



104TH GENERAL ASSEMBLY

State of Illinois

2025 and 2026

HB2695

Introduced 2/6/2025, by Rep. Lilian Jiménez

SYNOPSIS AS INTRODUCED:

New Act

Creates the Human Services Equitable Pay Act. Requires the Department of Human Services to commission a Human Services Compensation Study on the rate of compensation, including wages and benefits, of positions funded by the Department of Human Services and how they compare to similar positions in the human services sector in Illinois and nationally. Requires the study to include an analysis of wage and benefit levels in different settings and for different education levels, including a comparison of compensation for: (1) State employees; (2) human service providers; and (3) for-profit private sector employees with similar roles and titles. Requires the study to be completed and submitted to the Human Services Compensation Task Force by June 30, 2026. Requires the Department to establish the Human Services Compensation Task Force on or before December 31, 2025. Provides that members shall be appointed by the Governor and shall include at least 3 BIPOC executive directors of community-based human service organizations and 2 co-chairs. Requires the Task Force to provide, on or before December 1, 2026, a report to the General Assembly and the Governor's Office of Management and Budget that includes: (i) recommendations on how to strengthen recruitment and retention of human services workers employed by human services providers that have contracts with the State; (ii) recommended rate levels; and (iii) a proposed schedule to increase rates to the recommended rate levels by July 1, 2030. Requires the Department to submit annual reports to the Task Force and the General Assembly that includes salary disparities between professionals employed by human services providers in the Department and comparable employees contracted with the State agency for the delivery of human services, the amount needed to be annually appropriated to the Department in order to reduce such salary disparities, and other matters. Effective immediately.

LRB104 07765 KTG 17810 b

A BILL FOR

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 Act.

6 Section 5. Definitions. As used in this Act:

7 "BIPOC" means people who are members of the groups
8 described in subparagraphs (a) through (e) of paragraph (1) of
9 subsection (A) of Section 2 of the Business Enterprise for
10 Minorities, Women, and Persons with Disabilities Act.

11 "Department" means the Department of Human Services.

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

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

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

1 "Rate" means the reimbursement rate paid by a State agency
2 to a human services provider to deliver services to clients on
3 the State's behalf.

4 "State agency" means the Department of Human Services.

5 Section 10. Human Services Compensation Study.

6 (a) The Department of Human Services shall commission a
7 Human Services Compensation Study on the rate of compensation,
8 including wages and benefits, of positions funded by the
9 Department and how they compare to similar positions in the
10 human services sector in Illinois and nationally.

11 (b) The study shall include an analysis of wage and
12 benefit levels in different settings and for different
13 education levels, including a comparison of compensation for:

14 (1) State employees;

15 (2) human service providers; and

16 (3) for-profit private sector employees with similar
17 roles and titles.

18 (c) The study's analysis shall disaggregate wage and
19 benefit levels in different settings based on the race or
20 ethnicity of the executive director of the institution.

21 (d) The study shall identify and draw equivalencies
22 between common roles or titles at community-based
23 organizations and the State of Illinois.

24 (e) The study shall be completed and submitted to the
25 Human Services Compensation Task Force by June 30, 2026.

1 Section 15. Human Services Compensation Task Force.

2 (a) Task Force membership.

3 (1) On or before December 31, 2025, the Department of
4 Human Services shall establish the Human Services
5 Compensation Task Force. Members of the Task Force shall
6 be appointed by the Governor, and shall include the
7 following:

8 (A) Two representatives of the Department of Human
9 Services.

10 (B) A representative of a statewide organization
11 representing cross-sector human services providers.

12 (C) Two representatives of statewide organizations
13 representing human services providers.

14 (D) Two representatives of human services
15 providers that have annual budgets of \$10,000,000 or
16 higher.

17 (E) Two representatives of human services
18 providers that have annual budgets under \$10,000,000.

19 (F) One representative of a trade or labor union
20 representing professionals employed by human services
21 providers.

22 (G) Two human service professionals.

23 (2) Members of the Task Force shall include at least 3
24 BIPOC executive directors of community-based human service
25 organizations, overlapping with members appointed under

1 subparagraphs (D) through (G) of paragraph (1).

2 (3) The Task Force shall have 2 co-chairs, one from
3 subparagraph (A) of paragraph (1) and one from
4 subparagraphs (D) through (G) of paragraph (1).

5 (b) On or before December 1, 2026, the Task Force shall
6 provide a report to the General Assembly and the Governor's
7 Office of Management and Budget that includes:

8 (1) recommendations on how to strengthen recruitment
9 and retention of human services workers employed by human
10 services providers that have contracts with the State;

11 (2) recommended rate levels as informed by the
12 findings to address any wage and benefit disparities
13 between different settings as may be established in the
14 Human Services Compensation Study; and

15 (3) a proposed schedule to increase rates to the
16 recommended rate levels described in paragraph (2) by July
17 1, 2030.

18 (c) On or before July 1, 2027, and each year thereafter,
19 the State agency shall submit a report to the Task Force and
20 the General Assembly that includes the following information:

21 (1) the current disparity amount between the salaries
22 of professionals employed by human services providers in
23 the Department and comparable employees contracted with
24 the State agency for the delivery of human services and
25 compensation levels found to be necessary to strengthen
26 recruitment and retention of human services workers;

1 (2) the amount of annual increases in the rate of
2 reimbursement and grant amounts to human services
3 providers under contract with the State agency that is
4 necessary to reduce and eliminate the disparity amount by
5 July 1, 2029 and in accordance with the recommendations
6 proposed by the Task Force under paragraph (3) of
7 subsection (b);

8 (3) the amount needed to be annually appropriated to
9 the State agency in order to reduce the disparity amount
10 in accordance with the recommendations proposed by the
11 Task Force under paragraph (3) of subsection (b); and

12 (4) records of the total amount paid by the State
13 agency in the most recent fiscal year to human services
14 providers, both individually and collectively, for the
15 purpose of strengthening and improving the compensation
16 levels of their employees.

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