



STATE OF ILLINOIS 2006

HISPANIC Employment Plan



Respectfully submitted to the Illinois General Assembly
February 1, 2006, by Central Management Services

APPENDICES

Appendix 1

SAMPLE HIRING MONITOR

IDHR

(Name of Agency) _____ Region _____

Facility /Unit _____

Title of Job to be filled _____

Pay Grade _____

Number to be filled _____

Employment Date _____

EEO Job Category _____

Section I (To be completed by selecting official)

1. Is this EEO Category underutilized? Yes _____ No _____

If yes, by _____ African Americans, _____ Hispanics _____ Women, _____ Asians, _____ Native Americans _____ Disabled

2. Indicate: Sex of person(s) selected _____
Race of Person(s) selected _____
Veteran or non-Veteran _____
Disability, if any _____

3. Number of individuals who applied or were on the list of eligible(s) _____
_____ were African American, _____ invited, _____ interviewed, _____ selected
_____ were Hispanic, _____ invited, _____ interviewed, _____ selected
_____ were Female, _____ invited, _____ interviewed, _____ selected
_____ were Asian, _____ invited, _____ interviewed, _____ selected
_____ were Native American, _____ invited, _____ interviewed, _____ selected
_____ were Veterans, _____ invited, _____ interviewed, _____ selected
_____ were Disabled, _____ invited, _____ interviewed, _____ selected
_____ were Undefined, _____ invited, _____ interviewed, _____ selected

4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made to assist in the recruitment of candidates?

5. If the category is underutilized and a member of an affirmative action group applied and was not hired give a detailed explanation for the hiring decision.

6. Was the position posted?

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) ultimately responsible for the selection.

Section II (To be completed by Agency EEO Officer)

Attach eligibility lists to this form.

I concur/do not concur with the certification of the selecting official. (Remarks on reverse side.)

EEO Officer

Date

If non-concurrence the appointment will not be processed. No appointment will be processed without this form.

[DHR Rules and Regulations Section 2520.770(i)]

DHR-19 (Rev 6-05)

SAMPLE PROMOTION MONITOR

(Name of Agency) _____ IDHR
Region _____
Facility /Unit _____
Title of Job to be filled _____ Pay Grade _____
Number to be filled _____
EEO Job Category _____ Employment Date _____

Section I (To be completed by selecting official)

1. Is this EEO Category underutilized? Yes _____ No _____
If yes, by _____ African Americans, _____ Hispanics _____ Women, _____ Asians, _____ Native Americans _____ Disabled
2. Was the position posted? Yes _____ No _____
3. Number of individuals who applied or were on the list of promotable(s) _____
_____ were African American _____ invited, _____ interviewed, _____ selected
_____ were Hispanic, _____ invited, _____ interviewed, _____ selected
_____ were Female, _____ invited, _____ interviewed, _____ selected
_____ were Asian, _____ invited, _____ interviewed, _____ selected
_____ were Native American, _____ invited, _____ interviewed, _____ selected
_____ were Veterans, _____ invited, _____ interviewed, _____ selected
_____ were Disabled, _____ invited, _____ interviewed, _____ selected
_____ were Undefined, _____ invited, _____ interviewed, _____ selected
4. Indicate the sex and race of the person(s) promoted.

5. Did it change the employee's EEO Job Category? Yes _____ No _____
6. If the category is underutilized and a member of an affirmative action group applied and was not hired give a detailed explanation.

7. Name and position of person(s) who interviewed candidates.

8. Name and position of person(s) ultimately responsible for the selection.

Section II (To be completed by Agency EEO Officer)

Attach eligibility lists to this form.

I concur/do not concur with the certification of the selecting official. (Remarks on reverse side.)

EEO Officer Date

If non-concurrence the appointment will not be processed. No appointment will be processed without this form.
[DHR Rules and Regulations Section 2520.770(i)]

Appendix 2



ILLINOIS

Rod R. Blagojevich, Governor

DEPARTMENT OF CENTRAL MANAGEMENT SERVICES

Paul J. Campbell, Acting Director

November 16, 2005

Charles Hartke
Director
Department of Agriculture
P.O. Box 19281
Springfield, IL 62794

Dear Director Hartke:

As you may know, on August 15, 2005, Governor Blagojevich signed Public Act 094-0597, the State Hispanic Employment Plan, into law, calling for each state agency to include in its annual report its activities in implementing the State Hispanic Employment Plan and the bilingual employment plan. It then requires CMS to prepare and submit to the General Assembly an annual Hispanic Employment Plan, reporting each agency's activities that implement the plan. This legislation is part of the Governor's ongoing commitment to diversity in our workforce, and CMS wants to help you successfully comply with this mandate.

As a way of supplementing the diversity recruitment needs of each state agency, Hector Villagrana, Administrator of the CMS Diversity Enrichment Program, has begun meeting with agency personnel officers to review specific areas of underutilization and identify recruitment strategies for various occupational areas. I strongly encourage your staff to contact the Diversity Enrichment Program which has several proven strategies that your agency can adapt to work towards meeting your Affirmative Action and Equal Employment Opportunity goals. For example, to better serve the public's needs, you may consider establishing or clarifying existing positions to reflect the "Spanish-speaking" option, especially those supervisory and front-line positions located in and serving communities with significant Latino populations. Please contact Hector Villagrana at 312/814-1179 if you have any questions or need additional information regarding the Diversity Enrichment Program.

Additionally, the Upward Mobility Program, a joint venture between CMS and AFSCME, is a career mobility program designed to give AFSCME-represented state employees an opportunity to advance to more challenging, higher paying positions. Currently, only 13% of eligible AFSCME-covered Hispanic state employees are active in the Upward Mobility Program; consequently, I would ask that you encourage employees to participate in this program. The UMP Hotline number is 1-800/442-1300.

The benefits of having a diverse workforce are numerous, namely enabling agencies to provide better services more efficiently to the general public. By working together on this initiative, we can achieve this goal and better serve the residents of Illinois. Please don't hesitate to contact me if you have any questions or need additional information.

Sincerely,

A handwritten signature in black ink, appearing to read "Paul Campbell", is written over a horizontal line.

Paul Campbell
Acting Director

Appendix 3

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

**ALSO PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS
AT THE FOLLOWING ADDRESS:**

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: ILLINOIS DEPARTMENT ON AGING

Name of Individual Completing Survey: Elton A. Arrindell

Individual's Working Title: Assistant to Director

Individual's Phone Number: 217-785-2870

Individual's Mailing Address: 421 E Capitol Ave., Spld., IL 62801

Individual's Email Address: elton.arrindell@aging.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

<u>0</u>	Officials and Managers
<u>3</u>	Professionals
<u>0</u>	Technicians
<u>0</u>	Protective Service Workers
<u>1</u>	Para-Professionals
<u>0</u>	Office and Clerical
<u>0</u>	Skilled Craft Workers
<u>0</u>	Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals (Option Staff) employed within each of the following EEOC categories:

<u>0</u>	Officials and Managers
<u>1</u>	Professionals - - Hired (ie., reinstated to state service) June 2004
<u>0</u>	Technicians
<u>0</u>	Protective Service Workers
<u>0</u>	Para-Professionals
<u>0</u>	Office and Clerical
<u>0</u>	Skilled Craft Workers
<u>0</u>	Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

<u>30</u>	Officials and Managers
<u>62</u>	Professionals
<u>6</u>	Technicians
<u>0</u>	Protective Service Workers
<u>3</u>	Para-Professionals
<u>7</u>	Office and Clerical
<u>1</u>	Skilled Craft Workers
<u>0</u>	Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

107.5

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

<u>0</u>	Officials and Managers
<u>0</u>	Professionals
<u>0</u>	Technicians
<u>0</u>	Protective Service Workers
<u>0</u>	Para-Professionals
<u>0</u>	Office and Clerical
<u>0</u>	Skilled Craft Workers
<u>0</u>	Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

0	Officials and Managers
3	Professionals
0	Technicians
0	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following EEOC categories:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

45.5	Officials and Managers
82	Professionals
15	Technicians
0	Protective Service Workers
8	Para-Professionals
15	Office and Clerical
1	Skilled Craft Workers
0	Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

158.5 (Included 3 - 75 day employees per CMS data report)

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

1	Officials and Managers
1	Professionals
0	Technicians
0	Protective Service Workers
0	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

The agency has one (1) bilingual Spanish speaking authorized position which is assigned to the customer service Senior Helpline. The position is currently filled with an Executive I.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

Same as FY05.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

The department posts all bargaining unit positions and have progressively seek to post MC titles as vacancies occur to solicit a wider applicant pool, following ePAR approval and guidelines.

- b) Spanish-speaking bilingual employment strategies:

- The department established its first bilingual Spanish Speaking (SS) state employee position in June 2004. the position was assigned to the customer service toll-free Senior Helpline. It was filled in Springfield by a well qualified individual of Hispanic origin who was reinstated to state service.
- During the current budget year, the department also hired 3 Spanish Speaking (Hispanics) as temporary telephone operations and 1 contractual SS outreach assistant in the Chicago office to assist in addressing inquiries and outreach pertaining to the new federal Medicare Part D prescription drug benefit and the Illinois CaresRx wrap around initiative in FFY06. The funding for the temporaries were made available from a two year MMA federal grant of \$5.6 million to assist Medicare Part D beneficiaries which ends on September 30, 2006.

c) Hispanic employment programs:

No agency specific Hispanic employment program is available. As requested, information regarding the state's Upward Mobility program is made available to all employees. Staff also have the ability to receive tuition reimbursement to pursue higher education and job expertise which are approved pursuant to agency guidelines.

d) Spanish speaking employment programs:

See 13 a & b

e) Recommendations provided by DHR, CMS or the Auditor General

Based on DHR criteria in the FY06 Affirmative Action Plan, the agency is underutilized 1 Hispanic Official/Manager in Springfield and 1 Hispanic Professional in Chicago.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Based on the growing senior population and the anticipated limited English speaking members among population, a Spanish Speaking Bilingual Option position was created in FY04 for the customer service Helpline. That endeavor was extremely positive not only to field calls from Spanish speaking persons, but also to help in translating program materials and brochures. It also allowed the agency to increase the number of employed Hispanics to 4 state positions.

Due to the increased call volume in the Senior Helpline, there are currently 5 non-state employees to help handle primarily MMA and other Rx benefits calls. However, customers calling that toll-free line can also access Community Care Services, Elder Abuse, and other special needs.

Were there any increases in those levels from the prior year? If so, please provide specific details.

There were no changes in the total number of (4) permanent Hispanic employees from FY'05 to FY'06.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

- Work with the Governor's office to develop more Spanish Speaking Option positions based on documented need and seek to backfill current vacancies quicker.
- Ensure that all outreach programs have equitable staff representation of minorities to help reach target groups and otherwise hard to serve communities.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Department of Agriculture

Name of Individual Completing Survey: Kathy L. Day

Individual's Working Title: EEO/ADA officer

Individual's Phone Number: 217/785-5485

Individual's Mailing Address: 801 E. Sangamon Ave, Springfield IL
62702

Individual's Email Address: Kday@agr.state.il.us

Handwritten notes:
Christina Griffith @ CMS
524-1055
for 2005 Survey
on Human Rights
Plan Survey

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

1 Officials and Managers

1 Professionals

4 Technicians

0 Protective Service Workers

0 Para-Professionals

1 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers

0 Professionals

1 Technicians FH

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

48 Officials and Managers

120 Professionals

162 Technicians

7 Protective Service Workers

21 Para-Professionals

41 Office and Clerical

36 Skilled Craft Workers

18 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

508

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers

1 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

1 Officials and Managers

2 Professionals

4 Technicians

0 Protective Service Workers

3 Para-Professionals

1 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers

0 Professionals

2 Technicians 1 F H, 1 M H

0 Protective Service Workers

1 Para-Professionals - Female Hispanic

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

60 Officials and Managers

122 Professionals

168 Technicians

7 Protective Service Workers

24 Para-Professionals

35 Office and Clerical

27 Skilled Craft Workers

22 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

472

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers

1 Professionals

3 Technicians

0 Protective Service Workers

0 Para-Professionals

2 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

13. ^{IDOA} List all agency activities undertaken in implementing the State Hispanic Employment Plan: ? what is it?

- a) Hispanic employment strategies:

Various job / career fairs, including the

10/29/04 17th Annual Hispanic State Employees Training Conference in Chicago
18th annual Hispanic State Employee Training in Chicago
Gov's. Hispanic Initiative @ Petrowski Park 8/27/05

- b) Spanish-speaking bilingual employment strategies:

To eradicate the IDOA underutilization of minorities and women.

- c) Hispanic employment programs:

Same as above

d) Spanish-speaking employment programs:

Same as # C.

e) Recommendations provided by DHR, CMS or the Auditor General:

N/A

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

IDA is continuing to recruit in the EEO categories where there is underutilization. watching our underutilization numbers allows us to zero in on the categories we need to hire within.

Were there any increases in those levels from the prior year? If so, please provide specific details.

yes, the IDA increased in employment of Spanish-speaking bilinguals.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

We will continue to recruit and decrease our underutilization

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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Springfield, IL 62706
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ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Arts Council

Name of Individual Completing Survey: Romie Munoz

Individual's Working Title: Director of Administration

Individual's Phone Number: 312-814-8250

Individual's Mailing Address: 100 W. Randolph #10-500, Chicago, IL 60601

Individual's Email Address: romie@arts.state.il.us

**BUREAU OF
PERSONNEL**

OCT 25 2005

Tech Services

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

2 Officials and Managers
2 Professionals
____ Technicians
____ Protective Service Workers
1 Para-Professionals
____ Office and Clerical
____ Skilled Craft Workers
____ Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

2 Officials and Managers
1 Professionals
____ Technicians
____ Protective Service Workers
1 Para-Professionals
____ Office and Clerical
____ Skilled Craft Workers
____ Service-Maintenance

**BUREAU OF
PERSONNEL**

OCT 25 2005

Tech Services

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

5 Officials and Managers
13 Professionals
 Technicians
 Protective Service Workers
2 Para-Professionals
1 Office and Clerical
 Skilled Craft Workers
 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

20

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

 Officials and Managers NONE
 Professionals
 Technicians
 Protective Service Workers
 Para-Professionals
 Office and Clerical
 Skilled Craft Workers
 Service-Maintenance

BUREAU OF
PERSONNEL

OCT 25 2005

Tech Services

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

2 Officials and Managers
2 Professionals
____ Technicians
____ Protective Service Workers
1 Para-Professionals
____ Office and Clerical
____ Skilled Craft Workers
____ Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

2 Officials and Managers
1 Professionals
____ Technicians
____ Protective Service Workers
1 Para-Professionals
____ Office and Clerical
____ Skilled Craft Workers
____ Service-Maintenance

BUREAU OF
PERSONNEL
OCT 25 2005
Tech Services

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

5 Officials and Managers
11 Professionals
 Technicians
 Protective Service Workers
3 Para-Professionals
1 Office and Clerical
 Skilled Craft Workers
 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

20

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

 Officials and Managers None
 Professionals
 Technicians
 Protective Service Workers
 Para-Professionals
 Office and Clerical
 Skilled Craft Workers
 Service-Maintenance

**BUREAU OF
PERSONNEL**

OCT 25 2005

Tech Services

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
~~The IAC has a position of Office Specialist receiving bi-lingual pay. The IAC has four other positions that are filled with Hispanic employees. The IAC is a small agency (20) and we are able to meet the need to provide assistance to our constituents.~~

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

~~The IAC continues to allocate funds towards bi-lingual pay.~~

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

~~Will contact the Diversity Enrichment Program when vacancy occurs.~~

~~Reporting to DHR in quarterly reports.~~

- b) Spanish-speaking bilingual employment strategies:

~~IAC currently has one Hispanic employee receiving bi-lingual pay.~~

- c) Hispanic employment programs:

Hispanic Employees	5
Hispanic Program	none
Bi-lingual pay	yes

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OCT 25 2005

Tech Services

d) Spanish-speaking employment programs:

e) Recommendations provided by DHR, CMS or the Auditor General:

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

There are two Hispanic individuals in Officials and Managers
positions that speak Spanish. There are two Hispanic employees
in the Professionals and one in the Para-Professionals that speaks
spanish.

Were there any increases in those levels from the prior year? If so, please provide specific details.

No

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Please attach additional sheets as necessary.

**BUREAU OF
PERSONNEL**

OCT 25 2005

Tech Services

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Capital Development Board

Name of Individual Completing Survey: Karen Newbold

Individual's Working Title: Personnel Officer

Individual's Phone Number: 217-782-7222

Individual's Mailing Address: 401 S. Spring, 3rd Fl., Stratton Bldg, Spld, IL 62706

Individual's Email Address: knewbold@cdb.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 0 Officials and Managers
 1 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers
 0 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

18 Officials and Managers
120 Professionals
3 Technicians
0 Protective Service Workers
2 Para-Professionals
3 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

146

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers
2 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers

1 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

16 Officials and Managers

82 Professionals

1 Technicians

0 Protective Service Workers

24 Para-Professionals

3 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

126

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers

3 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

CDB will utilize various minority outreach programs and employment fairs in order to reach out to eligible candidates. CDB will also communicate with Hispanic and other minority legislators, advertise in local newspapers, and outreach to local colleges and universities in order to broaden our candidate pool.

- b) Spanish-speaking bilingual employment strategies:

The role of CDB does not include front line employees interacting with the general public. Because of this, CDB has not experienced the need for spanish-speaking bilinguals on staff. If the need arises, we will adress it accordingly.

- c) Hispanic employment programs:

None

d) Spanish-speaking employment programs:

None

e) Recommendations provided by DHR, CMS or the Auditor General:
For FY2006, CDB is underutilized by one Professional
Hispanic in Region 1, and one Professional Hispanic
in Region 7. This is reflected in the Affirmative
Action Plan.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Not applicable

Were there any increases in those levels from the prior year? If so, please provide specific details.

Not applicable

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.
The Capital Development Board is committed to
addressing its underutilization of Hispanics. It is hopeful
that more employment opportunities will be available
in the future.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: CMS

Name of Individual Completing Survey: Christy Shewmaker

Individual's Working Title: HR Director

Individual's Phone Number: 217/782-7638

Individual's Mailing Address: 505 Stratton Building, Springfield

Individual's Email Address: Christy_Shewmaker@CMS.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 7 Officials and Managers
 4 Professionals
 1 Technicians
 9 Protective Service Workers
 1 Para-Professionals
 2 Office and Clerical
 3 Skilled Craft Workers
 4 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 2 Officials and Managers
 1 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

393 Officials and Managers

356 Professionals

110 Technicians

31 Protective Service Workers

96 Para-Professionals

73 Office and Clerical

201 Skilled Craft Workers

76 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

1228

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

3 Officials and Managers

3 Professionals

0 Technicians

0 Protective Service Workers

1 Para-Professionals

0 Office and Clerical

3 Skilled Craft Workers

0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

____8____ Officials and Managers
____9____ Professionals
____3____ Technicians
____0____ Protective Service Workers
____1____ Para-Professionals
____1____ Office and Clerical
____2____ Skilled Craft Workers
____4____ Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

____2____ Officials and Managers
____1____ Professionals
____0____ Technicians
____0____ Protective Service Workers
____0____ Para-Professionals
____0____ Office and Clerical
____0____ Skilled Craft Workers
____0____ Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

543 Officials and Managers
646 Professionals
220 Technicians
28 Protective Service Workers
93 Para-Professionals
82 Office and Clerical
249 Skilled Craft Workers
170 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

1679

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

3 Officials and Managers
3 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
1 Office and Clerical
4 Skilled Craft Workers
1 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
In FY05 CMS allocated \$33,600 for Hispanic and Spanish-speaking employment programs through the Diversity Enrichment Program.
12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
The DEP has been allocated \$32,170 for FY06
13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:
 - a) Hispanic employment strategies:
The DEP has participated in job fairs and presentations across the state. These activities have been held in conjunction with colleges and universities, other public agencies, and with community based and not-for-profit organizations in predominantly Latino areas.
 - b) Spanish-speaking bilingual employment strategies:
CMS highlights SS option positions at all recruitment events. The additional pay associated with SS option titles is a very helpful recruitment tool.
 - c) Hispanic employment programs:
CMS's efforts are not specific to any one group, however the recruitment of well qualified Hispanic candidates is a priority within the agency and the DEP.
 - d) Spanish-speaking employment programs:
CMS has established 5 SS option titles, however the DEP promotes every SS option title in the state.
 - e) Recommendations provided by DHR, CMS or the Auditor General:
None.
14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

<u>Officials/Managers</u>	<u>8</u>
<u>Professionals</u>	<u>8</u>
<u>Technicians</u>	<u>3</u>
<u>Protective Service</u>	<u>0</u>
<u>Para-Professionals</u>	<u>2</u>
<u>Office/Clerical</u>	<u>1</u>
<u>Skilled Craft</u>	<u>2</u>

Service/Maintenance 4

Were there any increases in those levels from the prior year? If so, please provide specific details.

No increases from the prior year.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.
CMS will continue to actively recruit well qualified candidates for employment, and will strive for diversity in all new hiring opportunities.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
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Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Department of Children & Family Services

Name of Individual Completing Survey: Michael Holmes

Individual's Working Title: Deputy Director of Affirmative Action

Individual's Phone Number: (312) 814-6852

Individual's Mailing Address: 100 W. Randolph 6th Floor; Chicago, IL 60601

Individual's Email Address: mholmes1@idcfs.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

34 Officials and Managers

143 Professionals

3 Technicians

0 Protective Service Workers

12 Para-Professionals

14 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

23 Officials and Managers

143 Professionals

1 Technicians

0 Protective Service Workers

5 Para-Professionals

12 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

839 Officials and Managers

2566 Professionals

68 Technicians

0 Protective Service Workers

215 Para-Professionals

448 Office and Clerical

3 Skilled Craft Workers

11 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's: 3550

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

1 Officials and Managers

15 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

3 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

30 Officials and Managers

146 Professionals

4 Technicians

0 Protective Service Workers

10 Para-Professionals

17 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

21 Officials and Managers

143 Professionals

1 Technicians

0 Protective Service Workers

6 Para-Professionals

13 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

767 Officials and Managers

2397 Professionals

54 Technicians

0 Protective Service Workers

194 Para-Professionals

403 Office and Clerical

4 Skilled Craft Workers

10 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's: 3421

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

2 Officials and Managers

11 Professionals

0 Technicians

0 Protective Service Workers

1 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

OES Budget - \$410

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

OES Budget - \$1800 Office of Latino Services/Affirmative Action - \$3225

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

a) Hispanic employment strategies:

The Department of Children and Family Services established a Recruitment and Underutilization Steering Committee on Hispanic/bilingual recruitment, consisting of representatives from the Office of Human Resources, Affirmative Action and Latino Services. Quarterly Meetings are held to address demographic changes (census), recruitment needs and activities to identify underutilization areas. Each representative provides the committee with an updated status report on his or her assignments and outcomes. Hispanic employment packets have been developed by Human Resources to be distributed during recruitment events and for employment presentations. It provides updated job descriptions and salary range information. Both Human Resources and Latino Services are accepting resumes and grades of prospective employees. The Office of Employee Services/Selection and Recruitment (OES/S&R) has implemented a Pilot program targeted to high school students to expand awareness for DCFS and Social Work. Thus far, we have attended the largely Hispanic populated Kelly High School in Chicago, IL.

