



State of Illinois  
Department of Human Rights  
Department of Human Services

# Interagency Committee on Employees with Disabilities



## 2016 Annual Report

ILLINOIS DEPARTMENT OF  
**Human Rights**

DHS-DRS  
*Empowering*  
PEOPLE WITH DISABILITIES

James Dimas  
Secretary  
Department of Human Services

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## ICED HISTORY

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The Interagency Committee on Employees with Disabilities was created in 1974 by Section 19(a) of the state Personnel Code and was originally composed of five State agencies and four employees with disabilities appointed by the Governor. In 2016, legislation (P.A. 99-0314) was enacted to move the Committee to Section 2-106 of the Illinois Human Rights Act and expand its membership. Currently, the Committee's membership consists of the State Constitutional Officers, six State agencies under the Governor, and seven State employees with disabilities appointed by the Governor.

**Co-Chairpersons:** Director of the Department of Human Rights and the Secretary of the Department of Human Services.

**Other Statutory Agency Members:** Directors of the Department of Veterans' Affairs, the Department of Central Management Services, the Council on Developmental Disabilities, and the Chairperson of the Civil Service Commission.

**Constitutional Officer Members:** the Lieutenant Governor, the Attorney General, the State Comptroller, the Secretary of State, and the State Treasurer.

**Employee Members Appointed by the Governor:** Catherine Collier, Deborah Johnson-Small, and five vacant positions.

**Standing Committee Members:** Departments of Commerce and Economic Opportunity, Employment Security, Natural Resources, University of Illinois' Division of Specialized Care for Children, and the Deaf and Hard of Hearing Commission.

## ICED MEMBERS

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*ICED MEMBERS with Governor Rauner*



## ICED MEMBERS

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Note that the Constitutional Officers and Council on Developmental Disability Director listed below joined the Committee in August 2016 when Governor Rauner signed legislation that added them as members. Further note that members appointed by the Governor are indicated with an asterisk in the following list.

### Department of Human Rights

Janice Glenn, *Acting Director, ICED Co-Chair*  
Rocco J. Claps, *Former DHR Director*  
Susan Allen, *Designee*

### Department of Human Services (IDHS)

James Dimas, *Secretary, ICED Co-Chair*  
Francisco Alvarado, *Designee*

### Lieutenant Governor Evelyn Sanguinetti

Ennedy Rivera, *Designee*

### Attorney General Lisa Madigan

Vickie Simpson, *Designee*

### Secretary of State Jesse White

William Bogdan, *Designee*

### Comptroller Leslie Munger

Ryan Amerson, *Designee*

### Treasurer Michael Frerichs

Rosemary Laudani, *Designee*

### Department of Central Management Services (CMS) Michael Hoffman

Jaci DeBrun, *Designee*

### Department of Veterans' Affairs

Erica Jeffries, *Director*  
Greg Dooley, *Designee*

### Civil Service Commission

Frederick H. Bates, *Chairperson*  
Andrew Barris, *Designee*

### Council On Developmental Disabilities

Kimberly Mercer-Schleider, *Acting Director*  
Sandra Ryan, *Acting Director*  
Margaret Harkness, *Designee*

### Governor-Appointed Members

Catherine Collier,  
*Department of Children and Family Services*  
Deborah Johnson-Small,  
*Department of Human Services*

### Standing Committee Members

Carlos Charneco, *CMS*  
Erik Cozzolino, *CMS*  
Fred Steward, II, *CMS*  
Randolph Boschulte, *DCEO*  
Brandy Hayes, *Deaf and Hard of Hearing Commission*  
Anna D'Ascenzo, *Department of Employment Security*  
Caroline Alamillo, *Department of Employment Security*  
Roger Branson, *IDHS*  
Linda Lou Long, *IDHS*  
Sue Masten, *IDHS*  
John Marchioro, *IDHS*  
Alice Minter, *IDHS*  
Barbara Peake, *IDHS*  
Wanda Satkas, *IDHS*  
Martha Younger-White, *IDHS*  
Franklin L. Johnson, *IDHS*

