

# HB1870



## 104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB1870

Introduced 1/29/2025, by Rep. Stephanie A. Kifowit

### SYNOPSIS AS INTRODUCED:

5 ILCS 430/5-5

Amends the State Officials and Employees Ethics Act. In provisions regarding personnel policies and work time requirements, specifies that State employees of public institutions of higher education classified as faculty and those not eligible for overtime pay may satisfy the time sheets requirement by complying with the terms of their contract with the public institution of higher education. Effective immediately.

LRB104 10251 BDA 20325 b

A BILL FOR

1 AN ACT concerning government.

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

4 Section 5. The State Officials and Employees Ethics Act is  
5 amended by changing Section 5-5 as follows:

6 (5 ILCS 430/5-5)

7 Sec. 5-5. Personnel policies.

8 (a) Each of the following shall adopt and implement  
9 personnel policies for all State employees under his, her, or  
10 its jurisdiction and control: (i) each executive branch  
11 constitutional officer, (ii) each legislative leader, (iii)  
12 the Senate Operations Commission, with respect to legislative  
13 employees under Section 4 of the General Assembly Operations  
14 Act, (iv) the Speaker of the House of Representatives, with  
15 respect to legislative employees under Section 5 of the  
16 General Assembly Operations Act, (v) the Joint Committee on  
17 Legislative Support Services, with respect to State employees  
18 of the legislative support services agencies, (vi) members of  
19 the General Assembly, with respect to legislative assistants,  
20 as provided in Section 4 of the General Assembly Compensation  
21 Act, (vii) the Auditor General, (viii) the Board of Higher  
22 Education, with respect to State employees of public  
23 institutions of higher learning except community colleges, and

1 (ix) the Illinois Community College Board, with respect to  
2 State employees of community colleges. The Governor shall  
3 adopt and implement those policies for all State employees of  
4 the executive branch not under the jurisdiction and control of  
5 any other executive branch constitutional officer.

6 (b) The policies required under subsection (a) shall be  
7 filed with the appropriate ethics commission established under  
8 this Act or, for the Auditor General, with the Office of the  
9 Auditor General.

10 (c) The policies required under subsection (a) shall  
11 include policies relating to work time requirements,  
12 documentation of time worked, documentation for reimbursement  
13 for travel on official State business, compensation, and the  
14 earning or accrual of State benefits for all State employees  
15 who may be eligible to receive those benefits. No later than 30  
16 days after the effective date of this amendatory Act of the  
17 100th General Assembly, the policies shall include, at a  
18 minimum: (i) a prohibition on sexual harassment; (ii) details  
19 on how an individual can report an allegation of sexual  
20 harassment, including options for making a confidential report  
21 to a supervisor, ethics officer, Inspector General, or the  
22 Department of Human Rights; (iii) a prohibition on retaliation  
23 for reporting sexual harassment allegations, including  
24 availability of whistleblower protections under this Act, the  
25 Whistleblower Act, and the Illinois Human Rights Act; and (iv)  
26 the consequences of a violation of the prohibition on sexual

1 harassment and the consequences for knowingly making a false  
2 report. The policies shall comply with and be consistent with  
3 all other applicable laws. The policies shall require State  
4 employees to periodically submit time sheets documenting the  
5 time spent each day on official State business to the nearest  
6 quarter hour; contractual State employees may satisfy the time  
7 sheets requirement by complying with the terms of their  
8 contract, which shall provide for a means of compliance with  
9 this requirement. In addition, State employees of public  
10 institutions of higher education classified as faculty  
11 (including tenure system and nontenure system), and those not  
12 eligible for overtime pay as defined by the Fair Labor  
13 Standards Act, may satisfy the time sheets requirement by  
14 complying with the terms of their contract or employment  
15 agreement with the public institution of higher education,  
16 which shall provide for a means of compliance with this  
17 requirement. The policies for State employees shall require  
18 those time sheets to be submitted on paper, electronically, or  
19 both and to be maintained in either paper or electronic format  
20 by the applicable fiscal office for a period of at least 2  
21 years.

22 (d) The policies required under subsection (a) shall be  
23 adopted by the applicable entity before February 1, 2004 and  
24 shall apply to State employees beginning 30 days after  
25 adoption.

26 (Source: P.A. 100-554, eff. 11-16-17.)

1           Section 99. Effective date. This Act takes effect upon  
2    becoming law.