



## 103RD GENERAL ASSEMBLY

### State of Illinois

2023 and 2024

HB3132

Introduced 2/17/2023, by Rep. Lilian Jiménez

#### SYNOPSIS AS INTRODUCED:

New Act

Creates the Human Services Compensation Parity Act. Provides that the Departments of Human Services, Children and Family Services, Juvenile Justice, Aging, and Public Health (State agencies) shall increase the rate of reimbursement or grant amounts for human services providers by an amount that reduces the disparity amount, as defined, to certain percentage levels for the period July 1, 2024 through July 1, 2028. Defines "disparity amount" to mean the monetary calculation of the average difference in salary between professionals employed by human service providers and comparable employees employed by the State for the delivery of human services. Provides that all increases in the rate of reimbursement as provided in the amendatory Act shall be used to increase the compensation of human services workers. Provides that the State agencies shall adopt rules to implement the amendatory Act. Provides that on or before September 1, 2023, the Department of Human Services shall establish the Human Services Compensation Task Force. Sets forth the Task Force's membership. Requires the Task Force to provide a report to the General Assembly, on or before January 1, 2024, that includes recommendations to strengthen recruitment and retention of human services workers employed by human services providers that have contracts with the State. Requires the State agencies to each provide a report to the Task Force and the General Assembly, on or before July 1, 2024, that includes the information on (i) the current disparity amount between the salaries of professionals employed by human service providers and comparable employees employed by the State for the delivery of human services; (ii) the amount of annual increases in the rate of reimbursement to human services providers under contract with State agencies that are necessary to reduce and eliminate the disparity amount by July 1, 2028; and (iii) other matters. Effective immediately.

LRB103 30189 KTG 56617 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 Compensation Parity Act.

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

7 "Disparity amount" means the monetary calculation of the  
8 average difference in salary between professionals employed by  
9 human service providers and comparable employees employed by  
10 the State for the delivery of human services.

11 "Grant" means an award to fund a project or program to a  
12 human services provider.

13 "Human services provider" means a community-based human  
14 services organization with a human services program funded by  
15 a State agency.

16 "Professional" means an individual employed by a human  
17 services agency that contracts with, is grant-funded, or  
18 receives funding from a State agency for the purposes of  
19 providing direct or indirect services that ensure that  
20 individuals have the essential elements to build and maintain  
21 physical, emotional, and economic well-being at every phase of  
22 life.

23 "Rate" means the reimbursement rate paid by State agencies

1 to a human services provider to deliver services to clients on  
2 the State's behalf.

3 "State agency" means the Department of Human Services, the  
4 Department of Children and Family Services, the Department of  
5 Juvenile Justice, the Department on Aging, and the Department  
6 of Public Health.

7 Section 20. Compensation.

8 (a) Notwithstanding any law or rule to the contrary, State  
9 agencies shall increase the rate of reimbursement or grant  
10 amounts for human services providers by an amount that reduces  
11 the disparity amount to:

12 (1) 50% on or before July 1, 2024;

13 (2) 35% on or before July 1, 2025;

14 (3) 20% on or before July 1, 2026;

15 (4) 5% on or before July 1, 2027; and

16 (5) 0% on or before July 1, 2028, and shall remain at  
17 0% thereafter.

18 (b) All increases in the rate of reimbursement provided  
19 for in this Section shall be used to increase the compensation  
20 of human services workers.

21 (c) State agencies shall adopt rules to implement this  
22 Section.

23 (d) Nothing in this Section shall be construed to prohibit  
24 the elimination of the disparity amount prior to July 1, 2028.

1 Section 30. Human Services Compensation Task Force.

2 (a) On or before September 1, 2023, the Department of  
3 Human Services shall establish the Human Services Compensation  
4 Task Force.

5 (b) Members of the Task Force shall be appointed by the  
6 Governor, and shall include:

7 (1) The Secretary of Human Services, or the  
8 Secretary's designee, who shall serve as the chairperson  
9 of the Task Force.

10 (2) The Director of Aging, or the Director's designee.

11 (3) The Director of Children and Family Services, or  
12 the Director's designee.

13 (4) The Director of Public Health, or the Director's  
14 designee.

15 (5) The Director of Juvenile Justice, or the  
16 Director's designee.

17 (6) A representative of a statewide organization  
18 representing human service providers.

19 (7) Two representatives of human service providers  
20 that have annual budgets of \$10,000,000 or higher.

21 (8) Two representatives of human service providers  
22 that have annual budgets under \$10,000,000.

23 (9) One representative of a trade or labor union  
24 representing professionals employed by human service  
25 providers.

26 (c) On or before January 1, 2024, the Task Force shall

1 provide a report to the General Assembly that includes  
2 recommendations to strengthen recruitment and retention of  
3 human services workers employed by human services providers  
4 that have contracts with the State.

5 (d) On or before July 1, 2024, the State agencies shall  
6 each provide a report to the Task Force and the General  
7 Assembly that includes the following information:

8 (1) the current disparity amount between the salaries  
9 of professionals employed by human service providers and  
10 comparable employees employed by the State for the  
11 delivery of human services;

12 (2) the amount of annual increases in the rate of  
13 reimbursement to human services providers under contract  
14 with State agencies that are necessary to reduce and  
15 eliminate the disparity amount by July 1, 2028 in  
16 accordance with the schedule listed under subsection (a)  
17 of Section 20;

18 (3) the amount needed to be appropriated annually to  
19 achieve the reductions in the disparity amount described  
20 in paragraphs (1) through (5) of subsection (a) of Section  
21 20; and

22 (4) the implementation of rates necessary to eliminate  
23 the disparity amount by agency, job description, and start  
24 date of implementation.

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