

Preparing for an Illinois Department of Labor (IL OSHA) Inspection: A Guide for Public Entities

For Illinois public employers, an Illinois Department of Labor (IDOL) occupational safety and health (OSHA) inspection can occur with little or no notice. Although inspections may be prompted by employee complaints, serious injuries, fatalities, referrals, or programmed inspection activities, they are often unannounced. The best approach is to always remain inspection-ready.

A proactive safety program helps prevent employee injuries. It also improves employee morale, helps create a safety-minded culture, and can influence the public's perception of your public entity. Public entities also have a responsibility to comply with federal and state labor laws.

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Research Confirms What Benchmark Knows: Lateral Hire Risk Is Real

A briefing for agency leadership and risk pools

Benchmark Analytics® has long held that officer risk does not begin at hire. It exists before an officer walks through the door. A peer-reviewed study published March 23, 2026, in the Journal of Applied Psychology confirms this at scale across more than 6,000 officers and 150 agencies nationwide.

The study's title is direct: “The Importance of Not Looking the Other Way.” That framing aligns with how Benchmark approaches lateral hire risk assessment. Agencies that ignore pre-hire warning signs pay for it after the badge is issued.

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The Hidden Costs of Delaying Injury Reporting

Why Timely Reporting Matters in Workers' Compensation and Property & Casualty Claims

Reporting an injury or incident immediately may appear straightforward, yet many organizations delay reporting workplace injuries and property and casualty (P&C) claims for days or weeks. Uncertainty about injury severity, concerns over claim costs, or administrative oversight often cause these delays, which can significantly impact the entire claims process.

For employers, delayed reporting affects more than a single claim. It increases costs, extends recovery times, creates compliance challenges, and ultimately impacts the organization's bottom line.

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NEOGOV Learn Offers Filter Option to Streamline Active Learner Views

Recent inquiries have prompted clarification regarding how deactivated and terminated employee records appear within NEOGOV Learn. While employee access can be removed through deactivation or termination, NEOGOV Learn does not allow user records to be permanently deleted from the system.

As a result, deactivated or terminated learners may continue to appear in the Learner list for HR Administrators, even though those individuals no longer have access to the Learn platform. This system design ensures historical learner records remain available for administrative reference and reporting purposes.
To help administrators manage their view more efficiently, NEOGOV Learn allows users with HR Administrative permissions to create a filtered view that displays only active learners. Applying this filter can prevent inactive, deactivated, or terminated users from appearing in the default Learner list.

To create an active-learner view, HR Administrators should navigate to the Learners List and select the eye icon located at the top left of the chart. From the flyout menu, they can select “Create New View,” assign a name to the view, and save it. Once the view has been created, administrators can apply filters by selecting the filter button located above the Learners list.

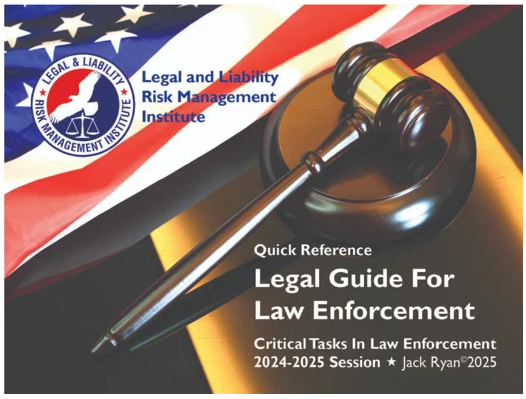
Administrators should add two filters: “Online access does not contain deactivated” and “Active contains Yes.” After applying each filter, they should select “Done” to complete the setup. The newly created view can then be edited from the eye icon menu and set as the default view by selecting “Make Default” and saving the selection.

Once saved, the Learners List will default to showing only active users, helping HR Administrators quickly access current learner information while maintaining visibility into historical records when needed.

Please contact Darlene Carrico at 630-485-5984 or darlene.carrico@ipmg.com for any questions on or assistance with NEOGOV.

Download LLRMI's Legal Guide For Law Enforcement, FOR FREE!

