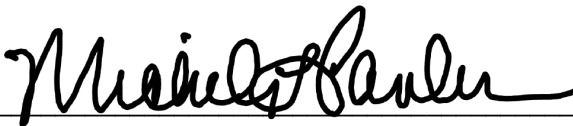
WEBSITE: \_\_\_\_\_

CHIEF EXECUTIVE OFFICER: \_\_\_\_\_

EEO/AA OFFICER: \_\_\_\_\_

ADA COORDINATOR: \_\_\_\_\_

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



Chief Executive Officer

09-02-25  
Date



EEO/AA Officer

09-02-25  
Date

## 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.



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Michele Pankow, State Fire Marshal

09-02-25

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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  
Office of the Illinois State Fire Marshal  
555 W. Monroe Street, Suite 1300N  
Chicago, IL 60661  
Telephone number (312) 814-1645

[Roberto.C.Lopez@illinois.gov](mailto:Roberto.C.Lopez@illinois.gov)

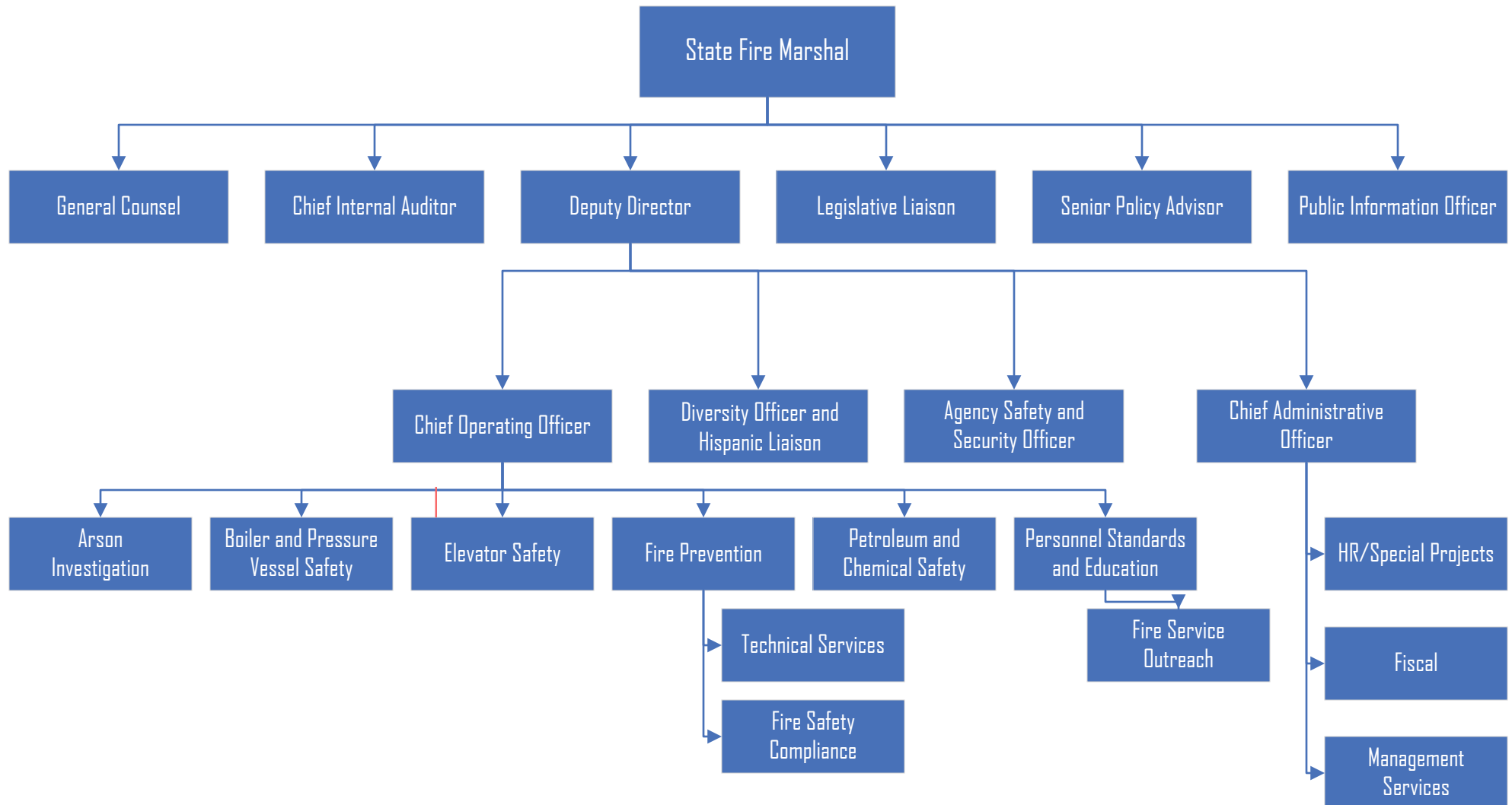
Internal EEO/AA Organizational Chart

**State Fire Marshal  
Agency Director**

**State Fire Marshal Agency  
Deputy Director**

**Diversity Officer/  
Hispanic Liaison/  
EEO/AA Officer**

# 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, 2025. The EEO Categories are cross-referenced by race, sex and national origin denoted by (M) Male, (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 are a total of 157 employees; 114 males and 43 females. The 157 employees consist of (143) Whites, (7) 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, 2024 through June 30, 2025. These transactions were cross referenced by race, sex and national origin—denoted by (M) Male, (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 (39) Transactions; (12) New Hires, (15) Separations/Inter Agency Transfer, (7) Promotions, (1) Discharge, and (4) Intra-Agency Transfers/Geo Transfers. The new hires consisted of (10) White Males, (1) White Female, and (1) Hispanic Female.

## 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 6/30/25

Region: **1**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	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%	28.57%	
Professionals	21	17	17						2	4	1	2	1				1	80.95%	19.05%	85.71%	9.52%	4.76%	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%	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%	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%	
Administrative Support	1	0								1			1					0.00%	100.00%	0.00%	0.00%	100.00%	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%	
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	59	50	46	2	2	0	0	0	8	9	3	3	3	0	0	0	2	84.75%	15.25%	83.05%	8.47%	8.47%	0.00%	0.00%	0.00%	16.95%	

Grand Total Employees for Region 1:				Males:	50	Females:	9	Total Minorities:	10				
					84.75%		15.25%		16.95%				
White:	49	Black/African American:	5	Hispanic/Latino:	5	Asian:	0	AI/AN:	0	NHOPI:	0	PWD:	10
	83.05%		8.47%		8.47%		0.00%		0.00%		0.00%		16.95%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities  
DHR-9 (Rev. Feb. 2016)

## Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/25

Region: **2**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	0	0								0								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%	
Technicians	0	0								0								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%	
Para-professionals	0	0								0								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%	
Skilled Craft	0	0								0								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%	
TOTAL	3	3	3	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%	

