



## 104TH GENERAL ASSEMBLY

### State of Illinois

2025 and 2026

HB5174

Introduced 2/10/2026, by Rep. Lilian Jiménez

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the Human Services Equitable Pay Task Force Act. Provides that the Department of Human Services shall establish the Human Services Equitable Pay Task Force. Requires the Task Force to examine and publish a report, by December 1, 2027 and every 2 years thereafter, that studies various issues relating to recruitment, retention, and wage inequity within the human services sector in Illinois. Provides that the Task Force shall examine, among any other issues it chooses to investigate with respect to human services, the following issues: (1) grant levels and reimbursement rate levels that human services providers have received since Fiscal Year 2021; (2) patterns in entry-level wages and wage growth among community-based providers and State agencies; (3) existing State resources and programs that assist in the development of a strong pipeline of workers for human service positions; and (4) funding interventions needed to support the findings generated from the Task Force. Sets forth the membership of the Task Force and requires the Department of Human Services to provide administrative and other support to the Task Force. Provides that the Task Force shall receive the assistance of legislative staff and may employ skilled experts. Effective immediately.

LRB104 18361 RPS 31801 b

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 Human  
5 Services Equitable Pay Task Force Act.

6 Section 5. Findings. The General Assembly finds that:

7 (1) Research from Illinois Partners for Human Service  
8 found that, among 850 surveyed human service professionals  
9 in the State, 82% of respondents do not make a living wage,  
10 exacerbating the racial wealth gap in Illinois.

11 (2) Employees of community-based human services  
12 providers face significant recruitment and retention  
13 issues due to this low pay and because these roles often do  
14 not see the same level of robust benefits packages and  
15 guaranteed salary steps provided to employees at State  
16 agencies who do similar work and have similar titles.

17 (3) When it comes to closing the pay gap caused by  
18 stagnant State contracts, insufficient research in  
19 compensation in the human service sector, paired with a  
20 lack of shared leadership and advisement from leaders at  
21 community-based organizations, has led to the erasure of  
22 more than 350,000 workers in the sector and the millions  
23 of people they provide services to.

1           (4) It is the responsibility of State government to  
2           ensure the sustainability of the human services workforce  
3           and equitable pay in the field, which encourages the flow  
4           of opportunities for gainful employment and retention  
5           among human service organizations.

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

7           "BIPOC" means an individual who self-reports a racial or  
8           ethnic identity as Black/African American, Indigenous, or  
9           person of color.

10          "Department" means the Department of Human Services.

11          "Human services provider" means a nonprofit organization  
12          with a human services program funded by the Department that  
13          primarily operates for the purposes of providing direct or  
14          indirect services in the area or areas of child care and early  
15          education services, community-integrated living arrangements,  
16          domestic violence prevention and recovery, foster care  
17          services, health care and wellness services, homeless and  
18          supportive housing services, immigrant supportive services,  
19          intellectual/developmental disability services, mobile crisis  
20          response, older adult services, workforce development, youth  
21          services, and mental, behavioral health, and substance use  
22          services. "Human services provider" includes any nonprofit  
23          organization that provides services that ensure individuals  
24          have the essential elements to build and maintain physical,  
25          emotional, and economic well-being at every phase of life, as

1 indicated by providing examples of current or completed  
2 successful programs that satisfy this definition. "Human  
3 services provider" does not include colleges and universities,  
4 local government agencies, correctional centers and county  
5 jails, non-safety-net hospitals, State police or municipal  
6 police departments, or any public or private preschools,  
7 elementary schools, or high schools.

8 "Professional" means an individual employed by a human  
9 services organization that contracts with, is grant-funded, or  
10 receives funding from the Department for the purposes of  
11 providing direct or indirect services that ensure that  
12 individuals have the essential elements to build and maintain  
13 physical, emotional, and economic well-being at every phase of  
14 life.

15 "Rate" means the reimbursement rate paid by the Department  
16 to a human services provider to deliver services to clients on  
17 the State's behalf.

18 Section 15. Human Services Equitable Pay Task Force.

19 (a) On or before December 31, 2026, the Department of  
20 Human Services shall establish the Human Services Equitable  
21 Pay Task Force.

22 (1) Members of the Task Force shall be appointed by  
23 the Governor and shall consist of the following members:

24 (A) Two representatives of the Department of Human  
25 Services.

1 (B) One representative of a statewide organization  
2 representing cross-sector human services providers.

3 (C) Two representatives of statewide organizations  
4 representing human services providers.

5 (D) One representative of a human services  
6 provider based in a rural area in Illinois.

7 (E) Two representatives of human services  
8 providers that have annual budgets of \$10,000,000 or  
9 higher.

10 (F) Two representatives of human services  
11 providers that have annual budgets under \$10,000,000.

12 (G) One representative of a trade or labor union  
13 representing professionals employed by human services  
14 providers.

15 (H) Two human service professionals.

16 (2) At least 3 members of the Task Force appointed  
17 from items (A) through (F) of paragraph (1) must be BIPOC  
18 Executive Directors of community-based human service  
19 organizations.

20 (3) The Task Force shall have 2 co-chairs, one from  
21 item (A) of paragraph (1) and one from items (B) through  
22 (F) of paragraph (1).

23 (b) The Task Force shall be voluntarily staffed by an  
24 external entity.

25 (c) The Department shall provide administrative and other  
26 support to the Task Force.

1 Section 20. Responsibilities.

2 (a) The Task Force shall publish a report no later than  
3 December 1, 2027, and every 2 years thereafter, that studies  
4 various issues relating to recruitment, retention, and wage  
5 inequity within the human services sector in Illinois. The  
6 Task Force shall examine, among any other issues it chooses to  
7 investigate with respect to human services, the following  
8 issues:

9 (1) grant levels and reimbursement rate levels that  
10 human services providers have received since Fiscal Year  
11 2021;

12 (2) patterns in entry-level wages and wage growth  
13 among community-based providers and State agencies;

14 (3) existing State resources and programs that assist  
15 in the development of a strong pipeline of workers for  
16 human service positions; and

17 (4) funding interventions needed to support the  
18 findings generated from the Task Force.

19 (b) The Task Force shall receive the assistance of  
20 legislative staff and may employ skilled experts and shall  
21 report its findings to the General Assembly and the Governor's  
22 Office of Management and Budget.

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