## ACCOMPLISHMENTS OF ICED 2016 GOALS

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- Goal 1.** Provide educational opportunities on disability issues utilizing technology that will reach the broadest possible audience of State employees.  
**Activity** - Conducted webinars on state employment programs for people with disabilities
- Goal 2.** Inform Illinois legislators about ICED, its mission, and the status of our state as an employer of people with disabilities.  
**Activity** - Issued annual report to legislative leaders
- Goal 3.** Inform State administrators and human resource personnel that employees with a disability are competent, dependable, and loyal members of a workforce. Utilize first person accounts by state employees who have a disability to demonstrate this point.  
**Activity** - Issued newsletter ICED NEWS, and maintained website with employment information

### P.A. 99-0314 Expands Committee Membership

Public Act 99-0314, which added the Illinois Constitutional Officers, the Council on Developmental Disabilities and three additional state employees with disabilities to ICED membership, became law with the signature of Governor Rauner in August 2016. The new members will allow the Committee to share its mission of broadening access and opportunity for people with disabilities across State government. State initiatives to support applicants and employees with disabilities, such as the Successful Disability Opportunities Program and the Alternative Employment Program, are currently limited in application to agencies under the jurisdiction of the Governor. By expanding the Committee's membership to include the Constitutional Officers, ICED's experience can be shared across State government to welcome and support individuals with disabilities seeking employment.

### Note on Membership

This legislation added three additional positions to ICED for State employees with disabilities, bringing the total on the Committee to seven. ICED is always looking for enthusiastic members. State employees with disabilities are encouraged to nominate themselves for appointment to the Committee by the Governor. To begin the process, go to the Governor's Office on Executive Appointments at [appointments.illinois.gov](http://appointments.illinois.gov) and select "Nominate Yourself". The Committee is listed under 'Employees with Disabilities, Interagency Committee.'

## **ICED CO-SPONSORS SUCCESSFUL WEBINARS WITH CMS**

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ICED works with Central Management Services to promote the use of the Successful Disability (SD) Opportunities program by applicants with disabilities and by agencies in hiring from the SD applicant lists. To inform people with disabilities, state rehabilitation counselors, and disability advocates about the SD program, ICED co-sponsored a webinar with the Department of Central Management Services in FY16. This program explained application procedures for people with disabilities seeking state jobs. Audience members, including applicants with disabilities and rehabilitation counselors, among others, learned about the State employment application and testing process, including information on reasonable accommodation.

The SD program allows applicants with disabilities who are customers of the State Division of Rehabilitation Services to appear on a separate list of candidates that agencies can request for interview and hire. These candidates can appear on the regular State Eligibility applicant list as well. See Appendix B for a description of the Successful Disability Opportunities program. The Committee co-sponsors these webinars to increase the number of applicants and employees with disabilities in State government. To encourage agencies to hire candidates with disabilities from the SD list, the SD program coordinator and an ICED member meet with state agency human resource and equal opportunity staff throughout the year .

## **TOPICAL PRESENTATIONS AT ICED MEETING**

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Several disability-related presentations were made at ICED meetings this year: Sharon Rennert, of the U.S. Equal Employment Opportunity Commission, discussed the Americans with Disabilities Act's requirement for employers to provide reasonable accommodation; Vickie Simpson, a Policy Advisor in the Illinois Attorney General's Office, provided a presentation on accessibility requirements under State and Federal law; and Lore Baker, of the Department of Human Services, updated the Committee on Employment First implementation in State government.

