



## 97TH GENERAL ASSEMBLY

### State of Illinois

2011 and 2012

HB3777

Introduced 5/13/2011, by Rep. La Shawn K. Ford

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the Aging Community State Employment Plan Act. Defines the aging community as those persons 50 years of age or older. Provides that the purposes of the Act are to: (1) improve State services delivery to Illinois' aging community; (2) increase the number of members of the aging community: who are employed throughout State government, who are promoted, and who are veterans who are hired by State government; (3) assist State agencies meet goals established by the Aging Community State Employment Plan; and (4) establish an Aging Community State Employment Plan Advisory Council. Defines terms. Provides that the Department of Central Management Services shall: develop and implement plans to increase the number of aging community members employed by State government, including those at supervisory, technical, professional, and managerial levels; prepare an Aging Community State Employment Plan; annually report to the General Assembly each State agency's activities that implement the Plan; and assist State agencies with training programs to meet their affirmative action and equal employment opportunity goals. Provides that each State agency shall: implement programs under the Plan to increase the number of aging community members 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 Aging Community State Employment Plan Advisory Council is created, consisting of 11 members each of whom shall be a subject matter expert on the aging community 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 11825 AJ0 55600 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 Aging  
5 Community 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 aging community by increasing the number of members of the  
10 aging community who are State employees and the number of  
11 members of the aging community who are State employees serving  
12 in 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 members of the  
17 aging community who are employed by State agencies;

18 (d) increase the number of members of the aging community  
19 employed by State agencies;

20 (e) increase the number of members of the aging community  
21 who are State employees who are promoted;

22 (f) increase the number of members of the aging community  
23 who are veterans hired by State agencies;

1 (g) assist State agencies to meet their goals established  
2 pursuant to the Aging Community State Employment Plan; and

3 (h) establish the Aging Community State Employment Plan  
4 Advisory Council.

5 Section 10. Definitions. In this Act:

6 "Aging community" means those persons who are at least 50  
7 years old.

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

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

19 Section 15. Aging Community State Employment Plan.

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

24 (b) The Department shall develop and implement plans to

1 increase the number of members of the aging community employed  
2 by State agencies and the number of members of the aging  
3 community employed by State agencies at supervisory,  
4 technical, professional, and managerial levels.

5 (c) The Department shall prepare and revise annually an  
6 Aging Community State Employment Plan in consultation with  
7 individuals and organizations knowledgeable on this subject  
8 and with the Aging Community State Employment Plan Advisory  
9 Council. The Department shall report to the General Assembly by  
10 February 1 of each year, beginning with February 1, 2012, each  
11 State agency's activities that implement the Aging Community  
12 State 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 Aging Community State  
17 Employment Plan to increase the number of aging community  
18 members employed by that State agency and the number of aging  
19 community members employed by that State agency at supervisory,  
20 technical, professional, and managerial 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 Aging Community State Employment Plan. Each  
25 agency's annual report shall include reports or information

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

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

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

13 (c) The Aging Community State Employment Plan Advisory  
14 Council shall examine: (1) the prevalence and impact of members  
15 of the aging community employed by State government; (2) the  
16 barriers faced by members of the aging community 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 members of the aging  
20 community in State government.

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

24 (e) The Aging Community State Employment Plan Advisory  
25 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, 2012.

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