



## MEMORANDUM

TO: Linda Lingle, Chief Operating Officer, Governor's Office

FROM: Tom Tyrrell, Director

DATE: June 30, 2015

SUBJECT: Executive Order 2015-12 – To Ensure Equal Opportunity Is Provided To All Illinois Persons And Businesses

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Executive Order 15-12 requires the Department of Central Management Services (CMS) to perform a thorough review of all goals, preferences and considerations provided under State law and regulations concerning the hiring and training of Veterans and the award of contracts to Veteran-Owned Businesses, and to provide a report summarizing its findings to the Governor's Office by June 30, 2015. This Executive Order is part of Governor Bruce Rauner's commitment to ensuring equal opportunity is provided to all Illinois persons and businesses, including in particular those of diverse background and veterans.

### **HIRING AND TRAINING OF VETERANS**

CMS reviewed the Personnel Code (Code) and Rules as well as the outcomes of State policies for fiscal years 2005-2015. Excerpts from these documents which govern veterans' preference are attached for your reference.

The Code and Rules provide for an absolute preference for the filling of all vacancies within agencies, boards and commissions under the jurisdiction of the Code when selections are made through an open competitive eligible list. For Code covered agencies, all veteran candidates must be considered prior to considering non-veteran candidates. Hiring agencies cannot by-pass veteran candidates for any reason. Non-veteran candidates can only be considered after all veterans have been "exhausted" (hired, waived or declined employment opportunity, or failed to reply to request to participate in the selection process). Please note this report does not include hiring data for non-Code portions of agencies, for example, the non-Code division of Illinois Department of Transportation, the sworn side of the Illinois State Police or the Illinois Toll Highway Authority. CMS does not offer employment training to veterans; however, the agency provides employment counseling.

CMS operates the Veterans Employment Outreach Program for the State of Illinois. Since its inception, CMS has participated in hundreds of job fairs, veteran state employment briefings, state fair activities, and conventions. CMS has also organized and participated in hundreds of counseling and testing sessions throughout the state. We have partnered with various Illinois veteran organizations including AMVETS, VFW, American Legion, Scott AFB Transition Assistance Program and of the Illinois Department of Military Affairs (IDMA), Illinois Department of Veterans' Affairs (IDVA), Illinois Department of Employment Security, Illinois Department of Corrections, Illinois Department of Human Services, Illinois Department of Juvenile Justice, and Illinois Department of Healthcare and Family Services.

In January of 2000, CMS was charged with verifying veteran status pursuant to the Code and Personnel Rules. In total, CMS has verified military service for 40,465 veterans since taking over the verification process for potential state employees.

Illinois offers five counseling and examining centers that are located in Springfield, Chicago, Marion, Champaign, and Rockford for veterans looking to begin a career in Illinois government. The program

includes a free hotline for all veterans to gain information about state of Illinois employment. The work.illinois.gov website also contains information on the Veterans Employment Outreach Program and Illinois veteran employment assistance through brochures, tips for employment, and resources available through IDVA. The website also shares links to various veteran websites useful in researching medical care, educational programs, veteran benefits, military documentation, and other general resources.

The following hiring statistics apply to those positions under the jurisdiction of the Governor and the Illinois Personnel Code.

Veteran and non-veteran probationary appointments for Fiscal Years 2005-2015:

Fiscal Year	Total Appointments	Non-Veterans	Non-Veteran Percentage	Veterans	Veteran Percentage
FY 2005	877	673	77%	204	23%
FY 2006	939	676	72%	263	28%
FY 2007	2,173	1,716	79%	457	21%
FY 2008	2,241	1,766	79%	475	21%
FY 2009	1,811	1,403	77%	408	23%
FY 2010	1,958	1,512	77%	446	23%
FY 2011	3,671	2,874	78%	797	22%
FY 2012	1,726	1,349	78%	377	22%
FY 2013	1,962	1,514	77%	448	23%
FY 2014	5,145	4,215	82%	930	18%
FY 2015	4,780	3,924	82%	856	18%