## GOVERNOR RAUNER AND OTHER CONSTITUTIONAL OFFICERS PARTICIPATE IN ICED AWARDS AT CEREMONY IN MAY

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### Celebrating Those Who Make a Difference

Governor Bruce Rauner, Lieutenant Governor Evelyn Sanguinetti, and State Treasurer Michael Frerichs participated in the 2016 Awards Program held in May 2016 to Celebrate Those who Make a Difference in the lives of people with disabilities. Governor Rauner and Lieutenant Governor Sanguinetti presented awards to individuals, agencies, and organizations that expanded opportunities for people with disabilities in the State of Illinois. This is the second time that Governor Rauner participated in the Committee's awards program, and the first year that other Constitutional Officers were an active part in the ceremony. The Committee was expanded this year to include the other Constitutional Officers as members. In his welcome to assembled guests, Governor Rauner spoke about the importance of opportunity and independence for all people in the State, particularly to people with disabilities. Entertainment at this year's Ceremony was provided by the Illinois School for the Visually Impaired, and exhibitors from the Illinois State Library programs.

The individuals, organizations, and employers honored at the event have eased the way for people with disabilities in the State to work and live independently. The awards categories and this year's recipients follow.

### State Agency of the Year – Department of Employment Security

*Jeff Mays, Director, and Anna D'Ascenzo, EEO/AA Officer*

This agency, whose mission concerns employment, does an outstanding job in providing job opportunities for people with disabilities. Over 15% of DES's 1,196 member staff has disabilities, which is double the State's representation as a whole. The agency provides a variety of accommodations for its staff with disabilities, and DES is in the forefront of state agencies granting telework accommodations. The agency EEO/AA Officer and ADA Coordinator are active in a number of committees dealing with disability-related issues, including ICED.



*Governor Rauner, Jeff Mays, DES Director and Anna D'Ascenzo, DES EEO/AA Officer*



## State Employee of the Year

### Nanette Larson

Nanette Larson, has worked for the State for 17 years and is the Director of Recovery Support Services for the Department of Human Services' Division of Mental Health. Ms. Larson was nominated by numerous individuals who called her highly skilled, intuitive, tireless, open, respectful, steady, dedicated, inspiring, motivating, and one of the most forward-thinking individuals they know. Ms. Larson's skills do not end with office work; she projects a warm, cheerful attitude to everyday individuals in recovery – fellow people with psychiatric disabilities. Her colleagues have seen Ms. Larson resolve conflicts with remarkable patience, admirable tact, and incredible compassion.



*DHS Secretary Dimas, Nanette Larson,  
and Lieutenant Governor Sanguinetti*

Ms. Larson treats each person with the utmost dignity and respect; she loves people, works hard, and always tries to lift the spirits of those around her – characteristics that any employer would appreciate in its employees. One colleague said Ms. Larson's influence has touched every individual who has accessed behavioral health services in Illinois since the turn of the century. Another colleague said, "When I first learned that the State of Illinois had established this award, I couldn't believe that Nanette Larson had not already won it. Why? Because Ms. Larson is the epitome of what this award aims to recognize and has done more for the disability community in Illinois than anyone I know." Ms. Larson has a degree in Psychology and Religion from Illinois Wesleyan. According to co-workers, her message is one of hope for all lives who are affected with mental health conditions. A final colleague, who was tremendously affected by Ms. Larson both personally and professionally, calls Nanette the "First Lady of Recovery."

## **Carl Suter Legislator of the Year Award**

### **Senator William Delgado**

Senator William Delgado, who has had a long tenure in the Illinois legislature – including ten years in the Senate and seven years in the House – championed legislation to advance the status of people with disabilities in the State. Serving on the Public Health, Appropriations 1, Human Services, and Licensed Activities Committees, Senator Delgado was a Senate sponsor of legislation to improve access and independence for people with disabilities throughout the State. Some of



*DHS Secretary Dimas, Senator Delgado, and former DHR Director Claps*

these bills include amendments to the Environmental Barriers Act to update accessibility standards; a measure to require insurance coverage of physical therapy for people with Multiple Sclerosis; a bill to create an income tax credit for taxpayers who purchase an accessible residence or retrofit an existing residence to improve accessibility, universal design and visitability; a proposal to create a lottery scratch off game to raise funds for Alzheimer's Awareness; and a resolution to designate May 2015 as Mental Health Awareness Month in Illinois. Senator Delgado has a degree in Criminal Justice from Northeastern University.

