HB3815

104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB3815

Introduced 2/18/2025, by Rep. Michael Crawford

SYNOPSIS AS INTRODUCED:

20 ILCS 415/17c new

Amends the Personnel Code. Requires the Director of Central Management Services to consult with the Department of Employment Security, the Department of Human Services, and other disability experts for the purpose of establishing, reviewing, and modifying the qualifying procedures under the Code for applicants whose disabilities are of such a significant nature that the applicants are unable to demonstrate their abilities in the ordinary selection process. Provides that all permanent executive branch classified positions are eligible for a 700-hour on-the-job demonstration experience, and all permanent classified job postings must provide information regarding the on-the-job demonstration overview and certification process. Provides that the Director of Central Management Services is responsible for the administration and oversight of the 700-hour on-the-job demonstration experience, including the establishment of policies and procedures, data collection and reporting requirements, and compliance. Provides that the Director of Central Management Services shall design and implement a training curriculum for the 700-hour on-the-job demonstration experience. Provides that all executive leaders, managers, supervisors, human resources professionals, affirmative action officers, and ADA coordinators must receive annual training on the program. Provides that the Director of Central Management Services shall develop, administer, and make public a formal grievance process for individuals in the 700-hour on-the-job demonstration experience. Effective immediately.

LRB104 12266 HLH 22378 b

A BILL FOR

AN ACT concerning State government.

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

Section 5. The Personnel Code is amended by adding Section 17c as follows:

(20 ILCS 415/17c new)

Sec. 17c. Qualifying procedures for applicants whose disabilities are of such a significant nature that the applicants are unable to demonstrate their abilities in the ordinary selection process.

(a) The Director of Central Management Services shall consult with the Department of Employment Security, the Department of Human Services, and other disability experts for the purpose of establishing, reviewing, and modifying the qualifying procedures under this Code for applicants whose disabilities are of such a significant nature that the applicants are unable to demonstrate their abilities in the ordinary selection process.

(b) The modified qualifying procedures adopted by rule of the Department of Central Management Services under this Section must consist of up to 700 hours of on-the-job demonstration experience. The 700-hour on-the-job demonstration experience is an alternative, noncompetitive

hiring process for qualified applicants with disabilities. All permanent executive branch classified positions are eligible for a 700-hour on-the-job demonstration experience, and all permanent classified job postings must provide information regarding the on-the-job demonstration overview and certification process.

(c) The Director of Central Management Services may authorize the probationary appointment of an applicant based on the request of the Department of Human Services or other State agency which documents that the applicant has successfully demonstrated qualifications for the position through completion of an on-the-job demonstration experience. A qualified applicant should be converted to permanent, probationary appointments at the point in the 700-hour on-the-job experience when the applicant has demonstrated the ability to perform the essential functions of the job with or without reasonable accommodation. The implementation of this Section may not be deemed a violation of the rules adopted by the Department of Central Management Services pursuant to this Act or any other Act.

(d) The Director of Central Management Services is responsible for the administration and oversight of the 700-hour on-the-job demonstration experience, including the establishment of policies and procedures, data collection and reporting requirements, and compliance.

(e) The Director of Central Management Services shall

design and implement a training curriculum for the 700-hour on-the-job demonstration experience. All executive leaders, managers, supervisors, human resources professionals, affirmative action officers, and ADA coordinators must receive annual training on the program.

(f) The Director of Central Management Services shall develop, administer, and make public a formal grievance process for individuals in the 700-hour on-the-job demonstration experience established under Section.

(g) A State agency must make reasonable accommodations in response to a request from an applicant with a disability, including providing accommodations in a timely manner during the application and hiring process and throughout the 700-hour on-the-job demonstration experience.

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