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# Modernizing Illinois State Government: Transcript of Press Conference Announcing Creation of a Central Panel and Copy of Executive Order

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Modernizing Illinois State Government: Transcript of Press Conference Announcing Creation of a Central Panel and Copy of Executive Order

By the Honorable Bruce Rauner, Governor State of Illinois

### INTRODUCTION

On April 29, 2016, Illinois Governor Bruce Rauner, with staff assistance, held a press conference to announce his executive order creating an Illinois Central Panel. A verbatim transcript of that press conference follows, with a copy of the executive order attached at the end.

Consolidation of agency adjudication services through a central panel is part of Governor Rauner's larger plan to modernize Illinois state government and make it more efficient. Besides establishing a central panel, Governor Rauner also plans to consolidate and make compatible all state agency computer information systems. Currently, many state agencies have incompatible information systems. The systems often require heavy staff effort to recode data into different computer languages whenever the data is transferred back and forth between different agencies. This heavy staff effort can be eliminated, and Governor Rauner estimates this would save the state millions. The state can accomplish this result by making all the computers "speak a common language." Once this is done, the computers will be able to freely share information across agency lines without staff having to first recodify the data. The money saved can be transferred to budget items that desperately need more money. For example, the state may use this money to help upgrade and modernize Illinois's public school system.

Governor Rauner speaks about the waste and inefficiency of the present Illinois in-house ALJ model. By switching to a central panel he expects to achieve a substantial cost-savings and greatly increase efficiency. No longer will ALJs for some agencies have overwhelming case backlogs and lengthy case-disposition times while ALJs for other agencies have little or nothing to do. By cross training ALJs to perform work for more than one agency, he says the new central panel should be able to significantly reduce the case disposition times from date of filing to date of final order without employing any new personnel. He estimates that in some instances case-disposition times may be reduced from three years to an average of less than three months without any increased costs to the taxpayer.

Governor Rauner deemphasized the usual arguments of justice and fairness most sponsors of central panels have made in the past. Instead, he zeroes in on the efficiency and cost savings he expects to achieve through centralization of ALJ services in the new central panel. In a time of concern about rising costs of government, his arguments may appeal greatly to cost-conscious public officials in other states and in the federal government. Governor Rauner and his staff present these arguments so convincingly that we have asked the Journal to print the complete transcript of the Governor's press conference. We are also attaching a signed copy of the Governor's executive order.

Rather than trying to establish an all-agency inclusive central panel overnight, the executive order sets up a phased-in demonstration project. The original panel will include about ten agencies. Should the pilot prove successful, as he expects it to do, Governor Rauner plans on eventually making consolidated adjudication services available to all state government agencies through the new central panel. In response to reporter's questions, Governor Rauner and his staff said they expect the full implementation of the pilot to take about a year. They said that cross-training of ALJs to serve all ten pilot agencies should take no more than a month.

Governor Rauner said that full consolidation of adjudication services and modernization of the state's information services is "just good management." He said he can carry out much of what he plans just through executive order. But, he said details are still under study and some new legislation may turn out to be required for full implementation of his plans to modernize the Illinois state government.

In closing, we congratulate the members of NAALJ's Illinois affiliate, the administrative law section of the Illinois State Bar, and Malcolm C. Rich of the Chicago Appleseed Project whose combined efforts have helped make a central panel for the State of Illinois a reality.

<u>/s/ Bob Layton</u> Bob Layton 2016 President National Association of the Administrative Law Judiciary

<u>/s/ Julian Mann III</u> Julian Mann III 2016 Chair National Conference of the Administrative Law Judiciary Judicial Division American Bar Association

/s/Larry J. Craddock Larry J. Craddock Special Projects Committee Chair National Conference of the Administrative Law Judiciary Judicial Division American Bar Association

## **EXECUTIVE ORDER 2016**

## TAPED PROCEEDINGS

MR. SNYDER: Good morning, my name is Brian Snyder, I am the Secretary of the Illinois Department of Professional Financial and Professional Regulation (IDFPR). One of our core functions is to protect Illinois consumers by overseeing more than one million licensed professionals in the state of Illinois and nearly 100 different industries and many hundreds of banks, credit unions and non depository financial institutions that do business in Illinois.

We work closely with the administration, members of the general assembly, law enforcement officers, industry experts and concerned citizens to help ensure that unscrupulous businesses or unqualified professionals cannot take advantage of Illinois citizens.