<b>Grand Total Employees for Region 2:</b>				<b>Males:</b>				<b>Females:</b>				<b>Total Minorities:</b>			
				3				0				0			
				100.00%				0.00%				0.00%			
White:	3	Black/African American:	0	Hispanic/Latino:	0	Asian:	0	AI/AN:	0	NHOPI:	0	PWD:	0		
	100.00%		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 AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

DHR-9 (Rev. Feb. 2016)

## Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/25

Region: **3**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	0	0								0								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%	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%	
Protective Service	1	1	1							0								100.00%	0.00%	100.00%	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%	
Administrative Support	0	0								0								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%	
Service / Maintenance	0	0								0								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	2	2	0	0	0	0	0	1	50.00%	50.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	

<b>Grand Total Employees for Region 3:</b>		Males: 2		Females: 2		Total Minorities: 0	
		50.00%		50.00%		0.00%	
White:	4	Black/African American:	0	Hispanic/Latino:	0	Asian:	0
100.00%		0.00%		0.00%		0.00%	
						AI/AN:	0
						0.00%	
						NHOPI:	0
						0.00%	
						PWD:	1
							25.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

DHR-9 (Rev. Feb. 2016)

## Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/25

Region: **4**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	0	0								0								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%	
Technicians	0	0								0								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%	
Para-professionals	0	0								0								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%	
Skilled Craft	0	0								0								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%	
TOTAL	1	1	1	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%	

<b>Grand Total Employees for Region 4:</b>		Males: 1		Females: 0		Total Minorities: 0	
		100.00%		0.00%		0.00%	
White:	1	Black/African American:	0	Hispanic/Latino:	0	Asian:	0
100.00%		0.00%		0.00%		0.00%	
						AI/AN:	0
						0.00%	
						NHOPI:	0
						0.00%	
						PWD:	0
						0.00%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

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## Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/25

Region: **5**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	0	0								0								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%	
Technicians	1	1	1							0								100.00%	0.00%	100.00%	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%	
Para-professionals	0	0								0								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%	
Skilled Craft	0	0								0								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%	
TOTAL	5	4	4	0	0	0	0	0	0	1	1	0	0	0	0	0	0	80.00%	20.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	

<b>Grand Total Employees for Region 5:</b>		Males: 4		Females: 1		Total Minorities: 0	
		80.00%		20.00%		0.00%	
White:	5	Black/African American:	0	Hispanic/Latino:	0	Asian:	0
100.00%		0.00%		0.00%		0.00%	
						AI/AN:	0
						0.00%	
						NHOPI:	0
						0.00%	
						PWD:	0
						0.00%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities  
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## Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/25

