



97TH GENERAL ASSEMBLY

State of Illinois

2011 and 2012

HB3787

Introduced 5/30/2011, by Rep. La Shawn K. Ford - Jim Sacia - Charles E. Jefferson - Linda Chapa LaVia - Ron Stephens, et al.

SYNOPSIS AS INTRODUCED:

New Act

Creates the Veterans State Employment Plan Act. Provides that the Act is designed to: (1) improve State services delivery to Illinois' veterans; (2) increase the number of veterans: who are employed throughout State government, who are promoted, and who are hired by State government; (3) assist State agencies meet goals established by the Veterans State Employment Plan; and (4) establish a Veterans State Employment Plan Advisory Council. Provides that "veteran" means an Illinois resident who has served as a member of the United States Armed Forces on active duty or State active duty, a member of the Illinois National Guard, or a member of the United States Reserve Forces and who has received an honorable discharge. Provides that the Department of Central Management Services shall: develop and implement plans to increase the number of veterans employed by the State, including those at supervisory, technical, professional, and managerial levels; prepare a Veterans State Employment Plan; annually report to the General Assembly State agency activities that implement the Plan; and assist State agencies with training programs. Provides that each State agency shall: implement programs under the Plan to increase the number of veterans employed by the State, including at supervisory, technical, professional, and managerial levels; and report annually to the Department its activities that implement the Plan. Provides that the Veterans State Employment Plan Advisory Council is created, consisting of 11 members each of whom shall be a subject matter expert on the employment of veterans appointed by the Governor. Provides that members shall serve without compensation, but shall be reimbursed for reasonable expenses from appropriated funds. Includes other provisions. Effective immediately.

LRB097 12199 AJO 56482 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
5 Veterans State Employment Plan 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 veterans by increasing the number of veterans who are State
10 employees and the number of veterans who are State employees
11 serving in supervisory, technical, professional, and
12 managerial positions;

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

15 (c) track hiring practices and promotions of veterans who
16 are employed by State agencies;

17 (d) increase the number of veterans employed by State
18 agencies;

19 (e) increase the number of veterans who are State employees
20 who are promoted;

21 (f) increase the number of veterans hired by State
22 agencies;

23 (g) assist State agencies to meet their goals established

1 pursuant to the Veterans State Employment Plan; and
2 (h) establish the Veterans State Employment Plan Advisory
3 Council.

4 Section 10. Definitions. In this Act:

5 "Department" means the Department of Central Management
6 Services.

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

16 "Veteran" means an Illinois resident who has served as a
17 member of the United States Armed Forces on active duty or
18 State active duty, a member of the Illinois National Guard, or
19 a member of the United States Reserve Forces and who has
20 received an honorable discharge.

21 Section 15. Veterans State Employment Plan.

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

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

5 (c) The Department shall prepare and revise annually a
6 Veterans State Employment Plan in consultation with
7 individuals and organizations knowledgeable on this subject
8 and with the Veterans State Employment Plan Advisory Council.
9 The Department shall report to the General Assembly by February
10 1 of each year, beginning with February 1, 2012, each State
11 agency's activities that implement the Veterans State
12 Employment Plan.

13 Section 20. State agency affirmative action and equal
14 employment opportunity goals.

15 (a) Each State agency shall implement strategies and
16 programs in accordance with the Veterans State Employment Plan
17 to increase the number of veterans employed by that State
18 agency and the number of veterans employed by that State agency
19 at supervisory, technical, professional, and managerial
20 levels.

21 (b) Each State agency shall report annually to the
22 Department and the Department of Human Rights, in a format
23 prescribed by the Department, all of the agency's activities in
24 implementing the Veterans State Employment Plan. Each agency's
25 annual report shall include reports or information related to

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

13 (c) The Department shall assist State agencies required to
14 establish preparation and promotion training programs under
15 subsection (H) of Section 7-105 of the Illinois Human Rights
16 Act for failure to meet their affirmative action and equal
17 employment opportunity goals. The Department shall survey
18 State agencies to identify effective existing training
19 programs and shall serve as a resource to other State agencies.
20 The Department shall assist agencies in the development and
21 modification of training programs to enable them to meet their
22 affirmative action and equal employment opportunity goals and
23 shall provide information regarding other existing training
24 and educational resources, such as the Upward Mobility Program,
25 the Illinois Institute for Training and Development, the
26 Central Management Services Training Center, Executive

1 Recruitment Internships, and Graduate Public Service
2 Internships.

3 Section 25. Veterans State Employment Plan Advisory
4 Council.

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

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

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

20 (d) The Council shall meet quarterly to provide
21 consultation to State agencies and the Veterans State
22 Employment Coordinator.

23 (e) The Veterans State Employment Plan Advisory Council
24 shall receive administrative support from the Department of
25 Central Management Services and shall issue an annual report of

1 its activities each year on or before December 1, beginning
2 with December 1, 2012.

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