One of the necessary methods we use to ensure this goal is the administrative hearing process which allows the Department to fairly adjudicate issues impacting public health and safety and ensure wrongdoing performed by our licensees does not go unchecked. Because our department is responsible for regulating some of the largest professions and industries in Illinois it is critical that we run an agile department staffed with an appropriate number of well trained professionals working with the best technology infrastructure that we can.

Over the past year IDFPR has made progress on this front working closely with Hardic Bhatt and his team. For example, by transitioning away from antiquated paper technology to 21<sup>st</sup> century digital technology our department has increased its efficiency, reduced costs and provided an overall better experience for our licensed individuals.

Today we take yet another step forward. This Executive Order will improve automation and streamline IDFPR's high volume of administrative hearings. In the end justice delayed[,] as the saying goes, is justice denied. Through interdepartmental collaboration and ITN integration this pilot program will allow our department to evolve as a regulator to not only meet the current needs of Illinois, but also make state government a place where innovation can take root.

Thank you, Governor Rauner, for your efforts to enhance our licensed professionals' experience and to create a regulatory

environment conducive to strong economic growth and opportunity.

I would then like to introduce Sadzi Oliva for our next comments.

JUDGE OLIVA: Thank you, good morning, everyone. I am Sadzi Oliva, and I am Chair of the Governor's Office Administrative Hearings Review Committee, and I am also the Chief Administrative Law Judge at the Illinois Department of Children and Family Services.

Thank you, Governor Rauner for having me here this morning to explain what is an administrative hearing.

Administrative law is the body of law that regulates the operation and procedure of government agencies. In Illinois there are over 25 state agencies that fall under the Governor's purview that hold administrative hearings. There are over 100 types of hearings and over 100,000 hearing requests received per year by these state agencies.

These cases have a huge impact on the public. For example, it could be a revocation for a doctor to practice medicine. It could be a denial of employee benefits, or a removal of social service benefits or it can involve workplace discrimination.

Administrative Law Judges also known as Hearing Officers preside over these cases. They issue evidentiary rulings, make a recommendation to the director or in some cases even issue the final administrative decision. Currently each agency has its own hearing process and rules.

Each agency has its own administrative hearings unit or staff assigned to hear the cases. Some agencies have modern technology, some do not. Each agency has its own case tracking and docketing system. Again, some more modern and efficient than others.

Each agency has its own set of timelines to complete the adjudication process, some by statute or some by internal policy. Some agencies currently have a backlog of decisions and hearings can take up to or longer than two years to complete.

The complexity of hearing ranges from very complex to possibly a simple evidentiary prove up. It could involve medical expert testimony, it could involve complex legal issues and industry issues such as insurance fraud findings or bank audits. While all of the Administrative Law Judges that I know are fair, unbiased and neutral, some in the public perceive ALJs as biased due to the fact that they work for the same agency that the prosecutor works at and the investigator.

And that brings me to the goals of this pilot project and goals of centralization. Neutrality, a central bureau of administrative hearings eliminates that perception of bias creating a neutral venue for the citizens and industries of Illinois.

Uniformity, a central bureau would have a uniform process, uniform standard, code of professional conduct for the Administrative Law Judges, uniform set of hearing rules and procedures and a uniform case tracking and docketing system, implementing timelines for participating agencies.

And finally, the goal of efficiency. The idea of one electronic case docketing system, one venue, one website, for the public to be informed about the hearings process. I hope you can see how all of the above will benefit the citizens of Illinois tremendously between faced with the daunting experience of an administrative proceeding.

Thank you again, Governor, for having me here and thank you to the Administrative Hearings Review Subcommittee Chairs, Corian Golavitz (phonetic), Kathleen McGinty, Tina Satsoulis and Sarah Curley (phonetic).

SECRETARY DESIGNATE BHATT: Thank you, Sadzi. I am Hardic Bhatt, I am the State CIO [Chief Information Officer] and the Secretary designated for the Department of Innovation and Technology.

Our citizens who are going through the administrative hearing process are already under some stress, and our old dysfunctional and sometimes non existent systems make it even worse. If we think about this, we have nine systems between 12 agencies that do not share data with one another.

One of them is DOS<sup>1</sup> based. When I was studying in 1989, I learned DOS and I never used it after that in the last 25 years, but we are still using it. On top of that, there are nine agencies that do not even have systems. So they still rely on that 2000 year old innovation called paper, and this is just one example of it.