Region: **6**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
Professionals	0	0								0								0.00%	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%	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%	
Para-professionals	0	0								0								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%	
Skilled Craft	0	0								0								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%	
TOTAL	1	1	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	

Grand Total Employees for Region 6:				Males:	1	Females:	0	Total Minorities:	0				
					100.00%		0.00%		0.00%				
White:	1	Black/African American:	0	Hispanic/Latino:	0	Asian:	0	AI/AN:	0	NHOPI:	0	PWD:	1
	100.00%		0.00%		0.00%		0.00%		0.00%		0.00%		100.00%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

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## Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/25

Region: **7**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	22	13	12	1					1	9	8					1	2	59.09%	40.91%	90.91%	4.55%	0.00%	0.00%	0.00%	4.55%	13.64%	
Professionals	24	14	14						2	10	10						4	58.33%	41.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%	
Technicians	3	3	3							0								100.00%	0.00%	100.00%	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%	
Para-professionals	6	0								6	5			1			2	0.00%	100.00%	83.33%	0.00%	0.00%	16.67%	0.00%	0.00%	33.33%	
Administrative Support	8	2	1	1						6	6						2	25.00%	75.00%	87.50%	12.50%	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%	
Service / Maintenance	1	1	1							0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	66	35	33	2	0	0	0	0	3	31	29	0	0	1	0	1	10	53.03%	46.97%	93.94%	3.03%	0.00%	1.52%	0.00%	1.52%	19.70%	

<b>Grand Total Employees for Region 7:</b>		<b>Males: 35</b>		<b>Females: 31</b>		<b>Total Minorities: 4</b>	
		53.03%		46.97%		6.06%	
White: 62	Black/African American: 2	Hispanic/Latino: 0	Asian: 1	AI/AN: 0	NHOPI: 1	PWD: 13	
93.94%	3.03%	0.00%	1.52%	0.00%	1.52%	19.70%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities  
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## Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/25

Region: **8**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	0	0								0								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%	40.00%	
Technicians	0	0								0								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%	
Para-professionals	0	0								0								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%	
Skilled Craft	0	0								0								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%	
TOTAL	6	6	6	0	0	0	0	0	2	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	33.33%	

Grand Total Employees for Region 8:				Males:	6	Females:	0	Total Minorities:	0
					100.00%		0.00%		0.00%
White:	6	Black/African American:	0	Hispanic/Latino:	0	Asian:	0	AI/AN:	0
	100.00%		0.00%		0.00%		0.00%		0.00%
								NHOPI:	0
									0.00%
								PWD:	2
									33.33%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

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## Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/25

Region: **9**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	0	0								0								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%	
Technicians	0	0								0								0.00%	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%	
Para-professionals	0	0								0								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%	
Skilled Craft	0	0								0								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%	
TOTAL	5	5	5	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%	

<b>Grand Total Employees for Region 9:</b>				<b>Males:</b>				<b>Females:</b>				<b>Total Minorities:</b>			
				5				0				0			
				100.00%				0.00%				0.00%			
White:	5	Black/African American:	0	Hispanic/Latino:	0	Asian:	0	AI/AN:	0	NHOPI:	0	PWD:	0		
	100.00%		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 AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

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## Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/25

Region: **10**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	1	1	1						1	0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	
Professionals	3	3	3							0								100.00%	0.00%	100.00%	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%	
Protective Service	2	2	2							0								100.00%	0.00%	100.00%	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%	
Administrative Support	0	0								0								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%	
Service / Maintenance	0	0								0								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	1	0	0	0	0	0	0	0	0	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	14.29%	

<b>Grand Total Employees for Region 10:</b>		Males: 7		Females: 0		Total Minorities: 0	
		100.00%		0.00%		0.00%	
White:	7	Black/African American:	0	Hispanic/Latino:	0	Asian:	0
100.00%		0.00%		0.00%		0.00%	
						AI/AN:	0
						0.00%	
						NHOPI:	0
						0.00%	
						PWD:	1
							14.29%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

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## Summary of Workforce Analysis by Region

Agency: Office of the Illinois State Fire Marshal

Reporting Period: Ending 6/30/25

Grand Total

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI / AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	37	26	23	2	1				6	11	9		1			1	2	70.27%	29.73%	86.49%	5.41%	5.41%			2.70%	21.62%	
Professionals	64	48	48						6	16	13	2	1				6	75.00%	25.00%	95.31%	3.13%	1.56%				18.75%	
Technicians	19	19	18		1				3									100.00%		94.74%		5.26%				15.79%	
Protective Service	19	17	16	1						2	2						1	89.47%	10.53%	94.74%	5.26%					5.26%	
Para-professionals	8	1	1							7	5	1		1			2	12.50%	87.50%	75.00%	12.50%		12.50%			25.00%	
Administrative Support	9	2	1	1						7	6		1				2	22.22%	77.78%	77.78%	11.11%	11.11%				22.22%	
Skilled Craft																											
Service / Maintenance	1	1	1															100.00%		100.00%							
TOTAL	157	114	108	4	2				15	43	35	3	3	1		1	13	72.61%	27.39%	91.08%	4.46%	3.18%	0.64%		0.64%	17.83%	

