



Rep. Yolonda Morris

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1 AMENDMENT TO HOUSE BILL 4450

2 AMENDMENT NO. _____. Amend House Bill 4450 by replacing
3 everything after the enacting clause with the following:

4 "Section 1. Short title. This Act may be cited as the Human
5 Services Workforce Sustainability Act.

6 Section 5. Findings and purpose. The purpose of this Act
7 is to invest in community-based human service providers so
8 they can pay fair, competitive wages to their workers.
9 Building on House Resolution 151 of the 104th General
10 Assembly, this Act supports the more than 350,000 historically
11 underpaid human service workers who provide vital services to
12 all communities across Illinois. Research conducted by
13 Illinois Partners for Human Service found that 82% of
14 frontline human service workers self-report not making a
15 living wage. Providers overwhelmingly report that these low
16 wages are a result of low reimbursement rates and insufficient

1 State contracts that do not keep up with the cost of doing
2 business. Further research from the Illinois Partners'
3 "Essential Expenses" report found that the actual cost of
4 overhead expenses is on average 29% of their organizational
5 budgets, leaving organizations to not only face low-wage
6 opportunities for their workers but also key administrative
7 costs hanging in the balance. As reported by the U.S. Bureau of
8 Labor Statistics, the inflation rate of the Consumer Price
9 Index between July 2020 and July 2025 is 24.7%, situating
10 community-based providers in an environment where their
11 funding today needs to be at least 25% more than what it was in
12 2020 to grow and sustain the human services workforce. This
13 Act honors their contributions and helps ensure they can
14 thrive in the communities they serve.

15 Section 10. Definitions. As used in this Act:

16 "Consumer Price Index" or "CPI" means the index published
17 by the Bureau of Labor Statistics of the United States
18 Department of Labor that measures the average change in prices
19 of goods and services purchased by all urban consumers, United
20 States city average, all items, 1982-84 = 100.

21 "Grantee" or "subgrantee" means an eligible human services
22 organization that receives grant funding or reimbursements,
23 including those reimbursed via rate-based structures, from an
24 eligible State agency.

25 "Human services organization" means a private nonprofit

1 organization that primarily operates for the purposes of
2 providing direct or indirect services in the areas of child
3 care and early education services, community-integrated living
4 arrangements, domestic violence prevention and recovery,
5 foster care services, health care and wellness services,
6 homeless and supportive housing services, immigrant supportive
7 services, intellectual or developmental disability services,
8 mobile crisis response, older adult services, workforce
9 development, youth services, mental health services, and
10 behavioral health and substance use services. "Human services
11 organizations" may also include any nonprofit organizations
12 not captured in the fields listed in the previous sentence
13 that provide services that ensure individuals have the
14 essential elements to build and maintain physical, emotional,
15 and economic well-being at every phase of life, as indicated
16 by providing examples of current or completed successful
17 programs that satisfy this definition. "Human services
18 organization" does not include colleges and universities,
19 local government agencies, correctional centers and county
20 jails, non-safety net hospitals, State police or municipal
21 police departments, or any public or private preschools,
22 elementary schools, or high schools.

23 "Human services professional" means any individual
24 employed by a human services organization that contracts with,
25 receives funding from, or is grant-funded by a State agency
26 for the purposes of providing direct or indirect services that

1 ensure that individuals have the essential elements to build
2 and maintain physical, emotional, and economic well-being at
3 every phase of life.

4 "State agency" means the Department of Human Services, the
5 Department of Children and Family Services, the Department of
6 Juvenile Justice, the Department on Aging, the Department of
7 Public Health, the Department of Commerce and Economic
8 Opportunity, the Illinois Criminal Justice Information
9 Authority, and the Illinois State Board of Education.

10 Section 15. Establishing minimum grant levels.

11 (a) By June 30, 2027, each State agency must complete a
12 look-back calculation for each grantee and subgrantee that
13 compares the funding amount awarded to the grantee or
14 subgrantee in State Fiscal Years 2026 and 2021 in order to
15 identify the percentage change in funding, if any, to the
16 grantee or subgrantee between those fiscal years.

17 (b) Based on the look-back calculations required under
18 subsection (a), each State agency shall identify the total
19 aggregate amount of additional appropriations needed to ensure
20 that grant amounts awarded by the State agency in State Fiscal
21 Year 2028 are at least 25% more than the grant amounts awarded
22 to grantees and subgrantees in State Fiscal Year 2021.