OES/S&R has attended DHS sponsored Health and Job Fairs targeted to the Latino community in Tuscola, Beardstown. We have also historically attended CMS Minority Job Forums as well as the Illinois Association of Minorities in Government Conference, the Illinois Association of Hispanic State Employee Annual Conference and the DCFS Hispanic Family Conference. OES have been in conjunction with the Office of Latino Services/Office of Affirmative Action in attending various Latino Events and Conferences. Events such as: Your State at Your Reach Conference held in Springfield and Chicago in the summer of 2005, as well as the Resource Fair/Latino Roundtable of SW Illinois, and The Chicago Latino Book Festival held in Chicago, etc.

b) Spanish-speaking bilingual employment strategies:

The Office of Latino Services maintains a calendar of events listing possible recruitment opportunities for the Recruitment and Underutilization Steering Committee, they determine who will participate in each event. The activities may include, community festivals, church activities, Hispanic job fairs, health fairs, and conferences. OLS monitors demographics, bilingual needs and employee concerns, as well as review facilities/field offices to provide technical assistance where there is a high incidence of Hispanic/bilingual staff turnover to address retention. OES/S&R has expanded the DCFS website of Employment Opportunities to include a Spanish version as well as some of our

recruitment materials such as the Child Welfare Employment Opportunities brochure. In addition, we plan to address recruitment efforts for the bilingual/Spanish speaking by strategically placing recruitment advertisements in local Spanish newspapers in both Spanish and English as well as with the local radios. OES/S&R recruitment efforts are also being addressed in conjunction but not solely with Hispanic strategies.

c) Hispanic employment programs:

OLS collects and maintains information on community-based organizations, agencies, churches, colleges, associations and community advocates who are involved in employment issues to tap into their events and recruitment activities. Partnerships have been created with these community organizations and agencies to seek their assistance to recruit Hispanic/bilingual individuals throughout in Illinois. OLS includes employment information in all the DCFS presentations it conducts in the Latino community.

OLS works closely with CMS recruitment staff. OLS provides employment information to colleges and universities with a high concentration of Hispanic students. Placement offices are contacted to recruit undergraduate and graduate Hispanic/bilingual students.

d) Spanish-speaking employment programs:

OLS is working closely with major Hispanic associations for recruitment purposes, which includes, the Illinois Association of Hispanic State Employees (IAHSE), Illinois Association of Agencies and Community Organizations for Migrant Advocacy (IAACOMA), Hispanic Alliance for Career Enhancement (HACE), IMAGE of Springfield, Latino Coalition for Prevention, and the U.S. Hispanic Leadership Institute (USHLI).

e) Recommendations provided by DHR, CMS or the Auditor General:

N/A

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

N/A

Were there any increases in those levels from the prior year? If so, please provide specific details.

N/A

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

DCFS will increase the number of Latino and Bilingual-Spanish speaking employees by first increasing the number of Latino and Bilingual-Spanish speaking people in our pool of applicants. Once that is achieved, we will have a greater selection of highly skilled people to choose from and consequently increase their representation. We will increase our pool of Latino-Bilingual applicants through several aggressive recruitment efforts that will include:

- Job announcements in targeted Latino publication

- Visiting universities with high concentrations of Latino students
- Attending Latino community health fairs, festivals, job forums, summits, and conferences

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE:

~~Friday, November 18, 2005~~

RETURN TO:

Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Civil Service Commission

Name of Individual Completing Survey: Andrew C. Barris

Individual's Working Title: Assistant Executive Director

Individual's Phone Number: (217) 782-7373

Individual's Mailing Address: 425 1/2 S. 4th Street

Individual's Email Address: andrew_barris@cms.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 — Officials and Managers
 — Professionals
 — Technicians
 — Protective Service Workers
 — Para-Professionals
 — Office and Clerical
 — Skilled Craft Workers
 — Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 — Officials and Managers
 — Professionals
 — Technicians
 — Protective Service Workers
 — Para-Professionals
 — Office and Clerical
 — Skilled Craft Workers
 — Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers
1 Professionals
Technicians
Protective Service Workers
1 Para-Professionals
Office and Clerical
Skilled Craft Workers
Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's: 5

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

- Officials and Managers
- Professionals
- Technicians
- Protective Service Workers
- Para-Professionals
- Office and Clerical
- Skilled Craft Workers
- Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

 Officials and Managers
 Professionals
 Technicians
 Protective Service Workers
 Para-Professionals
 Office and Clerical
 Skilled Craft Workers
 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 Officials and Managers
 Professionals
 Technicians
 Protective Service Workers
 Para-Professionals
 Office and Clerical
 Skilled Craft Workers
 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers

1 Professionals

 Technicians

 Protective Service Workers

1 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's: 4

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

— Officials and Managers

— Professionals

— Technicians

— Protective Service Workers

— Para-Professionals

— Office and Clerical

— Skilled Craft Workers

— Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

Due to the size of the agency and the fact that no scenarios have arisen requiring the need for bilingual employees, no program has been created to date. Currently, the Commission has 4 employees and budget constraints dictate that the size of the agency will not increase at any time in the near future.

- b) Spanish-speaking bilingual employment strategies:

Same as (a)

- c) Hispanic employment programs:

Same as (a)

d) Spanish-speaking employment programs:

Same as (a)

e) Recommendations provided by DHR, CMS or the Auditor General:

Same as (a)

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Not applicable

Were there any increases in those levels from the prior year? If so, please provide specific details.

not applicable

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

not applicable

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Department of Commerce and Economic Opportunity

Name of Individual Completing Survey: JAMES A SHUPENUS

Individual's Working Title: Dep Director, Human Resources

Individual's Phone Number: 217/785-1577

Individual's Mailing Address: 620 E Adams

Individual's Email Address: jshupenus@ildeco.net

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

7	Officials and Managers
8	Professionals
0	Technicians
N/A	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
1	Skilled Craft Workers
0	Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

1	Officials and Managers
5	Professionals
0	Technicians
N/A	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

222.0 Officials and Managers

289.0 Professionals

7.0 Technicians

0.0 Protective Service Workers

24.0 Para-Professionals

12.5 Office and Clerical

3.0 Skilled Craft Workers

2.0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's: 527

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

2 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

6	Officials and Managers
6	Professionals
0	Technicians
N/A	Protective Service Workers
1	Para-Professionals
0	Office and Clerical
1	Skilled Craft Workers
0	Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

1	Officials and Managers
5	Professionals
0	Technicians
N/A	Protective Service Workers
0	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

203.0 Officials and Managers

262.5 Professionals

6.0 Technicians

0.0 Protective Service Workers

21.0 Para-Professionals

9.5 Office and Clerical

3.0 Skilled Craft Workers

2.0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's: 455

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

2 Officials and Managers

1 Professionals

0 Technicians

N/A Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs: N/A

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs: N/A
13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:
 - a) Hispanic employment strategies
 - b) Spanish-speaking bilingual employment strategies
 - c) Hispanic employment programs
 - d) Spanish-speaking employment programs
 - The Director as well as DCEO managers and supervisors are provided on a monthly basis with an "Underutilization Progress" report profiling the Department's efforts to meet or exceed the Department's Affirmative Action goals to hire/promote well-qualified Latino's/ Hispanics in management and professional level positions. The report also identifies any areas where corrective action should be addressed.
 - The Department utilizes the Spanish Speaking Option (SSO) when vacancies occur that can be linked to such an option. When possible, the Department diligently attempts to promote well-qualified protected class individuals, inclusive of well-qualified Latino's/ Hispanics, from within the workforce.
 - DCEO maintains close contact with statewide Latino/Hispanic professional organizations such as the Illinois Association of Hispanic State Employees (IAHSE) and the League of United Latin American Citizens (LULAC), community-based organizations such as the Service, Employment and Redevelopment (SER) Jobs, and higher educational institution contacts such as the Illinois Latino Council on Higher Education (ILCHE), as well as employment & training facilities within the Latino/ Hispanic community through our Bureau of Workforce Development. DCEO continues to participate in statewide Employment/ career fairs sponsored by universities, community colleges, trade associations, and annual conferences affiliated with professional minority organizations or on behalf of members of the Illinois General Assembly when our budget permits.

September 22, 2005, DCEO was represented at the University of Illinois at Chicago Fall Diversity Career Day held at the UIC Physical Education Building 9:00A - 4:00P

October 14, 2005, DCEO was represented as an exhibitor and recruiter at the 18th Annual Illinois Association of Hispanic State Employees (IAHSE) Conference held at the Chicago Palmer House Hilton Hotel from 7:30A - 5:00P

- The Equal Opportunity Compliance/ Recruitment Manager maintains contact with the Governor's Office liaison for Latino Affairs Mr. Gerardo Cardenas and Mr. Hector Villagrana from the CMS Chicago Diversity Enrichment

Program regarding updates for future employment/ career fairs located within the Latino/ Hispanic community throughout Illinois.

- The Equal Opportunity Compliance/ Recruitment Manager sends correspondence to interested protected class individuals that attend state-wide conferences and career fairs, tracks the response rate of applicants that complete a CMS employment or promotional application, submits a resume, and obtains a CMS grade(s) for various position titles utilized within the Department.
- The Department maintains recruitment files compiled of well-qualified individuals, including Latino/ Hispanics applicants and employees, interested in working for or advancing within the Department. As positions become available and match an applicants or employees education, work experience, and CMS grade, they are referred to Human Resources staff responsible for carrying out all vacancies, job postings, and scheduling interviews prior to the interview process.
- The Department utilizes the CMS Open Competitive list, when applicable, to obtain well-qualified test grades for protected class applicants.
- Supervisors directly involved in the selection process are requested to contact the Department's Equal Opportunity Compliance/ Recruitment Manager prior to the interview process to identify any outstanding underutilized areas when considering the hiring or promotion of well-qualified protected class individuals for state service.
- The Office of Human Resources assists applicants (e.g. mail, telephone, walk-ins, Internet, e-mail) to better understand the CMS employment process and help them to complete and submit employment or promotional applications.
- The Equal Opportunity/ Recruitment Manager works with the Illinois Department of Human Rights liaison unit, CMS exam and testing staff, statewide area churches, advocacy groups, community-based organizations, and with other state agency Equal Opportunity and Recruitment Managers to identify well-qualified protected class individuals for state service.
- DCEO relies on CMS and other outside resources to verify the authenticity of an individual's veteran status so that minority as well as female veterans and non-veterans can be identified and considered for state service.
- Union and non-union job announcements along with descriptions are posted in conspicuous areas or emailed to all DCEO Offices for employee review and response.
- DCEO's emphasis has been placed not only on the recruitment and hiring aspect of well-qualified protected class individuals but also on training and promotional needs of those individuals for future advancement and retention into higher level positions within state government.
- The Equal Opportunity Compliance/ Recruitment Manager identifies and refers well-qualified internal protected class employees to Human Resources staff responsible for carrying out all vacancies, job postings, and scheduling interviews prior to the interview process.

- DCEO provides employment orientation packets to new employees to familiarize them with DCEO's mission, goal, structure, policy and procedures.
 - DCEO's Professional Development Training Program, partnering with the CMS Training & Development and its Training Clearing House, assists employees to learn new techniques to perform their job duties more efficiently and effectively.
 - DCEO's Tuition Reimbursement program is offered to all eligible employees to encourage them to continue their education and improve their knowledge, skills and capabilities through formal educational programs.
14. Recommendations provided by DHR, CMS or the Auditor General:
- The Illinois Department of Human Rights recommends that DCEO increase its recruitment efforts to seek out and identify well-qualified Latino/Hispanic applicants by contacting Mr. Hector Villagrana of the CMS Chicago Diversity Enrichment Program.
15. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

FACTS ON DCEO LATINO/ HISPANIC WORKFORCE (July, 2005 – Nov. 2005)

Well-qualified Latinos/ Hispanics represent 16, or 4 % of DCEO's workforce

3 of 5, or 60.0% of all promotions went to well-qualified Latino/ Hispanic employees

7 of 187 Official/Managers, or 3.7 % of the overall workforce are comprised of well-qualified Latino/ Hispanic employees

6 of 224 Professionals, or 2.6 % of workforce consist of skilled Latino/ Hispanic employees

3 of 30 Para-Professionals, Office/Clerical, and Skilled/Craft or 10.0 % constitute well-qualified Latino/ Hispanic employees

11 of 16, or 68.7% of DCEO's Latino/ Hispanic workforce are age 40 or older

Were there any increases in those levels from the prior year? If so, please provide specific details.

DCEO has hired one Latino/Hispanic Official/Manager and One Office/Clerical since June 30, 2005.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

DCEO will continue to work closely with the Governor's Office, the CMS Chicago Diversity Program, and the Department of Human Rights to recruit, hire and promote well qualified Hispanic/Latino individuals.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Commerce Commission

Name of Individual Completing Survey: Angie Coslow

Individual's Working Title: Human Resources Coordinator

Individual's Phone Number: (217) 785-3855

Individual's Mailing Address: 527 E. Capitol Ave, Springfield, IL 62701

Individual's Email Address: acoslow@icc.illinois.gov

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

_____ Officials and Managers

4 Professionals

_____ Technicians

_____ Protective Service Workers

_____ Para-Professionals

1 Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

_____ Officials and Managers

4 Professionals

_____ Technicians

_____ Protective Service Workers

_____ Para-Professionals

1 Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

49 Officials and Managers

203 Professionals

4 Technicians

8 Protective Service Workers

 Para-Professionals

13 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

Full-time=277; Part-time=2; LOA's=3

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

 Officials and Managers

2 Professionals

 Technicians

1 Protective Service Workers

 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

_____ Officials and Managers

 4 Professionals

_____ Technicians

_____ Protective Service Workers

 1 Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

_____ Officials and Managers

 4 Professionals

_____ Technicians

_____ Protective Service Workers

 1 Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

47 Officials and Managers

192 Professionals

4 Technicians

8 Protective Service Workers

1 Para-Professionals

12 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

Full-time= 264; Part-time=2; LOA's=2

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

2 Officials and Managers

3 Professionals

 Technicians

1 Protective Service Workers

 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

The budget allocation for salaries was \$234,000 and an additional
\$93,600 for benefits.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

The budget allocation for salaries increased to \$269,00 and
an additional \$107,600 for benefits.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

The Illinois Commerce Commission supports the intent of
the State Hispanic Employment Plan by doing the following:
1) Establishing EEO/AA goals 2) Posting all job openings on the
ICC website 3) As a result of the hiring freeze and
budget cuts, activities such as minority job fairs, advertisements
in minority publications, posting with minority schools have been
curtailed.

- b) Spanish-speaking bilingual employment strategies:

Same as above. In addition, the agency specifically identifies
our bilingual position needs.

- c) Hispanic employment programs:

The Consumer Services Division responds to consumers' complaints,
comments and inquiries about utility issues.

- d) Spanish-speaking employment programs:
The Consumer Services Division responds to consumers' complaints,
comments and inquiries about utility issues.

- e) Recommendations provided by DHR, CMS or the Auditor General:
The ICC has always exceeded the EEO/AA guidelines set forth by DHR.
When vacancies occur and recruitment opportunities arise, the ICC
contacts our DHR liaison, as well as the Diversity Enrichment Program
Director at CMS for leads to identify qualified, minority candidates.
No strategies or programs were received for the Auditor General
pursuant to their periodic review responsibilities.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Due to the increase in the number of Spanish-speaking callers, it
was imperative to hire another Consumer Counselor to support the
Hispanic community.

Were there any increases in those levels from the prior year? If so, please provide specific details.

Yes - The ICC hired a bi-lingual, Hispanic female as a Consumer
Counselor in the Consumer Services Division in the Springfield
office.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

The ICC continues to strive to meet our EEO/AA goals to increase
the diversity of the agency's workforce; however, hiring and
promotional opportunities will be limited for the remainder of FY06.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Department of Corrections

Name of Individual Completing Survey: Janet A. Richmond

Individual's Working Title: Administrator, Office of Affirmative Action

Individual's Phone Number: 312-814-3790

Individual's Mailing Address: 100 W. Randolph, Suite 4-200, Chicago, IL 60601

Individual's Email Address: jrichmond@idoc.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

__17__ Officials and Managers

__36__ Professionals

__9__ Technicians

__230__ Protective Service Workers

__4__ Para-Professionals

__8__ Office and Clerical

__4__ Skilled Craft Workers

__19__ Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

__13__ Officials and Managers

__57__ Professionals

__5__ Technicians

__107__ Protective Service Workers

__4__ Para-Professionals

__5__ Office and Clerical

__1__ Skilled Craft Workers

__4__ Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

__480__ Officials and Managers

__1,764__ Professionals

__540__ Technicians

__9,694__ Protective Service Workers

__273__ Para-Professionals

__501__ Office and Clerical

__379__ Skilled Craft Workers

__793__ Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

____14,424_____

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

__1__ Officials and Managers

__13__ Professionals

__7__ Technicians

__30__ Protective Service Workers

__3__ Para-Professionals

__11__ Office and Clerical

__5__ Skilled Craft Workers

__6__ Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

___19___ Officials and Managers

___32___ Professionals

___9___ Technicians

___241___ Protective Service Workers

___4___ Para-Professionals

___7___ Office and Clerical

___5___ Skilled Craft Workers

___17___ Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

___15___ Officials and Managers

___56___ Professionals

___6___ Technicians

___127___ Protective Service Workers

___4___ Para-Professionals

___5___ Office and Clerical

___1___ Skilled Craft Workers

___4___ Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

___517___ Officials and Managers

___1,736___ Professionals

___547___ Technicians

___9,454___ Protective Service Workers

___245___ Para-Professionals

___486___ Office and Clerical

___394___ Skilled Craft Workers

___869___ Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

___14,257___

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

___0___ Officials and Managers

___30___ Professionals

___11___ Technicians

___112___ Protective Service Workers

___6___ Para-Professionals

___13___ Office and Clerical

___12___ Skilled Craft Workers

___18___ Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

\$ 125, 917 (approximately ½ of the agency Affirmative Action/EEO budget)

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

\$136,482 (approximately ½ of the agency Affirmative Action/EEO budget)

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

Minority Recruitment Coordinator position created and filled; Photos of Hispanic employees added to recruitment displays; Utilize Hispanic staff on recruitment team; COT/YST position posted on HISLEA web-site; Trained Wardens/Administrators on Affirmative Action goals; Recruiters attend approximately 100 job fairs per year

- b) Spanish-speaking bilingual employment strategies:

Use of Spanish Speaking option; Information sent to High Schools and Colleges with Hispanic enrollment; Information sent to Hispanic community organizations

- c) Hispanic employment programs:

Hispanics appointed into Executive staff positions; Recruitment and screening held in Hispanic communities

d) Spanish-speaking employment programs:

See above listed Hispanic employment strategies; also used Spanish speaking option

e) Recommendations provided by DHR, CMS or the Auditor General:

Recruitment

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

The number and percentage of Hispanic and Spanish-speaking bilingual employees has increased.

Were there any increases in those levels from the prior year? If so, please provide specific details.

June 30, 2004-327 Hispanic and 196 Spanish-speaking bilingual employees
June 30, 2005- 334 Hispanic and 218 Spanish-speaking bilingual employees

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

CMS and IDHR assist with recruitment particularly outside of the Chicago/ metro area

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Criminal Justice Information Authority

Name of Individual Completing Survey: Diane Devereux

Individual's Working Title: Human Resources Manager

Individual's Phone Number: 312-793-8642

Individual's Mailing Address: 120 S. Riverside Plaza, Suite 1016, Chicago, IL 60606

Individual's Email Address: ddevereux@icjia.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers

3 Professionals

0 Technicians

NA Protective Service Workers

1 Para-Professionals

0 Office and Clerical

NA Skilled Craft Workers

NA Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers

0 Professionals

0 Technicians

NA Protective Service Workers

0 Para-Professionals

0 Office and Clerical

NA Skilled Craft Workers

NA Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

20 Officials and Managers
69 Professionals
0 Technicians
NA Protective Service Workers
2 Para-Professionals
1 Office and Clerical
NA Skilled Craft Workers
NA Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

80

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

1 Officials and Managers
0 Professionals
0 Technicians
NA Protective Service Workers
0 Para-Professionals
0 Office and Clerical
NA Skilled Craft Workers
NA Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers
2 Professionals
0 Technicians
NA Protective Service Workers
1 Para-Professionals
0 Office and Clerical
NA Skilled Craft Workers
NA Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
0 Professionals
0 Technicians
NA Protective Service Workers
0 Para-Professionals
0 Office and Clerical
NA Skilled Craft Workers
NA Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

21 Officials and Managers
58 Professionals
5 Technicians
NA Protective Service Workers
2 Para-Professionals
1 Office and Clerical
NA Skilled Craft Workers
NA Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

82

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

1 Officials and Managers
1 Professionals
0 Technicians
NA Protective Service Workers
0 Para-Professionals
0 Office and Clerical
NA Skilled Craft Workers
NA Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

ICJIA did not have funds dedicated for this purpose. We do however have use of funds from our GR contractual services per the Fiscal Director that can possibly be used towards funding such programs.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

ICJIA does not have a line item dedicated allocation for Hispanic and Spanish-speaking bilingual employment programs. We do however have use of funds from our GR contractual services per the Fiscal Director that can possibly be used towards funding such programs.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies

Working with CMS Training and Development to increase our numbers in the Official/Manager and Professional Promotable Categories. Also network with and submit job opportunities to the Illinois Association of Hispanics.

ICJIA is planning to establish a committee within our agency in order to develop a comprehensive plan for the purpose of recruiting, hiring, and retaining Hispanic and Spanish-speaking employees. We will network with other agencies and organizations to benchmark what has been successful in these efforts and adopt such measures for our agency use.

- b) Spanish-speaking bilingual employment strategies:

As in (a), will work toward development of an agency plan, which will include outreach in the Spanish Speaking Communities.

- c) Hispanic employment programs:

We currently do not have a Hispanic employment program in place at this agency.

- d) Spanish-speaking employment programs:

We currently do not have a Hispanic employment program in place at this Agency.

- e) Recommendations provided by DHR, CMS or the Auditor General:

To establish training programs in cooperation with the Department of Central Management Services (DCMS)

14. Provide results of your agency's studies and monitoring success concerning the Number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories.

We have only monitored results generated from DHS. We have not met compliance in FY '05 but the agency is intent in seeking to remedy our numbers for FY '06 by instituting measures for success.

Were there any increases in those levels from the prior year? If so, please provide specific detail.

No

15. Please provide any suggestions/recommendation for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

As per 13 (a)

ICJIA is planning to establish a committee within our agency in order to develop a comprehensive plan for the purpose of recruiting, hiring, and retaining Hispanic and Spanish-speaking employees. We will network with other agencies and organizations to benchmark what has been successful in these efforts and adopt such measures for our agency use.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Deaf and Hard of Hearing Commission

Name of Individual Completing Survey: Tonia R. Bogener

Individual's Working Title: Legal Counsel / EEO Officer

Individual's Phone Number: 217/557-4493

Individual's Mailing Address: 1630 South Sixth Street, Springfield, IL 62704

Individual's Email Address: tbogener@idhhc.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 0 Officials and Managers

 0 Professionals

 Technicians

 Protective Service Workers

 0 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

****See additional
comments attached
hereto.**

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers

 0 Professionals

 Technicians

 Protective Service Workers

 0 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

****See additional
comments attached
hereto.**

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

 3 Officials and Managers

 3 Professionals

 Technicians

 Protective Service Workers

 1 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

 7

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

 0 Officials and Managers

 0 Professionals

 Technicians

 Protective Service Workers

 0 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

****Agency was not required to calculate underutilization since each EEO job category contained less than five (5) employees.**

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

 0 Officials and Managers

 0 Professionals

 Technicians

 Protective Service Workers

 0 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers

 0 Professionals

 Technicians

 Protective Service Workers

 0 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

 5 Officials and Managers
 2 Professionals
 Technicians
 Protective Service Workers
 1 Para-Professionals
 Office and Clerical
 Skilled Craft Workers
 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

 7

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

 0 Officials and Managers
 0 Professionals
 Technicians
 Protective Service Workers
 0 Para-Professionals
 Office and Clerical
 Skilled Craft Workers
 Service-Maintenance

****Agency was not required to calculate underutilization since each EEO job category contained less than five (5) employees. Officials and Managers had only four (4) employees at this time.**

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None. See additional comments attached hereto.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None. See additional comments attached hereto.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

In addition to posting on CMS system, all job vacancies are posted to various deaf and disability organizations. Included among these posting is the National Hispanic Council of the Deaf and Hard of Hearing.