Grand Total Employees:		Males:		114		Females:		43		Total Minorities:		14	
				72.61%				27.39%				8.92%	
White:	143	Black/African American:	7	Hispanic/Latino:	5	Asian:	1	AI/AN:		NHOPI:	1	PWD:	28
	91.08%		4.46%		3.18%		0.64%				0.64%		17.83%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities  
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# **Workforce Transactions Report by EEO Category**

**Agency:** Office of the Illinois State Fire Marshal

**Reporting Period:** Ending 6/30/2025

**EEO Category:** OFFICIALS / ADMINISTRATORS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI AN	NH OPI	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%
Promotions	2	0								2	2							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	2	1		1						1	1							50.00%	50.00%	50.00%	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%
Separations	1	1	1							0								100.00%	0.00%	100.00%	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%
Lay Off	0	0								0								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%
Reductions	0	0								0								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%
Reemployment	0	0								0								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%
Downward Reallocations	0	0								0								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 AI/AN=American Indian or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

# **Workforce Transactions Report by EEO Category**

**Agency:** Office of the Illinois State Fire Marshal

**Reporting Period:** Ending 6/30/2025

**EEO Category:** PROFESSIONALS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI AN	NH OPI	PWD
New Hires	8	8	8							0								100.00%	0.00%	100.00%	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%
Intra-Agency Transfers	1	0								1	1							0.00%	100.00%	100.00%	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%
Separations	12	8	8							4	4							66.67%	33.33%	100.00%	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%
Lay Off	0	0								0								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%
Reductions	0	0								0								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%
Reemployment	0	0								0								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%
Downward Reallocations	0	0								0								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 AI/AN=American Indian or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

# **Workforce Transactions Report by EEO Category**

**Agency:** Office of the Illinois State Fire Marshal

**Reporting Period:** Ending 6/30/2025

**EEO Category:** TECHNICIANS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI AN	NH OPI	PWD
New Hires	0	0								0								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%
Intra-Agency Transfers	0	0								0								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%
Separations	1	0								1	1							0.00%	100.00%	100.00%	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%
Lay Off	0	0								0								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%
Reductions	0	0								0								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%
Reemployment	0	0								0								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%
Downward Reallocations	0	0								0								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 AI/AN=American Indian or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

# **Workforce Transactions Report by EEO Category**

**Agency:** Office of the Illinois State Fire Marshal

**Reporting Period:** Ending 6/30/2025

**EEO Category:** PROTECTIVE SERVICE

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI AN	NH OPI	PWD
New Hires	1	0								1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	3	3	2	1						0								100.00%	0.00%	66.67%	33.33%	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%
Suspensions	0	0								0								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%
Discharges	0	0								0								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%
Demotions	0	0								0								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%
Reinstatements	0	0								0								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%
Upward Reallocations	0	0								0								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%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

# **Workforce Transactions Report by EEO Category**

**Agency:** Office of the Illinois State Fire Marshal

**Reporting Period:** Ending 6/30/2025

**EEO Category:** PARAPROFESSIONALS

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI AN	NH OPI	PWD
New Hires	0	0								0								0.00%	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%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	1	0								1	1							0.00%	100.00%	100.00%	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%
Separations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	1	0								1		1						0.00%	100.00%	0.00%	100.00%	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%
Demotions	0	0								0								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%
Reinstatements	0	0								0								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%
Upward Reallocations	0	0								0								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%

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

**Workforce Transactions Report  
by EEO Category**

**Agency:** Office of the Illinois State Fire Marshal

**Reporting Period:** Ending 6/30/2025

**EEO Category:** ADMINISTRATIVE SUPPORT

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI AN	NH OPI	PWD
New Hires	1	0								1			1					0.00%	100.00%	0.00%	0.00%	100.00%	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%
Intra-Agency Transfers	0	0								0								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%
Separations	1	0								1			1					0.00%	100.00%	0.00%	0.00%	100.00%	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%
Lay Off	0	0								0								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%
Reductions	0	0								0								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%
Reemployment	0	0								0								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%
Downward Reallocations	0	0								0								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 AI/AN=American Indian or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

# **Workforce Transactions Report by EEO Category**

**Agency:** Office of the Illinois State Fire Marshal

**Reporting Period:** Ending 6/30/2025

**EEO Category:** SKILLED CRAFT

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI AN	NH OPI	PWD
New Hires	0	0								0								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%
Intra-Agency Transfers	0	0								0								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%
Separations	0	0								0								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%
Lay Off	0	0								0								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%
Reductions	0	0								0								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%
Reemployment	0	0								0								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%
Downward Reallocations	0	0								0								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 AI/AN=American Indian or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

