



**MICHAEL W. FRERICHS**  
TREASURER  
STATE OF ILLINOIS

**Executive Order 15-01**

**EXECUTIVE ORDER FOR THE CREATION OF AN EMPLOYEE BILL OF RIGHTS**

**WHEREAS**, the people of the State of Illinois are entitled to have complete faith in the integrity of governmental decisions and it is essential that State officials and employees have the trust, respect and confidence of the citizenry; and

**WHEREAS**, to promote the trust, respect, and confidence in government, it is crucial that public officials and employees embody high ethical standards and avoid conflicts of interest or even the appearance of conflicts of interest; and

**WHEREAS**, the State Officials and Employees Ethics Act, 5 ILCS 430 *et seq.* (the "Ethics Act"), prohibits any constitutional officer or State employee from intentionally misappropriating the services of any State employee by requiring that State employee to perform prohibited political activity as part of his or her duties or as a condition of State employment; and

**WHEREAS**, the Ethics Act further prohibits State employees from intentionally performing prohibited political activity during any compensated time (other than vacation, personal, or compensatory time off); and

**WHEREAS**, I, Michael W. Frerichs, declare that the Office of the State Treasurer (the "Treasurer's Office") has a compelling interest in preserving the integrity of the Treasurer's Office and avoiding the appearance of conflicts of interest by adopting policies more restrictive than those set forth in the Ethics Act; and

**THEREFORE, IT IS HEREBY ORDERED**, pursuant to the power vested in me by the Illinois Constitution and the laws of the State of Illinois, that the following actions shall be executed by the Office of the State Treasurer:

**I. Creation of Employee Bill of Rights**

On or before January 31, 2015, the Treasurer's Office shall create and issue an Employee Bill of Rights establishing the right of Treasurer's Office employees to work in a professional environment free of partisan political activity. The Employee Bill of Rights shall prohibit Treasurer's Office employees from soliciting or coercing other Treasurer's Office employees to volunteer or perform political work for any campaign committee established to promote the candidacy of the State Treasurer. Further, it shall prohibit Treasurer's Office employees from contributing to political campaign committees established to promote the candidacy of the State Treasurer. The Bill of Rights shall be distributed to every current employee and from then on included in the hiring information for all new Treasurer's Office employees.

**II. 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.

**III. Inspector General**

The Inspector General for the Treasurer's Office is hereby directed to investigate, as appropriate, alleged violations of this Executive Order and the Employee Bill of Rights. Treasurer's Office employees shall cooperate with the Inspector General in any investigation. Once an investigation is concluded, a report of the investigation by the Inspector General shall be completed and provided to the State Treasurer. In that report, the Inspector General may include recommendations for addressing any violations uncovered during the investigation. The Inspector General shall provide a draft of the report to the State Treasurer at least seven (7) days before the final report is issued.

**IV. Severability**

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

**V. Penalties**

Penalties for the violation of this Executive Order may include, but are not limited to, a verbal warning, a written warning, suspension, discharge, or termination of contract.

**VI. Effective Date**

This Executive Order shall take effect immediately upon execution by State Treasurer Michael W. Frerichs, and shall supersede all previous orders.

**IN TESTIMONY WHEREOF**, I have hereunto set my hand at the Capitol in the City of Springfield this 12th day of January, in the year Two Thousand Fifteen.



Michael W. Frerichs  
Illinois State Treasurer