Veteran employees (certified, exempt and non-exempt) within agencies, boards and commissions under the jurisdiction of the Governor for Calendar Years 2004-2014:

Year	Total Number of Employees	Non-Veterans	Percentage of Non-Veterans	Veterans	Percentage of Veterans
2004	54,676	45,042	82%	9,634	18%
2005	52,564	43,279	82%	9,285	18%
2006	52,509	43,197	82%	9,312	18%
2007	52,288	43,068	82%	9,220	18%
2008	51,629	42,599	83%	9,030	17%
2009	50,627	41,783	83%	8,844	17%
2010	50,106	41,291	82%	8,815	18%
2011	47,319	38,992	82%	8,327	18%
2012	46,640	38,346	82%	8,294	18%
2013	43,780	35,872	82%	7,908	18%
2014	42,565	34,828	82%	7,737	18%

CMS provides employment counselling services to veteran candidates interested in gaining state employment. Agency staff assisted the following number of candidates each year:

Fiscal Year	Veterans Counseled
FY 2009	668
FY 2010	580
FY 2011	592
FY 2012	434
FY 2013	385
FY 2014	335
FY 2015	N/A until after 6/30

### **VETERANS BUSINESS PROGRAM REPORT**

Pursuant to Public Act 097-260 (30ILCS 500/45-57), it is the goal of the State of Illinois to promote and encourage the continued economic development of small businesses owned and controlled by qualified veterans, including qualified service-disabled veteran-owned small businesses (SDVOSB) and veteran-owned small businesses (VOSB). The goal is to ensure that veterans have an opportunity to participate in the State's procurement process as both prime contractors and subcontractors. Not less than 3% of the total dollar amount of State contracts, as defined by the Director of CMS, shall be established as a goal to be awarded to SDVOSB and VOSB.

Beginning in January of 2012, in compliance with Veteran Business Program (VBP) legislation, CMS has partnered with IDVA to develop and provide the administrative oversight prescribed for the program's activities. CMS developed certification procedures, goal setting mechanisms and training for agencies use in promoting and achieving the VBP objectives. CMS works in conjunction with IDVA on outreach and recruiting to ensure the program reaches all segments of the veterans' business community.

Since it began, VBP has attempted to promote its benefits throughout the state and has achieved increased participation. However, there are more opportunities for all agencies to ensure increased inclusion of veteran owned businesses in the state's procurement process.

### **VETERAN BUSINESS PROGRAM CERTIFICATION**

CMS implemented a certification process in January of 2012 to ensure the integrity of all VBP participants. In FY12, CMS certified 21 VBP vendors; in FY 13, CMS certified 70 VBP vendors; and in FY 14, CMS certified 113 vendors representing 64 Veteran Owned Small Businesses (VOSB) and 49 Service Disabled Veteran Owned Businesses (SDVOB). CMS is on track to certify 128 VBP participants in FY 15.

Over the past three years, CMS has implemented administrative policies to increase the number of businesses registered to participate in the Veterans Business Program. Current certified Business Enterprise Program (BEP) and Small Business Program (SBP) participants that are VBP eligible were encouraged to register as VOSBs or SDVOSBs. This was done in an effort to capture businesses that are currently registered with the State of Illinois who may be eligible to participate in the VBP. Additionally, CMS now recognizes veteran owned businesses that are certified by the United States Department of Veteran's Affairs Center for Eligibility and Verification (CVE) and Cook County's Veterans Business Program. This dual recognition of certifications allows firms to gain entry into the State's vendor database of VBP eligibles, and participate in State contracts as Illinois certified VOSB or SDVOSB. This recognition effort ultimately reduces the amount of paperwork required to be fully certificated with VBP.