## **Dan Dickerson Advocate of the Year Award**

### **Glenda M. Corbett**

Ms. Glenda M. Corbett, Elisabeth Ludeman Center Facility Director, who received the Committee's highest advocacy award, works on a daily basis to ensure that people living at Ludeman (a State-operated Developmental Center) function with maximum independence until they are able to transition to community settings. Ms. Corbett's leadership and innovative approach as facility director resulted in development of programs to benefit those living at the Center to move to more independent settings. One of these special programs was Café 64, which provides job opportunities for people living at the Center and prepares them for employment in the community. Many residents at Ludeman completed the training and work in the Café. Some of the program graduates work at a donut shop in the community. One of these individuals has transitioned from the facility into a home less than five minutes from her employer. Another innovative program,



*DHS Ludeman Director Glenda Corbett and Lieutenant Governor Sanguinetti*

called 'Ludecorn,' trains people living at the Center in planting and harvesting skills. The program was selected as a provider of plants for the Brookfield Zoo. Other programs Ms. Corbett and her administration are developing to use as a bridge between State-operated Developmental Centers and community settings are a car wash, recycling, janitorial, and laundry programs. Ms. Corbett serves on the Illinois Association of Minorities in Government Board, and is a member of the Delta Epsilon National Honor Society. She has a Bachelor's in Criminal Social Justice and Social Work, and a Master's Degree in Health Science.

## Media Award

### The Herald-News

The Herald-News, the 2016 Media Award winner, was recommended by the Will-Grundy Center for Independent Living, which is located in the reading area. The newspaper consistently covers disability rights and independent living issues well. Last summer, a reporter wrote a three-issue series on the ADA's 25th anniversary, which was a heralded event in the disability community. The newspaper covered the Center's Stroll n Roll in October where people with/without disabilities walked/strolled through a local park to publicize its many inaccessible features. Letters and op-ed pieces on disability-related issues often appear in the newspaper. The Herald-News and Ms. Leone-Cross's reporting have gone a long way to reducing the attitudinal barriers facing people with disabilities in this part of the State.



*Lauren Leone-Cross, The Herald-News, and Lieutenant Governor Sanginetti*

## Non-Profit Award

### Chicago Community Trust/ADA 25 Chicago, Emily J. Harris, Executive Director

The Non-Profit Award winner, the Chicago Community Trust/ADA 25 Chicago, (Emily J. Harris, Executive Director), convened 200 organizations and companies to raise public awareness and promote action to fulfill the promise of the Americans with Disabilities Act for equal opportunity, economic self-sufficiency, independent living, and full participation in civic life in the Chicago area. One legacy of this year-long initiative is the Leadership Institute for People with Disabilities, which created a pipeline of local leaders with disabilities to serve in public, private and nonprofit leadership positions to ensure that people with disabilities are fully included in all facets of Chicago's



*Risa Rifkind, Left, and Robin Burnett, Right, of the Chicago Community Trust, with Lieutenant Governor Sanginetti, Center*



civic leadership. The Leadership Institute is the first-of-its-kind in the nation and directly addresses two needs: the desire of public officials, non-profit boards and others for a pipeline of qualified people with disabilities; and the perception of many people with disabilities that they lack access to the networks that can facilitate entry to leadership positions. In early December 2015, the inaugural class of Fellows participated in intense, transformative training to build leadership capacity and to begin to create a local network of leaders with disabilities. In addition to the Fellows, a team of existing leaders with disabilities are serving as Leadership Institute Advisors to help craft a long-term civic connections project.

