



97TH GENERAL ASSEMBLY

State of Illinois

2011 and 2012

HB5715

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

SYNOPSIS AS INTRODUCED:

New Act

Creates the Veterans State Employment Plan Act. Provides that the Act concerns veterans as to: delivery of State services; State employment; State agencies' goals; and a Veterans State Employment Plan. 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; prepare a Veterans 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 Veterans State Employment Plan Advisory Council, with 11 members (each a subject matter expert on the employment of veterans), appointed by the Governor, who shall serve without compensation, but be reimbursed for reasonable expenses from appropriated funds. Includes other provisions. Effective immediately.

LRB097 16005 AJO 61156 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;

2 (h) establish the Veterans State Employment Plan Advisory
3 Council; and

4 (i) coordinate any State activity or program, as
5 appropriate, with any federal veterans program.

6 Section 10. Definitions. In this Act:

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

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

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

23 Section 15. Veterans State Employment Plan.

24 (a) The Department shall have a full-time position

1 designated as the Veterans State Employment Coordinator to
2 monitor compliance with the Veterans State Employment Plan.

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

7 (c) The Department shall prepare and revise annually a
8 Veterans State Employment Plan in consultation with
9 individuals and organizations knowledgeable on this subject
10 and with the Veterans State Employment Plan Advisory Council.
11 The Department shall report to the General Assembly by February
12 1 of each year, beginning with February 1, 2013, each State
13 agency's activities that implement the Veterans State
14 Employment Plan. The Department shall coordinate the
15 development and implementation of the Plan, as appropriate,
16 with any federal program that is designed to assist veterans.

17 Section 20. State agency affirmative action and equal
18 employment opportunity goals.

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

25 (b) Each State agency shall report annually to the

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

17 (c) The Department shall assist State agencies establish
18 programs to meet goals established pursuant to the Veterans
19 State Employment Plan. The Department shall survey State
20 agencies to identify effective existing training programs and
21 shall serve as a resource to other State agencies. The
22 Department shall assist agencies in the development and
23 modification of training programs to enable them to meet their
24 affirmative action and equal employment opportunity goals and
25 shall provide information regarding other existing training
26 and educational resources, such as the Upward Mobility Program,

1 the Illinois Institute for Training and Development, the
2 Central Management Services Training Center, Executive
3 Recruitment Internships, and Graduate Public Service
4 Internships.

5 Section 25. Veterans State Employment Plan Advisory
6 Council.

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

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

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

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

25 (e) The Veterans State Employment Plan Advisory Council

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

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