The large majority of FY14 VBP firms are located in Cook County and northern Illinois. The following data represents the geographic areas where current VBP participants are located:

**VOSB/SDVOSB BY COUNTY**

<b>ADAMS</b>	1
<b>BROWN</b>	1
<b>CHAMPAIGN</b>	1
<b>CLINTON</b>	1
<b>COOK</b>	54
<b>DUPAGE</b>	9
<b>HENRY</b>	1
<b>KANE</b>	8
<b>KANKAKEE</b>	1
<b>KENDALL</b>	1
<b>LAKE</b>	5
<b>MACON</b>	1
<b>MADISON</b>	2
<b>MCHENRY</b>	5
<b>MONTGOMERY</b>	1
<b>SANGAMON</b>	3
<b>SCOTT</b>	1
<b>ST. CLAIR</b>	4
<b>TAZEWELL</b>	1
<b>VERMILION</b>	1
<b>WILL</b>	9
<b>WINNEBAGO</b>	2

**ANNUAL VETERANS BUSINESS PROGRAM SPEND ACHIEVEMENTS**

Total contract dollar achievement for VBP participation in FY14 was \$25,639,036, or 2.31% of the dollars subject to the VBP goals. The VBP program includes the same pool of dollars subject to goal achievement within the BEP program. The dollars subject to the BEP/VBP goal are calculated each year by reviewing the state’s budget on an agency by agency basis, factoring in allowable and requested contract exemptions that fall within the guidelines of statutory authority. While the FY14 VBP achievement is slightly under the statutory 3% goal, it is a significant increase from the \$700,000 of VBP participation during FY12, and CMS will continue to enhance its outreach efforts to ensure the continuing increase in participation.

**VETERANS BUSINESS PROGRAM OUTREACH EFFORTS**

IDVA spearheads a large portion of VBP outreach efforts. In addition, CMS regularly sponsors and participates in numerous vendor fairs, workshops, and business symposiums to promote the Business Enterprise Program and VBP. During FY14, CMS participated in 81 outreaching events throughout the state to promote the BEP and VBP programs.

During FY14, CMS supported 6 major outreach events targeting the Veteran business community:

- 4/29/2014 Illinois Department of Veterans' Affairs Mission: Veterans 2 Entrepreneurs**  
**Hosted by:** Illinois Department of Veterans' Affairs (VA)
- 10/2/2014 Elite SDVOB Network - October 2 Meeting for Veteran-Owned Businesses**  
**Hosted by:** Elite SDVOB Network and the law firm of McDonald-Hopkins
- 10/15/2014 Procurement Showcase - Veteran-Owned Businesses**  
**Hosted by:** U.S. Department of Veterans' Affairs, Illinois Department of Veterans' Affairs and Illinois Department of Central Management Services (CMS) - Business Enterprise Program (BEP)
- 11/5/2014 Veteran Small Business and Grant Opportunity Conference**  
**Hosted by:** U.S. Environmental Protection Agency, Region 5
- 11/6/2014 Doing Business with the Veteran Affairs**  
**Hosted by:** U.S. Small Business Administration
- 11/13/2014 Annual Veteran's Entrepreneurial Boot Camp at GSU**  
**Hosted by:** Governors State University Office of Small Business Development

**EFFORTS TO INCREASE VETERAN PARTICIPATION**

Efforts implemented by CMS have been successful but we believe there are opportunities for improvement. To that end, CMS has developed a strategic business and outreach focus for FY16.

In FY16, CMS will develop a series of events across the state which will target the top 6 spend categories: Information Technology; Equipment and Commodities; Health; Food; General Services; and Construction (both horizontal and vertical). CMS will serve as the overall host agency for all events and will include co-sponsor these events with key agencies who generate the State's top spend solicitations within these categories.

The first event will take place in the 2<sup>nd</sup> quarter of FY16 beginning with the Construction Industry. Each of the quarterly events will be structured to promote veteran and diverse business owners' inclusion in state contracting while also providing forums to bridge prime contractors with vendors through matchmaking exercises. Our overall mission is to create business platforms where we provide access to key decision makers, expert testimony and insightful presentations, as well as educational and networking opportunities.

Additionally, CMS will call upon our partner agencies and business leaders to help recruit veteran owned firms and connect our agency to their database of constituents to promote current state government solicitations and opportunities. Our past efforts with these entities have helped their members learn how to do business with the State. We now will focus on helping their members to be more successful in securing business with the State.

