



100TH GENERAL ASSEMBLY

State of Illinois

2017 and 2018

SB1453

Introduced 2/9/2017, by Sen. Wm. Sam McCann

SYNOPSIS AS INTRODUCED:

20 ILCS 415/17b new

Amends the Personnel Code. Provides for the creation of a supported employees program by the Department of Central Management Services. Provides that the Director of Central Management Services shall develop and implement a supported employment program applying to all State agencies. Provides that the Director shall designate a liaison to work with the various State agencies and departments, and any funder or provider or both, in the implementation of a supported employment program. Provides that the Director, in consultation with the Secretary or Director of each State agency, shall establish job classifications for supported employees who may be appointed into the classifications without open competitive testing requirements. Provides that supported employees shall serve in a trial employment capacity for not less than 3, but no more than 12, months. Requires the Director to maintain a record of all individuals hired as supported employees, and submit an annual report to the General Assembly regarding the employment progress of supported employees, with recommendations for further legislative action. Defines terms.

LRB100 10009 RJF 20181 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 5. The Personnel Code is amended by adding Section
5 17b as follows:

6 (20 ILCS 415/17b new)

7 Sec. 17b. Supported employees.

8 (a) The Director of Central Management Services shall
9 develop and implement a supported employment program applying
10 to all State agencies. It shall be the goal of the program, in
11 consultation with the Secretary or Director of each State
12 agency, to appoint supported employees to positions within the
13 various State agencies.

14 (b) The Director shall designate a liaison to work with the
15 various State agencies and departments, and any funder or
16 provider or both, in the implementation of a supported
17 employment program.

18 (c) As used in this Section:

19 (1) "Supported employee" means any individual who:

20 (A) has a severe physical or mental disability
21 which seriously limits functional capacities,
22 including, but not limited to, mobility,
23 communication, self-care, self-direction, work

1 tolerance, or work skills, in terms of employability as
2 defined, determined, and certified by the Department
3 of Human Services; and

4 (B) has one or more physical or mental disabilities
5 resulting from amputation; arthritis; blindness;
6 cancer; cerebral palsy; cystic fibrosis; deafness;
7 heart disease; hemiplegia; respiratory or pulmonary
8 dysfunction; an intellectual disability; mental
9 illness; multiple sclerosis; muscular dystrophy;
10 musculoskeletal disorders; neurological disorders,
11 including stroke and epilepsy; paraplegia;
12 quadriplegia and other spinal cord conditions; sickle
13 cell anemia; and end-stage renal disease; or another
14 disability or combination of disabilities determined
15 on the basis of an evaluation of rehabilitation
16 potential to cause comparable substantial functional
17 limitation.

18 (2) "Supported employment" means competitive work in
19 integrated work settings:

20 (A) for individuals with severe disabilities for
21 whom competitive employment has not traditionally
22 occurred; or

23 (B) for individuals for whom competitive
24 employment has been interrupted or intermittent as a
25 result of a severe disability, and who because of their
26 disability, need on-going support services to perform

1 such work. The term includes transitional employment
2 for individuals with chronic mental illness.

3 (3) "Participation in a supported employee program"
4 means participation as a supported employee that is not
5 based on the expectation that an individual will have the
6 skills to perform all the duties in a job class, but on the
7 assumption that with support and adaptation, or both, a job
8 can be designed to take advantage of the supported
9 employee's special strengths.

10 (4) "Funder" means any entity either State, local,
11 federal, or private not-for-profit or for-profit that
12 provides monies to programs that provide services related
13 to supported employment.

14 (5) "Provider" means any entity, either public or
15 Private, which provides technical support and services to
16 any department or agency of State government.

17 (d) The Director, in consultation with the Secretary or
18 Director of each State agency, shall establish job
19 classifications for supported employees who may be appointed
20 into the classifications without open competitive testing
21 requirements. Supported employees shall serve in a trial
22 employment capacity for not less than 3, but no more than 12,
23 months.

24 (e) The Director shall maintain a record of all individuals
25 hired as supported employees. The record shall include, but not
26 be limited to, the following:

1 (1) the number of supported employees initially
2 appointed;

3 (2) the number of supported employees who successfully
4 complete the trial employment periods; and

5 (3) the number of permanent targeted positions by
6 titles.

7 (f) The Director shall submit an annual report to the
8 General Assembly regarding the employment progress of
9 supported employees, with recommendations for further
10 legislative action.