Spanish-speaking bilingual employment strategies:

In addition to posting on CMS system, all job vacancies are posted to various deaf and disability organizations. Included among these posting is the National Hispanic Council of the Deaf and Hard of Hearing.

- b)

- c) Hispanic employment programs:

None. Due to the agency's limited headcount, no special internal employment programs are formed. However, all employees have direct access to the Personnel Manager, EEO Officer and Director to express any concerns. Additionally, the Personnel Manager posts all job vacancies to a variety of disability and deaf organizations including the National Hispanic Counsel of the Deaf and Hard of Hearing.

- d) Spanish-speaking employment programs:

None. Due to the agency's limited headcount, no special internal employment programs are formed. However, all employees have direct access to the Personnel Manager, EEO Officer and Director to express any concerns. Additionally, the Personnel Manager posts all job vacancies to a variety of disability and deaf organizations including the National Hispanic Counsel of the Deaf and Hard of Hearing.

- e) Recommendations provided by DHR, CMS or the Auditor General:

None at this time.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Not applicable at this time.

Were there any increases in those levels from the prior year? If so, please provide specific details.

No.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Continue seeking qualified applicants from a variety of sources including those specific to Hispanic and Spanish-speaking individuals.

Please attach additional sheets as necessary.

The Illinois Deaf and Hard of Hearing Commission's primary objective is to ensure all Illinois residents with a hearing loss will enjoy the benefits of a fully accessible society enabling each person to participate in and contribute to all aspects of life. In order to achieve this objective, all but one position within the agency is required to be fluent in American Sign Language at a colloquial level. (Currently, the individual in that position is taking American Sign Language courses.) Given the population this agency serves, the requirement of ASL is a necessity. Unfortunately, this requirement substantially limits the number of qualified applicants available when filling vacancies. Nonetheless, the agency is committed to hiring a diversified workforce. In addition to CMS, all vacancies are posted to general disability and deaf and hard of hearing organizations throughout the state and nationwide, and specifically to the National Hispanic Council of the Deaf and Hard of Hearing.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Council on Developmental Disabilities

Name of Individual Completing Survey: Janinna Hendricks

Individual's Working Title: Chief Fiscal Officer/Personnel Officer

Individual's Phone Number: (217) 782-9696

Individual's Mailing Address: 830 South Spring Springfield, IL 62704

Individual's Email Address: jhendricks@mail.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 0 Officials and Managers
 0 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers
 0 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

 6 Officials and Managers
 4 Professionals

0 Technicians
 0 Protective Service Workers
 1 Para-Professionals
 1 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

 12

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

 0 Officials and Managers
 0 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

 0 Officials and Managers
 0 Professionals

0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers
 0 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

 6 Officials and Managers
 2 Professionals
 0 Technicians
 0 Protective Service Workers

1 Para-Professionals
 1 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:
 10

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

 0 Officials and Managers
 0 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
The Illinois Council on Developmental Disabilities does not have a budget allocation per say for any employment programs due to our small size, with the exception of the activities of the Personnel Officer, which account for approximately 10% of the total job duties of that position (also serving as the CFO and SPO).

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
The Illinois Council on Developmental Disabilities does not have a budget allocation per say for any employment programs due to our small size, with the exception of the activities of the Personnel Officer, which account for approximately 10% of the total job duties of that position (also serving as the CFO and SPO).
13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:
- a) Hispanic employment strategies:
The Council has not undertaken any strategies specifically related to Hispanic employment during the year. The Council has been scheduled for recruitment training from CMS but those trainings have been canceled by CMS due to other training initiatives. The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities.
 - b) Spanish-speaking bilingual employment strategies:
The Council has not undertaken any strategies specifically related to Spanish speaking bilingual employment during the year. The Council currently utilizes Language Line Translation Services to assist staff in communicating with people who speak Spanish or other languages in the rare instances it has been needed.
 - c) Hispanic employment programs:
The Illinois Council on Developmental Disabilities does not have a budget allocation per say for any employment programs due to our small size, with the exception of the activities of the Personnel Officer, which account for approximately 10% of the total job duties of that position (also serving as the CFO and SPO).
 - d) Spanish-speaking employment programs:
The Illinois Council on Developmental Disabilities does not have a budget allocation per say for any employment programs due to our small size, with the exception of the activities of the Personnel Officer, which account for approximately 10% of the total job duties of that position (also serving as the CFO and SPO).
 - e) Recommendations provided by DHR, CMS or the Auditor General:
The Council has received no recommendations from any of the above listed entities.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

The Council has not had any hires of Hispanic or Spanish-speaking bilingual persons. Staff has been scheduled for recruitment training from CMS but those trainings have been canceled by CMS due to other training initiatives. The Council is committed to hiring individuals from diverse backgrounds, including people with disabilities.

Were there any increases in those levels from the prior year? If so, please provide specific details.

No

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.
The Council looks forward to working with CMS Personnel's Diversity Outreach staff in the future to effectively recruit and hire a diverse staff team. This includes Hispanic and Spanish-speaking bilinguals as well as individuals from other minority groups, including people with disabilities.

Please attach additional sheets as necessary.

The Council feels it is important to outreach to the entire state of Illinois, both geographically and demographically, to recruit new Council members and to notify the public about new Council funding opportunities. In order to improve outreach to the Hispanic community, as well as others, the Council hired an intern during the summer of 2005 to conduct research on best practices related outreach strategies.

Through this research, we were able to identify strategies that have been successful and unsuccessful in other states and organizations within Illinois in reaching out to the Hispanic community. The Council obtained a listing from the Department of Human Services of all organizations that serve the Hispanic/Latin American population and we plan to utilize this list to distribute information about the Council, notices of funding availability and employment opportunities. We also identified publications that cater to the Hispanic community and plan to share information about funding opportunities with them. The Council will also begin translating our brochures, State Plan and other materials in Spanish so they will be available to individuals for whom Spanish is their primary language. In addition, we have added a feature to our website that will translate the entire site into Spanish.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: IL Emergency Management Agency

Name of Individual Completing Survey: Kevin Sledge

Individual's Working Title: Personnel Officer/EEO Officer

Individual's Phone Number: (217) 782-3184

Individual's Mailing Address: 1035 Outer Park Drive, Springfield, IL 62704

Individual's Email Address: sledge@iema.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

_____ Officials and Managers
_____ ¹ Professionals
_____ Technicians
_____ Protective Service Workers
_____ Para-Professionals
_____ Office and Clerical
_____ Skilled Craft Workers
_____ Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

_____ Officials and Managers
_____ Professionals
_____ Technicians
_____ Protective Service Workers
_____ Para-Professionals
_____ Office and Clerical
_____ Skilled Craft Workers
_____ Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

48.5 Officials and Managers

149 Professionals

27 Technicians

 Protective Service Workers

25 Para-Professionals

14 Office and Clerical

1 Skilled Craft Workers

 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

264.5

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

 Officials and Managers

1 Professionals

1 Technicians

 Protective Service Workers

 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

_____ Officials and Managers

 1 Professionals

_____ Technicians

_____ Protective Service Workers

_____ Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

_____ Officials and Managers

_____ Professionals

_____ Technicians

_____ Protective Service Workers

_____ Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

48 Officials and Managers
163 Professionals
14 Technicians
 Protective Service Workers
22 Para-Professionals
14 Office and Clerical
2 Skilled Craft Workers
 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:
263

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

 Officials and Managers
 Professionals
 Technicians
 Protective Service Workers
 Para-Professionals
 Office and Clerical
 Skilled Craft Workers
 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
\$570 - Travel and registration for employee to attend the
IL Association of Hispanic State Employees annual
conference.
12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
\$1,450 - Travel and registration for staff to attend and participate
in the IL Association of Hispanic State Employees annual
conference. Also, includes vendor fee for placing
advertisement.
13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:
- a) Hispanic employment strategies:
Participated as vendor at the IL Association of Hispanic
State Employees annual conference, and job fair held by the
St. Louis Dispatch. Obtained listing of recruitment sources
from the Diversity Enrichment Program, CMS.
- b) Spanish-speaking bilingual employment strategies:
This agency has no bilingual service needs.
- c) Hispanic employment programs:
Enhancement of agency's recruitment program.

d) Spanish-speaking employment programs:
This agency has no bilingual service needs.

e) Recommendations provided by DHR, CMS or the Auditor General:
none

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:
The agency continues to actively recruitment Hispanics through enhanced recruitment program.

Were there any increases in those levels from the prior year? If so, please provide specific details.

na

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.
none

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel
Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

Agency: ILLINOIS DEPARTMENT OF EMPLOYMENT SERCURTY

Individual Completing Survey: Elizabeth Nicholson, HR Manager

Individual's Contact Information: 312 793-9322

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

14 Official and Managers

99 Professionals (Excludes 57 intermittent employees)

2 Technicians

0 Protective Services (Note: IDES does not employ in this category)

4 Para-Professionals

4 Office and Clerical

0 Skilled Craft Workers (Note: IDES does not employ in this category)

0 Service Maintenance

2. As of June 30, 2004, provide the number of Spanish speaking bilinguals employed within each of the following categories:

 4 Official and Managers

 67 Professionals (Excludes 32 intermittent employees)

 0 Technicians

 0 Protective Services (Note: IDES does not employ in this category)

 1 Para-Professionals

 2 Office and Clerical

 0 Skilled Craft Workers (Note: IDES does not employ in this category)

 0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded position within each of the following EEOC categories.

267 Official and Managers

1174 Professionals (Excludes 457 Intermittent employees)

 35 Technicians

 0 Protective Services (Note: IDES does not employ in this category)

 67 Para-Professionals

 79 Office and Clerical

 0 Skilled Craft Workers (Note: IDES does not employ in this category)

 4 Service-Maintenance

4. As of June 30, 2004, provide the total number of agency employees on board; include full-time, part-time and LOA's:

Total number of agency employees 2,083. Full-time 1626, Part-time (Intermittents) 457. LOA's Less than 50. (Contractual and Student workers not included).

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Official and Managers

0 Professionals

0 Technicians

0 Protective Services (Note: IDES does not employ in this category)

0 Para-Professionals

1 Office and Clerical

0 Skilled Craft Workers (Note: IDES does not employ in this category)

0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

18 Official and Managers

100 Professionals (Excludes 49 Intermittent employees)

2 Technicians

0 Protective Services (Note: IDES does not employ in this category)

4 Para-Professionals

5 Office and Clerical

0 Skilled Craft Workers (Note: IDES does not employ in this category)

0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish speaking bilinguals employed within each of the following categories:

 6 Official and Managers

 88 Professionals (Excludes 37 Intermittent employees)

 0 Technicians

 0 Protective Services (Note: IDES does not employ in this category)

 1 Para-Professionals

 2 Office and Clerical

 0 Skilled Craft Workers (Note: IDES does not employ in this category)

 0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

271 Official and Managers

1123 Professionals (Excludes 389 Intermittent employees)

 30 Technicians

 0 Protective Services (Note: IDES does not employ in this category)

 67 Para-Professionals

 69 Office and Clerical

 0 Skilled Craft Workers (Note: IDES does not employ in this category)

 4 Service-Maintenance

9. As of June 30, 2005, provide the total number of agency employees on board include full-time, part-time and LOA's:

Total number of employees 1953. Full-Time 1564. Part-time 389. LOA's 41 (Contractual and Student workers not included).

10. As of June 30, 2005, provide underutilization of Hispanics by category:

 4 Official and Managers

 1 Professionals

 1 Technicians

 0 Protective Services (Note: IDES does not employ in this category)

 1 Para-Professionals

 3 Office and Clerical

 0 Skilled Craft Workers (Note: IDES does not employ in this category)

 0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish speaking bilingual employment programs:

There is no specific budget for those purposes. It is incorporated into our overall budget request. The IDES EEO Office is found in the Offices of the Director (OD) appropriation division, which also includes the IDES Director's Office, the Board of Review and Human Resource Management. From an expenditure authority perspective, the relevant unit of organization is OD as a whole. The expenditure authority budget packages required by the Illinois General Assembly have EEO performance reports but no specially earmarked EEO expenditure authority budget.

12. Provide FY06 budget allocation for Hispanic and Spanish speaking bilingual employment programs:

There is no specific budget for those purposes. It is incorporated into our overall budget request See #11.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

a) Hispanic employment strategies:

The agency provides job listings to the Illinois Association of Hispanic State Employees (IASHE). The listings are circulated to their membership via E mail announcements. Entry-level positions at IDES are listed on the IAHSE web site as well as the IDES web site: (<http://www.ides.state.il.us/general/employ.asp>). Listings are also sent to the Illinois Association of Minorities in Government.

b) Spanish-speaking bilingual employment strategies:

The agency has participated in a number of events in an effort to recruit more Spanish-speaking bilingual staff including a job fair at Northeastern University as well as providing exhibit table at the IAHSE training conference for the past two years. IDES purchases program ads for a number of Hispanic events. Human Resources has made a concentrated efforts to notify OMB of critical needs for Spanish bilingual positions throughout the agency.

c) Hispanic employment programs:

No Specific program just a general recruitment plan.

d) Spanish-speaking bilingual employment programs:

No Specific program just a general recruitment plan. Human Resources has made a concentrated efforts to notify OMB of critical needs for Spanish bilingual positions through out the agency.

e) Recommendations provided by DHR, CMS or the Auditor General:

There were no recommendations.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and bilingual persons employed your agency in the EEOC categories:

The EEO Office provides underutilization information to Human Resources for job postings. The EEO office identifies underutilization of Hispanics for each geographic location and occupation. Human Resource Management is proactive

in seeking out Hispanic applicants as well as Spanish speaking bilingual applicants. HR encourages local cost center managers to identify qualified Hispanic/Spanish speaking bilingual staff and to encourage individuals to test for agency positions.

Were there any increases in those levels from the prior year? If so, please provide specific details.

The Agency increased the number of bilingual Spanish Speaking staff from 74 in 2004 to 97 in 2005. The number of Hispanic staff increased from 123 in 2004 to 129 in 2005.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish- speaking bilinguals employed by your agency.

Recruit Hispanic and Spanish speaking bilingual staff at the local Employment and Training Centers serving a large Hispanic populations as wells as Colleges with a significant Hispanic student population. Establish more contacts with Hispanic Organizations through out the state such as IMAGE and La Voz Latina. Human Resources has made a concentrated efforts to notify OMB of critical needs for Spanish bilingual positions through out the agency.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Environmental Protection Agency

Name of Individual Completing Survey: Jill Johnson

Individual's Working Title: EEO/AA Officer

Individual's Phone Number: 217-785-2911

Individual's Mailing Address: 1021 North Grand Avenue East, Springfield, IL 62702

Individual's Email Address: Jill.Johnson@epa.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

2 Officials and Managers
7 Professionals
2 Technicians
N/A Protective Service Workers
1 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

2 Officials and Managers
4 Professionals
2 Technicians
N/A Protective Service Workers
1 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

172 Officials and Managers
651 Professionals
105 Technicians
N/A Protective Service Workers
97 Para-Professionals
98 Office and Clerical
6 Skilled Craft Workers
10 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

1139

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

1 Officials and Managers
10 Professionals
3 Technicians
N/A Protective Service Workers
2 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

<u>2</u>	Officials and Managers
<u>7</u>	Professionals
<u>2</u>	Technicians
<u>N/A</u>	Protective Service Workers
<u>1</u>	Para-Professionals
<u>2</u>	Office and Clerical
<u>0</u>	Skilled Craft Workers
<u>0</u>	Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

<u>2</u>	Officials and Managers
<u>4</u>	Professionals
<u>2</u>	Technicians
<u>N/A</u>	Protective Service Workers
<u>1</u>	Para-Professionals
<u>2</u>	Office and Clerical
<u>0</u>	Skilled Craft Workers
<u>0</u>	Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

161 Officials and Managers
641 Professionals
90 Technicians
N/A Protective Service Workers
80 Para-Professionals
99 Office and Clerical
5 Skilled Craft Workers
7 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

1083

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers
9 Professionals
4 Technicians
N/A Protective Service Workers
1 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

11. Provide the FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

The Office of Human Resources was allocated \$4,100 for all recruitment activities for FY05, including activities related to the recruitment of Hispanics and Spanish Speaking bilingual employees.

12. Provide the FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

The Office of Human Resources was allocated \$4,250 for all recruitment activities for FY05, including activities related to the recruitment of Hispanics and Spanish Speaking bilingual employees.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

EEO/AA Officer works with the Office of Human Resources by sharing underutilization information and assisting with job fairs. The Agency regularly attends the annual Illinois Association of Hispanic State Employees Conference. The Agency also attends diversity fairs and invites all Hispanics on open competitive lists for interviews.

- b) Spanish-speaking bilingual employment strategies:

See above.

- c) Hispanic employment programs:

None

d) Spanish-speaking employment programs:

None

e) Recommendations provided by DHR, CMS or the Auditor General:

See # 15

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

The Agency reduced the underutilization of Hispanic professionals from 11 to 10 during FY05.

Where there any increases in those levels from the prior year? If so, please provide specific details.

See above.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Reinstatement of CMS Minority Outreach job fairs might assist state agencies in their endeavors to increase the number of Hispanic employees.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Department of Financial and Professional Regulation

Name of Individual Completing Survey: Richard Foxman

Individual's Working Title: Human Resources Director

Individual's Phone Number: 312-814-3230

Individual's Mailing Address: 100 West Randolph, Suite 9-300, Chicago, IL 60601

Individual's Email Address: RFoxman@idfpr.com

1. As of *July 1, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

12 Officials and Managers

16 Professionals

4 Technicians

0 Protective Service Workers

5 Para-Professionals

3 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

2. As of *July 1, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

4 Officials and Managers

10 Professionals

2 Technicians

0 Protective Service Workers

3 Para-Professionals

3 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

*The Department of Financial and Professional Regulation was created July 1, 2004.

3. As of *July 1, 2004, provide the number of funded positions within each of the following EEOC categories:

223 Officials and Managers

427 Professionals

57 Technicians

0 Protective Service Workers

51 Para-Professionals

80 Office and Clerical

0 Skilled Craft Workers

4 Service-Maintenance

4. As of *July 1, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's;

898

5. As of *July 1, 2004, provide the underutilization for Hispanics by category:

2 Officials and Managers

20 Professionals

1 Technicians

0 Protective Service Workers

0 Para-Professionals

1 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

*The Department of Financial and Professional Regulation was created July 1, 2004.

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

10 Officials and Managers

16 Professionals

4 Technicians

0 Protective Service Workers

4 Para-Professionals

2 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

3 Officials and Managers

9 Professionals

2 Technicians

0 Protective Service Workers

3 Para-Professionals

3 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

211 Officials and Managers

445 Professionals

54 Technicians

0 Protective Service Workers

45 Para-Professionals

86 Office and Clerical

0 Skilled Craft Workers

4 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

794

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

2 Officials and Managers

18 Professionals

1 Technicians

0 Protective Service Workers

0 Para-Professionals

1 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

\$94,633.28: This figure represents Hispanic and Spanish-speaking bilingual pay.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

\$95,415.00: This figure represents Hispanic and Spanish-speaking bilingual pay.

12. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

IDFPR is an active participant of the Governor's Tu Estado a Tu Alcance program which conducts outreach to Latino community. This takes state agencies to the communities with large Latino populations, and provides information on all the different aspects of state government and how it can help the Latino community. IDFPR has been involved since their first event in October of 2004, and participated in their 6 outreach events in the following cities: Elgin, Aurora, Cicero, Waukegan, Springfield and Chicago. Attend and present at the Illinois Association of Hispanic State Employees Annual Conference. IDFPR Latino employees are encouraged to attend and the Agency has provided for payment of their attendance fee. IDFPR works with local community organizations and elected officials in the Chicagoland area to provide information about the agency, our commitment to helping the Latino community and how Latinos can benefit from being licensed in one of the many professions that IDFPR regulates. Interview with Latino media such as Univision, Telemundo, La Raza Newspaper and La Tremenda radio station to inform and address issues of importance and relating to the Latino community.

- b) Spanish-speaking bilingual employment strategies:

IDFPR has attended the Tu Estado a Tu Alcance service fairs held through-out the state. IDFPR has also changed many of its open position to be Spanish-speaking options to attract qualified employees.

- c) Hispanic employment programs:
- d) Spanish-speaking employment programs:
- e) Recommendations provided by DHR, CMS or the Auditor General:

None

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Monitoring by the IL Department of Human Rights with the Affirmative Action Plan, quarterly reports and quarterly reviews. Underutilization of Hispanics for Fiscal Year 2005 was addressed and overall, 13 out of 18 hires (72%) addressed underutilization.

Were there any increases in those levels from the prior year? If so, please provide specific details.

Since July 1, 2004, IDFPR has hired 9 Hispanic employees.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Guardianship & Advocacy Commission

Name of Individual Completing Survey: Tedd W. Ward, Jr.

Individual's Working Title: Human Resources Representative

Individual's Phone Number: (217) 785-1540

Individual's Mailing Address: 421 E. Capitol Ave., Suite 205, Springfield 62701

Individual's Email Address: tward@gac.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 2 Officials and Managers
 4 Professionals
 0 Technicians
 0 Protective Service Workers
 1 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers
 3 Professionals
 0 Technicians
 0 Protective Service Workers
 1 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

31 Officials and Managers
78 Professionals
11 Technicians
0 Protective Service Workers
12 Para-Professionals
5 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

111

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

2 Officials and Managers

4 Professionals

0 Technicians

0 Protective Service Workers

1 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers

3 Professionals

0 Technicians

0 Protective Service Workers

1 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

29 Officials and Managers

80 Professionals

1 Technicians

0 Protective Service Workers

2 Para-Professionals

6 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

109

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
Due to budget constraints and lack of Human Resources staffing,
no funding was allocated for these types of programs for this
group or any other group, as well.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
Due to budget constraints and lack of Human Resource staffing,
no funding was allocated for these types of programs for this
group or any other group, as well.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

a) Hispanic employment strategies:

Due to budget constraints and lack of Human Resources
staffing, none.

b) Spanish-speaking bilingual employment strategies:

Due to budget constraints and lack of Human Resources
staffing, none.

c) Hispanic employment programs:

Due to budget constraints and lack of Human Resource
staffing, none.

- d) Spanish-speaking employment programs:

Due to budget constraints and lack of Human Resource
staffing, none.

- e) Recommendations provided by DHR, CMS or the Auditor General:

To the best of my knowledge, none.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

The agency is not underutilized in Hispanics in any EEOC
category.

Were there any increases in those levels from the prior year? If so, please provide specific details.

None.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Additional funding and headcount.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Healthcare and Family Services.

Name of Individual Completing Survey: Raven J. Knighten

Individual's Working Title: Chief EEO/AA Officer.

Individual's Phone Number: 312/ 793-4322

Individual's Mailing Address: 401 S. Clinton Street, Chicago, IL 60607.