Furthermore, CMS will continue to research best practices that can be implemented in Illinois to support and increase our eligible pool of veteran business owners and to achieve successful partnerships.

## **VETERAN APPRENTICESHIP AND TRAINING**

Executive Order 15-12 also directs each State Agency, including CMS, to capture information on apprenticeship and training opportunities. Specifically, the Executive Order requests each State Agency to require each Labor Organization or contractor that is party to a State contract currently in effect, or that enters into a State Contract after the effective date of the Executive Order, to obtain and report to the State Agency within thirty (30) days of that request the total number of participants in any apprenticeship and training programs offered by the Labor Organization, or contractor and its subcontractors, the total number of participants who are (a) Minority Persons and (b) Veterans, and the percentage of total participants who are (a) Minority Persons and (b) Veterans.

CMS worked with representatives from the Illinois Department of Transportation, Capital Development Board, Illinois State Toll Highway Authority and the Illinois Department of Labor to develop methods to capture this information. There is a vast network of labor organizations providing apprenticeship and training programs in Illinois with different enrollment practices and timeframes within the network. We found the best method for capturing the information from state contractors was through the creation of a standardized reporting document. The form that we developed is attached to this report for your information. CMS will begin soliciting apprenticeship/training reports from its applicable contractors beginning July 1, 2015.

:KEMS/PS/DH

Attachments

**Personnel Code: (20 ILCS 415/8b.7) (from Ch. 127, par. 63b108b.7)**

Sec. 8b.7. Veteran preference. For the granting of appropriate preference in entrance examinations to qualified persons who have been members of the armed forces of the United States or to qualified persons who, while citizens of the United States, were members of the armed forces of allies of the United States in time of hostilities with a foreign country, and to certain other persons as set forth in this Section.

(a) As used in this Section:

(1) "Time of hostilities with a foreign country" means any period of time in the past, present, or future during which a declaration of war by the United States Congress has been or is in effect or during which an emergency condition has been or is in effect that is recognized by the issuance of a Presidential proclamation or a Presidential executive order and in which the armed forces expeditionary medal or other campaign service medals are awarded according to Presidential executive order.

(2) "Armed forces of the United States" means the United States Army, Navy, Air Force, Marine Corps, and Coast Guard. Service in the Merchant Marine that constitutes active duty under Section 401 of federal Public Law 95-202 shall also be considered service in the Armed Forces of the United States for purposes of this Section.

(b) The preference granted under this Section shall be in the form of points added to the final grades of the persons if they otherwise qualify and are entitled to appear on the list of those eligible for appointments.

(c) A veteran is qualified for a preference of 10 points if the veteran currently holds proof of a service connected disability from the United States Department of Veterans Affairs or an allied country or if the veteran is a recipient of the Purple Heart.

(d) A veteran who has served during a time of hostilities with a foreign country is qualified for a preference of 5 points if the veteran served under one or more of the following conditions:

(1) The veteran served a total of at least 6 months,

or

(2) The veteran served for the duration of hostilities regardless of the length of engagement, or

(3) The veteran was discharged on the basis of

hardship, or

(4) The veteran was released from active duty because of a service connected disability and was discharged under honorable conditions.

(e) A person not eligible for a preference under subsection (c) or (d) is qualified for a preference of 3 points if the person has served in the armed forces of the United States, the Illinois National Guard, or

any reserve component of the armed forces of the United States if the person: (1) served for at least 6 months and has been discharged under honorable conditions or (2) has been discharged on the ground of hardship or (3) was released from active duty because of a service connected disability. An active member of the National Guard or a reserve component of the armed forces of the United States is eligible for the preference if the member meets the service requirements of this subsection (e).

(f) The rank order of persons entitled to a preference on eligible lists shall be determined on the basis of their augmented ratings. When the Director establishes eligible lists on the basis of category ratings such as "superior", "excellent", "well-qualified", and "qualified", the veteran eligibles in each such category shall be preferred for appointment before the non-veteran eligibles in the same category.

(g) Employees in positions covered by jurisdiction B who, while in good standing, leave to engage in military service during a period of hostility, shall be given credit for seniority purposes for time served in the armed forces.