## Internship Awards

### State Treasurer Michael Frerichs

The Internship Employer of the Year, State Treasurer Michael Frerichs, is new to ICED. One of his first actions after joining the Committee was to make his agency's internship opportunities available to people with disabilities. The Intern of the Year William Sitter worked in the Treasurer's Office. A good intern is well-matched to the job, and this is the case with Mr. Sitter. Treasurer Frerichs had this to say about his intern, "Bill has been exactly what our office looks for in a policy intern – hardworking, able to juggle multiple projects, and interested in learning more."



*J.J. Hanley, J.J.'s List, DHS Secretary James Dimas, Bill Sitter, Intern, State Treasurer Michael Frerichs, and former DHR Director Claps*

## SUCCESSFUL DISABILITY OPPORTUNITIES PROGRAM RECOGNITION

Applicants with disabilities enter State government employment in different ways, but an important avenue for them is the Department of Central Management Services' Successful Disability (SD) Opportunities Program. A description of the program appears in Appendix B. The SD program is one of the primary affirmative action programs in State government for people with disabilities. Jaci DeBrun, who coordinates the program for CMS, is responsible for much of the program's success. To promote the program, ICED recognizes agencies that use it during the year. The following agencies hired individuals with disabilities through the SD program in calendar year 2015.

Department of Children and Family Services  
Department of Human Services  
Department of Natural Resources  
Department of Transportation  
Department of Veterans' Affairs

## ICED OUTREACH

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### ICED Website

The ICED website at [iced.illinois.gov](http://iced.illinois.gov), provides a wide variety of information about the Committee through links to employment resources and job opportunities. The Committee's newsletters, as well as other ICED publications, are posted on the website. In addition, the Committee agendas, meeting minutes and a variety of reports are available on the website. The ICED website also links to CMS's Diversity Enrichment Program's webpage to inform people with disabilities about opportunities for employment in State agencies.

### ICED Newsletter

ICED NEWS, now in its 15th year, covers Committee activities and issues of interest to employees with disabilities. This year, the newsletter featured articles on reasonable accommodation, the ICED Internship Program, and disability-related employment cases in the courts. The newsletter is posted on the ICED website and is sent electronically to several hundred individuals. A special edition of the newsletter devoted to the issue of reasonable accommodation appears in Appendix C of the report.

## ICED ACTIVITIES IN SUPPORT OF ITS MISSION

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### ICED Internship Program

The ICED Internship Program for Students with Disabilities was created by the Committee in the year 2000 to help agencies diversify their hiring pools and assist people with disabilities in gaining valuable work experience. Over the years, several ICED interns gained permanent employment with the State following their internship. The objectives of the Internship Program are to:

- Provide employment opportunities to qualified students and recent graduates with disabilities;
- Diversify State government's workforce;
- Provide a qualified pool of applicants with disabilities to State agencies;
- Demonstrate the abilities of employees with disabilities;
- Further affirmative action objectives; and
- Provide a transition for students with disabilities into the workplace.

Agency placements are sought in both professional and staff positions across the State to provide opportunity in a variety of employment positions. Efforts are made to match varied skills and abilities of interns with State agency vacancies. Students with disabilities are recruited from the Department of Human Services, Division of Rehabilitation Services' Vocational Counselors. Supervisory feedback has been very positive about the program over the years, reflecting a successful experience for both the students and the employers. With State budget issues limiting opportunities in FY16, the Committee



collaborated with the Chicago Mayor's Office on Disability to place students from the 'One Summer Chicago' program. Three of these interns from the Chicago Public Schools were placed in State agencies during the year, two in the Department of Human Services and the third in the Department of Corrections. In addition, one of the new members of ICED, the State Treasurer's Office, provided an internship for a student with a disability. This intern's story follows.

### **William Sitter, ICED Intern of the Year, Writes of his Experience**

*Note: The following article appeared in ICED NEWS in June 2016*

I have been honored to have the opportunity this spring to serve as a Policy Intern Analyst at the State of Illinois Office of the Treasury. This position lets me utilize my research skills and, as a result, allows me to be seen as a person first, before being a person with a disability.