# **Workforce Transactions Report by EEO Category**

**Agency:** Office of the Illinois State Fire Marshal

**Reporting Period:** Ending 6/30/2025

**EEO Category:** SERVICE / MAINTENANCE

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI AN	NH OPI	PWD
New Hires	0	0								0								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%
Intra-Agency Transfers	0	0								0								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%
Separations	0	0								0								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%
Lay Off	0	0								0								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%
Reductions	0	0								0								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%
Reemployment	0	0								0								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%
Downward Reallocations	0	0								0								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 AI/AN=American Indian or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

### Summary of Workforce Transactions Report by EEO Category

**Agency:** Office of the Illinois State Fire Marshal

**Reporting Period:** Ending 6/30/2025

**EEO Category:** GRAND TOTAL

Transaction	Grand Total	Total	MALES							FEMALES							PERCENTAGES									
			W	B/AA	H/L	A	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	A	AI AN	NH OPI	PWD	M	F	W	B/AA	H/L	A	AI AN	NH OPI	PWD
New Hires	12	10	10							2	1		1					83.33%	16.67%	91.67%		8.33%				
Promotions	7	3	2	1						4	3	1						42.86%	57.14%	71.43%	28.57%					
Intra-Agency Transfers	4	1		1						3	3							25.00%	75.00%	75.00%	25.00%					
Suspensions																										
Separations	15	9	9							6	5		1					60.00%	40.00%	93.33%		6.67%				
Discharges	1									1		1							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 AI/AN=American Indian or Alaskan Native NH/OPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

## 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 thirty-six (36) employees with fourteen (14) employees in Region 1  
seventy-two (22) employees in Region 7;

**Professionals** job category has a total of forty-five (45) employees with twenty-one (21) employees in Region 1, and  
twenty- four (24) employees in Region 7;

**Technicians** job category has a total of fifteen (15) employees with twelve (12) employees in Region 1, and  
three (3) employees in Region 7;

**Protective Services** job category has a total of eleven (11) employees with nine (9) employees in Region 1, and  
two (2) employees in Region 7;

**Para-Professionals** job category has a total of eight (8) employees with two (2) employees in Region 1, and  
six (6) employees in Region 7;

**Administrative Support** job category has a total nine (9) employees with one (1) employees in Region 1, and  
eight (8) employees in Region 7;

**Skilled Craft** job category has a total of zero (0) employees;

**Service/Maintenance** job category has a total of one (1) employee with zero (0) employees in Region 1, and  
One (1) employee 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	3	7.14%	70	5.00	Agency Workforce.
				100	6.05	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 region.	658,460	66,265	10.06%	30	3.02	Equal Employment Opportunity Tabulation 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.

### 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  
ALASKAN 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.

AGENCY: [Illinois State Fire Marshal](#)  
Category: Officials/Administrators

Affirmative Action Group:

**NATIVE HAWAIIAN or OTHER  
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.

### 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.

# 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  
ALASKAN 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 OTHER  
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.

# 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.

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  
ALASKAN 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 OTHER  
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.

## Workforce Analysis by Region

Agency: Illinois State Fire Marshal

Reporting Period: Ending 6/30/2025

Region: **1**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		AI / NH								AI / NH																	
		Total	W	B/AA	H/L	A	AN	OPI	PWD	Total	W	B/AA	H/L	A	AN	OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	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%	28.57%	
Professionals	21	17	17						2	4	1	2	1				1	80.95%	19.05%	85.71%	9.52%	4.76%	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%	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%	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%	
Administrative Support	1	0								1			1					0.00%	100.00%	0.00%	0.00%	100.00%	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%	
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	
TOTAL	59	50	46	2	2	0	0	0	8	9	3	3	3	0	0	0	2	84.75%	15.25%	83.05%	8.47%	8.47%	0.00%	0.00%	0.00%	16.95%	

<b>Grand Total Employees for Region 1:</b>		<b>Males: 50</b>		<b>Females: 9</b>		<b>Total Minorities: 10</b>	
		84.75%		15.25%		16.95%	
White: 49	B/AA: 5	H/L: 5	Asian: 0	AI/AN: 0	NHOPI: 0	PWD: 10	
83.05%	8.47%	8.47%	0.00%	0.00%	0.00%	16.95%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

## 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			<b>2</b>					

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	6.05	7.02	12.75	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	1	2	0	1	1	0	0	0
Underutilization			<b>1</b>					

## 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	2.14	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 ALASKAN 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	0.07	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 OTHER 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

# 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.	29	10	34.48%	70	24.14	Agency Workforce.
				100	29.24	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.	29	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 region.	30,405	427	1.40%	100	1.40	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	29	0	0.00%		0.00	Agency Workforce.
				100	1.12	Availability Percent.