(h) A surviving unremarried spouse of a veteran who suffered a service connected death or the spouse of a veteran who suffered a service connected disability that prevents the veteran from qualifying for civil service employment shall be entitled to the same preference to which the veteran would have been entitled under this Section.

(i) A preference shall also be given to the following individuals: 10 points for one parent of an unmarried veteran who suffered a service connected death or a service connected disability that prevents the veteran from qualifying for civil service employment. The first parent to receive a civil service appointment shall be the parent entitled to the preference.

(j) The Department of Central Management Services shall adopt rules and implement procedures to verify that any person seeking a preference under this Section is entitled to the preference. A person seeking a preference under this Section shall provide documentation or execute any consents or other documents required by the Department of Central Management Services or any other State department or agency to enable the department or agency to verify that the person is entitled to the preference.

(k) If an applicant claims to be a veteran, the Department of Central Management Services must verify that status before granting a veteran preference by requiring a certified copy of the applicant's most recent DD214 (Certificate of Release or Discharge from Active Duty) or other evidence of the applicant's most recent honorable discharge from the Armed Forces of the United States that is determined to be acceptable by the Department of Central Management Services.

(Source: P.A. 90-655, eff. 7-30-98; 91-481, eff. 1-1-00.)



## **Personnel Rules - Section 302.30 Veterans Preference**

a) Appropriate preference in entrance examinations shall be granted to qualified persons who have been members of the armed forces of the United States or to qualified persons who, while citizens of the United States, were members of the armed forces of allies of the United States in time of hostilities with a foreign country (as set forth in Section 8b7 of the Personnel Code) and to certain other persons as set forth in this Section.

b) To be eligible, applicant must have received discharge under honorable conditions and served under one or more of the following conditions:

1) Served, for at least six months, in the armed forces of the United States, the Illinois National Guard, or any reserve component of the armed forces of the United States; or

2) While a U.S. citizen, been a member of the armed forces of an ally of the U.S. in time of hostilities with a foreign country; or

3) Discharged on the grounds of hardship; or

4) Released from active duty because of a service connected disability; or

5) Served for the duration of hostilities regardless of the length of engagement.

c) Preference will be in the form of points added to the final grades of persons who otherwise qualify and are entitled to appear on the list of those eligible for appointments. Preference in entrance examinations will be granted as follows:

1) Ten points shall be added to the entrance examination grade for veteran eligibles currently holding proof of a service connected disability from the U.S. Department of Veterans Affairs or from an allied country for service connected disabilities or if the veteran is a purple heart recipient.

2) Five points shall be added to the entrance examination grade for veteran eligibles who have served during a time of hostilities with a foreign country and who meet the qualifications set forth in subsection (b), but who do not qualify for 10 points under subsection (c)(1).

3) A person not eligible for a preference under subsection (c)(1) or (c)(2) is qualified for a preference of 3 points if the person has served in the armed forces of the United States, the Illinois National Guard, or any reserve component of the armed forces of the United States and the person:

A) served for at least 6 months and has been discharged under honorable conditions; or

B) has been discharged on the grounds of hardship; or

C) was released from active duty because of a service connected disability.

4) An active member of the National Guard or a reserve component of the armed forces of the United States is eligible for the preference described in subsection (c)(3) if the member meets the service requirements of subsection (c)(3).

d) If category ratings are used, the veteran eligibles in each category shall be preferred for appointment before the non-veteran eligibles in the same category.

e) The following shall be entitled to the same preference to which the veteran would have been entitled under this Section:

1) a surviving unremarried spouse or civil union partner, who has not subsequently married or entered into a civil union, of a veteran who suffered a service connected death; or

2) the spouse or civil union partner of a veteran who suffered a service connected disability that prevents the veteran from qualifying for civil service employment.

f) A preference shall also be given to the following individuals: 10 points for one parent of a veteran who is not married or in a civil union partnership who suffered a service connected death or a service connected disability that prevents the veteran from qualifying for civil service employment. The first parent to receive a civil service appointment shall be the parent entitled to the preference.

g) Before a veteran's preference is granted, the Department of Central Management Services must verify the applicant's entitlement to the preference by requiring a certified copy of the applicant's most recent DD-214 (Certificate of Release or Discharge from Active Duty) or other evidence of the applicant's most recent honorable discharge from the Armed Forces of the United States. The Department of Central Management Services shall determine whether the documentation submitted by the applicant is acceptable. To be acceptable, the documentation submitted must be an authentic, official record of the United States Armed Forces evidencing the individual's military service.