I assist with the formation of the policy programs in the office. Legislators pass laws developing and creating roles for various offices and my office figures out how we can accomplish those roles.



*Bill Sitter, ICED 2016 Intern of the Year*

The folks at the Treasurer's office have appreciated the work that I have done and I have had a chance to interact with many of the people that help make the office work on a day to day basis. On numerous occasions, I have met and conversed with State Treasurer Mike Frerichs, and today I was able to engage in a brief conversation and meet with the President of the City Club of Chicago. With so many opportunities, I've had to learn the general "Do's and Don'ts" of working for the government. This is an important concept because public sectors are held to a higher standard of behavior than those in private sector.

These rules begin the moment that I enter the building. Every day, I have to go through a security check. As a person with Autism, dealing with security personnel of varying personalities can be a frustrating test of personal patience. The important thing to know is you have no say in changing the rules and neither does the security guard. Any complaints about procedures have to be addressed outside of the security checkpoints. I have dealt with this frustration regularly.

Once I enter the office, a new set of rules are in play. One must remember important communication protocols. If the communication is 100% work related, utilize your work email. If there is a question of whether or not the communication is work related, then utilize a personal email to send the message. If people visit and ask you where things are, refer them to the secretary. Never ever directly ignore people. This is imperative, especially in government offices, because one negative impression of government can be a lasting one.

Communication between co-workers is another important matter. In the State Treasurer's office, I cannot just randomly go from office to office looking for people to talk to. I have to first try and email my supervisor, second reach out to other members of the policy team. Then they can give me assignments.

In addition, from what I have experienced at the Thompson Center, where I work, the spaces in the building feel accommodating for people like me. Also, in government there is a need for subject matter expertise.

Subject matter expertise is one of the important ways to market yourself in the professional world. A simple way to describe subject matter expertise is having more knowledge on a topic than most people. Government is a large organization that is organized into various departments. Thus, it employs accountants, policy researchers, communications professionals, janitorial workers and other staff that make the office operations possible. If you are passionate about your field, government might have a place for you. Knowing the “Do’s and Don’ts” allow me to have a productive work experience at the Treasurer’s office.

Note: Bill Sitter is a No Boundaries Participant and was a Policy Analyst Intern for the State of Illinois Treasurer’s Office. No Boundaries, a social enterprise of Search, Inc., supports the meaningful integration of individuals with disabilities into the workplace and the community, through innovative on-land and on-line classroom and experiential learning. JJsList.com is a communications and marketing social enterprise that helps businesses meet the needs of customers or employees with disabilities by incorporating disability-aware marketing, customer service, and employment best practices into core business strategies.

## **MONITORING EMPLOYMENT OF PEOPLE WITH DISABILITIES**

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The Committee continues to track the composition of the State’s workforce to monitor its affirmative action efforts in regards to people with disabilities. A chart in Appendix A shows employment figures in State government over the last 18 years for employees who identified themselves as having a disability through the State’s survey process.

The data shows that the number of State employees as a whole decreased over the years in question by 41%, and the number of employees with disabilities decreased by almost the same percentage, or 40%. The percentage of State employees with disabilities has grown during the years studied, from a low point of about 5% in FY04 to a high in FY13, of 7.5%. The percentage of State employees with disabilities slipped to 7% in 2015, and a little lower to 6.8%, in 2016. It should be noted that the State began a more reliable system of identifying employees with disabilities in 2011 (through an online survey) which might explain some of the increase in the percentage of employees with disabilities in recent years.