### 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.	29	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**

**ALASKAN 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.	29	0	0.00%		0.00	Agency Workforce.
				100	0.12	Availability Percent.

AGENCY: [Illinois State Fire Marshal](#)  
 Category: Officials/Administrators

Affirmative Action Group:

**NATIVE HAWAIIAN or OTHER  
 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.	29	0	0.00%		0.00	Agency Workforce.
				100	0.04	Availability Percent.

# 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.	19	12	63.16%	70	44.21	Agency Workforce.
				100	49.93	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.	19	1	5.26%	70	3.68	Agency Workforce.
				100	4.07	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.	19	0	0.00%		0.00	Agency Workforce.
				100	1.43	Availability Percent.

### 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%	30	1.07	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
2. Those promotable, trainable, and transferable in the region.	19	1	5.26%	70	3.68	Agency Workforce.
				100	3.80	Availability Percent.

AGENCY: [Illinois State Fire Marshal](#)  
Category: Professionals

Affirmative Action Group:

**AMERICAN INDIAN or**

**ALASKAN 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.	19	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 OTHER  
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.	19	0	0.00%		0.00	Agency Workforce.
				100	0.11	Availability Percent.

## Workforce Analysis by Region

Agency: Illinois State Fire Marshal

Reporting Period: Ending 6/30/2025

Region: **7**

EEO Category	Grand Total	MALES								FEMALES								PERCENTAGES									
		AI / NH								AI / NH																	
		Total	W	B/AA	H/L	A	AN	OPI	PWD	Total	W	B/AA	H/L	A	AN	OPI	PWD	M	F	W	B/AA	H/L	A	AI/AN	NHOPI	PWD	
Officials / Administrators	22	13	12	1				1	9	8					1	2	59.09%	40.91%	90.91%	4.55%	0.00%	0.00%	0.00%	4.55%	13.64%		
Professionals	24	14	14					2	10	10						4	58.33%	41.67%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	25.00%		
Technicians	3	3	3						0								100.00%	0.00%	100.00%	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%		
Para-professionals	6	0							6	5			1			2	0.00%	100.00%	83.33%	0.00%	0.00%	16.67%	0.00%	0.00%	33.33%		
Administrative Support	8	2	1	1					6	6						2	25.00%	75.00%	87.50%	12.50%	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%		
Service / Maintenance	1	1	1						0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		
TOTAL	66	35	33	2	0	0	0	0	3	31	29	0	0	1	0	1	10	53.03%	46.97%	93.94%	3.03%	0.00%	1.52%	0.00%	1.52%	19.70%	

<b>Grand Total Employees for Region 7:</b>		<b>Males: 35</b>		<b>Females: 31</b>		<b>Total Minorities: 4</b>	
		53.03%		46.97%		6.06%	
White: 62	B/AA: 2	H/L: 0	Asian: 1	AI/AN: 0	NHOPI: 1	PWD: 13	
93.94%	3.03%	0.00%	1.52%	0.00%	1.52%	19.70%	

W=White B/AA=Black or African American H/L=Hispanic or Latino A=Asian AI/AN=American Indian or Alaskan Native NHOPI=Native Hawaiian or Other Pacific Islander PWD=People with Disabilities

## 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	22	24	3	2	6	8	0	1
Availability Percent	29.24	49.93	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	6	11	0	0	0	0	0	0
Number of Affirmative Action Group Members Already Employed	9	10	0	0	6	6	0	0
Underutilization		1						

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	22	24	3	2	6	8	0	1
Availability Percent	3.38	4.07	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	1	0	0	0	0	1	0	0
Underutilization								

## 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	22	24	3	2	6	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	22	24	3	2	6	8	0	1
Availability Percent	0.74	3.80	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	1	0	0	0

Underutilization

## Utilization Analysis

Agency: Illinois State Fire Marshal  
 Affirmative Action Group: **AMERICAN INDIAN or ALASKAN NATIVE**

Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	22	24	3	2	6	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 OTHER PACIFIC ISLANDER**

Region 7

	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number of Employees	22	24	3	2	6	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: Illinois State Fire Marshal

Fiscal Year: 2026

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

Total underutilization for Black or African American: 1

Total underutilization for Hispanic or Latino: 0

Total underutilization for Asian: 2

Total underutilization for American Indian or Alaskan Native: 0

Total underutilization for Native Hawaiian or Other 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 Alaskan Native NHOPI= Native Hawaiian or Other Pacific Islander

DHR 11-AAP (Rev. Feb. 2016)