Individual's Email Address: AIDD1004@idpa.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

10 Officials and Managers
66 Professionals
1 Technicians
N/A Protective Service Workers
12 Para-Professionals
8 Office and Clerical
N/A Skilled Craft Workers
0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories: (Reported 11/04)

4 Officials and Managers
67 Professionals
N/A Technicians
N/A Protective Service Workers
5 Para-Professionals
9 Office and Clerical
N/A Skilled Craft Workers
N/A Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

<u>397</u>	Officials and Managers
<u>1203</u>	Professionals
<u>85</u>	Technicians
<u> </u>	Protective Service Workers
<u>494</u>	Para-Professionals
<u>276</u>	Office and Clerical
<u> </u>	Skilled Craft Workers
<u>7</u>	Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:
Reported 2,335 11/04.

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

<u>2</u>	Officials and Managers
<u>7</u>	Professionals
<u>0</u>	Technicians
<u>N/A</u>	Protective Service Workers
<u>7</u>	Para-Professionals
<u>2</u>	Office and Clerical
<u>N/A</u>	Skilled Craft Workers
<u>0</u>	Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

<u>11</u>	Officials and Managers
<u>66</u>	Professionals
<u>1</u>	Technicians
<u>N/A</u>	Protective Service Workers
<u>13</u>	Para-Professionals
<u>7</u>	Office and Clerical
<u>N/A</u>	Skilled Craft Workers
<u>0</u>	Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories: Reported as of 10/31/05

<u>6</u>	Officials and Managers
<u>64</u>	Professionals
<u>N/A</u>	Technicians
<u>N/A</u>	Protective Service Workers
<u>7</u>	Para-Professionals
<u>8</u>	Office and Clerical
<u>N/A</u>	Skilled Craft Workers
<u>N/A</u>	Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

<u>377</u>	Officials and Managers
<u>1123</u>	Professionals
<u>51</u>	Technicians
<u> </u>	Protective Service Workers
<u>446</u>	Para-Professionals
<u>237</u>	Office and Clerical
<u> </u>	Skilled Craft Workers
<u>2</u>	Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

2,170

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

<u>1</u>	Officials and Managers
<u>7</u>	Professionals
<u>N/A</u>	Technicians
<u>N/A</u>	Protective Service Workers
<u>5</u>	Para-Professionals
<u>2</u>	Office and Clerical
<u>N/A</u>	Skilled Craft Workers
<u>0</u>	Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

This office does not maintain budgeted funds established by race or National Origin.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

This office does not maintain budgeted funds established by race or National Origin.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

a) Hispanic employment strategies:

The EEO and Selection and Recruitment offices attended 9 job fairs/ events in diverse communities during the year.. See attached data base..

b) Spanish-speaking bilingual employment strategies:

Bilingual vacancy notices posted on the IAHSE website in Chicago.

Bilingual vacancy notices posted with Jay Hidalgo, DHS -- Customer Information Assistance in Springfield.

c) Hispanic employment programs:

Medical Programs, Child Support Enforcement and Energy Assistance Materials provided in Spanish at various job recruitment functions.

d) Spanish-speaking employment programs:

Recruitment Resource Guide provided at various job recruitment functions.

e) Recommendations provided by DHR, CMS or the Auditor General:

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Minimal gains made in the Officials/ Administrators and the Para-Professional categories. Other categories maintained albeit the continuing reorganizations of state agencies whereby certain job titles are transferring to another agency, others to this agency and others to bargaining units where hiring and promotions are controlled.

Were there any increases in those levels from the prior year? If so, please provide specific details.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: IHPA

Name of Individual Completing Survey: Tad Allen

Individual's Working Title: Labor Relations Administrator

Individual's Phone Number: 217 785 0391

Individual's Mailing Address: 313 S. Sixth St. Springfield, Il.

Individual's Email

Address: Tad_Allen@ihpa.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

_____ Officials and Managers

_____ Professionals

_____ Technicians

_____ Protective Service Workers

1 Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

1 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

_____ Officials and Managers

_____ Professionals

_____ Technicians

_____ Protective Service Workers

_____ Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

37 Officials and Managers

102 Professionals

3 Technicians

2 Protective Service Workers

25 Para-Professionals

8 Office and Clerical

8 Skilled Craft Workers

26 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

197

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

 Officials and Managers

1 Professionals

 Technicians

 Protective Service Workers

 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

_____ Officials and Managers

 1 Professionals

_____ Technicians

_____ Protective Service Workers

_____ Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

 1 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

_____ Officials and Managers

_____ Professionals

_____ Technicians

_____ Protective Service Workers

_____ Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

43 Officials and Managers

120 Professionals

7 Technicians

2 Protective Service Workers

45 Para-Professionals

15 Office and Clerical

13 Skilled Craft Workers

38 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

283

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

 Officials and Managers

 Professionals

 Technicians

 Protective Service Workers

 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

N/A

- b) Spanish-speaking bilingual employment strategies:

N/A

- c) Hispanic employment programs:

N/A

d) Spanish-speaking employment programs:

N/A

e) Recommendations provided by DHR, CMS or the Auditor General:

N/A

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

N/A

Were there any increases in those levels from the prior year? If so, please provide specific details.

N/A

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

N/A

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Human Rights Commission

Name of Individual Completing Survey: Gail Kruger

Individual's Working Title: Administrative Assistant II

Individual's Phone Number: 217-785-4395

Individual's Mailing Address: Room 404 Stratton Office Bldg., Springfield IL 62706

Individual's Email Address: gail_kruger@cms.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 0 Officials and Managers

 2 Professionals

 Technicians

 Protective Service Workers

 1 Para-Professionals

 0 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 Officials and Managers

 2 Professionals

 Technicians

 Protective Service Workers

 1 Para-Professionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

___ 4 ___ Officials and Managers

___ 10 ___ Professionals

___ 0 ___ Technicians

___ 0 ___ Protective Service Workers

___ 2 ___ Para-Professionals

___ 2 ___ Office and Clerical

___ 0 ___ Skilled Craft Workers

___ 0 ___ Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

_____ 18 _____

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

___ 0 ___ Officials and Managers

___ 0 ___ Professionals

_____ Technicians

_____ Protective Service Workers

___ 0 ___ Para-Professionals

___ 0 ___ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

___ 0 ___ Officials and Managers

___ 2 ___ Professionals

___ Technicians

___ Protective Service Workers

___ 1 ___ Para-Professionals

___ 0 ___ Office and Clerical

___ Skilled Craft Workers

___ Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

___ 0 ___ Officials and Managers

___ 2 ___ Professionals

___ Technicians

___ Protective Service Workers

___ 1 ___ Para-Professionals

___ 0 ___ Office and Clerical

___ Skilled Craft Workers

___ Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

___ 4 ___ Officials and Managers

___ 10 ___ Professionals

___ 0 ___ Technicians

___ 0 ___ Protective Service Workers

___ 2 ___ Para-Professionals

___ 2 ___ Office and Clerical

___ 0 ___ Skilled Craft Workers

___ 0 ___ Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

_____ 17 _____

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

___ 0 ___ Officials and Managers

___ 0 ___ Professionals

_____ Technicians

_____ Protective Service Workers

___ 0 ___ Para-Professionals

___ 0 ___ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

The Commission does not currently have a Hispanic and Spanish speaking bilingual employment program.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

The Commission does not currently have a Hispanic and Spanish speaking bilingual employment program.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

The Commission is not familiar with the State Hispanic Employment Plan and does not have enough information to answer at this time.

- b) Spanish-speaking bilingual employment strategies:

The Commission is not familiar with the State Hispanic Employment Plan and does not have enough information to answer at this time.

- c) Hispanic employment programs:

The Commission is not familiar with the State Hispanic Employment Plan and does not have enough information to answer at this time.

- d) Spanish-speaking employment programs:

The Commission is not familiar with the State Hispanic Employment Plan and does not have enough information to answer at this time.

e) Recommendations provided by DHR, CMS or the Auditor General:

None

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

The Commission does not conduct studies for any minority group.

Were there any increases in those levels from the prior year? If so, please provide specific details.

No increases from prior year.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

The Commission seeks input from other State agencies, the Governor's Office and the legal community regarding its employment process and improvement to the State.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Department of Human Rights

Name of Individual Completing Survey: Bobbie Wanzo

Individual's Working Title: Deputy Director

Individual's Phone Number: 312-814-6245

Individual's Mailing Address: 100 W. Randolph, Suite 10-100, Chicago, Illinois 60601

Individual's Email Address: bobbie_wanzo@cms.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 4 Officials and Managers

 7 Professionals

 0 Technicians

 0 Protective Service Workers

 1 Para-Professionals

 5 Office and Clerical

 0 Skilled Craft Workers

 0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 3 Officials and Managers

 8 Professionals

 0 Technicians

 0 Protective Service Workers

 2 Para-Professionals

 4 Office and Clerical

 0 Skilled Craft Workers

 0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

30 Officials and Managers

86 Professionals

4 Technicians

0 Protective Service Workers

7 Para-Professionals

22 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

130

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

 5 Officials and Managers

 11 Professionals

 0 Technicians

 0 Protective Service Workers

 1 Para-Professionals

 5 Office and Clerical

 0 Skilled Craft Workers

 0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 4 Officials and Managers

 11 Professionals

 0 Technicians

 0 Protective Service Workers

 0 Para-Professionals

 4 Office and Clerical

 0 Skilled Craft Workers

 0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

29 Officials and Managers
87 Professionals
4 Technicians
0 Protective Service Workers
7 Para-Professionals
22 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

133 _____

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

The Department conducts education and outreach for Hispanic and Spanish-speaking bilingual employment as part of its education, training and outreach functions. There is not a separate budget allocation for a Hispanic and Spanish-speaking employment program outside of currently established recruiting efforts for bilingual positions.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

The Department conducts education and outreach for Hispanic and Spanish-speaking bilingual employment as part of its education, training and outreach functions. There is not a separate budget allocation for a Hispanic and Spanish-speaking employment program outside of currently established recruiting efforts for bilingual positions.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

In an effort to recruit individuals to address the Department's EEO categories, the Department participates in a number of activities including: workshops, seminars, conferences, job fairs and partnerships with community organizations, etc., such as -

- **Governor's Statewide Community Relations Outreach and Career Job Fair "Your State at Your Service"**
- **Partnership with the CMS' Diversity Enrichment Program staff, in several statewide job fairs at colleges, universities, chambers, community organizations, etc.**
 - **Triton College, DePaul University, IIT and others**
 - **LULAC (League United of Latin American Citizens) of Illinois Diversity at the Navy Pier**
 - **Spanish Coalition for Jobs**
 - **SER (Service Employment Referral) Jobs for Progress and others.**
 - **Festivals in Cicero, Elgin and Aurora**
 - **Illinois Chamber of Commerce**
- **Participated in conferences, workshops, seminars, etc.**
 - **IAHSE - IL Association of Hispanic State Employees**
 - **ISHLEA - IL State Hispanic Law Enforcement Assoc.**
 - **CHLEA - Combined Hispanic Law Enforcement Agencies**

- USHLI – United States Hispanic Leadership Institute
- IAMG - IL Assoc. of Minorities in Government

➤ **Participated in job fairs covering various counties sponsored by state and local officials -**

- Lake
- Kane
- DuPage
- Cook
- Sangamon
- Williamson
- Will

b) **Spanish-speaking bilingual employment strategies:**

- **Recruit for specific positions**
- **Working with Department's Human Resource staff to identify specific opportunities for Spanish-speaking positions**
- **Establishing relationships with a broad coalition of recruitment resources such as colleges, universities, outside employers**
- **Ensure that individuals are aware of job vacancies**

c) **Hispanic employment programs:**

The IDHR has a minority diversity program which includes Hispanic and Spanish speaking bilingual recruitment. Although, a number of staff participate, there is a staff person dedicated to education, outreach and training and one of her duties with respect to outreach is the minority diversity program and as part of this program, she works to identify potential candidates for employment with the Department of Human Rights.

d) **Spanish-speaking employment programs:**

The IDHR has a minority diversity program which includes Hispanic and Spanish speaking bilingual recruitment. Although, a number of staff participate, there is a staff person dedicated to education, outreach and training and one of her duties with respect to outreach is the minority diversity program and as part of this program, she works to identify potential candidates for employment with the Department of Human Rights.

e) **Recommendations provided by DHR, CMS or the Auditor General:**

The Department staff work closely with CMS' Diversity Enrichment Program staff on diversity programs.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

The Illinois Department of Human Rights is excited to report that we currently do not have underutilization of Hispanic employees in any of the EEO categories. Although, there is always an opportunity to improve, the Department proudly reports that 18.6% of its current authorized headcount is Hispanic compared to 3.64% statewide. Additionally, almost 16% of our authorized headcount has the Spanish speaking bilingual option.

Additionally, the Department has made significant strides in increasing the number of Spanish speaking bilingual positions for the title of Human Rights Investigator. This was important because the Department had an intake of 4,000 charges in fiscal year 2004 and 4,055 charges in fiscal year 2005, and a number of these were charges filed by Spanish speaking individuals.

Were there any increases in those levels from the prior year? If so, please provide specific details:

Yes, the Department increased the number of Hispanics and the number of Spanish speaking bilingual staff. The Department's focus was to provide a better quality of service to its Spanish only speaking customers by adding more staff able to communicate in Spanish.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

The Department is reviewing its positions, the need of its customers and the quality of its outreach efforts to ensure that all communities have the same access to services provided by the Department, and to this end, IDHR has identified additional positions for the bilingual option.

Please attach additional sheets as necessary.

due 11-18-05
Get u
EEO
BAS.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Dept of Human Services

Name of Individual Completing Survey: Rebecca M. Wagner

Individual's Working Title: Bureau Chief

Individual's Phone Number: 217.785.1544

Individual's Mailing Address: 100 S. Grand Ave, 8.

Individual's Email Address: Rebecca.Wagner@dhs.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

52 Officials and Managers

405 Professionals

106 Technicians

10 Protective Service Workers

48 Para-Professionals

89 Office and Clerical

1 Skilled Craft Workers

28 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

13 Officials and Managers

291 Professionals

34 Technicians

2 Protective Service Workers

39 Para-Professionals

43 Office and Clerical

0 Skilled Craft Workers

1 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

_____ Officials and Managers

_____ Professionals

_____ Technicians

_____ Protective Service Workers

_____ Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

15,821

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

2 Officials and Managers

4 Professionals

91 Technicians

0 Protective Service Workers

2 Para-Professionals

2 Office and Clerical

9 Skilled Craft Workers

35 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

46 Officials and Managers

434 Professionals

111 Technicians

10 Protective Service Workers

46 Para-Professionals

84 Office and Clerical

1 Skilled Craft Workers

29 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

13 Officials and Managers

327 Professionals

30 Technicians

2 Protective Service Workers

40 Para-Professionals

58 Office and Clerical

0 Skilled Craft Workers

1 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

Officials and Managers

_____ Professionals
_____ Technicians
_____ Protective Service Workers
_____ Para-Professionals
_____ Office and Clerical
_____ Skilled Craft Workers
_____ Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

14,941

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

4 Officials and Managers
7 Professionals
148 Technicians
1 Protective Service Workers
3 Para-Professionals
5 Office and Clerical
14 Skilled Craft Workers
57 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

Attend job fairs, recruiting events, career days etc at institutions of higher learning, vocational training centers & community based organizations as well as legislator-sponsored events.

- b) Spanish-speaking bilingual employment strategies:

Notices of DHS employment opportunities will be distributed to colleges & universities with a high concentration of Spanish speaking students. DHS will contact placement offices statewide to recruit undergraduate & graduate Spanish speaking candidates.

- c) Hispanic employment programs:

Contact written & electronic Spanish speaking media to announce DHS employment opportunities & job fairs.

d) Spanish-speaking employment programs:

Distribute flyers, vacancy announcements
at community festivals and outreach to
community based organizations in areas where
DHS vacancies exist for Spanish speaking
candidates.

e) Recommendations provided by DHR, CMS or the Auditor General:

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Fy05 was a very successful year in hiring Hispanics +
addressing the Agency's underutilization. Underutilization
was decreased more this year than any other FY since
inception of DHS.

Were there any increases in those levels from the prior year? If so, please provide specific details.

Fy04 52 Hispanics hired
Fy05 71 " "

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Attending job fairs, vocational training centers.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005
RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: ILLINOIS STATE BOARD OF INVESTMENT

Name of Individual Completing Survey: Katherine A. Spinato

Individual's Working Title: Deputy Executive Director

Individual's Phone Number: 312.793.5711

Individual's Mailing Address: 180 North LaSalle St., Suite 2015 Chicago, IL 60601

Individual's Email Address: kspinato@mail.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 ☐ Officials and Managers

 ☐ Professionals

 ☐ Technicians

 ☐ Protective Service Workers

 ☐ Para-Professionals

 ☐ Office and Clerical

 ☐ Skilled Craft Workers

 ☐ Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 ☐ Officials and Managers

 ☐ Professionals

 ☐ Technicians

 ☐ Protective Service Workers

 ☐ Para-Professionals

 ☐ Office and Clerical

 ☐ Skilled Craft Workers

 ☐ Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers
3 Professionals
____ Technicians
____ Protective Service Workers
____ Para-Professionals
2 Office and Clerical
____ Skilled Craft Workers
____ Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

7

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

- 0 Officials and Managers
- 0 Professionals
- 0 Technicians
- 0 Protective Service Workers
- 0 Para-Professionals
- 1 Office and Clerical
- 0 Skilled Craft Workers
- 0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

- 0 Officials and Managers
- 0 Professionals
- 0 Technicians
- 0 Protective Service Workers
- 0 Para-Professionals
- 1 Office and Clerical
- 0 Skilled Craft Workers
- 0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers
5 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

10

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

○

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

○

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

NA

- b) Spanish-speaking bilingual employment strategies:

NA

- c) Hispanic employment programs:

NA

d) Spanish-speaking employment programs:

NA

e) Recommendations provided by DHR, CMS or the Auditor General:

None

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

NA

Were there any increases in those levels from the prior year? If so, please provide specific details.

Total of 3 new hires in FY05 - 1 Hispanic/Spanish speaking

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency. Please attach additional sheets as necessary.

Limited due to small size of agency

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Department of Labor

Name of Individual Completing Survey: Melissa Lange

Individual's Working Title: Personnel Manager/EEO Officer

Individual's Phone Number: 217/782-3049

Individual's Mailing Address: One West Old State Capitol Plaza, Springfield, IL 62701

Individual's Email Address: Melissa_Lange@cms.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers

2 Professionals

2 Technicians

N/A Protective Service Workers

1 Para-Professionals

2 Office and Clerical

N/A Skilled Craft Workers

N/A Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers

1 Professionals

2 Technicians

N/A Protective Service Workers

1 Para-Professionals

2 Office and Clerical

N/A Skilled Craft Workers

N/A Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

10 Officials and Managers

29 Professionals

23 Technicians

N/A Protective Service Workers

10 Para-Professionals

8 Office and Clerical

N/A Skilled Craft Workers

N/A Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's: 78
-

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers

0 Professionals

0 Technicians

N/A Protective Service Workers

0 Para-Professionals

0 Office and Clerical

N/A Skilled Craft Workers

N/A Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

 0 Officials and Managers
 3 Professionals
 3 Technicians
 N/A Protective Service Workers
 1 Para-Professionals
 2 Office and Clerical
 N/A Skilled Craft Workers
 N/A Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers
 2 Professionals
 3 Technicians
 N/A Protective Service Workers
 1 Para-Professionals
 2 Office and Clerical
 N/A Skilled Craft Workers
 N/A Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

10 Officials and Managers

28 Professionals

23 Technicians

N/A Protective Service Workers

10 Para-Professionals

8 Office and Clerical

N/A Skilled Craft Workers

N/A Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

71

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers

0 Professionals

0 Technicians

N/A Protective Service Workers

0 Para-Professionals

0 Office and Clerical

N/A Skilled Craft Workers

N/A Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
The Department did not have funds available in FY05 for Hispanic and Spanish-speaking bilingual employment programs.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:
The Department did not have funds available in FY06 for Hispanic and Spanish-speaking bilingual employment programs.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:
The Department utilizes Hispanic/Spanish-speaking employees to attend job fairs in Latino communities throughout the State. The Department's Hispanic representatives also conduct outreach events at community-based organizations such as churches and colleges.

- b) Spanish-speaking bilingual employment strategies:
The Department utilizes the same strategies as described in 13(a).

- c) Hispanic employment programs:
The Department does not have a Hispanic employment program.

d) Spanish-speaking employment programs:

The Department does not have a Spanish-speaking employment program.

e) Recommendations provided by DHR, CMS or the Auditor General:

No recommendations received.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

The Department has zero underutilization in the Hispanic EEO category. Twenty percent of the agency's new hires in FY05 were Hispanic and Spanish-speaking bilingual persons.

Were there any increases in those levels from the prior year? If so, please provide specific details.

The Department's underutilization of Hispanics in the prior fiscal year was also zero.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

The Department could increase the number of Hispanic and Spanish-speaking bilingual employees if we could obtain approval to fill our 12 vacancies.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Educational Labor Relations Board

Name of Individual Completing Survey: Helen Higgins Kelly

Individual's Working Title: General Counsel

Individual's Phone Number: (312) 793-3170

Individual's Mailing Address: 160 North LaSalle Street, Suite N400, Chicago, IL 60601

Individual's Email Address: helen.higgins@cms.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 0 Officials and Managers

 1 Professionals

 n/a Technicians

 n/a Protective Service Workers

 0 Para-Professionals

 0 Office and Clerical

 n/a Skilled Craft Workers

 n/a Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers

 1 Professionals

 n/a Technicians

 n/a Protective Service Workers

 0 Para-Professionals

 0 Office and Clerical

 n/a Skilled Craft Workers

 n/a Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

 6 Officials and Managers

 7 Professionals

 n/a Technicians

 n/a Protective Service Workers

 1 Para-Professionals

 2 Office and Clerical

 n/a Skilled Craft Workers

 n/a Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

 17

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

 0 Officials and Managers

 0 Professionals

 n/a Technicians

 n/a Protective Service Workers

 0 Para-Professionals

 0 Office and Clerical

 n/a Skilled Craft Workers

 n/a Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

 0 Officials and Managers

 0 Professionals

 n/a Technicians

 n/a Protective Service Workers

 0 Para-Professionals

 0 Office and Clerical

 n/a Skilled Craft Workers

 n/a Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers

 0 Professionals

 n/a Technicians

 n/a Protective Service Workers

 0 Para-Professionals

 0 Office and Clerical

 n/a Skilled Craft Workers

 n/a Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

 5 Officials and Managers

 6 Professionals

 n/a Technicians

 n/a Protective Service Workers

 1 Para-Professionals

 2 Office and Clerical

 n/a Skilled Craft Workers

 n/a Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

 14

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

 0 Officials and Managers

 0 Professionals

 n/a Technicians

 n/a Protective Service Workers

 0 Para-Professionals

 0 Office and Clerical

 n/a Skilled Craft Workers

 n/a Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

Agency participation in recruitment fair at Loyola University to reach out to minority students who may be interested in a career or externship with the IELRB. Also notified the Agency's Advisory Committee of State's Hispanic Employment Plan.

- b) Spanish-speaking bilingual employment strategies: See above.

- c) Hispanic employment programs:

N/A

d) Spanish-speaking employment programs:

N/A

e) Recommendations provided by DHR, CMS or the Auditor General:

N/A

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

N/A

Were there any increases in those levels from the prior year? If so, please provide specific details.

