



## 97TH GENERAL ASSEMBLY

### State of Illinois

2011 and 2012

HB5701

Introduced 2/16/2012, by Rep. La Shawn K. Ford

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the People with Disabilities Act. Provides that the Act concerns people with disabilities as to: delivery of State services; State employment; State agencies' goals; and a People with Disabilities State Employment Plan. Provides that "disability" has the same meaning as in the Illinois Human Rights Act (determinable physical or mental characteristic of a person). Provides that the Department of Central Management Services shall: develop and implement plans to increase the number of people with disabilities employed by the State; prepare a People with Disabilities State Employment Plan; annually report to the General Assembly State agency activities under the Plan; and assist State agencies with training programs. Provides that each State agency shall implement the Plan and provide a Plan report annually to the Department. Creates the People with Disabilities State Employment Plan Advisory Council with 11 members (each a subject matter expert on people with disabilities), appointed by the Governor, who shall serve without compensation, but be reimbursed for reasonable expenses from appropriated funds. Includes other provisions. Effective immediately.

LRB097 16010 AJO 61161 b

FISCAL NOTE ACT  
MAY APPLY

A BILL FOR

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**  
3 **represented in the General Assembly:**

4 Section 1. Short title. This Act may be cited as the People  
5 with Disabilities Act.

6 Section 5. Purposes. The purposes of this Act are as  
7 follows:

8 (a) improve the delivery of State services to Illinois'  
9 people with disabilities by increasing the number of people  
10 with disabilities who are State employees and the number of  
11 people with disabilities who are State employees serving in  
12 supervisory, technical, professional, and managerial  
13 positions;

14 (b) identify State agencies' staffing needs and  
15 qualification requirements;

16 (c) track hiring practices and promotions of people with  
17 disabilities who are employed by State agencies;

18 (d) increase the number of people with disabilities  
19 employed by State agencies;

20 (e) increase the number of people with disabilities who are  
21 State employees who are promoted;

22 (f) increase the number of people with disabilities who are  
23 veterans hired by State agencies;

1 (g) assist State agencies to meet their goals established  
2 pursuant to the People with Disabilities State Employment Plan;  
3 and

4 (h) establish the People with Disabilities State  
5 Employment Plan Advisory Council.

6 Section 10. Definitions. In this Act:

7 "Department" means the Department of Central Management  
8 Services.

9 "Disability" has the meaning given to that term in Section  
10 1-103 of the Illinois Human Rights Act.

11 "State agency" or "agency", whether used in the singular or  
12 plural, means all departments, officers, commissions, boards,  
13 institutions, and bodies politic and corporate of the State.  
14 The term, however, does not mean the judicial branch,  
15 including, without limitation, the several courts of the State,  
16 the offices of the clerk of the supreme court and the clerks of  
17 the appellate court, and the Administrative Office of the  
18 Illinois Courts, nor does it mean the legislature or its  
19 committees or commissions.

20 Section 15. People with Disabilities State Employment  
21 Plan.

22 (a) The Department shall have a full-time position  
23 designated as the People with Disabilities State Employment  
24 Coordinator to monitor compliance with the People with

1 Disabilities State Employment Plan.

2 (b) The Department shall develop and implement plans to  
3 increase the number of people with disabilities employed by  
4 State agencies and the number of people with disabilities  
5 employed by State agencies at supervisory, technical,  
6 professional, and managerial levels.

7 (c) The Department shall prepare and revise annually a  
8 People with Disabilities State Employment Plan in consultation  
9 with individuals and organizations knowledgeable on this  
10 subject and with the People with Disabilities State Employment  
11 Plan Advisory Council. The Department shall report to the  
12 General Assembly by February 1 of each year, beginning with  
13 February 1, 2013, each State agency's activities that implement  
14 the People with Disabilities State Employment Plan.

15 Section 20. State agency affirmative action and equal  
16 employment opportunity goals.

17 (a) Each State agency shall implement strategies and  
18 programs in accordance with the People with Disabilities State  
19 Employment Plan to increase people with disabilities employed  
20 by that State agency and the number of disability community  
21 members employed by that State agency at supervisory,  
22 technical, professional, and managerial levels.

23 (b) Each State agency shall report annually to the  
24 Department and the Department of Human Rights, in a format  
25 prescribed by the Department, all of the agency's activities in

1 implementing the People with Disabilities State Employment  
2 Plan. Each agency's annual report shall include reports or  
3 information related to the agency's community employment  
4 strategies and programs that the agency has received from the  
5 Department, the Department of Human Rights, or the Auditor  
6 General, pursuant to their periodic review responsibilities;  
7 findings made by the Governor in his or her report to the  
8 General Assembly; assessments of service needs based upon the  
9 agency's service populations; information on the agency's  
10 studies and monitoring success concerning the number of  
11 disability community members employed by the agency at the  
12 supervisory, technical, professional, and managerial levels  
13 and any increases in those categories from the prior year; and  
14 information concerning the agency's disability community  
15 employment budget allocations.

16 (c) The Department shall assist State agencies establish  
17 programs to meet goals established pursuant to the People With  
18 Disabilities State Employment Plan. The Department shall  
19 survey State agencies to identify effective existing training  
20 programs and shall serve as a resource to other State agencies.  
21 The Department shall assist agencies in the development and  
22 modification of training programs to enable them to meet their  
23 employment goals and shall provide information regarding other  
24 existing training and educational resources, such as the Upward  
25 Mobility Program, the Illinois Institute for Training and  
26 Development, the Central Management Services Training Center,

1 Executive Recruitment Internships, and Graduate Public Service  
2 Internships.

3 Section 25. People with Disabilities State Employment Plan  
4 Advisory Council.

5 (a) The People with Disabilities State Employment Plan  
6 Advisory Council is created, consisting of 11 members, each of  
7 whom shall be a subject matter expert on people with  
8 disabilities, appointed by the Governor.

9 (b) All members of the People with Disabilities State  
10 Employment Plan Advisory Council shall serve without  
11 compensation, but shall be reimbursed for their reasonable and  
12 necessary expenses from funds appropriated for that purpose.

13 (c) The People with Disabilities State Employment Plan  
14 Advisory Council shall examine: (1) the prevalence and impact  
15 of people with disabilities employed by State government; (2)  
16 the barriers faced by people with disabilities who seek  
17 employment or promotional opportunities in State government;  
18 and (3) possible incentives that could be offered to foster the  
19 employment of and the promotion of people with disabilities in  
20 State government.

21 (d) The Council shall meet quarterly to provide  
22 consultation to State agencies and the People with Disabilities  
23 State Employment Coordinator.

24 (e) The People with Disabilities State Employment Plan  
25 Advisory Council shall receive administrative support from the

1 Department of Central Management Services and shall issue an  
2 annual report of its activities each year on or before December  
3 1, beginning with December 1, 2013.

4 Section 99. Effective date. This Act takes effect upon  
5 becoming law.