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

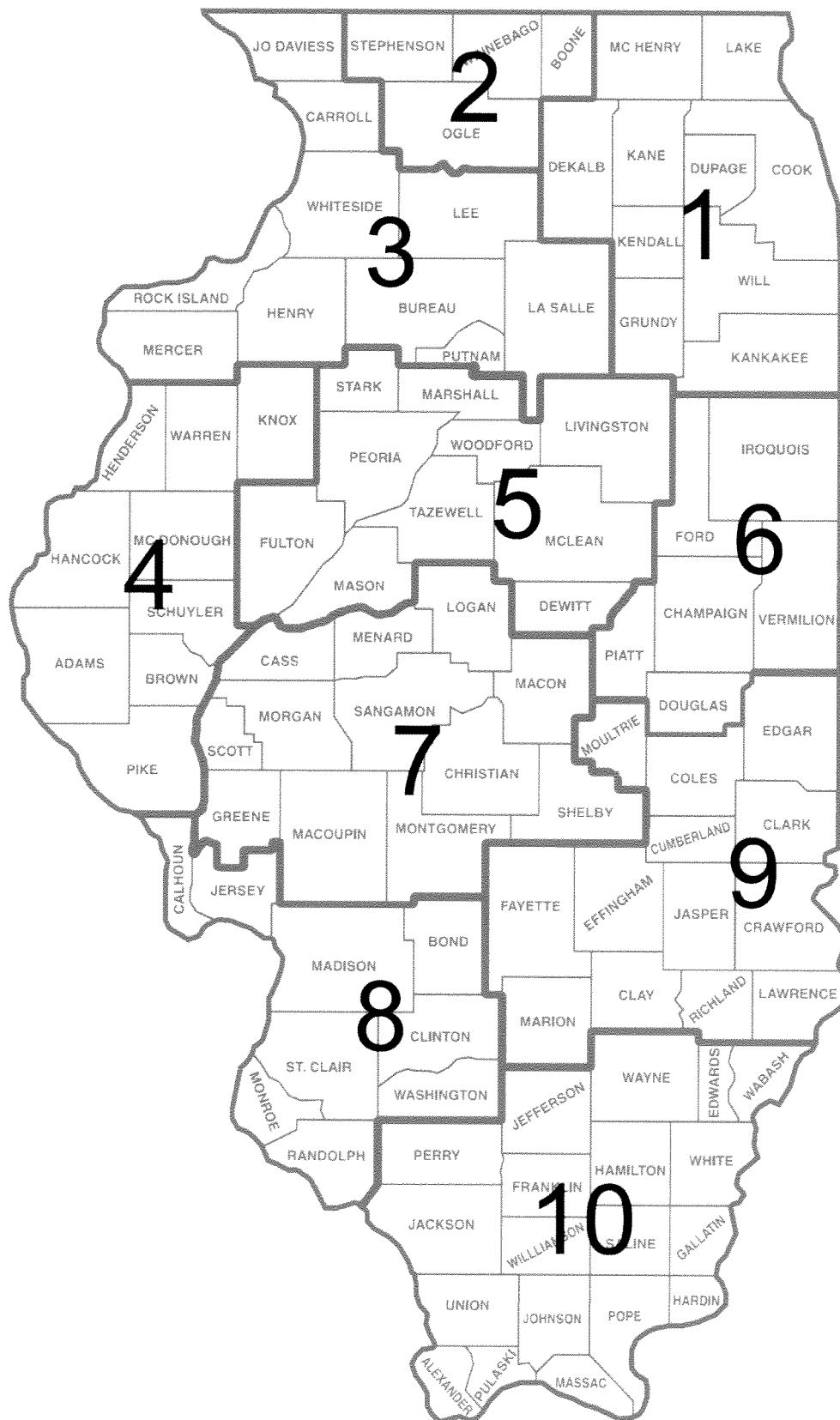
Skilled Craft (7)

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, and Technicians. 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 Women, and Black or African Americans in the **Technicians Category** for Region 1.

#### GOAL:

Eliminate underutilization of Women, and Black or African Americans in the Technicians Category.

#### OBJECTIVES:

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

<u>Action Item</u>	<u>Assignment of Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
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 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 Asian.

<u>Action Item</u>	<u>Assignment of Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
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 women in the **Professionals Category** for Region 7.

GOAL:

Eliminate underutilization of women in the Professionals Category.

OBJECTIVES:

As vacancies occur, encourage minorities to apply and attempt to hire/promote at least one woman.

<u>Action Item</u>	<u>Assignment of Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
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 woman 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.

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

- 2) Disseminate FY 2026 EEO/AA Plan and explain content to Fire Marshal and all managers, outside organizations and other interested persons.

<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
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.

<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
----------------------------------	-------------------------------	-----------------------------

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

<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
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.

<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
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.

<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
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.

<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
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.

<u>Assignment Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
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 charge.