No

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.
The Agency will pursue strategies to reach out to Hispanic law students interested in labor and employment laws through its Advisory Committee, law schools and hiring consortiums for minority law students.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: IL Labor Relations Board

Name of Individual Completing Survey: Carla Stone

Individual's Working Title: Personnel officer

Individual's Phone Number: 312 793 6426

Individual's Mailing Address: 160 N LaSalle, 5400, Chicago, 60601

Individual's Email Address: stone@ilrb.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

N/A Skilled Craft Workers

N/A Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

N/A Skilled Craft Workers

N/A Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers

13 Professionals

0 Technicians

0 Protective Service Workers

4 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

21

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers

1 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

2 Officials and Managers

12 Professionals

0 Technicians

0 Protective Service Workers

4 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

19

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers

1 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

N/A

- b) Spanish-speaking bilingual employment strategies:

N/A

- c) Hispanic employment programs:

N/A

d) Spanish-speaking employment programs:

N/A

e) Recommendations provided by DHR, CMS or the Auditor General:

N/A

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

N/A

Were there any increases in those levels from the prior year? If so, please provide specific details.

N/A

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

N/A

Please attach additional sheets as necessary. When this agency has the opportunity to fill a vacancy we give our 100% effort to recruit all minority groups.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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RETURN TO: Department of Central Management Services
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503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Law Enforcement Training and Standards Board

Name of Individual Completing Survey: Thomas J. Jurkanin, Ph.D. Executive Director

Individual's Working Title: Executive Director

Individual's Phone Number: 217/782-4540

Individual's Mailing Address: 600 South 2nd. Street, Suite 300
Springfield, IL 62704

Individual's Email Address: Tomj @ptb.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 0 Officials and Managers
 0 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 1 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers
 0 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

5 Officials and Managers
13 Professionals
0 Technicians
0 Protective Service Workers
3 Para-Professionals
4 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:
25 employees

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

4 Officials and Managers
14 Professionals
0 Technicians
0 Protective Service Workers
3 Para-Professionals
4 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

23 employees

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

Please see attached sheet.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

Please see attached sheet.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

Please see attached sheet.

- b) Spanish-speaking bilingual employment strategies:

Please see attached sheet.

- c) Hispanic employment programs:

Please see attached sheet.

d) Spanish-speaking employment programs:

Please see attached sheet.

e) Recommendations provided by DHR, CMS or the Auditor General:

Please see attached sheet.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Please see attached sheet.

Illinois Law Enforcement Training and Standards Board is not under utilized in any EEOC category.

Were there any increases in those levels from the prior year? If so, please provide specific details.

Please see attached sheet.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Please see attached sheet.

Please attach additional sheets as necessary.

The Board does not generally provide services to the public; rather, it provides services to governmental units in Illinois. Those services are provided in English. Further, the Board has never received a request for services in Spanish (or any other language).

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Illinois Medical District Commission

Name of Individual Completing Survey: Cynthia Fernandez

Individual's Working Title: Senior Accountant

Individual's Phone Number: 312-633-3434 ext. 24

Individual's Mailing Address: 600 South Dearborn, Chicago, IL 60612

Individual's Email Address: cfernandez@imdc.org

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
1 Technicians
0 Protective Service Workers
0 Para-Professionals
3 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
0 Professionals
1 Technicians
0 Protective Service Workers
0 Para-Professionals
3 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

3 Officials and Managers

0 Professionals

2 Technicians

0 Protective Service Workers

3 Para-Professionals

4 Office and Clerical

0 Skilled Craft Workers

3 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

15

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers No category over 5

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
1 Technicians
0 Protective Service Workers
0 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
0 Professionals
1 Technicians
0 Protective Service Workers
0 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

3 Officials and Managers

0 Professionals

2 Technicians

0 Protective Service Workers

3 Para-Professionals

4 Office and Clerical

0 Skilled Craft Workers

4 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

16

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers **None over 5**

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

Agency does not have any programs in which it requires
spanish utilization

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

N/A

- b) Spanish-speaking bilingual employment strategies:

N/A

- c) Hispanic employment programs:

N/A

d) Spanish-speaking employment programs:

N/A

e) Recommendations provided by DHR, CMS or the Auditor General:

NONE

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Agency does not have any programs in which it requires
spanish utilization

Were there any increases in those levels from the prior year? If so, please provide specific details.

None

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Agency does not have any programs in which it requires
spanish utilization

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Dept. of Military Affairs

Name of Individual Completing Survey: Ruth Moenck

Individual's Working Title: Human Resources Rep. Assistant EEO/AA Officer.

Individual's Phone Number: 217-761-3633

Individual's Mailing Address: 1301 N. MacArthur Blvd, Springfield, IL 62702-2399

Individual's Email Address: ruth.moenck@us.army.mil

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

___0___ Officials and Managers
___0___ Professionals
___0___ Technicians
___2___ Protective Service Workers
___0___ Para-Professionals
___0___ Office and Clerical
___0___ Skilled Craft Workers
___3___ Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

___0___ Officials and Managers
___0___ Professionals
___0___ Technicians
___0___ Protective Service Workers
___0___ Para-Professionals
___0___ Office and Clerical
___0___ Skilled Craft Workers
___0___ Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

5 Officials and Managers

40 Professionals

11 Technicians

69 Protective Service Workers

4 Para-Professionals

6 Office and Clerical

6 Skilled Craft Workers

97 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

252

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

___0___ Officials and Managers

___0___ Professionals

___0___ Technicians

___2___ Protective Service Workers

___0___ Para-Professionals

___0___ Office and Clerical

___0___ Skilled Craft Workers

___3___ Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

___0___ Officials and Managers

___0___ Professionals

___0___ Technicians

___0___ Protective Service Workers

___0___ Para-Professionals

___0___ Office and Clerical

___0___ Skilled Craft Workers

___0___ Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

____6____ Officials and Managers
____41____ Professionals
____10____ Technicians
____90____ Protective Service Workers
____4____ Para-Professionals
____6____ Office and Clerical
____6____ Skilled Craft Workers
____97____ Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

____245____

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

____0____ Officials and Managers
____0____ Professionals
____0____ Technicians
____1____ Protective Service Workers
____0____ Para-Professionals
____0____ Office and Clerical
____0____ Skilled Craft Workers
____2____ Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

No budget allocation

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

No budget allocation

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

No strategies have been implemented - awaiting meeting with CMS Diversity Enrichment Program Director.

- b) Spanish-speaking bilingual employment strategies:

No strategies have been implemented.
The primary mission of this agency is to provide support to the IL National Guard as an organization. Bilingual needs of individuals within the IL National Guard are met by military personnel within that organization.

- c) Hispanic employment programs:

No new programs have been implemented - awaiting meeting with CMS Diversity Enrichment Program Director.

- d) Spanish-speaking employment programs:
No programs have been implemented as the Agency does not
require or have a need for Spanish-speaking bilingual employees.
All bilingual needs are accommodated by military personnel.

- e) Recommendations provided by DHR, CMS or the Auditor General:
No recommendations have been provided by DHR, CMS or the
Auditor General.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:
The Agency does not require Spanish-speaking bilingual persons
and does not employ a large enough workforce to have a dedicated
Latino or Hispanic recruitment office. Therefore, the Agency does
not routinely conduct studies on these hires and has not yet
implemented a State Hispanic Employment Plan.

Were there any increases in those levels from the prior year? If so, please provide specific details.

No increases.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
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503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: IL. Department of Natural Resources

Name of Individual Completing Survey: Michele Cusumano / Sabrina Johnson

Individual's Working Title: Human Resource Director / HRS

Individual's Phone Number: 217/782-1274

Individual's Mailing Address: One Natural Resource Way, Springfield, IL 62702

Individual's Email Address: mcusumano@dnrmail.state.il.us / sjohnson1@dnrmail.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

 1 Officials and Managers
 2 Professionals
 0 Technicians
 1 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 1 Skilled Craft Workers
 0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

 0 Officials and Managers
 2 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

371 Officials and Managers
906 Professionals
83 Technicians
163 Protective Service Workers
93 Para-Professionals
57 Office and Clerical
27 Skilled Craft Workers
281 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:
2,374

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers
5 Professionals
0 Technicians
4 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
8 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

2 Officials and Managers
2 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

317 Officials and Managers

847 Professionals

81 Technicians

154 Protective Service Workers

912 Para-Professionals

85 Office and Clerical

24 Skilled Craft Workers

279 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

2,261

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

4 Officials and Managers

10 Professionals

2 Technicians

6 Protective Service Workers

3 Para-Professionals

2 Office and Clerical

0 Skilled Craft Workers

14 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

Two, Natural Resource Coordinator, provides Spanish to
visitors, conducting programs for migrant workers children,
translating maps and park information to approx. 40% of
visitors in park.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

One, Natural Resource Coordinator, provides Spanish to
visitors, conducting programs for migrant workers children,
translating maps and park information to approx. 40% of
visitors in park.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

Attend job fairs to recruit Hispanics for all EEO
categories. Continue to allow Hispanic state employees
to attend the Hispanic State Employee Conference.

- b) Spanish-speaking bilingual employment strategies:

Continue to review positions and consider positions
as staff levels are restored.

- c) Hispanic employment programs:

Continue to review positions and consider positions
as staff levels are restored.

d) Spanish-speaking employment programs:

Allow training for any interested employee.

e) Recommendations provided by DHR, CMS or the Auditor General:

None to date.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Continue to monitor our hiring and recruiting efforts.

Were there any increases in those levels from the prior year? If so, please provide specific details.

No.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Hire the EEO officer so she/he can start recruiting.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: PRISONER REVIEW BOARD

Name of Individual Completing Survey: SANTIAGO D. ROMERO

Individual's Working Title: CHIEF PERSONNEL OFFICER

Individual's Phone Number: (217) 782-4087

Individual's Mailing Address: Sromero @ prb.state.il.us

Individual's Email Address: 319 E. MADISON Street,
Suite A
Springfield, IL 62701

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

1 Officials and Managers
3 Professionals
1 Technicians
0 Protective Service Workers
9 Para-Professionals
7 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's: 21

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

1 Officials and Managers
2 Professionals
0 Technicians
0 Protective Service Workers
9 Para-Professionals
7 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

19

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

\$ 78,936.00

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

\$ 78,936.00

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

- Creation of bilingual positions.
- Creation of RSA Intern position (bilingual)

- b) Spanish-speaking bilingual employment strategies:

- Creation of bilingual positions

- c) Hispanic employment programs:

d) Spanish-speaking employment programs:

NONE

e) Recommendations provided by DHR, CMS or the Auditor General:

NONE

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

N/A.

Were there any increases in those levels from the prior year? If so, please provide specific details.

NO

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Continue to create Spanish - Speaking positions

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey - 2005
Illinois Dept. of Public Health – Additional Page

13. IDPH activities undertaken in implementing the State Hispanic Employment Plan

13a. Hispanic employment strategies:

The IDPH-Center for Minority Health Services (CMHS) staffs liaisons to the Hispanic community located in both the Chicago and Springfield offices. The agency's EEO Officer and liaisons have instituted a task force charged with identifying qualified Hispanic candidates who may be interested in employment with the Department. The task force has identified a number of appropriate organizations and other partners and is working to enlarge the pool of qualified Hispanic candidates. Staff is also working with the Illinois Association of Hispanic State Employees (IAHSE), Illinois Migrant Council and Image, three statewide Hispanic organizations, to address employment issues.

Staff liaisons created a Hispanic employment resource committee which met on a quarterly basis for the purpose of identifying outreach strategies. Members of the committee included representatives from academia, community-based organizations and Hispanic professional organizations.

IDPH has also engaged in the following employment strategies:

- Increased the number of our Hispanic/Latino Rutan Certified interviewers to assist in identifying qualified Hispanic candidates
- Increased involvement and recruitment at job and health fairs.

13b. Spanish-speaking bilingual employment strategies:

Both IDPH-CMHS staff liaisons are bilingual and work closely with the Hispanic community and IDPH senior staff and managers to identify positions that should be considered for "preferred bilingual" designation. Staff also works with appropriate partners to identify qualified candidates and to assist in the interview process.

The agency has redefined job descriptions to include the Spanish-speaking option in areas of significant need, such as in the Offices of Vital Records Women's Health where there has been an increase in Spanish callers.

13c. Hispanic employment programs:

IDPH has been a co-sponsor of the IAHSE Conference for many years and encourages participation of Hispanic/Latino staff to participate in such conferences. A staff liaison is also a board member of IAHSE and IDPH promotes position openings through IAHSE's website.

State Hispanic Employment Plan Survey - 2005
Illinois Dept. of Public Health – Additional Page

13d. Spanish-speaking employment programs:

More IDPH programs offer their website and marketing materials in the Spanish language—divisions that currently offer information in Spanish include the Offices of Women's Health, Vital Records, Health Promotion, Health Protection and the Center for Minority Health Services.

13e. Recommendations provided by DHR, CMS or the Auditor General:

As mandated by the Department of Human Rights CMS has provided IDPH w/additional training material to assist w/the retention and upward mobility of our current Hispanic/Latino staff. Additionally, CMS is working w/IDPH to assist in developing training programs in regions where underutilization exists.

15. Suggestions/recommendations for increasing the number of Hispanic and Spanish-speaking bilinguals employed by your agency:

- CMS should provide training to managers and supervisors on the importance of hiring Hispanic/bilingual staff to meet the needs of the community while also adhering to federal and state laws, such as the area of language access.
- Increase the number of Hispanic/Latino managers to provide mentoring to minority staff and to gain a greater connection w/Hispanic/Latino communities.
- Emphasize the importance of involvement of senior level leadership in efforts to achieve a fully diverse workplace to motivate line managers in pursuing the goal of full representation of Hispanics/Latinos in the workforce.
- CMS should devote a greater proportion of their recruitment resources and capabilities and work with state agencies more closely to address issues of Hispanic/Latino underutilization.

State Hispanic Employment Plan Survey 2005

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Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Property Tax Appeal Board

Name of Individual Completing Survey: Becky Moody

Individual's Working Title: Fiscal Officer

Individual's Phone Number: 217/557-0122

Individual's Mailing Address: 402 Stratton Office Building, Springfield, IL

Individual's Email Address: bmoody@mail.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories: **

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

**Chairman of the Board

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories: **

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

**Chairman of the Board

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

6 Officials and Managers
13 Professionals
0 Technicians
0 Protective Service Workers
3 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

22

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories: **

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

**Chairman of the Board

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories: **

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

**Chairman of the Board

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

 5 Officials and Managers
 14 Professionals
 0 Technicians
 0 Protective Service Workers
 3 Para-Professionals
 2 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

 20

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

 0 Officials and Managers
 0 Professionals
 0 Technicians
 0 Protective Service Workers
 0 Para-Professionals
 0 Office and Clerical
 0 Skilled Craft Workers
 0 Service-Maintenance

d) Spanish-speaking employment programs:

N/A

e) Recommendations provided by DHR, CMS or the Auditor General:

N/A

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

The PTAB currently has no Hispanic or Spanish-speaking
bilingual persons and has been unable to fill vacancies.

Were there any increases in those levels from the prior year? If so, please provide specific details.

N/A

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

DEPT. OF HUMAN RIGHTS
INTAKE UNIT

NOV 18 2005

RECEIVED

BY

Agency: Illinois Dept. of Public Health

Name of Individual Completing Survey: Robin Tucker-Smith

Individual's Working Title: EEO/AA Officer

Individual's Phone Number: (312) 814-1041

Individual's Mailing Address: 100 W. Randolph St., Rm. 6-600, Chicago 60601

Individual's Email Address: rtucker@idph.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

7 Officials and Managers
8 Professionals
1 Technicians
0 Protective Service Workers
2 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
8 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

1 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

365 Officials and Managers
667 Professionals
50 Technicians
0 Protective Service Workers
63 Para-Professionals
97 Office and Clerical
5 Skilled Craft Workers
13 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,141

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers
14 Professionals
1 Technicians
0 Protective Service Workers
1 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

8 Officials and Managers
7 Professionals
1 Technicians
0 Protective Service Workers
2 Para-Professionals
2 Office and Clerical
0 Skilled Craft Workers
1 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

2 Officials and Managers
1 Professionals
0 Technicians
0 Protective Service Workers
1 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

350 Officials and Managers

628 Professionals

42 Technicians

0 Protective Service Workers

60 Para-Professionals

94 Office and Clerical

2 Skilled Craft Workers

10 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,112

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers

15 Professionals

1 Technicians

0 Protective Service Workers

1 Para-Professionals

2 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

There is no specific line item in the Il. Dept. of Public Health's (IDPH) budget, however, all projects are sufficiently funded through the IDPH Center for Minority Health Services budget allocation.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

There is no specific line item in the Il. Dept. of Public Health's (IDPH) budget, however, all projects are sufficiently funded through the IDPH Center for Minority Health Services budget allocation.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

see additional sheet attached

- b) Spanish-speaking bilingual employment strategies:

see additional sheet attached

- c) Hispanic employment programs:

see additional sheet attached

- d) Spanish-speaking employment programs:
see additional sheet attached

- e) Recommendations provided by DHR, CMS or the Auditor General:
see additional sheet attached

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Our efforts are ongoing and we have just recently, FY2006, Qtr. 1, seen an improvement in the employment strategies we are utilizing to reduce underutilization.

Were there any increases in those levels from the prior year? If so, please provide specific details.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.
see additional sheet attached

Please attach additional sheets as necessary.

STATE HISPANIC EMPLOYMENT PLAN SURVEY 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan, which will be incorporated into the annual report, submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, Illinois 62706
Phone: 217-524-8773
Fax: 217-558-4497

ALSO, PROVIDE A COPY TO THE DEPARATMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste.10-100
Chicago, Illinois 60601

Agency: Illinois Department of Revenue

Name of Individual Completing Survey: Ruby Taylor

Individual's Working Title: Equal Employment Opportunity Officer

Individual's Phone Number: 217-524-9210

Individual's Mailing Address: 101 West Jefferson, MC 5-500

Individual's Email Address: rtaylor@Revenue.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

7	Officials and Managers
18	Professionals
5	Technicians
0	Protective Service Workers
4	Para-Professional
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

4	Officials and Managers
10	Professionals
2	Technicians
0	Protective Service Workers
2	Para-Professionals
0	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

368	Officials and Managers
1299	Professionals
211	Technicians
20	Protective Service Workers
145	Para-Professionals
168	Office and Clerical
8	Skilled Craft Workers
8	Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

The total number of employees is 2004.

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

5	Officials and Managers
26	Professionals
1	Technicians
0	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

- 8 Officials and Managers
- 15 Professionals
- 3 Technicians
- 0 Protective Service Workers
- 2 Para-Professionals
- 0 Office and Clerical
- 0 Skilled Craft Workers
- 0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

- 4 Officials and Managers
- 10 Professionals
- 2 Technicians
- 0 Protective Service Workers
- 2 Para-Professionals
- 0 Office and Clerical
- 0 Skilled Craft Workers
- 0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

321	Officials and Managers
1243	Professionals
151	Technicians
2	Protective Service Workers
116	Para-Professionals
142	Office and Clerical
8	Skilled Craft Workers
7	Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

The total number of employees is 1913.

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

5	Officials and Managers
26	Professionals
1	Technicians
0	Protective Service Workers
1	Para-Professionals
1	Office and Clerical
0	Skilled Craft Workers
0	Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

There is no specific allocation for Hispanic and Spanish-speaking bilingual programs.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

There is no specific allocation for Hispanic and Spanish-speaking bilingual programs.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

a) Hispanic employment strategies:

*The Director of Recruitment and Selection faxes copies of job vacancy postings to the Illinois Association of Hispanic State Employees, The Illinois Association of Minorities in Government, and the Springfield Urban League. On the fax cover sheet the link to the CMS website where organizations can look at the posting statewide for each agency is listed.

*Representatives from Revenue attended the IASHE Annual Conference and supplied information to interested applicants on Revenue Auditor Trainee, Revenue Tax Specialist Trainee, and Revenue Collection Officer Trainee and Information Services Intern positions.

*The Director of Recruitment and Selection sent e-mail to the Diversity Enrichment division at CMS notifying the division of Revenue's desire to recruit qualified Spanish-speaking candidates for the Revenue Collection Officer Trainee positions in the Chicago area.

The recruitment staff reviews the "Eligible Lists" and invite as many Hispanic and other minority candidates to the interviews as possible.

b.) Spanish-speaking bilingual employment strategies:

Promote increase recruitment of bilingual employees by emphasizing the pay incentive.

Utilize all available resources to post job announcements. i.e. IDOR Web site, CMS Information Center, Revenue bulletin boards.

c.) Hispanic employment programs:

There is no specific structure outside of the normal CMS process to recruit Hispanic employees.

Communicate goals of Hispanic employment plan to senior level managers in order to secure support.

Monitor goals addressed to ensure the desired results.

d.) Spanish-speaking employment programs:

There are no specific structure outside of the normal CMS process for Spanish-speaking employment programs.

e.) Recommendations provided by DHR, CMS or the Auditor General:

Revenue has no record of recommendations provided by DHR, CMS or the Auditor General regarding Hispanic-Speaking programs.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

Even though Revenue has not reached the desired level of Hispanic-Spanish speaking employees; we are committed to building a workforce of highly qualified individuals that is representatives, at all levels.

Were there any increases in those levels from the prior year? If so, please provide details.

There were no increases from the prior year.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

In addition, to the strategies listed in number 13; Revenue will promote the participation of Hispanic employees in Revenue training and development classes and CMS's upward mobility program.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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RETURN TO: Department of Central Management Services
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503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: OFFICE OF THE ILLINOIS STATE FIRE MARSHAL

Name of Individual Completing Survey: Stephanie Kirk

Individual's Working Title: Human Resources Director

Individual's Phone Number: (217) 785-1026

Individual's Mailing Address: 1035 Stevenson Drive; Springfield, IL. 62703

Individual's Email Address: stephanie.kirk@sfm.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

1 Officials and Managers
1 Professionals
0 Technicians
1 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

17 Officials and Managers
49 Professionals
15 Technicians
20 Protective Service Workers
6 Para-Professionals
14 Office and Clerical
0 Skilled Craft Workers
2 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

123

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers
1 Professionals
1 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

1 Officials and Managers
0 Professionals
0 Technicians
1 Protective Service Workers
0 Para-Professionals
1 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

25 Officials and Managers
56 Professionals
25 Technicians
14 Protective Service Workers
6 Para-Professionals
11 Office and Clerical
0 Skilled Craft Workers
2 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

139

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers
1 Professionals
1 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

Job fairs, applicable job postings on OSFM website,
recruitment through volunteer/full-time fire departments
state-wide.

- b) Spanish-speaking bilingual employment strategies:

Re-classification of current vacancies of office positions
as Spanish speaking (bi-lingual). Re-classification of
field positions in applicable areas as Spanish speaking
bi-lingual.

- c) Hispanic employment programs:

None at this time.

d) Spanish-speaking employment programs:

None at this time.

e) Recommendations provided by DHR, CMS or the Auditor General:

None.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

There has been no change in underutilization in FY05 & FY06 through the hiring practices in place. Hispanics applying for positions would receive an "A" grade and show up on the Open Competitive employment lists. However, due to Veteran's Preference, they were never reached. Therefore, this Agency will make the changes to positions in which Spanish speaking/bi-lingual employees would be beneficial.

Were there any increases in those levels from the prior year? If so, please provide specific details.