23 (c) By October 1, 2027, each State agency shall make
24 available to the public, upon request, the look-back
25 calculations and additional appropriation amounts identified

1 in subsections (a) and (b).

2 (d) Using the findings of State agencies identified in
3 subsections (a) and (b), the Governor's Office of Management
4 and Budget shall produce a 5-year fiscal impact projection by
5 October 1, 2027, as well as an annual report on implementation
6 progress and metrics each year thereafter.

7 Section 20. Eligible grants.

8 (a) Except as provided in subsection (c), grants subject
9 to this Act include all grant and reimbursement programs
10 funded by the State and managed under those State agencies
11 that fund roles at human services organizations.

12 (b) For grants awarded through a competitive bidding
13 process, a grantee shall be eligible for a funding increase as
14 required under this Act if the grantee was awarded grants
15 through the competitive bidding process consecutively from
16 State Fiscal Years 2021 through 2026 and the grantee is
17 selected for a grant in State Fiscal Year 2028.

18 (c) Excluded from the provisions of this Act are grant and
19 reimbursement programs that:

20 (1) were created with one-time funding investments
21 from COVID-19 emergency funding in State Fiscal Year 2021;

22 (2) are subject to existing bargaining agreements; or

23 (3) are contracts selected through a procurement
24 process.

1 Section 25. Implementation.

2 (a) The calculations and findings under Section 15 shall
3 inform each State agency on the percentage increase in funding
4 each grantee and subgrantee must receive in State Fiscal Year
5 2028 to ensure the total grant amount a grantee or subgrantee
6 receives is (i) at least 25% higher than the grant amount
7 awarded to the grantee or subgrantee in State Fiscal Year 2021
8 and (ii) no less than the grant amount awarded to the grantee
9 or subgrantee in State Fiscal Year 2027.

10 (b) Beginning in State Fiscal Year 2029, and in each State
11 fiscal year thereafter, all grantees and subgrantees shall
12 receive the same grant amount it received in the previous
13 State fiscal year, plus the greater of:

14 (1) a 3% increase; or

15 (2) the percentage increase in the Consumer Price
16 Index during the 12-month calendar year preceding the
17 grant year.

18 (c) Nothing in this Section prohibits a State agency from
19 increasing a grantee's or subgrantee's grant amount for State
20 Fiscal Year 2027, and every State fiscal year thereafter,
21 above the 25% minimum grant increase required under subsection
22 (b) of Section 15 and subsection (a) of this Section.

23 (d) Implementation of the grant increases required under
24 this Act is contingent on the availability of appropriations.

25 Section 30. Limitations. Grantees and subgrantees shall

1 expend a minimum of 75%, subject to requirements set forth by
2 the Director of Human Services Wage Equity, of any increased
3 grant funding they receive directly to improve the wages and
4 benefits of their workers. For purposes of this Section,
5 benefits may include health insurance, retirement plans, paid
6 time off, life and disability insurance, tuition reimbursement
7 offerings, childcare assistance, commuter benefits, and mental
8 health support and other wellness programs. Any remaining
9 funds at 30% or less may be used at the discretion of the
10 grantees and subgrantees.

11 Section 35. Certification. State agencies shall require
12 each grantee and subgrantee to certify in accordance with
13 existing budget review and reporting processes that the
14 grantee or subgrantee used any increased grant funding it
15 received in accordance with this Act to improve the wages and
16 benefits of human services professionals employed by the
17 grantee or subgrantee.

18 Section 40. Oversight. The Governor's Office of Management
19 and Budget shall hire by June 30, 2027 a full-time Director of
20 Human Services Wage Equity to:

21 (1) provide oversight to the implementation of this
22 Act;

23 (2) support the State agencies in identifying the
24 funding amounts necessary to comply with the requirements

1 of Section 25;

2 (3) monitor the State agencies to ensure continued
3 compliance and implementation of the funding increases
4 described under Section 25; and

5 (4) design and implement a waiver process to address
6 cases where flexibility is needed on the minimum wage
7 expenditure requirement outlined in Section 30.

8 Section 45. Administration. Each State agency shall adopt
9 rules, not inconsistent with this Act, to implement the
10 provisions of this Act.

11 Section 99. Effective date. This Act takes effect July 1,
12 2026.".