<sup>&</sup>lt;sup>1</sup> DOS is short for "disk operating system" and is an acronym for several computer operating systems primarily used between 1981 and 1995 and until around 2000. Now considered badly out-of-date, if not obsolete.

I mean, we have 420 ERP<sup>2</sup> systems, 50 licensing systems, 38 asset management systems and I can just go on and on and on. Just imagine the amount of manual work that has to go for this, and the negative impact on the productivity of both the taxpayers and the employees.

So the step we are taking today is going to allow us to streamline the process of administrative hearings and enable the right technology for that. We are accelerating modernization of Illinois. We are very soon going to start bringing all of the administrative hearing information on to a one stop portal. But there is a long road ahead and there is a lot of hard work that needs to happen over the next so many years.

But our team and our taxpayers are hungry for the change that Governor Rauner is leading. With that let me invite the Governor to the program. Governor.

GOVERNOR RAUNER: Thank you. Again, good morning, thank you for joining us today. Thank you, Secretary Bhatt, thank you Secretary Snyder and Judge Oliva, thank you.

Today is an important day for the taxpayers in Illinois and the citizens who receive government services. We have dozens of state agencies that issue thousands of regulations. People's lives are impacted by these regulations. Often those who are impacted challenge the regulations or the impact of those particular enforcements. And we in Illinois deny true justice to these citizens because in many cases it takes a year, two years, three years, even more than three years time when someone challenges a regulation for a hearing to be held and an adjudication to occur.

Three years is far too long for people to wait for justice on a particular regulatory enforcement. It is wrong. We can change the system so it works for the people, we can have greater productivity and we can take the wait times for these judicial hearings from two or three years down to two or three months or less, by changing the structure the way we provide these services.

While doing that over time we eventually can actually save taxpayer money and we can increase the productivity, the efficiency

<sup>&</sup>lt;sup>2</sup> ERP is an acronym for enterprise resource planning, which is a business management process software.

of inside our government agencies.

As you know, we discussed with you in the past we are streamlining our IT systems. We are bringing all of our IT systems together. It used to be that every department had its own IT service, they didn't talk to each other, we didn't share data. And as the Secretary said, we have nine agencies that don't each have computers, everything is paper and pen. We can change this. We can make it far more productive. That is underway.

The next step in this process is to take these digital systems and use it to drive more productivity within our judicial review process. Right now just the way we have done IT on a silo base situation we have Administrative Law Judges apportioned off by department. Each department has its own judicial review process, its own Judges specifically for them. They don't hear other cases, they are not cross trained.

And as a result some judicial leaders are not very busy in their departments. There is not much going on and they are, they are relatively idle. In other departments we have backlogs of years and this hurts the service to the people of Illinois.

So what we want to do is create a central bureau, and that is what this Executive Order does, it creates a bureau for administrative hearings, centralizes the process. We are going to start with 10 agencies where we bring their Administrative Law Judges together in one central bureau, cross train them so they can hear cases among multiple agencies, and then let them go administer in those agencies to take the turn around time and the judicial review time down from three years to less than three months.

This is just a pilot program. We hope to run through the entire state government in the coming months, but initially we are going to start with a pilot program, roughly 10 agencies that are brought together under this new bureau created within the Department of Central Management Services.

We think this is an exciting first step. We believe in the coming couple of years we can dramatically transform the way these judicial hearings are administered and bring swifter prompt justice to those who are challenging the regulations that are impacting their careers and their lives.

So with that I will move to the table and sign the Executive Order and then we can do some questions. As we start the questions we would like to focus on this topic, if we could. I know there are a lot of things people would love to talk about, and I will ask those here to join in answering the questions so we can get into any detail that you would like.

REPORTER'S VOICE: Has the state ever (inaudible)?

GOVERNOR RAUNER: Oh yes, we still have the systems that don't.

REPORTER'S VOICE: Why isn't that already done?

GOVERNOR RAUNER: That is a great question. Most states have already done it. As we announced a number of months ago, Secretary Bhatt, we are centralizing all of our IT systems. We are bringing digital systems into every department. We still have a lot of them are paper based.

REPORTER'S VOICE: So does that mean that (inaudible) for every financial transaction that occurs, there is a much higher cost to process those payments because these systems can't talk to each other. Can you explain that?