No.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

See #14. Re-classification of job descriptions.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4997

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, IL 60601

Agency:	Illinois State Police
Name of Individual Completing Survey:	Suzanne Yokley-Bond
Individual's Working Title:	Program Manager for the Office of Equal Employment Opportunity
Individual's Phone Number:	(217) 782-1282
Individual's Mailing Address:	3700 East Lake Shore Drive Springfield, Illinois 62707-8639
Individual's Email Address:	Suzanne_Yokley-Bond@isp.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

2 Officials and Managers
10 Professionals
58 Technicians
81 Protective Service Workers
6 Para-Professionals
8 Office and Clerical
1 Skilled Craft Workers
0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

5 Officials and Managers
19 Professionals
34 Technicians
44 Protective Service Workers
1 Para-Professionals
9 Office and Clerical
0 Skilled Craft Workers
1 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

198 Officials and Managers

710 Professionals

810 Technicians

1286 Protective Service Workers

158 Para-Professionals

319 Office and Clerical

10 Skilled Craft Workers

35 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOAs:

3,526

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

-2 Officials and Managers

-13 Professionals

-1 Technicians

0 Protective Service Workers

0 Para-Professionals

-4 Office and Clerical

0 Skilled Craft Workers

-1 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

3 Officials and Managers
11 Professionals
56 Technicians
103 Protective Service Workers
6 Para-Professionals
7 Office and Clerical
1 Skilled Craft Workers
0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

5 Officials and Managers
19 Professionals
34 Technicians
44 Protective Service Workers
1 Para-Professionals
9 Office and Clerical
0 Skilled Craft Workers
1 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

200 Officials and Managers
652 Professionals
769 Technicians
1395 Protective Service Workers
153 Para-Professionals
303 Office and Clerical
10 Skilled Craft Workers
37 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOAs:

3,519

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

-2 Officials and Managers
-19 Professionals
-2 Technicians
-5 Protective Service Workers
0 Para-Professionals
-11 Office and Clerical
0 Skilled Craft Workers
-1 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

Not Applicable

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

Not Applicable

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

See Attachment 1

- b) Spanish-speaking bilingual employment strategies:

- **See attachment 1**
- **Prior to filling any code vacancy, the department will review the duties and responsibilities for consideration of the bilingual option.**
- **On October 19, 2005 the Illinois State Police sent a letter to the Merit Board for special consideration in the certification of candidates possessing bilingual language skills.**

- c) Hispanic employment programs:

Not Applicable

- d) Spanish-speaking employment programs:

Currently the Illinois State Police has one civilian position designated as Spanish-speaking. Current vacancies are under review.

- e) Recommendations provided by DHR, CMS or the Auditor General:

The Illinois State Police has not received any specific recommendations for the employment of Spanish-speaking employees from the agencies listed above. However, the Illinois State Police has developed goals for FY06 Annual Equal Employment Opportunity Plan (see Attachment #1) to recruit qualified minorities for sworn and civilian positions. These goals have been approved by the IL Department of Human Rights.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

During FY04, there were 145 opportunities to hire/promote in the underutilized categories of African Americans, Hispanics, Females, Asians and Native Americans; 46 or 32 percent addressed underutilization. During FY05, there were 51 opportunities to hire/promote in the underutilized categories of African Americans, Hispanics, Females, Asians and Native Americans; 40 or 78 percent addressed underutilization.

Were there any increases in those levels from the prior year? If so, please provide specific details.

Yes. In FY05, the Illinois State Police had a 46 percent increase of hires and promotions which addressed underutilization.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

The Illinois State Police has developed recruitment goals (see Attachment #1) for the FY06 Annual Equal Employment Opportunity Plan to recruit additional qualified minorities for sworn and civilian positions.

Please attach additional sheets as necessary.

Attachment 1

1. The EEO Program Manager and Recruitment Section Manager will disseminate information on upcoming Remote Site Testings to various religious, educational and community organizations to reach additional qualified female and minority candidates.
2. The EEO Program Manager and Recruitment Section Manager will work with the Merit Board to identify and target specific female and minority recruitment sources/forums and ensuring adequate resources are allocated toward these efforts. During FY06, the Recruitment Section will attend recruitment fairs/conferences hosted by the Illinois Association of Minorities in Government (IAMG), Combined Law Enforcement Hispanic Heritage Committee (CLEHHC), Hispanic Alliance for Career Enhancement (HACE), Hispanic Illinois State Law Enforcement Association (HISLEA), and International Association of Hispanic State Employees (IAHSE). Additionally, the ISP advertises the Department's vacant positions on CAN-TV, a public access channel in Chicago, in both Spanish and English.
3. The EEO Program Manager and Recruitment Section Manager will work with the Merit Board to ensure Remote Site Testing, Upcoming Merit Board Testing, and Pre-testing information is available for interested female and minority applicants on the Internet.
4. The EEO Program Manager and Recruitment Section Manager will work with the Merit Board to send notification letters to female and minority applicants for the Pre-testing examination approximately a month prior to the scheduled date.
5. The EEO Program Manager and Recruitment Section Manager will meet semi-annually to review recruitment strategies designed to promote the employment of female and minority applicants and the effectiveness of other recruitment strategies.
6. The EEO Program Manager and Recruitment Section Manager will disseminate entry-level vacancy announcements to various religious, educational and community organizations to reach additional qualified female and minority candidates.
7. Increase the number of female and minority applicants for the Protective Services job category which will eventually increase the number of women and minority candidates available for promotion or assignment to the Technician job category.
8. The EEO Program Manager and Recruitment Section Manager will maintain the ISP website to include our ISP College Student Internship application, so that interested applicants can download the application.
12. The EEO Program Manager and Recruitment Section Manager will meet semi-annually to review and analyze alternative methods of attracting a more diversified candidate pool for our Internship Program.
13. The EEO Program Manager and Recruitment Section Manager will work with religious, educational and community organizations to target identify qualified female and minority youth to participate in our Internship Program.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: IL STATE POLICE MERIT BOARD

Name of Individual Completing Survey: MELINDA GUTIERREZ

Individual's Working Title: CHIEF FISCAL OFFICER

Individual's Phone Number: (217) 786-6244

Individual's Mailing Address: mgutierr@mail.state.il.us

↓
Individual's Email Address: 3180 ADLOFF LANE, SUITE 100
SPRINGFIELD, IL 62703

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
6 Skilled Craft Workers
6 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

6

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's: 5

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

N/A

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

N/A

- a) Hispanic employment strategies:

- b) Spanish-speaking bilingual employment strategies:

- c) Hispanic employment programs:

d) Spanish-speaking employment programs:

e) Recommendations provided by DHR, CMS or the Auditor General:

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

N/A

Were there any increases in those levels from the prior year? If so, please provide specific details.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

N/A

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

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Phone: 217/524-8773
Fax: 217/558-4497



ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: STATE EMPLOYEES' RETIREMENT SYSTEM

Name of Individual Completing Survey: MARTY NANTKES

Individual's Working Title: HUMAN RESOURCES MANAGER

Individual's Phone Number: (217) 558-2473

Individual's Mailing Address: 2101 S. Veterans Parkway, Springfield 62794-9255

Individual's Email Address: mnantkes@srs.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

18 Officials and Managers

31 Professionals

5 Technicians

0 Protective Service Workers

16 Para-Professionals

10 Office and Clerical

2 Skilled Craft Workers

0 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

81

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers
0 Professionals
0 Technicians
0 Protective Service Workers
0 Para-Professionals
0 Office and Clerical
0 Skilled Craft Workers
0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

18 Officials and Managers

31 Professionals

5 Technicians

0 Protective Service Workers

14 Para-Professionals

13 Office and Clerical

2 Skilled Craft Workers

0 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

81

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

Not necessary

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

Not necessary

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

N/A

- b) Spanish-speaking bilingual employment strategies:

N/A

- c) Hispanic employment programs:

N/A

d) Spanish-speaking employment programs:

N/A

e) Recommendations provided by DHR, CMS or the Auditor General:

N/A

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

N/A

Were there any increases in those levels from the prior year? If so, please provide specific details.

No

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

N/A

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: Transportation

Name of Individual Completing Survey: VINCENT E. RANGEL / SCOTT DAUBET

Individual's Working Title: DEPUTY DIRECTOR

Individual's Phone Number: 312-793-2966

Individual's Mailing Address: 310 S. Michigan 16th FL. Chicago 60604

Individual's Email Address: RANGELVE@DOT.IL.GOV

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

19 Officials and Managers

56 Professionals

18 Technicians

0 Protective Service Workers

4 Para-Professionals

2 Office and Clerical

1 Skilled Craft Workers

42 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

_____ Officials and Managers

_____ Professionals

_____ Technicians

_____ Protective Service Workers

_____ Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

**The Department has no
bilingual positions.**

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

1,169 Officials and Managers

1,517 Professionals

904 Technicians

5 Protective Service Workers

177 Para-Professionals

134 Office and Clerical

82 Skilled Craft Workers

2,218 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

6,206

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

7 Officials and Managers

3 Professionals

3 Technicians

*(P) Protective Service Workers

***P stands for PARITY**

1 Para-Professionals

2 Office and Clerical

2 Skilled Craft Workers

69 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

20 Officials and Managers

50 Professionals

18 Technicians

0 Protective Service Workers

3 Para-Professionals

1 Office and Clerical

3 Skilled Craft Workers

39 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

_____ Officials and Managers

_____ Professionals

_____ Technicians

_____ Protective Service Workers

_____ Para-Professionals

_____ Office and Clerical

_____ Skilled Craft Workers

_____ Service-Maintenance

**The Department has no
bilingual jobs.**

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

1,041 Officials and Managers

1,401 Professionals

846 Technicians

0 Protective Service Workers

155 Para-Professionals

120 Office and Clerical

87 Skilled Craft Workers

2,094 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

5,744

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

16 Officials and Managers

7 Professionals

13 Technicians

(NA)* Protective Service Workers

***Security Guards are now under CMS**

3 Para-Professionals

3 Office and Clerical

4 Skilled Craft Workers

127 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

There was no financing for a FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs.

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

There is not a FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

a) Hispanic employment strategies:

1. Establish relationships with Society of Professional Engineers (SHPE) in 2005 to have access of their membership database for hiring initiatives at IDOT. Presentation at District 1 office of Tim Martin's Road Show by Deputy Director Vincent Rangel at the SHPE general meeting hosted by IDOT.
2. Sponsored 20 IDOT employees to participate in Illinois Association of Hispanic State Employees (IAHSE) annual conference in 2004 and 2005.
3. In the IAHSE 2005 Conference, IDOT had a workshop on how minorities are able to establish a business. The IDOT DBE program was emphasized as a means to educate the public on how to do business with IDOT. OBWD Director Paul Cerpa participated as a panelist in the workshop.
4. On July 9th, 2005 IDOT employees volunteered in the state of Illinois, "Supermarket of Veterans Benefits Day", at Navy Pier.
5. On November 1, 2005 IDOT in collaboration with Illinois Veteran's Foundation had a fundraiser to raise money which will assist Hispanic veterans in the state of Illinois.
6. IDOT will work with other agencies, such as Hispanic Illinois State Law Enforcement Associations, to establish better working relationships to exchange ideas and sharing best practices of improving hiring Hispanic candidates.
7. IDOT Partnership with Benito Juarez High School to establish a two year Civil Engineering program.
8. IDOT annual participation with the Latino Caucus Conference to include a presentation by Secretary Tim Martin in the panel titled Business Opportunities in the Transportation Field.

b) Spanish-speaking bilingual employment strategies: Same as above (a).

- c) Hispanic employment programs:

Hispanic employees are able to participate in the Upward Mobility Program and tuition reimbursement program which allows \$2000 annually.

- d) Spanish-speaking employment programs:

Same as above (a).

- e) Recommendations provided by DHR, CMS or the Auditor General:

1. Meet with Hector Villagrana, CMS-Director Diversity Enrichment Program, to discuss how IDOT may proactively approach Hispanic hiring within IDOT.
2. Participate in monthly CMS personnel meetings scheduled for HR last Thursday of the month.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

**ILLINOIS DEPARTMENT OF TRANSPORTATION
HISPANIC EMPLOYEE COUNT**

	Permanent		Temporary	
EEO NARRATIVE	2005	2004	2005	2004
OFF/ADM	19	19	0	18
OFF/CLER	2	1	5	2
PARA PROF	4	4	5	5
PROFESSIONALS	43	51	0	51
SERV MAIN	40	41	20	81
SKILLED CRAFT	3	2	0	2
TECHNICIANS	16	18	0	18
TOTAL	127	136	30	177

* DEPT TOTAL 5835 6007

* Count of non-separated permanent employees

2005 Data as of 12/8/2005

2004 Data as of 12/31/2004

pmct\excel\minority\hispanic staff count

2005 DATA SOURCE: ASSISTANT:hispempl

worksheet:Summary-

2004 DATA SOURCE AR676

Were there any increases in those levels from the prior year? If so, please provide specific details.

See Above Table

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.
 - a. Establishing interdepartmental relationships to learn about best practices in hiring of Hispanics.
 - b. Increase training and education toward Personnel Department within IDOT and provide additional training on Rutan procedure.
 - c. Outreach recruitment on CMS pool in which all state agencies will be able to draw from.
 - d. Take advantage of free advertisement (press) to educate public on employment opportunities with the state.
 - e. Outreach into key political and community organizations, Chambers of Commerce to advise of opportunities of employment in state government.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043/Public Act 94-0597, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel/Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

ALSO, PROVIDE A COPY TO THE DEPARTMENT OF HUMAN RIGHTS AT THE FOLLOWING ADDRESS:

Chief Legal Counsel
Illinois Department of Human Rights
100 W. Randolph St., Ste. 10-100
Chicago, Illinois 60601

Agency: IL Department of Veterans' Affairs

Name of Individual Completing Survey: Deborah Collier

Individual's Working Title: EEO/AA

Individual's Phone Number: (217) 524-0629

Individual's Mailing Address: IL Dept of Veterans' Affairs, 833 S. Spring St, Spfld, IL 62704

Individual's Email Address: S-dac@dva.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following EEOC categories:

0 Officials and Managers

1 Professionals

2 Technicians

1 Protective Service Workers

4 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

1 Service-Maintenance

2. As of June 30, 2004, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

49 Officials and Managers

209 Professionals

221 Technicians

20 Protective Service Workers

417 Para-Professionals

48 Office and Clerical

25 Skilled Craft Workers

201 Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,106

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0 Officials and Managers

1 Professionals

1 Technicians

0 Protective Service Workers

2 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

2 Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

1 Officials and Managers

1 Professionals

2 Technicians

1 Protective Service Workers

4 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

1 Service-Maintenance

7. As of June 30, 2005, provide the number of Spanish-speaking bilinguals employed within each of the following categories:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Para-Professionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

47 Officials and Managers

193 Professionals

211 Technicians

19 Protective Service Workers

404 Para-Professionals

44 Office and Clerical

23 Skilled Craft Workers

204 Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's:

1,126

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0 Officials and Managers

2 Professionals

2 Technicians

0 Protective Service Workers

7 Para-Professionals

2 Office and Clerical

0 Skilled Craft Workers

7 Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None

12. Provide FY06 budget allocation for Hispanic and Spanish-speaking bilingual employment programs:

None

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

The IL Dept. of Veterans' Affairs has never had a Hispanic Employment Plan. However, we have attended Hispanic job fairs and did outreach with Veteran Hispanic organizations in pursuit of potential Hispanic hires.

- b) Spanish-speaking bilingual employment strategies:

No Hispanic Employment Plan

- c) Hispanic employment programs:

No Hispanic Employment Plan

d) Spanish-speaking employment programs:

No Hispanic Employment Plan

e) Recommendations provided by DHR, CMS or the Auditor General:

None

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and Spanish-speaking bilingual persons employed by your agency in the EEOC categories:

No study has been provided

Were there any increases in those levels from the prior year? If so, please provide specific details.

15. Please provide any suggestions/recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Attend Hispanic job fairs; outreach at colleges; contact Hispanic veteran organizations for possible employees.

Please attach additional sheets as necessary.

State Hispanic Employment Plan Survey 2005

Per Senate Bill 2043, each state agency is required to report to CMS all of their activities in implementing the State Hispanic Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

DUE: Friday, November 18, 2005

RETURN TO: Department of Central Management Services
Bureau of Personnel
Division of Statewide Services
503 Stratton Office Building
Springfield, IL 62706
Phone: 217/524-8773
Fax: 217/558-4497

Agency: Illinois Workers' Compensation Commission

Individual Completing Survey: Rebecca Loredó Paz

Individual's Working Title: Human Resources Manager, EEO Officer

Individual's Contact Information: 100 W. Randolph; Suite 8-267
Chicago, Illinois 60601

Voice: (312) 814-6530 (TDD use relay)
Fax: (312) 814-7978
E-Mail: rpaz@mail.state.il.us

1. As of June 30, 2004, provide the number of Hispanics employed within each of the following categories:

3	Officials and Managers
6	Professionals
0	Technicians
0	Protective Services
1	Para-Professional
4	Office and Clerical
0	Skilled Craft
0	Service-Maintenance

2. As of June 30, 2004, provide the number Spanish-speaking bilinguals employed within each of the following categories:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Services
0	Para-Professional
2	Office and Clerical
0	Skilled Craft
0	Service-Maintenance

3. As of June 30, 2004, provide the number of funded positions within each of the following EEOC categories:

24	Officials and Managers
68	Professionals
2	Technicians
0	Protective Services
28	Para-Professional
44	Office and Clerical
0	Skilled Craft
2	Service-Maintenance

4. As of June 30, 2004, provide total number of agency employees on board; include full-time, part-time and LOA's: **165**

5. As of June 30, 2004, provide the underutilization for Hispanics by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Services
2	Para-Professional
0	Office and Clerical
0	Skilled Craft
0	Service-Maintenance

6. As of June 30, 2005, provide the number of Hispanics employed within each of the following EEOC categories:

3	Officials and Managers
6	Professionals
0	Technicians
0	Protective Services
1	Para-Professional
4	Office and Clerical
0	Skilled Craft
0	Service-Maintenance

7. As of June 30, 2005, provide the number Spanish-speaking bilinguals employed within each of the following categories:

0	Officials and Managers
1	Professionals
0	Technicians
0	Protective Services
0	Para-Professional
2	Office and Clerical
0	Skilled Craft
0	Service-Maintenance

8. As of June 30, 2005, provide the number of funded positions within each of the following EEOC categories:

23	Officials and Managers
81	Professionals
2	Technicians
0	Protective Services
27	Para-Professional
47	Office and Clerical
0	Skilled Craft
2	Service-Maintenance

9. As of June 30, 2005, provide total number of agency employees on board; include full-time, part-time and LOA's: **169**

10. As of June 30, 2005, provide the underutilization for Hispanics by category:

0	Officials and Managers
0	Professionals
0	Technicians
0	Protective Services
2	Para-Professional
0	Office and Clerical
0	Skilled Craft
0	Service-Maintenance

11. Provide FY05 budget allocation for Hispanic and bilingual employment programs:

The FY05 allocation for Hispanic and Spanish –speaking bilingual employment programs was approximately \$1,153,252.

12. Provide FY06 budget allocation for Hispanic and bilingual employment programs:

The FY06 allocation for Hispanic and Spanish speaking bilingual employment should be approximately \$1, 251,779.

13. List all agency activities undertaken in implementing the State Hispanic Employment Plan:

- a) Hispanic employment strategies:

The Illinois Workers' Compensation Commission, IWCC, feels that due to the constraints of the AFSCME Master Contract and Veterans Preference, our strategy should be to work on increasing awareness of both employment opportunities and explaining the necessary processes required to gain said employment.

- b) Spanish -speaking bilingual employment strategies:

The Illinois Workers' Compensation Commission, IWCC, diligently works to assure that citizens who file at the Commission receive all appropriate information in a format in which they understand. We strategically place bilingual positions where Spanish –speaking persons have direct and easy access to their services. We also would one day like to provide interpreter service for hearings.

- c) Hispanic employment program:

The Illinois Workers' Compensation Commission, IWCC, has implemented their employment strategy by increasing their participation in events that attract large numbers of Hispanics. Specifically, we recently attended a Public Employer Employment Fair at Northeastern Illinois University. We will also communicate employment opportunities to entities such as the Illinois Association of Hispanic State Employees, CMS's Diversity Outreach Program, and Hispanic veteran associations.

- d) **Spanish-speaking employment programs:**
The Illinois Workers' Compensation Commission, IWCC, has implemented their Spanish –speaking employment strategy by diligently reviewing areas where Spanish-speaking assistance has been sought. Currently, there are two, 2, Spanish –speaking technicians who work in our Information department and use their skills either via the telephone or in person. Bilingual assistance is also available in our Fiscal Department to payees of funds we distribute to injured workers. In the near future and with the addition on new staff we hope to add two new bilingual positions in our Insurance Compliance Department. Our Handbook outlining Workers' Compensation and Occupational Diseases is also in Spanish. With increased funding and headcount, translations service at hearings would be a long-term goal.
- e) **Recommendations provided by DHR, CMS or the Auditor General:**
The Illinois Workers' Compensation Commission has not received any recommendations regarding Hispanic or bilingual employment from the Department of Human Rights, Central Management Services or the Auditor General.

14. Provide results of your agency's studies and monitoring success concerning the number of Hispanics and bilingual persons employed by your agency in the EEO categories:

Monitoring has been performed with the assistance and input of our Spanish-speaking employees. Since the establishment of these positions there have not been any major amendments that would drastically change our numbers. However, even though we are only underutilized by 2 para-professional positions, we will be adding para-professional and professional bilingual positions in the near future.

Were there any increases in those levels from the prior year? If so, please provide specific details.

There have been no increases in the number of Hispanic or Spanish-speaking positions at the Commission.

15. Please provide any suggestions/ recommendations for increasing the number of Hispanics and Spanish-speaking bilinguals employed by your agency.

Our biggest obstacle has been seniority dates. Due to the large number of Union covered positions; many Hispanic candidates just do not have the necessary service time. For non-bargaining unit work we would need additional funding and a headcount increase to be able to dramatically increase Hispanics and Spanish-speaking bilingual employment.