Another indicator of the success of affirmative action programs’ targeting people with disabilities in state agencies is a comparison of the State’s utilization of employees with disabilities with the labor market availability rate of this group in Illinois. The Department of Human Rights, which enforces the Human Rights Act, uses the figure of 4.95% as a labor force availability rate for employees with disabilities in Illinois (4.95% of people in the Illinois

labor force have disabilities, according to the American Community Survey). The State of Illinois' employment of people with disabilities, at almost 7%, is significantly higher than the availability figure.

Even as the State has been successful in employing people with disabilities in numbers in excess of their availability in the labor force, continuing affirmative efforts are needed. People with disabilities have one of the highest unemployment rates of any demographic group in the country. Many surveys show the unemployment rate for people with disabilities to be as high as 70%. A large percentage of people with disabilities who are currently unemployed have the ability to work and an interest in working. Diverse workforces, including those with people with disabilities, enable agencies to better meet the needs of the public. ICED will continue its efforts to advocate on behalf of employees with disabilities, including the following activities:

- Informing legislators, state administrators and supervisors of the importance of hiring people with disabilities;
- Identifying ways to make State hiring processes easier for applicants with disabilities to negotiate;
- Improving retention rates of employees with disabilities through better agency response to reasonable accommodation requests, improved accessibility, and more promotional opportunities; and
- Increasing recruitment efforts by all agencies with respect to hiring individuals with disabilities.

## PLANS FOR FY2017

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ICED has identified the following goals for which activities will be planned during fiscal year 2017:

**Education** - Work towards an Illinois workforce that is inclusive and supportive of employees with disabilities.

**Promotion Efforts** - Increase the visibility and awareness of ICED among agencies and individuals.

**Analysis of Employment Data** - Monitor State agency employment data on people with disabilities and seek ways to increase those numbers.

**Technical Assistance** - Provide technical assistance to agencies, State employees and applicants on issues related to disability.

## APPENDIX A

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### Employees with Disabilities in State Government 1998 to 2016

DATE	TOTAL STATE EMPLOYEES	EMPLOYEES WITH DISABILITIES
June 30, 1998	63,375	4,343 (6.85%)
June 30, 1999	65,415	4,205 (6.43%)
June 30, 2000	65,641	4,096 (6.24%)
June 30, 2001	65,974	3,952 (5.99%)
June 30, 2002	64,838	3,706 (5.72%)
June 30, 2003	54,443	2,781 (5.11%)
June 30, 2004	55,108	2,675 (4.85%)
June 30, 2005	53,284	2,561 (4.81%)
June 30, 2006	52,723	2,734 (5.19%)
June 30, 2007	51,843	2,596 (5.01%)
June 30, 2008	50,513	2,483 (4.92%)
June 30, 2009	49,229	3,122 (6.34%)
June 30, 2010	47,798	3,051 (6.38%)
June 30, 2011	48,501	3,399 (7.01%)
June 30, 2012	45,132	3,346 (7.35%)
June 30, 2013	43,620	3,286 (7.53%)
June 30, 2014	43,932	3,248 (7.39%)
June 30, 2015	45,012	3,191 (7.09%)
June 30, 2016	45, 550	3,097 (6.80%)

## APPENDIX B

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### **Department of Central Management Services Successful Disability Opportunities Program**

#### **Successful Disability (SD) Opportunities Program**

- The Successful Disability Opportunities Program provides persons with disabilities a greater access to employment opportunities with the State.
  - Applicants must be a customer of the Division of Rehabilitation Services and have a Certificate of Eligibility completed by their vocational rehabilitation counselor for each title on file at the time of testing.
  - Immediately upon completion of the test and receiving a passing grade, in addition to their open competitive grade, their SD grade will be issued.
  - SD grades are valid for one year.
  - An agency may request the SD eligible list when there is a vacancy to be filled by other means.
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**iced.illinois.gov**

Programs, activities and employment opportunities in the Illinois Department of Human Services are open and accessible to any individual or group without regard to age, sex, race, sexual orientation, disability, ethnic origin or religion. The department is an equal opportunity employer and practices affirmative action and reasonable accommodation programs.

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