This is a digital copy, which normally retails for $21.95. The guide serves as a legal reference for law enforcement officers, organized by common critical / high liability tasks they perform. It helps officers prepare for critical duties and provides checklists to guide proper conduct. Supervisors can use it to evaluate whether actions align with U.S. Supreme Court rulings and evolving Circuit Court decisions. Since state laws and constitutions may impose stricter limits on police powers, officers must stay aware of local court rulings and regulations.





LLRMI Quick Reference Legal Guide

This year, LLRMI is focused on providing pool-member officers with complimentary liability and risk management resources. Use the link below to download the new Quick Reference Legal Guide at no cost, prepared by attorney Jack Ryan.

https://www.llrmi.com/25-26-quick-reference-guide/

Updated Resources from IFMK Law, General Counsel to the Illinois Counties Risk Management Trust

These resources are available to assist with your organizational and policy management. These resources are designed to help you maintain compliance and streamline your internal processes.

If you have any questions or need assistance, please do not hesitate to reach out to your risk management consultant.

1. **Sample Employee Handbook (2026 Edition)**
    - Includes updated policies on discrimination, harassment, military leave, VESSA, and new policies such as Neonatal Intensive Care Leave and Artificial Intelligence Use in Employment.
2. **FOIA Guide**
    - Comprehensive guidance on Freedom of Information Act compliance.

3. **OMA Guide**
    - Best practices and requirements under the Open Meetings Act.



Neogov Course Catalog

https://community.neogov.com/learn/w/risk-pool-training

New NEOGOV courses are now live. Below is a list of the new courses available as of 8.13.26.

Business Skills

- Getting Started with Learn
- Remote Worker Best Practices
- Professionally Manage Customer Concerns
- Career Coaching Conversations
- How to Be a Good Mentor
- How to Be a Good Mentee

Health & Safety

- Brush Pile Fire Safety
- Heat Illness Prevention in Outdoor Spaces - Employee Training
- Heat Illness Prevention in Outdoor Spaces - Supervisor Training

Employment Liability

- ICE: Know Your Rights
- Mandated Reporter: Recognizing the Signs of Abuse and Neglect

NEOGOV is an easy-to-use online LMS training platform that can help your public entity meet OSHA and annual compliance training requirements. ICRMT members receive access to NEOGOV free of charge. Contact your risk management consultant to gain access to this valuable benefit.

Upcoming NEOGOV Learn Community Spotlight Calls

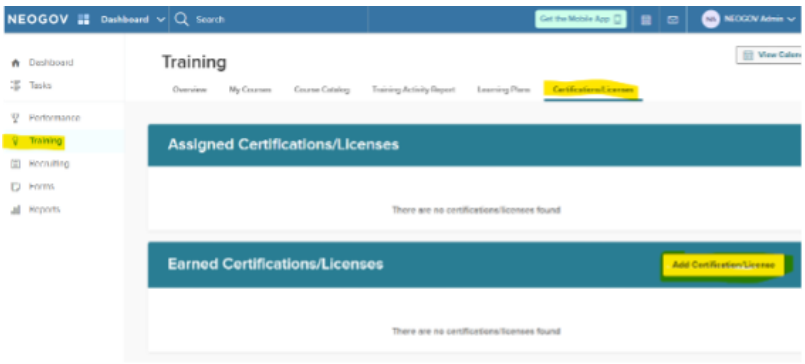
On the second Wednesday of every other month, the Learn team hosts a call to share product updates, discuss processes, and collect feedback from NEOGOV customers on upcoming features. Please join this recurring meeting to get your voice heard! **Click Here to Register**

Certificate of Completion Course Codes

Whether you are new to NEOGOV or an existing member of ICRMT, follow these instructions to ensure that any courses approved for continuing education credit are properly recorded. When your HR Administrator adds the certification or license information, any courses users take in the future will have the appropriate course code populated on the certificate.

Adding an employee certification/license:

1. When on the **Dashboard**, select **Training**
2. Select **Certification/License**
3. Select **Add Certification/License**
4. Select **Illinois Environmental Protection Agency, Bureau of Water Operator Certification** from the drop-down
5. Enter your certification/license information and click Save
6. Once this is entered, any course that is approved by the state going forward will have the award code on the certificate of completion. If a course was completed prior to the certification/license information being entered, the information will not appear on the certificate, and the user will need to retake the course.



Have questions? Contact our Risk Management Team.

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