Appendix 4

**BILINGUAL NEEDS AND BILINGUAL PAY SURVEY
2005 REPORT**

Agencies with Bilingual Needs	Cases Requiring Bilingual Assistance						Number of Bilingual Positions Needed	Number of Employees in Bilingual Positions	Employees Using Bilingual Skills						Number of Positions Requiring Bilingual Skill on Job Description	Number of Vacancy Notices Posted Requiring Bilingual Skill	Number of Employees Appointed to Bilingual Skill Positions
	Total Number	Percent of Bilingual Cases Involving				Percent Requiring In-depth Assistance			Number Paid for Bilingual	Daily	Weekly	Monthly	Yearly	Number Not Paid for Bilingual			
		15 Min. or Less	16 Min. to 60 Min.	61 Min. to 1/2 Day	1/2 Day or More												
Aging	3,200	63%	34%	3%	0%	100%	2	1	1	100%	0%	0%	0%	0	1	0	0
Agriculture	90	50%	25%	25%	0%	100%	3	3	3	100%	0%	0%	0%	1	7	0	2
Arts Council	300	60%	40%	0%	0%	45%	1	1	1	0%	100%	0%	0%	1	1	0	0
Central Management Services	493	73%	27%	0%	0%	42%	8	3	3	66%	34%	0%	0%	0	8	1	0
Children & Family Services	1,544	0%	0%	0%	100%	100%	223	183	183	100%	0%	0%	0%	9	34	19	22
Commerce & Economic Opportunity	991	30.0%	38.5%	11.5%	20.0%	53%	12	10	10	40%	34%	12%	14%	0	17	1	1

**BILINGUAL NEEDS AND BILINGUAL PAY SURVEY
2005 REPORT**

Agencies with Bilingual Needs	Cases Requiring Bilingual Assistance						Number of Bilingual Positions Needed	Number of Employees in Bilingual Positions	Employees Using Bilingual Skills						Number of Positions Requiring Bilingual Skill on Job Description	Number of Vacancy Notices Posted Requiring Bilingual Skill	Number of Employees Appointed to Bilingual Skill Positions
	Total Number	Percent of Bilingual Cases Involving				Percent Requiring In-depth Assistance			Number Paid for Bilingual	Daily	Weekly	Monthly	Yearly	Number Not Paid for Bilingual			
		15 Min. or Less	16 Min. to 60 Min.	61 Min. to 1/2 Day	1/2 Day or More												
Commerce Commission	1,303	42%	30%	10%	18%	> 50%	5	1	1	100%	0%	0%	0%	3	2	1	1
Corrections	30	0%	0%	100%	0%		27	48	48	0%	100%	0%	0%	172	180	0	0
Criminal Justice Information Authority	12	30%	20%	10%	40%	10%	1	0	0	0%	0%	0%	0%	2	0	0	0
Deaf and Hard of Hearing Commission	2,400	0%	0%	0%	100%	100%	4	4	7	100%	0%	0%	0%	0	4	2	2
Employment Security	3,780	0%	98%	2%	0%		160	141	141	100%	0%	0%	0%	0	160	25	0
Environmental Protection Agency	0	0%	0%	0%	0%	0%	3	2	2	100%	0%	0%	0%	1	2	0	0
Financial & Professional Regulation	8,400	42%	54%	3%	1%	35%	27	24	24	12%	28%	51%	9%	0	49	4	1

**BILINGUAL NEEDS AND BILINGUAL PAY SURVEY
2005 REPORT**

Agencies with Bilingual Needs	Cases Requiring Bilingual Assistance						Number of Bilingual Positions Needed	Number of Employees in Bilingual Positions	Employees Using Bilingual Skills						Number of Positions Requiring Bilingual Skill on Job Description	Number of Vacancy Notices Posted Requiring Bilingual Skill	Number of Employees Appointed to Bilingual Skill Positions
	Total Number	Percent of Bilingual Cases Involving				Percent Requiring In-depth Assistance			Number Paid for Bilingual	Daily	Weekly	Monthly	Yearly	Number Not Paid for Bilingual			
		15 Min. or Less	16 Min. to 60 Min.	61 Min. to 1/2 Day	1/2 Day or More												
Guardianship & Advocacy Commission	242	30%	20%	45%	5%	15%	7	7	100	28%	58%	14%	0%	0	7	0	0
Healthcare & Family Services	100,385	36%	44%	12%	8%	77%	128	86	81	71%	16%	11%	2%	0	98	3	3
Human Rights Commission	50	30%	70%	0%	0%	70%	3	1	1	100%	0%	0%	0%	2	1	0	0
Human Rights Department	500	0%	10%	70%	20%	100%	22	21	21	100%	0%	0%	0%	0	22	3	2
Human Services	241,000	48%	32%	15%	5%	100%	1,000	1,000	1,000	83%	8%	5%	4%	50	1,000	150	140
Labor	1,300	25%	75%	0%	0%	50%	7	7	7	80%	20%	0%	0%	0	7	1	1
Natural Resources	0	0%	0%	0%	0%	0%	1	1	1	0%	0%	100%	0%	0	1	0	0
Prisoner Review Board	640	35%	45%	20%	0%	100%	3	2	2	100%	0%	0%	0%	0	2	1	1
Public Health	2,800	90%	9%	1%	0%	25%	20	9	9	25%	35%	25%	15%	0	20	5	4

**BILINGUAL NEEDS AND BILINGUAL PAY SURVEY
2005 REPORT**

Agencies with Bilingual Needs	Cases Requiring Bilingual Assistance						Number of Bilingual Positions Needed	Number of Employees in Bilingual Positions	Employees Using Bilingual Skills						Number of Positions Requiring Bilingual Skill on Job Description	Number of Vacancy Notices Posted Requiring Bilingual Skill	Number of Employees Appointed to Bilingual Skill Positions
	Total Number	Percent of Bilingual Cases Involving				Percent Requiring In-depth Assistance			Number Paid for Bilingual	Daily	Weekly	Monthly	Yearly	Number Not Paid for Bilingual			
		15 Min. or Less	16 Min. to 60 Min.	61 Min. to 1/2 Day	1/2 Day or More												
Revenue	15,150	85%	15%	0%	0%	35%	30	22	22	45%	40%	10%	5%	0	58	2	1
State Fire Marshal	> 5	100%	0%	0%	0%	0%	4	0	0	0%	0%	0%	0%	0	0	0	0
State Police	1,000	0%	98%	1%	1%	100%		1	1	100%	0%	0%	0%		1	0	0
Transportation Workers' Compensation Commission	5	100%	0%	0%	0%	0%	0	0	0	0%	0%	0%	0%	2	0	0	0
	1,345	46%	54%	0%	0%	54%	3	3	3	100%	0%	0%	0%	0	3	0	0
TOTALS:	386,960	38%	31%	12%	12%	55%	1,704	1,581	1,672	61%	18%	8%	2%	243	1,685	218	181

**BILINGUAL NEEDS AND BILINGUAL PAY SURVEY
2005 REPORT**

Agencies with Bilingual Needs	Number of Vacated Positions with Bilingual Skill Requirements Deleted	Number of Hispanic Employees Receiving Bilingual Pay	Number of non-Hispanic Employees Receiving Bilingual Pay	Number of Employees Receiving Bilingual Pay for Signing	Number of Employees Receiving Bilingual Pay for Using Braille	How Are Needs Determined? (Check survey forms for more complete information.)
Aging	0	1	0	0	0	In addition to answering the Senior HelpLine, the agency's bilingual staff respond to clients contacting the Department's Circuit Breaker Division with bilingual Spanish calls and correspondence. Bilingual staff are also needed for public speaking, staffing exhibits, participating in conferences and translating outreach materials and forms. The agency call centers need two bilingual Spanish staff positions to meet bilingual needs.
Agriculture	0	3	0	0	0	The agency receives many bilingual requests in the Chicago area because many employees work in predominantly Spanish-speaking state licensed and inspected establishments. For this reason, they maintain a bilingual supervisor in the Chicago area and have hired two additional Spanish-speaking meat inspectors.
Arts Council	0	1	0	0	0	Judgment is made by the agency based on the number of applications and phone inquiries received each year, and by the number of grant applications submitted to the agency receiving technical assistance to their own applications.
Central Management Services	0	3	0	0	0	The determination is based on the operational needs of the bureau.
Children & Family Services	0	156	26	1	0	The caseworker makes the determination that bilingual services are needed to a take a hotline report; the call is then assigned to a bilingual investigator or interpreter. Cases are also opened on the SACWIS system, which includes fields for marking language needs. The department complies with the Council on Accreditation Standards regarding the ratio of cases assigned to a worker: 9 to 1 for investigations and 12 to 1 for operations. DCFS also complies with the Burgos Consent Decree of 1977 which mandates the employment of bilingual staff in all offices where Spanish-speaking families are served.
Commerce & Economic Opportunity	0	5	5	0	0	Based on client and operational needs of the agency.

**BILINGUAL NEEDS AND BILINGUAL PAY SURVEY
2005 REPORT**

Agencies with Bilingual Needs	Number of Vacated Positions with Bilingual Skill Requirements Deleted	Number of Hispanic Employees Receiving Bilingual Pay	Number of non-Hispanic Employees Receiving Bilingual Pay	Number of Employees Receiving Bilingual Pay for Signing	Number of Employees Receiving Bilingual Pay for Using Braille	How Are Needs Determined? (Check survey forms for more complete information.)
Commerce Commission	0	1	0	0	0	The Consumer Services Division (CSD) currently has 5 employees using bilingual skills to fulfill job duties; 1 employee receives bilingual pay. Data indicates that approximately 1/3 of bilingual assistance calls were not answered in the CSD before the caller hung up. The loss of bilingual calls is significantly higher than the loss of nonbilingual calls (10% for the same time period). This difference is due to the low staffing level in CSD. The bilingual staff also receive calls where bilingual assistance is not needed. Because bilingual staff frequently answer nonbilingual calls the wait time for bilingual calls increases. All calls could be answered sooner if staffing were increased, thus resulting in a lower abandoned call rate.
Corrections		34	11	3	0	
Criminal Justice Information Authority	0	0	0	0	0	Agency staff assist the public by answering general questions on criminal justice issues and assisting in translating informational materials. In the past, it was determined that the level of need did not warrant a bilingual position; it is now probable that a bilingual position would be beneficial to the agency.
Deaf and Hard of Hearing Commission	0	0	0	4	0	Employees are required to be fluent in sign language due to the frequent contact with deaf and hard of hearing consumers and employees within the agency.
Employment Security	0	116	20	1	0	The agency determines bilingual needs by tracking LEP clients filing unemployment claims, reviewing the language line in the use report and by management reviewing census data.
Environmental Protection Agency	0	2	0	0	0	As the need arises, bilingual positions are established. Bilingual employees answer incoming calls from motorists regarding vehicle emissions testing. In 2001, a Spanish-speaking option was established for a Motorist Assistance Specialist position to accommodate the Spanish-speaking public; one additional position would aid the Spanish-speaking public in a more efficient manner.
Financial & Professional Regulation	0	20	6	0	0	Bilingual needs and bilingual positions are determined by the number of telephone inquiries and complaints the agency receives by persons who require translators. The number of bilingual examiner and investigator positions is determined by the number of licensees who require translators.

**BILINGUAL NEEDS AND BILINGUAL PAY SURVEY
2005 REPORT**

Agencies with Bilingual Needs	Number of Vacated Positions with Bilingual Skill Requirements Deleted	Number of Hispanic Employees Receiving Bilingual Pay	Number of non-Hispanic Employees Receiving Bilingual Pay	Number of Employees Receiving Bilingual Pay for Signing	Number of Employees Receiving Bilingual Pay for Using Braille	How Are Needs Determined? (Check survey forms for more complete information.)
Guardianship & Advocacy Commission	0	4	1	2	0	Based upon need after measuring client requirements.
Healthcare & Family Services	3	73	13	0	0	Bilingual needs and the number of positions are determined according to the geographical needs.
Human Rights Commission	0	0	0	0	0	Determination is based upon how many bilingual cases come in and whether the number is increasing or decreasing.
Human Rights Department	0	18	3	0	0	The need is determined by the type of service provided. The number of bilingual positions required to process cases is based on the number of charges filed annually by individuals who are only fluent in Spanish or Polish. Additionally, the Department has positions which do not process cases, but are required to communicate in Spanish.
Human Services	0	525	500	120	75	Analysis is made of client/customer caseloads and discussions with local agencies regarding needs. Decisions are also based upon factors such as admission trends, clinical admissions screenings, habilitation treatment and team reviews, State Board of Education language, classifications, speech pathology and audiological evaluations.
Labor	0	6	1	0	0	The agency has determined the need for 6 Spanish bilingual positions and 1 Polish bilingual position in the Chicago Office based on the volume of calls, cases filed, and walk-ins by Spanish and Polish speaking clientele in that geographic area.
Natural Resources	1	0	1	0	0	The agency takes into account the geographic location of the position as well as the programs offered at that location.
Prisoner Review Board	0	2	0	0	0	The agency receives a large number of telephone calls from Spanish-speaking clientele; some are victims registered with the Victim Notification Program and others have been rerouted from the Department of Corrections. Some of the calls do not get returned immediately due to lack of bilingual personnel.
Public Health	0	5	3	0	0	Management determines the bilingual needs when a new position is created and filled based upon the volume of calls received from the nonEnglish speaking sector.

**BILINGUAL NEEDS AND BILINGUAL PAY SURVEY
2005 REPORT**

Agencies with Bilingual Needs	Number of Vacated Positions with Bilingual Skill Requirements Deleted	Number of Hispanic Employees Receiving Bilingual Pay	Number of non-Hispanic Employees Receiving Bilingual Pay	Number of Employees Receiving Bilingual Pay for Signing	Number of Employees Receiving Bilingual Pay for Using Braille	How Are Needs Determined? (Check survey forms for more complete information.)
Revenue	0	14	7	1	0	By the number of individual requests received. The number of positions requiring bilingual skills (58) is larger than the number of positions needed to provide adequate bilingual services due to semi-automatic in-series advancement.
State Fire Marshal	0	0	0	0	0	The agency has reevaluated the need for bilingual personnel and, during FY '06, has employed one bilingual individual and will be making 3 other positions bilingual.
State Police	0	1	0	0	0	Although it is not reported elsewhere in the document, the agency has 115 known bilingual employees; some of these employees may possibly not be compensated for the skill. A portion of these employees are sworn officers, and thus not covered by the Personnel Code. The agency is in the process of addressing the bilingual issue.
Transportation Workers' Compensation Commission	0	2	1	0	0	Need is determined by tallying the incidents requiring bilingual service and reviewing the functions requiring public contact.
TOTALS:	4	992	598	132	75	

Appendix 5

EEO/AA PROFILE

AGENCY: Department on Aging

DIRECTOR: Charles D. Johnson

EEO/AA OFFICER: Elton Arrindell

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 7 African Americans, 3 Hispanics, 1 Female and 1 Asian. During this quarter there were 4 opportunities to hire/promote in the underutilized categories; 4 or 100% (3 African Americans and 1 Female) addressed underutilization. This agency is underutilized by 3 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 4 African Americans, 3 Hispanics and 1 Asian. During this quarter there were 3 opportunities to hire/promote in the underutilized categories; 1 or 33% (1 African American) addressed underutilization. This agency is underutilized by 3 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 3 African Americans, 3 Hispanics and 1 Asian. During this quarter there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 3 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 3 African Americans, 3 Hispanics and 1 Asian. During this quarter there was 1 opportunity to hire/promote in the underutilized category; 1 or 100% (1 African American) addressed underutilization. This agency is underutilized by 3 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 7 African Americans, 3 Hispanics, 1 Female and 1 Asian. During the year, there were 8 opportunities to hire/promote in the underutilized categories; 6 or 75% (5 African Americans, 1 Female) addressed underutilization. This agency is underutilized by 3 people with disabilities.

Underutilization Summary by Region

Name of Agency: AGING

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1							1		1											
2																				
3																				
4																				
5																				
6																				
7	1	1							1											
8																				
9																				
10																				
11																				
Total	1	1	0	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7			1																	
8																				
9																				
10																				
11																				
Total	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **1**

Total underutilization for Hispanics: **2**

Total underutilization for Females: **1**

Total underutilization for Asians: **2**

Total underutilization for Native Americans: **0**

Total Underutilization: 6

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

DHR 11-AAP (Rev 12-03)

State of Illinois
List of Established Job Titles by EEO Category
Aging

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	27
40070	Senior Public Serv Adm	17

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00133	Accountant Advanced	3
00501	Admin Assistant 1	11
00502	Administrative Asst 2	7
13851	Executive 1	14
13852	Executive 2	17
19693	Human Resources Spec	1
21162	Inf Srvcs Specialist II	2
21165	Inf Systems Analyst I	3
21166	Inf Systems Analyst II	2
35700	Pub Admin Intern	8
38572	Rev Tax Spec II	2
41313	Soc Serv Pro Planner 3	6
41314	Soc Serv Prog Planner 4	5
41771	Staff Develop Spec I	1
45253	Tech Adv 3	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	3
00116	Account Technician II	3
11437	Data Processing Supvr 3	1
38571	Rev Tax Spec I	2

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	2
14032	Executive Secretary 2	1
19691	Human Resources Assoc	1
30080	Office Specialist	2
38575	Rev Tax Spec Tr	2
43190	Student Intern	1
43200	Student Worker	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
11420	Data Processing Asst	2
30010	Office Assistant	2
30015	Office Associate	5
30020	Office Clerk	2
38203	Reproduc Serv Tech 1	1

State of Illinois
List of Established Job Titles by EEO Category
Aging

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38201	Reproduc Serv Supvr 1	1
38205	Reproduc Serv Tech 3	1

EEO/AA PROFILE

AGENCY: Department of Agriculture

DIRECTOR: Charles A. Hartke

EEO/AA OFFICER: Kathy Day

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 33 African Americans, 5 Hispanics, 99 Females and 5 Asians. During this quarter there were 7 opportunities to hire/promote in the underutilized categories; 4 or 57% (4 Females) addressed underutilization. This agency is underutilized by 46 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 33 African Americans, 5 Hispanics, 95 Females and 5 Asians. During this quarter there were 5 opportunities to hire/promote in the underutilized categories; 3 or 60% (3 Females) addressed underutilization. This agency is underutilized by 46 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 33 African Americans, 5 Hispanics, 92 Females and 5 Asians. During this quarter there were 4 opportunities to hire/promote in the underutilized categories; 2 or 50% (1 African American and 1 Female) addressed underutilization. This agency is underutilized by 45 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 32 African Americans, 5 Hispanics, 91 Females and 5 Asians. During this quarter there were 3 opportunities to hire/promote in the underutilized categories; 3 or 100% (1 African American and 2 Females) addressed underutilization. This agency is underutilized by 45 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 33 African Americans, 5 Hispanics, 99 Females and 5 Asians. During the year, there were 19 opportunities to hire/promote in the underutilized categories; 12 or 63% (2 African Americans and 10 Females) addressed underutilization. This agency is underutilized by 45 people with disabilities.

Underutilization Summary by Region

Name of Agency: AGRICULTURE

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1						1	1	3	1		7	1	13	3						
2						1		4			3	1	8							
3											1	1	1							
4											1		4							
5											1		4							
6												2	3	1						
7	1		1	1		3					2		7			1		2		
8								2			1		7							
9			1			1		2			3		5							
10								3					5							
11						1		3			1		2							
Total	1	0	2	1	0	7	1	17	1	0	20	5	59	4	0	1	0	2	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1		1	2																	
2																				
3																				
4																				
5																				
6																				
7	2	1				1					1		3			1		5		
8																				
9						1														
10																				
11																				
Total	2	2	2	0	0	2	0	0	0	0	1	0	3	0	0	1	0	5	0	0

Total underutilization for African Americans: 35

Total underutilization for Hispanics: 8

Total underutilization for Females: 90

Total underutilization for Asians: 6

Total underutilization for Native Americans: 0

Total Underutilization: 139

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Agriculture

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
15871	For Serv Ec Dev Exec 1	3
37015	Public Service Adm	58
40070	Senior Public Serv Adm	35

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	4
00133	Accountant Advanced	1
00135	Accountant Supervisor	1
00501	Admin Assistant 1	12
00502	Administrative Asst 2	14
00805	Agric Mkt Generalist	1
00807	Agric Marketing Reporter	4
00810	Agric Marketing Rep	5
00831	Agr Ld & Watr Res Spec 1	3
00833	Agr Ld & Watr Res Spec 3	9
01072	Anm And Anm Prod Invtor	23
06941	Chemist 1	3
06942	Chemist 2	4
06943	Chemist 3	1
13792	Envir Prot Eng 2	1
13793	Envir Prot Eng 3	3
13803	Envir Prot Geo III	1
13821	Envir Prot Spec 1	3
13822	Envir Prot Spec 2	3
13823	Envir Prot Spec 3	7
13851	Executive 1	15
13852	Executive 2	12
19693	Human Resources Spec	1
21160	Information Serv Intern	1
21162	Inf Srvcs Specialist II	2
21166	Inf Systems Analyst II	8
21761	Intl Marketing Rep 1	2
27151	Microbiologist 1	3
27152	Microbiologist 2	5
30860	Paralegal Assistant	1
32501	Plant & Pest Spec I	9
32502	Plant & Pest Spec II	31
35700	Pub Admin Intern	9
45252	Tech Adv 2	1
47901	Veterinarian I	1
47903	Veterinarian 3	3
48780	Warehouse Claims Spec	1

State of Illinois
List of Established Job Titles by EEO Category
Agriculture

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	6
00116	Account Technician II	2
01215	Apiary Inspector	5
11415	Data Proc Admin Spec	1
11430	Data Processing Spec	1
22997	Laboratory Associate 1	13
22998	Laboratory Associate 2	3
26070	Meat & Poultry Insp	95
26073	Meat & Poultry Insp Supv	10
27146	Metrologist Assoc	1
34603	Products & Stds Insp	37
34605	Products & Standards Tr	3
39951	Seed Analyst I	3
39952	Seed Analyst II	1
48881	Warehouse Examiner	5
48882	Warehouse Examiner Spec	28

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
39870	Security Officer	4

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
01075	Anim & Anim Prod Inv Tr	2
14031	Executive Secretary 1	4
14033	Executive Secretary 3	1
19691	Human Resources Assoc	2
26075	Meat & Poultry Insp Trn	8
29993	Office Administrator 3	2
29994	Office Administrator 4	5
30025	Office Coordinator	7
30080	Office Specialist	4
34201	Private Secretary 1	1
34202	Private Secretary 2	1
39953	Seed Analyst Tr	1
43190	Student Intern	2
43200	Student Worker	8

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
08050	Clerical Trainee	1
29992	Office Administrator 2	1
30005	Office Aide	1
30010	Office Assistant	22

State of Illinois
List of Established Job Titles by EEO Category
Agriculture

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30015	Office Associate	22
30020	Office Clerk	2

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
03700	Automotive Mechanic	1
06650	Carpenter	4
06660	Carpenter Foreman	1
13200	Electrician	4
30800	Painter	3
32900	Plumber	5
38205	Reproduc Serv Tech 3	2

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05598	Building/Grounds Laborer	6
05601	Building/Grounds Lead 1	4
05602	Building/Grounds Lead 2	1
05605	Building/Grounds Supv	1
05613	Bldg/Grounds Maint Wkr	4
09317	Conserv/Hist Preserv Wkr	12
22995	Laboratory Assistant	3
23060	Laborer (Building)	4
37551	Race Track Maint 1	2
37552	Race Track Maint 2	2
43051	Storekeeper I	1
43053	Storekeeper III	1

EEO/AA PROFILE

AGENCY: Illinois Arts Council

EXECUTIVE DIRECTOR: Terry Scrogum

EEO/AA OFFICER: Romie Muñoz

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/04 THROUGH 6/30/05)

Actual underutilization at the beginning of FY 2005 was 1 Asian. During these quarters there were no opportunities to hire/promote in the underutilized category. This agency is at parity for people with disabilities.

Underutilization Summary by Region

Name of Agency: ARTS COUNCIL

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1									1											
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: 0

Total underutilization for Hispanics: 0

Total underutilization for Females: 0

Total underutilization for Asians: 1

Total underutilization for Native Americans: 0

Total Underutilization: 1

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Arts Council

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	3
40070	Senior Public Serv Adm	4

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	1
00133	Accountant Advanced	1
00501	Admin Assistant 1	2
00502	Administrative Asst 2	1
01526	Arts Council Prog Coord	6
01527	Arts Council Program Rep	5
13851	Executive 1	1
13852	Executive 2	1
21160	Information Serv Intern	1
21161	Inf Srvcs Specialist I	1
21162	Inf Srvcs Specialist II	1
21166	Inf Systems Analyst II	1
37002	Public Info Officer 2	1
37003	Public Info Officer 3	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30080	Office Specialist	2
34201	Private Secretary 1	1
43190	Student Intern	1
43200	Student Worker	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30015	Office Associate	1
30020	Office Clerk	1

EEO/AA PROFILE

AGENCY: Capital Development Board

ACTING EXECUTIVE DIRECTOR: Jan Grimes

EEO/AA OFFICER: Karen Newbold

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 3 African Americans, 3 Hispanics, 32 Females, 1 Asian and 3 Native Americans. During this quarter there were 10 opportunities to hire/promote in the underutilized categories; 5 or 50% (5 Females) addressed underutilization. This agency is underutilized by 11 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 3 African Americans, 3 Hispanics, 27 Females, 1 Asian and 3 Native Americans. During this quarter there was 1 opportunity to hire/promote in the underutilized categories. This opportunity did not address underutilization. This agency is underutilized by 10 people with disabilities.