(Source: Amended at 36 Ill. Reg. 9384, effective June 14, 2012)



June 30, 2015

Dear Sir or Madam:

On January 19, 2015, Governor Rauner issued Executive Order 15-12 To Ensure Equal Opportunity is Provided to All Illinois Persons and Businesses. Executive Order 15-12 states in part:

*Each State Agency shall require each Labor Organization or contractor that is a party to a State Contract currently in effect, or that enters into a State Contract after the effective date of this Executive Order, to obtain and report to the State Agency within thirty (30) days of that request the total number of participants in any apprenticeship and training programs offered by the Labor Organization, or contractor and its subcontractors, the total number of participants who are (a) Minority Persons and (b) Veterans, and the percentage of total participants who are (a) Minority Persons and (b) Veterans.*

(IL Exec. Order No. 15-12, Section II)

In an effort to comply with Executive Order 15-12, this letter serves as a formal request for you to provide the following information within thirty (30) days of this request:

1. The total number of participants in any apprenticeship training programs
2. The total number of participants who are (a) Minority Persons and (b) Veterans
3. The percentage of total participants who are (a) Minority Persons and (b) Veterans,

For your convenience please utilize the attached form. Thank you in advance for your timely participation. Should you have any further questions, please contact Elias Ngwayah, Associate Deputy Director of the Business Enterprise Program at (312) 814-5628 or [Elias.Ngwayah@Illinois.gov](mailto:Elias.Ngwayah@Illinois.gov) .

Sincerely,

Paul Cerpa  
Deputy Director



EXECUTIVE ORDER 15-12 APPRENTICESHIP AND TRAINING PROGRAM SURVEY

Please submit within 30 days by mail to:
Central Management Services Business Enterprise Program
100 W. Randolph Street, Suite 4-100
Chicago, IL 60601

Please provide the information requested below for the year 2014.

Name Title
Address City State
County Zip Code
E-Mail Phone

Official Name of Apprenticeship Program in Existence

Affiliated Labor Organization/Contractor Association

Length of Program in Months

- This program is affiliated with a Union
This program is registered & certified with the US Department of Labor's Bureau of Apprenticeship and Training

Male Female
Number of Apprentices by Gender

Veteran Non-Veteran
Number of Apprentices by Veterans Status

American Indian/Alaska Native Asian African American Hispanic/Latino
Native Hawaiian or other Pacific Islander White Other Unknown
Number of Apprentices by Race and Ethnicity

Total number of apprentices participating in the program in 2014
Total number of minority persons participating in the program in 2014
Percentage of minority persons participating in the program in 2014
Total number of veterans participating in the program in 2014
Percentage of veterans participating in the program in 2014

On behalf of the apprenticeship program listed above, I certify that all information reported herein is true and accurate to the best of my knowledge and belief.

Signature Title Date



EXECUTIVE ORDER

15-12

**EXECUTIVE ORDER TO ENSURE EQUAL OPPORTUNITY  
IS PROVIDED TO ALL ILLINOIS PERSONS AND BUSINESSES**

**WHEREAS**, Illinois benefits from a diverse, multi-ethnic population, which contributes to the success of our economy and the character of our community; and

**WHEREAS**, despite this bountiful diversity, the unemployment rate for persons of diverse backgrounds is significantly higher than the general unemployment rate in Illinois, and the amount spent by the State of Illinois with businesses owned by such persons is disproportionately lower than their presence in the State; and