GOVERNOR RAUNER: Correct. We -- we are still wasting hundreds of millions of dollars every year of taxpayer money because we have antiquated systems, siloed systems that don't communicated with each other. That has been true -- we are running software from 1974, in many departments.

REPORTER'S VOICE: Can you just unilaterally fix it or do you have to go through the Legislature?

GOVERNOR RAUNER: Most of it we are fixing by administrative action, through Executive Order, and Secretary Bhatt, we created the Department of Innovation and Technology exactly to consolidate all of this.

And by the way, this that we are doing right now for our Administrative Law Judges, this should have been done decades ago. This is just pure good management. What has prohibited it in the past is the turf wars among departments. Hey, I have got my Judges, I want them doing my thing, and we don't, you know, we don't, we don't share. There is a turf battle inside government and we are absolutely transforming that.

We will save money, but most importantly we are going to increase productivity where we get much better service for the people of the state.

REPORTER'S VOICE: Governor, how long will it take before any of these 10 systems are merged and able to work together?

GOVERNOR RAUNER: That is a great question. I believe we are going to create this new bureau right now and we are going to pick the agencies who will merge their Administrative Law Judges as one unit, get them cross trained.

Do we have a number we could give in terms of how quickly they can be cross trained and have other Judges administer hearings for other agencies?

JUDGE OLIVA: Sure, the participating agencies hopefully will be under the same type of industry caseload. So right now a lot of Administrative Law Judges share their templates. Each one pretty much writes the same type of recommendation which includes findings of fact, conclusions of law. It is a basic template.

So it is a question of what type of case is it, filling in the right law, applying the right law and writing it. So there may be a little bit of time for these ALJs to learn the new laws, but we all do the same work. We all write the same type of recommendations, just different types of hearings, so cross training shouldn't be too difficult.

GOVERNOR RAUNER: So hopefully -

REPORTER'S VOICE: Are we talking about a year, are we talking six months?

GOVERNOR RAUNER: Less than that.

JUDGE OLIVA: Less than that. The pilot project is scheduled to take a year. I would say cross training would take about a month.

REPORTER'S VOICE: I have a question for (inaudible). In the '90s, it was estimated that the cost of processing one check for one

warrant as you guy call it, is 50 bucks. That was in 1995, because of the lack of an identified statewide accounting system. Can you tell me what it costs today?

SECRETARY DESIGNATE BAHTT: I don't have the numbers to share with you. We haven't done that assessment. But I will tell you that we haven't changed much since 1995. We are still, we still have 420 systems and have 263 of those are financial and accounting systems.

So if you want to buy a paperclip, they don't talk to each other. You want to buy a paperclip, you got to go through four systems. The third and the fourth system between those two we have to run a tape personally from one department to the other. So --

GOVERNOR RAUNER: And this is the tip of the iceberg. That is true in almost every other element of the government.

Now you understand how stunned I was when I came into office

REPORTER'S VOICE: What has happened in your venture capital if you acquired a firm and found out that they had 100 systems?

GOVERNOR RAUNER: Well, if any firm, any business were run the way the state government is run in Illinois it would have been bankrupt a long time ago. It is amazing. It is amazing, in every, in every regard, not just IT, not just in Administrative Law Judges. In virtually every way.

And I don't know, some of it needs legislation but a lot of it is just management 101. I could tell there was a problem when I went into my first agency my first day in office and people said, "No Governor has ever come to see us in this agency ever. And I have worked in state government for 32 years." And I was like, "You are kidding me," and this is just, this is what it is.

REPORTER'S VOICE: And isn't there a cost depending on these different --

GOVERNOR RAUNER: Huge, huge, it costs more to have all of these systems than less. It is not like we have been saving money by not putting in modern systems. It has been costing us more. We are the third highest spending state in America on IT, the third highest of any state. What do we spend on IT?

SECRETARY DESIGNATE BHATT: About \$830 million by an estimate, by an estimate.

GOVERNOR RAUNER: And we are the fifth from the bottom of states for digital services delivered. And this is not a recent thing. This has gone on for years. So we spend the third highest, we are the fifth worse from the bottom for digital services delivered and this has been going on for decades. This is not a recent, this is not a recent thing.

REPORTER'S VOICE: Is the problem, it sounds like you are saying this is really (inaudible) to Illinois. It is not so much a government problem, other states that --

GOVERNOR RAUNER: Other states, like 30 states have done what we are just doing today, 30 other states have done this already.