#### 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 2<sup>nd</sup> 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 two (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](http://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](http://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)

# **SECTION FIVE**

## Labor Force Analysis for People with Disabilities

Agency: Office of the Illinois State Fire Marshal

Fiscal Year: 2026

Total Employees: 157

Percent of People with  
Disabilities in Illinois Labor  
Force: 6.69%

Labor Force Number: 10

Number of Employees with  
Disabilities in Agency: 28

Underutilization or Parity: P

## NUMERICAL GOALS FOR PEOPLE WITH DISABILITIES

### PROBLEM AREA:

Agency is at parity with people that have disabilities.

### GOAL:

Continue to hire and retain people with disabilities.

### OBJECTIVES:

As vacancies occur, encourage minorities to apply and attempt to hire/promote at least three People with Disabilities. As vacancies occur, request the Successful Disability Opportunities List when appropriate and encourage people with disabilities to apply and attempt to hire people with disabilities while continuing to increase disability hires.

<u>Action Item</u>	<u>Assignment of Responsibility</u>	<u>Completion Target Date</u>	<u>Monitoring Procedure</u>
1. Identify recruitment sources for people with disabilities	Public Safety Shared Services Center and EEO/AA Officer	Ongoing	Provide quarterly report to DHR
2. Send job vacancies to recruitment sources	EEO/AA Officer	Ongoing	Copies of transmittal letters to DHR
3. Evaluate recruitment sources for quality/quantity of referrals	EEO/AA Officer	Ongoing	Maintain a list of people contacted to monitor results
4. 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
5. Request the Successfully Disabled List and the Alternative Employment List when appropriate.	Human Resources	As funding is available to fill vacancies	Review of hires/promotions by EEO Officer
6. Employ at least three People with Disabilities	Human Resources	As funding is available to fill vacancies	Review of hires/promotions by EEO Officer

## 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.



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**State Fire Marshal**

09-02-25

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**Date**



## 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	Telephone 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 \_\_\_\_\_
- \_\_\_\_\_

### Narrative Explanation

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
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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:
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## 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 inquiries 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 inquiries.

### 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 AMENDMENTS 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): \_\_\_\_\_  
EEO Job Category: \_\_\_\_\_ Bid Number: \_\_\_\_\_  
Title of Job to be filled: \_\_\_\_\_ Date of Hire: \_\_\_\_\_

1. Is the EEO category underutilized?  If yes, indicate number for each group:  
Women: \_\_\_\_\_ Black or African American: \_\_\_\_\_ Hispanic or Latino: \_\_\_\_\_  
Asian: \_\_\_\_\_ American Indian or Alaskan Native: \_\_\_\_\_  
Native Hawaiian or Other Pacific Islander: \_\_\_\_\_ People with Disabilities: \_\_\_\_\_

2. Indicate: Race of person selected:   
Sex:  Veteran:  Disability:

3. Number of individuals who applied or were on the list of eligible(s) \_\_\_\_\_

Total by Category	# Invited	# Interviewed	# Selected
Women	_____	_____	_____
Black or African American	_____	_____	_____
Hispanic or Latino	_____	_____	_____
Asian	_____	_____	_____
American Indian or Alaskan Native	_____	_____	_____
Native Hawaiian or Other Pacific Islander	_____	_____	_____
People with Disabilities	_____	_____	_____
Veterans	_____	_____	_____

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?

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:  with this hire. Remarks on reverse side.

\_\_\_\_\_  
EEO/AA Officer Date

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) \_\_\_\_\_  
EEO Job Category: \_\_\_\_\_ Bid Number: \_\_\_\_\_  
Title of Job to be filled: \_\_\_\_\_ Date of Promotion: \_\_\_\_\_

1. Is the EEO category underutilized?  If yes, indicate number for each group:

Women: \_\_\_\_\_ Black or African American: \_\_\_\_\_ Hispanic or Latino: \_\_\_\_\_  
Asian: \_\_\_\_\_ American Indian or Alaskan Native: \_\_\_\_\_  
Native Hawaiian or Other Pacific Islander: \_\_\_\_\_ People with Disabilities\* \_\_\_\_\_

2. Indicate the race and sex of person promoted:

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

Total by Category	# Invited	# Interviewed	# Selected
Women	_____	_____	_____
Black or African American	_____	_____	_____
Hispanic or Latino	_____	_____	_____
Asian	_____	_____	_____
American Indian or Alaskan Native	_____	_____	_____
Native Hawaiian or Other Pacific Islander	_____	_____	_____
People with Disabilities	_____	_____	_____
Veterans	_____	_____	_____

4. Did it change the employee's EEO Job Category?   
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?

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:  with this promotion. Remarks on reverse side.

\_\_\_\_\_  
EEO/AA Officer Date

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: \_\_\_\_\_

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Additional comments / concerns: \_\_\_\_\_

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Employee Signature \_\_\_\_\_ Date \_\_\_\_\_