**WHEREAS**, Illinois is home to more than 800,000 veterans, who have dutifully served their country and this State and, after their military service, desire to use their talents to provide for themselves, their families, and their communities; and

**WHEREAS**, ensuring that employment and business opportunities are open to all persons and business, including in particular those of diverse backgrounds and veterans, is critical to ensuring that Illinois's economy grows and our community strengthens and to avoiding the perils of financial hardship;

**THEREFORE**, I, Bruce Rauner, Governor of Illinois, by virtue of the executive authority vested in me by Section 8 of Article V of the Constitution of the State of Illinois, do hereby order as follows:

**I. DEFINITIONS**

As used in this Executive Order:

**"CMS"** means the Illinois Department of Central Management Services.

**"Disadvantaged Business Enterprise"** means a "minority-owned business," "female-owned business," or "business owned by a person with a disability," in each case as such term is defined by Section 2 of the Business Enterprise for Minorities, Females, and Persons with Disabilities Act (30 ILCS 575/2).

**"Labor Organization"** has the meaning provided in the Illinois Public Labor Relations Act (5 ILCS 315/3(i)).

**"Minority Person"** has the meaning provided by Section 2 of the Business Enterprise for Minorities, Females, and Persons with Disabilities Act (30 ILCS 575/2).

**"State Contract"** means a contract executed by a State Agency on behalf of the Executive Branch of the State of Illinois, including, but not limited to, a Responsible Bidder Contract that is subject to the requirements of Section 30-22 of the Illinois Procurement Code (30 ILCS 500/30-22), and a Collective Bargaining Agreement as provided by the Illinois Public Labor Relations Act (5 ILCS 315/1 *et seq.*).

**"State Agency"** means any officer, department, agency, board, commission, or authority of the Executive Branch of the State of Illinois.

“**Veteran**” has the meaning provided by Section 45-57 of the Illinois Procurement Code (30 ILCS 500/45-57).

“**Veteran-Owned Business**” means a “qualified service-disabled veteran-owned small businesses” or “veteran-owned small businesses,” in each case as such term is defined by Section 45-57 of the Illinois Procurement Code (30 ILCS 500/45-57).

**II. REPORTING ON APPRENTICESHIP AND TRAINING OPPORTUNITIES**

Each State Agency shall require each Labor Organization or contractor that is a party to a State Contract currently in effect, or that enters into a State Contract after the effective date of this Executive Order, to obtain and report to the State Agency within thirty (30) days of that request the total number of participants in any apprenticeship and training programs offered by the Labor Organization, or contractor and its subcontractors, the total number of participants who are (a) Minority Persons and (b) Veterans, and the percentage of total participants who are (a) Minority Persons and (b) Veterans.

**III. VETERAN HIRING**

CMS shall conduct a thorough review of all goals, preferences and considerations provided under State law and regulations concerning the hiring and training of Veterans and the award of contracts to Veteran-Owned Businesses. CMS shall provide a report summarizing its findings to the Governor’s Office by June 30, 2015.

**IV. DISPARITY STUDY**

CMS shall conduct, or cause to be conducted, a thorough, detailed study of participation by Disadvantaged Business Enterprises and Veteran-Owned Businesses in State of Illinois procurement opportunities. Such study shall include recommended solutions and methods to address any disparity in procurement awards, including any statutory or regulatory amendments that may be needed. Such study shall be submitted to the Governor and to the General Assembly not later than December 31, 2015.

**V. SAVINGS CLAUSE**

This Executive Order does not contravene and shall not be construed to contravene any State or federal law or any collective bargaining agreement.

**VI. SEVERABILITY CLAUSE**

If any part of this Executive Order is found invalid by a court of competent jurisdiction, the remaining provisions shall remain in full force and effect.

**VII. EFFECTIVE DATE**

This Executive Order shall take effect immediately upon filing with the Secretary of State.

  
Bruce Rauner, Governor

Issued by the Governor: January 19, 2015  
Filed with the Secretary of State: January 20, 2015

**FILED**  
INDEX DEPARTMENT  
JAN 20 2015  
IN THE OFFICE OF  
SECRETARY OF STATE