REPORTER'S VOICE: So what is it about Illinois? Is it in the political interest of someone to protect the turf of each of these areas? They don't want to change because it gives them some advantage?

Just in general, what is so peculiar about Illinois that makes it so bad?

GOVERNOR RAUNER: I have some very strong opinions about what that is, but I don't want to go into that today. I -- we have --

REPORTER'S VOICE: Just in a nutshell.

GOVERNOR RAUNER: They are not, there will be time to talk about this. There are reasons why, but this isn't endemic to our system.

REPORTER'S QUESTION: Do you ever envision today that we will move to a statewide unified accounting system?

GOVERNOR RAUNER: Yes, we are -- talk about --

SECRETARY DESIGNATE BHATT: So later this year we are

going to have some part of agencies going live on a unified financial system. So that will basically address that and then over the next 36 to 40 months the entire state is going to be on a unified financial system.

REPORTER'S QUESTION: How much will it save the taxpayers?

SECRETARY DESIGNATE BHATT: We are actually calculating those, but that is in hundreds of millions of dollars.

GOVERNOR RAUNER: Before, any other questions on this, because this is really important, and this is what we are trying to do is transform the government operations and increase productivity, increase the quality of the work environment for our very good. We have terrific State employers, they are wonderful people.

They have not been given the tools to do their jobs well. We want to make State government a better place to work and a more productive place to work and over time we can save hundreds of millions, billions of dollars out of the government, itself, and that is money that can go into our schools which I am sure some of you guys will want to talk about today, and that is money we can put into our human services to support our most vulnerable, without having the increase our tax burden so we can grow our economy and more competitive.

That is the win, win, win, out of what we are trying to do, transform government operations, make it more productive, shrink the wasteful spending. That is a huge focus of our administration. Any others on topic, otherwise I will --

REPORTER'S QUESTION: So do you (inaudible) maintaining regular status reports that (inaudible).

GOVERNOR RAUNER: That is great. You know what, hold us to that, help me because I kind of got a lot on my plate and let's, let's make sure that this happens and ask. I will see you all, I see you all of the time. Let's just every couple of months let's give an update on everything we are doing.

If I give you an announcement, call us on it, say, hey, you did an Executive Order six months ago, what is the latest. That would be

actually be helpful to the process.

# CLOSING STATEMENT

The remaining portion of this press conference dealt with matters other than the state central panel executive order.

I

### Appendix



inconsistent, non-interoperable procedures and systems across State government, with some agencies using electronic filing systems while other agencies do not and with some agencies sending and receiving documents by email while others do not; and

WHEREAS, because State agencies use multiple disparate systems, data across the State are isolated in agency-specific applications, and as result agencies cannot easily share data to more efficiently serve businesses and clutzens and save taxpayer resources; and

WHEREAS, some State agencies have so little administrative support for their adjudicators that the adjudicators themselves must take time away from conducting hearings and drafting decisions in order to schedule hearings, arrange for interpreters, copy documents and perform similar tasks, all of which increases case backlogs and the amount of time citizens must wait to receive decisions; and

WHEREAS, currently, the amount of resources and personnel each State agency with adjudicators expends varies greatly and does not necessarily bear a relation to the number of claims received and adjudicated by that agency; an assessment of State agencies' use of their resources for administrative hearings is required to determine if they are efficiently and effectively providing a high level of service, transparency, accountability, timely resolutions, efficient practices and procedures; and

WHEREAS, 30 states have established, either by statute or executive order, some form of a centralized office to preside over the state's administrative hearings and more efficiently manage their large administrative eacloads; and

WHEREAS, the purpose of this Executive Order is to initiate a pilot program through which the State will provide some central, uniform administrative support to a limited number of State agencies and to determine whether further consolidation should be considered through a subsequent Executive Order or legislation;

THEREFORE, I, Bruce Rauner, Governor of Illinois, by virtue of the executive authority vested in me by Section 11 of Article V of the Constitution of the State of Illinois, do hereby order as follows:

### I. DEFINITIONS

"Adjudicator" means an administrative law judge, hearing officer, hearing referee, or other State employee who conducts hearings on behalf of a State agency under the authority of the Office of the Governor pursuant to the Administrative Procedures Act.

"Bureau" means the CMS Bureau of Administrative Hearings.

"CMS" means the Department of Central Management Services.

"Pilot period" means the period from the effective date of this Executive Order until June 30, 2017, subject to extension by the Office of the Governor.

"State" means the State of Illinois.

#### II. CREATION OF THE BUREAU OF ADMINISTRATIVE HEARINGS

The Director of CMS shall create within CMS the Bureau of Administrative Hearings (the "Bureau"). The Director of CMS shall also appoint the Bureau Chief from its existing legal staff. The Bureau shall exist only during the pilot period, unless continued by subsequent Executive Order, administrative rule, or Public Act.

The Bureau shall invite up to ten State agencies (or such other number of State agencies as approved by the Office of the Governor) to participate in an administrative hearing support program during the pilot period. The Bureau shall enter into an interagency contract with each participating State agency, as authorized by the Intergovernmental Cooperation Act and other applicable law. Pursuant to such contract, the Bureau shall develop training programs for adjudicators; improve the process for assigning cases among adjudicators; promote shared resources among participating State agencies; develop uniform rules of procedure and recommend revisions to the agency's administrative rules on administrative hearing; develop a

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standard code of professional conduct for adjudicators; and in cooperation with the Department of Innovation and Technology ("DoIT"), implement modern, uniform filing and case management systems.

As part of their focus on providing excellent customer service, State agencies should actively track case backlogs and workflows. Coordination among State agencies and the Bureau shall ensure efficiency and effectiveness through cooperation in the development of uniform rules of procedure and a standard code of professional conduct and through the sharing of resources and information necessary to determine the efficacy of the pilot program. The Bureau should identify where these goals are hindered by disconnects in communication, poor or nonexistent electronic case management systems and decentralized operations.

The Bureau shall investigate and determine whether and to what extent the further consolidation of adjudicators, administrative hearing and support functions, and associated resources among State agencies would result in a more efficient, timely, and responsive administrative hearing system. Such consolidation would be accomplished by subsequent Executive Order or Public Act. The Bureau shall consider, without limitation, whether consolidation would enable more efficient administrative procedures, greater customer satisfaction, greater public trust and confidence, reduced backlog of cases, and any cost savings or cost avoidance.

The Bureau Chief shall meet with the Office of the Governor and the Director of CMS by each of June 30, 2016 and December 31, 2016, to report on, and assess the impact of the administrative hearing support program. The Bureau Chief also shall describe the Bureau's investigation and determination with respect to further consolidation, as contemplated above, and include the Bureau's recommendations for any further reforms. By July 30, 2017, the Bureau Chief shall submit a written report to the Governor and the General Assembly and include the Bureau's recommendations for any subsequent reforms.

III. SAVINGS CLAUSE

- This Executive Order does not, and shall not be construed to, transfer any rights, powers, duties, functions, property, personnel, or funds from, to, or among State agencies; each State agency continues to have whatever authority is provided to it pursuant to the Intergovernmental Cooperation Act and other applicable law to enter into interagency contracts, which may include permissible transfers.
- 2. This Executive Order shall not affect any act undertaken, ratified, or cancelled or any right occurring or established or any action or proceeding commenced in an administrative, civil, or criminal case before this Executive Order takes effect, but these actions or proceedings may be prosecuted and continued by the Bureau in cooperation with the State agency, if necessary.
- 3. This Executive Order shall not affect the legality of any rules in the Illinois Administrative Code that are in force on the effective date of this Executive Order, which rules have been duly adopted by the pertinent agencies. If necessary, however, the affected agencies shall propose, adopt, or repeal rules, rule amendments, and rule recodifications as appropriate to effectuate this Executive Order.
- This Executive Order does not contravene, and shall not be construed to contravene, any federal law, State statute, or collective bargaining agreement.

#### IV. PRIOR EXECUTIVE ORDERS

This Executive Order supersedes any contrary provision of any other prior Executive Order.

### V. 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. The provisions of this Executive Order are severable.

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APR 2 9 2016 IN THE OFFICE OF SECRETARY OF STATE

VI. EFFECTIVE DATE This Executive Order shall take effect upon filing with the Secretary of State. Bruce Rauner, Governor Kou Issued by the Governor: April 29, 2016 Filed with Secretary of State: April 29, 2016 INDEX DEPARTME APR 2 9 2016 IN THE OFFICE OF SECRETARY OF STATE