THIRD THROUGH FOURTH QUARTERS (1/1/05 THROUGH 6/30/05)

As of 1/1/05, agency underutilization was 3 African Americans, 3 Hispanics, 27 Females, 1 Asian and 3 Native Americans. During these quarters there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 10 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 3 African Americans, 3 Hispanics, 32 Females, 1 Asian and 3 Native Americans. During the year, there were 11 opportunities to hire/promote in the underutilized categories; 5 or 45% (5 Females) addressed underutilization. This agency is underutilized by 10 people with disabilities.

Underutilization Summary by Region

Name of Agency: CAPITAL DEVELOPMENT BOARD

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1						1	1	4												
2																				
3																				
4																				
5																				
6																				
7							1	25	1											
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	1	2	29	1	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7	4																			
8																				
9																				
10																				
11																				
Total	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **5**
 Total underutilization for Hispanics: **2**
 Total underutilization for Females: **29**
 Total underutilization for Asians: **1**
 Total underutilization for Native Americans: **0**
Total Underutilization: 37

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Capital Development Bd

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	1
40070	Senior Public Serv Adm	1

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00501	Admin Assistant 1	1
00502	Administrative Asst 2	1
13852	Executive 2	1
21161	Inf Srvcs Specialist I	2
21162	Inf Srvcs Specialist II	2
21165	Inf Systems Analyst I	1
21166	Inf Systems Analyst II	4
21167	Inf Systems Analyst III	1
30860	Paralegal Assistant	2

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
06515	Cdb Account Technician	3

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	1
30025	Office Coordinator	1
30080	Office Specialist	2

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
06530	Cdb Project Technician	4
30010	Office Assistant	2
30015	Office Associate	2

EEO/AA PROFILE

AGENCY: Central Management Services

ACTING DIRECTOR: Paul Campbell

EEO/AA OFFICER: Sherry A. Pittman

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 29 African Americans, 10 Hispanics, 84 Females, 11 Asians and 2 Native Americans. During this quarter there were 60 opportunities to hire/promote in the underutilized categories; 31 or 52% (4 African Americans, 1 Hispanic, 24 Females and 2 Asians) addressed underutilization. This agency is underutilized by 57 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 25 African Americans, 9 Hispanics, 60 Females, 9 Asians and 2 Native Americans. During this quarter there were 9 opportunities to hire/promote in the underutilized categories; 3 or 33% (3 Females) addressed underutilization. This agency is underutilized by 57 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 24 African Americans, 9 Hispanics, 57 Females, 9 Asians and 2 Native Americans. During this quarter there were 9 opportunities to hire/promote in the underutilized categories; 3 or 33% (1 African American and 2 Females) addressed underutilization. This agency is underutilized by 45 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 23 African Americans, 9 Hispanics, 55 Females, 9 Asians and 2 Native Americans. During this quarter there were 14 opportunities to hire/promote in the underutilized categories; 4 or 29% (4 Females) addressed underutilization. This agency is underutilized by 45 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 29 African Americans, 10 Hispanics, 84 Females, 11 Asians and 2 Native Americans. During the year, there were 92 opportunities to hire/promote in the underutilized categories; 41 or 45% (5 African Americans, 1 Hispanic, 33 Females and 2 Asians) addressed underutilization. This agency is underutilized by 45 people with disabilities.

Underutilization Summary by Region

Name of Agency: CENTRAL MANAGEMENT SERVICES

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	6		6	2			1	1	2											
2																				
3																				
4																				
5																				
6																				
7	15	3	10		1			38	3				15					8		
8																				
9																				
10																				
11																				
Total	21	3	16	2	1	0	1	39	5	0	0	0	15	0	0	0	0	8	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1						4					5	2	4					4	1	
2											1	1	3							
3													1							
4											1		2							
5													2					1		
6													2					1		
7		1		1		2	1	4			1	1	5	1			1	14	1	
8																				
9											1		2			1				
10													2					2		
11													2							
Total	0	1	0	1	0	6	1	4	0	0	9	4	25	1	0	1	1	22	2	0

Total underutilization for African Americans: **37**

Total underutilization for Hispanics: **11**

Total underutilization for Females: **129**

Total underutilization for Asians: **11**

Total underutilization for Native Americans: **1**

Total Underutilization: 189

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Central Management Svcs

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
36750	Public Info Coord	10
37004	Public Info Officer 4	3
37015	Public Service Adm	458
40070	Senior Public Serv Adm	290

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	9
00133	Accountant Advanced	3
00501	Admin Assistant 1	68
00502	Administrative Asst 2	39
05900	Buyer	5
08860	Communications Sys Spec	3
13851	Executive 1	40
13852	Executive 2	20
17365	Graphic Arts Design Supv	1
17366	Graphic Arts Designer	6
19692	Human Resources Rep	47
19693	Human Resources Spec	37
21160	Information Serv Intern	2
21161	Inf Svcs Specialist I	9
21162	Inf Svcs Specialist II	43
21165	Inf Systems Analyst I	65
21166	Inf Systems Analyst II	110
21167	Inf Systems Analyst III	12
21216	Info Tech/Com Sys Spec 1	27
21217	Info Tech/Com Sys Spec 2	12
21721	Internal Auditor 1	22
21726	Internal Auditor Trn	2
23371	Liab Claims Adjuster 1	1
23372	Liab Claims Adjuster 2	5
25583	Management Systems Spec	3
27131	Meth & Proc Adv 1	3
27132	Meth & Proc Adv 2	3
27133	Meth & Proc Adv III	1
35700	Pub Admin Intern	29
37003	Public Info Officer 3	3
38132	Registered Nurse 2	1
41771	Staff Develop Spec I	1
45252	Tech Adv 2	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	7

State of Illinois
List of Established Job Titles by EEO Category
Central Management Svcs

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00116	Account Technician II	13
11415	Data Proc Admin Spec	35
11430	Data Processing Spec	41
11437	Data Processing Supvr 3	31
11440	Data Processing Tech	36
13732	Engineering Tech II	3
21561	Insurance Analyst I	7
21562	Insurance Analyst II	11
21563	Insurance Analyst 3	15
21564	Insurance Analyst 4	1
45295	Telecom Specialist	2

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
17682	Guard 2	5
17685	Guard Supervisor	3
39851	Security Guard 1	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05905	Buyer Assistant	6
14031	Executive Secretary 1	10
14032	Executive Secretary 2	14
14033	Executive Secretary 3	5
19690	Human Resources Asst	11
19691	Human Resources Assoc	16
19694	Human Resources Trainee	1
29993	Office Administrator 3	3
29994	Office Administrator 4	8
29995	Office Administrator 5	2
30025	Office Coordinator	25
30080	Office Specialist	4
34201	Private Secretary 1	1
34202	Private Secretary 2	1
43190	Student Intern	2
43200	Student Worker	149
45314	Telecom Systems Tech Tr	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00112	Account Clerk II	6
27181	Microfilm Operator I	1
29992	Office Administrator 2	2
30005	Office Aide	2

State of Illinois
List of Established Job Titles by EEO Category
Central Management Svcs

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30010	Office Assistant	29
30015	Office Associate	24
30020	Office Clerk	5
34792	Prop & Supply Clerk II	1
44410	Switchboard Chf Operator	1

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
01565	Asst Auto Shop Supv	1
03680	Auto And Body Repairer	1
03700	Automotive Mechanic	132
03749	Automotive Shop Supv	19
06650	Carpenter	5
06660	Carpenter Foreman	2
13200	Electrician	8
30800	Painter	4
32900	Plumber	3
42600	Stationary Engineer	53
42605	Stationary Eng-Asst Chf	9
42610	Stationary Eng-Chief	5

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
03697	Automotive Attendant II	4
03730	Auto Parts Warehouser	19
03734	Auto Parts Warehous Spec	1
05598	Building/Grounds Laborer	22
05601	Building/Grounds Lead 1	7
05605	Building/Grounds Supv	1
05613	Bldg/Grounds Maint Wkr	16
05616	Building Services Worker	12
13500	Elevator Operator	3
21951	Janitor I	11
21952	Janitor II	4
22809	Labor Maint Lead Worker	1
23060	Laborer (Building)	3
25020	Maint Equip Operator	7
25500	Maintenance Worker	17
25510	Maint Worker Power Plant	3
41132	Site Technician 2	1
43051	Storekeeper I	2
43052	Storekeeper II	4
43053	Storekeeper III	1
43060	Stores Clerk	1

EEO/AA PROFILE

AGENCY: Department of Children and Family Services

DIRECTOR: Bryan Samuels

EEO/AA OFFICER: Michael Holmes

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 8 African Americans, 59 Hispanics and 71 Asians. During this quarter there were 39 opportunities to hire/promote in the underutilized categories; 3 or 8% (2 Hispanics) addressed underutilization. This agency is underutilized by 297 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 8 African Americans, 57 Hispanics and 70 Asians. During this quarter there were 11 opportunities to hire/promote in the underutilized categories; 1 or 9% (1 Hispanic) addressed underutilization. This agency is underutilized by 297 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 8 African Americans, 56 Hispanics and 70 Asians. During this quarter there were 17 opportunities to hire/promote in the underutilized categories; 4 or 24% (1 African American and 3 Hispanics) addressed underutilization. This agency is underutilized by 295 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 7 African Americans, 53 Hispanics and 70 Asians. During this quarter there were 2 opportunities to hire/promote in the underutilized categories; 1 or 50% (1 Hispanic) addressed underutilization. This agency is underutilized by 295 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 8 African Americans, 59 Hispanics and 71 Asians. During the year, there were 69 opportunities to hire/promote in the underutilized categories; 9 or 13% (1 African American, 7 Hispanics and 1 Asian) addressed underutilization. This agency is underutilized by 295 people with disabilities.

Underutilization Summary by Region

Name of Agency: CHILDREN & FAMILY SERVICES

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1		1		14	1				69					1						
2		1					1						1							
3	1						1		1											
4							1		2											
5									1											
6		1					2		4											
7		1							2	1										
8						1	1		1											
9		1																		
10							1													
11									1											
Total	1	5	0	14	1	1	7	0	81	1	0	0	1	1	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1				4			11		8								1	1		
2	1						1													
3																				
4						1														
5						1														
6																				
7		1					1													
8																				
9				2			1													
10																				
11						1														
Total	1	1	0	6	0	3	14	0	8	0	0	0	0	0	0	0	1	1	0	0

Total underutilization for African Americans: **6**

Total underutilization for Hispanics: **28**

Total underutilization for Females: **2**

Total underutilization for Asians: **110**

Total underutilization for Native Americans: **2**

Total Underutilization: 148

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

DHR 11-AAP (Rev 12-03)

State of Illinois
List of Established Job Titles by EEO Category
Children & Family Svcs

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
07204	Cd Wf Stf Devlpmt Co Iv	11
07241	C & F S Intern Opt 1	42
07242	C & F S Intern Opt 2	35
37015	Public Service Adm	887
40070	Senior Public Serv Adm	124

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	23
00133	Accountant Advanced	6
00135	Accountant Supervisor	8
00140	Acctg Fiscl Admin Car Tr	6
00501	Admin Assistant 1	52
00502	Administrative Asst 2	38
05815	Business Manager	1
07161	Child Prot Advanced Spec	146
07162	Child Prot Assoc Spec	1
07163	Child Protection Spec	222
07190	Child Welf Adm Case Rev	30
07196	Child Welf Court Facil	1
07197	Child Welfare Nurse Spec	23
07201	Cd Wf Stf Devlpmt Co 1	10
07203	Cd Wf Stf Devlpmt Co 3	10
07215	Child Welf Advanced Spec	312
07216	Child Welfare Assoc Spec	22
07217	Child Welf Senior Spec	68
07218	Child Welfare Specialist	496
11471	Day Care Lic Rep 1	1
11472	Day Care Lic Rep 2	54
13851	Executive 1	40
13852	Executive 2	34
17366	Graphic Arts Designer	1
19692	Human Resources Rep	8
19693	Human Resources Spec	10
21162	Inf Srvcs Specialist II	1
21165	Inf Systems Analyst I	8
21166	Inf Systems Analyst II	35
21731	Internal Security Inv 1	3
21732	Internal Security Inv 2	5
25541	Mgmt Operations Anal I	1
25542	Mgmt Operations Anal 2	34
25583	Management Systems Spec	16
27132	Meth & Proc Adv 2	1
30860	Paralegal Assistant	22

State of Illinois
List of Established Job Titles by EEO Category
Children & Family Svcs

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
35700	Pub Admin Intern	40
37003	Public Info Officer 3	3
38199	Reimbursement Officer 1	4
38200	Reimbursement Officer 2	4
41312	Soc Serv Pro Planner II	14
41313	Soc Serv Pro Planner 3	34
41314	Soc Serv Prog Planner 4	55
42742	Stat Research Spec 2	2
42745	Stat Research Supv	2
45252	Tech Adv 2	8
45253	Tech Adv 3	5
45308	Telecom Systems Analyst	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	40
00116	Account Technician II	9
02424	Asst Reimburse Officer	2
11415	Data Proc Admin Spec	1
11430	Data Processing Spec	4
11440	Data Processing Tech	4

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
07183	Child Devlpmt Aide 3	13
14031	Executive Secretary 1	24
14032	Executive Secretary 2	14
14033	Executive Secretary 3	22
19690	Human Resources Asst	2
19691	Human Resources Assoc	4
19694	Human Resources Trainee	1
29993	Office Administrator 3	15
29994	Office Administrator 4	11
30025	Office Coordinator	114
30080	Office Specialist	19
34202	Private Secretary 2	2
41295	Social Serv Comm Planner	13
43190	Student Intern	7
43200	Student Worker	4

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00111	Account Clerk I	1
00112	Account Clerk II	5

State of Illinois
List of Established Job Titles by EEO Category
Children & Family Svcs

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
27182	Microfilm Operator II	1
29992	Office Administrator 2	1
30005	Office Aide	2
30010	Office Assistant	75
30015	Office Associate	469
30020	Office Clerk	6

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38201	Reproduc Serv Supvr 1	1
38205	Reproduc Serv Tech 3	2

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05598	Building/Grounds Laborer	3
05601	Building/Grounds Lead 1	1
43051	Storekeeper I	3
43052	Storekeeper II	2
43053	Storekeeper III	1

EEO/AA PROFILE

AGENCY: Civil Service Commission

EXECUTIVE DIRECTOR: Daniel Stralka

EEO/AA OFFICER: Andrew Barris

FY05 AFFIRMATIVE ACTION PERFORMANCE

This agency was not required to calculate utilization because it had less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

Underutilization Summary by Region

Name of Agency: CIVIL SERVICE COMMISSION

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **0**
 Total underutilization for Hispanics: **0**
 Total underutilization for Females: **0**
 Total underutilization for Asians: **0**
 Total underutilization for Native Americans: **0**
Total Underutilization: **0**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Civil Service Commission

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	1
40070	Senior Public Serv Adm	2

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00502	Administrative Asst 2	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14032	Executive Secretary 2	1
14033	Executive Secretary 3	1
19691	Human Resources Assoc	1

EEO/AA PROFILE

AGENCY: Department of Commerce and Economic Opportunity

DIRECTOR: Jack Lavin

EEO/AA OFFICER: Victoria Benn Rochelle

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 2 African Americans, 2 Hispanics, 3 Females and 4 Asians. During this quarter there were 3 opportunities to hire/promote in the underutilized categories; 1 or 33% (1 Female) addressed underutilization. This agency is underutilized by 41 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 2 African Americans, 2 Hispanics, 2 Females and 4 Asians. During this quarter there were 3 opportunities to hire/promote in the underutilized categories; 2 or 67% (1 Hispanic and 1 Asian) addressed underutilization. This agency is underutilized by 41 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 2 African Americans, 1 Hispanic, 2 Females and 3 Asians. During this quarter there were 8 opportunities to hire/promote in the underutilized categories; 3 or 38% (1 African American and 2 Females) addressed underutilization. This agency is underutilized by 32 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 1 African American, 1 Hispanic and 3 Asians. During this quarter there were 4 opportunities to hire/promote in the underutilized categories; 1 or 25% (1 African American) addressed underutilization. This agency is underutilized by 32 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 2 African Americans, 2 Hispanics, 3 Females and 4 Asians. During the year, there were 18 opportunities to hire/promote in the underutilized categories; 7 or 39% (2 African Americans, 1 Hispanic, 3 Females and 1 Asian) addressed underutilization. This agency is underutilized by 32 people with disabilities.

Underutilization Summary by Region

Name of Agency: COMMERCE & ECONOMIC OPPORTUNITY

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1		1	2	1			1		3											
2																				
3																				
4																				
5																				
6																				
7		1																		
8																				
9																				
10																				
11								1												
Total	0	2	2	1	0	0	1	1	3	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **0**

Total underutilization for Hispanics: **3**

Total underutilization for Females: **3**

Total underutilization for Asians: **4**

Total underutilization for Native Americans: **0**

Total Underutilization: 10

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Comm & Econ Opportunity

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
15872	For Serv Ec Dev Exec 2	4
37015	Public Service Adm	174
40070	Senior Public Serv Adm	107

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	12
00133	Accountant Advanced	14
00135	Accountant Supervisor	5
00140	Acctg Fiscl Admin Car Tr	2
00501	Admin Assistant 1	28
00502	Administrative Asst 2	37
07603	Civil Engineer 3	1
08903	Community Planner 3	2
12931	Economic Dev Rep 1	10
12932	Economic Dev Rep 2	12
13711	Energy/Natur Res Spec 1	1
13712	Energy/Natur Res Spec 2	8
13713	Energy/Natur Res Spec 3	8
13851	Executive 1	23
13852	Executive 2	19
17272	Geographic Info Spec 2	1
17365	Graphic Arts Design Supv	1
19692	Human Resources Rep	4
19693	Human Resources Spec	3
19791	Human Serv Grant Coord 1	2
19792	Human Serv Grant Coord 2	4
21051	Ind & Com Devlpmt Rep I	31
21052	Ind & Com Devlpmt Rep 2	51
21121	Ind Serv Consultant 1	2
21122	Ind Serv Consultant 2	4
21127	Ind Serv Hygienist	2
21130	Ind Serv Hygienist Tech	2
21162	Inf Srvcs Specialist II	1
21165	Inf Systems Analyst I	7
21166	Inf Systems Analyst II	9
21761	Intl Marketing Rep 1	2
24031	Local Housing Advisor 1	1
24032	Local Housing Adv 2	1
24033	Local Housing Adv 3	1
24103	Local Rev & Fisc Adv 3	2
25542	Mgmt Operations Anal 2	1
25591	Manpower Planner 1	1
25592	Manpower Planner 2	6

State of Illinois
List of Established Job Titles by EEO Category
Comm & Econ Opportunity

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
25593	Manpower Planner 3	22
25597	Manpower Planner Tr	1
26203	Mechanical Engineer 3	3
27132	Meth & Proc Adv 2	1
35700	Pub Admin Intern	42
37002	Public Info Officer 2	1
37003	Public Info Officer 3	2
42745	Stat Research Supv	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	2
00116	Account Technician II	3
00118	Account Technician Tr	1
17400	Graphic Arts Tech	1
42748	Stat Research Technician	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	2
14032	Executive Secretary 2	1
19690	Human Resources Asst	1
19691	Human Resources Assoc	1
21125	Ind Serv Cons Tr	1
29994	Office Administrator 4	5
30025	Office Coordinator	22
30080	Office Specialist	1
34202	Private Secretary 2	2
43200	Student Worker	2

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00111	Account Clerk I	1
00112	Account Clerk II	2
30010	Office Assistant	11
30015	Office Associate	12

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38205	Reproduc Serv Tech 3	3

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
43051	Storekeeper I	3

EEO/AA PROFILE

AGENCY: Illinois Commerce Commission

INTERIM EXECUTIVE DIRECTOR: Gene Beyer

EEO/AA OFFICER: Leigh Ann Myers

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 10 African Americans, 6 Hispanics, 32 Females and 4 Asians. During this quarter there were 3 opportunities to hire/promote in the underutilized categories; 2 or 67% (2 Females) addressed underutilization. This agency is underutilized by 23 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 10 African Americans, 6 Hispanics, 30 Females and 4 Asians. During this quarter there was 1 opportunity to hire/promote in the underutilized categories. This opportunity did not address underutilization. This agency is underutilized by 23 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 10 African Americans, 6 Hispanics, 30 Females and 4 Asians. During this quarter there were 2 opportunities to hire/promote in the underutilized categories. These opportunities did not address underutilization. This agency is underutilized by 23 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 10 African Americans, 6 Hispanics, 30 Females and 4 Asians. During this quarter there were 4 opportunities to hire/promote in the underutilized categories; 2 or 50% (1 African American and 1 Female) addressed underutilization. This agency is underutilized by 23 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 10 African Americans, 6 Hispanics, 32 Females and 4 Asians. During the year, there were 10 opportunities to hire/promote in the underutilized categories; 4 or 40% (1 African American and 3 Females) addressed underutilization. This agency is underutilized by 23 people with disabilities.

Underutilization Summary by Region

Name of Agency: COMMERCE COMMISSION

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1		1				5	1		4											
2																				
3																				
4																				
5																				
6																				
7	1		3			2	2	26	1											
8																				
9																				
10																				
11																				
Total	1	1	3	0	0	7	3	26	5	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **8**

Total underutilization for Hispanics: **4**

Total underutilization for Females: **29**

Total underutilization for Asians: **5**

Total underutilization for Native Americans: **0**

Total Underutilization: 46

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Commerce Commission

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	4

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	1
00501	Admin Assistant 1	2
08457	Commerce Comm Police Sgt	2
21161	Inf Srvcs Specialist I	1
21166	Inf Systems Analyst II	1
37603	Railroad Safety Spec 3	5
37604	Railroad Safety Spec 4	4
47452	Utility Engineer II	1

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
08451	Commerce Comm Pol Ofr 1	2
08452	Commerce Comm Pol Ofr 2	3
08455	Commerce Comm Pol Ofr Tr	2

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	1
14032	Executive Secretary 2	2
14033	Executive Secretary 3	4
29993	Office Administrator 3	1
29994	Office Administrator 4	1
30025	Office Coordinator	2

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30010	Office Assistant	2
30015	Office Associate	1

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38201	Reproduc Serv Supvr 1	1
38204	Reproduc Serv Tech 2	1
38205	Reproduc Serv Tech 3	1

EEO/AA PROFILE

AGENCY: Department of Corrections

DIRECTOR: Roger E. Walker, Jr.

EEO/AA OFFICER: Janet Richmond

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 152 African Americans, 223 Hispanics, 1,998 Females, 128 Asians and 3 Native Americans. During this quarter there were 11 opportunities to hire/promote in the underutilized categories; 3 or 27% (3 Females) addressed underutilization. This agency is underutilized by 1,227 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 152 African Americans, 223 Hispanics, 1,995 Females, 128 Asians and 3 Native Americans. During this quarter there were 144 opportunities to hire/promote in the underutilized categories; 75 or 52% (3 African Americans, 21 Hispanics, 49 Females, 1 Asian and 1 Native American) addressed underutilization. This agency is underutilized by 1,227 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 149 African Americans, 202 Hispanics, 1,946 Females, 127 Asians and 2 Native Americans. During this quarter there were 28 opportunities to hire/promote in the underutilized categories; 13 or 46% (13 Females) addressed underutilization. This agency is underutilized by 1,227 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 149 African Americans, 202 Hispanics, 1,933 Females, 127 Asians and 2 Native Americans. During this quarter there were 4 opportunities to hire/promote in the underutilized categories; 1 or 25% (1 Female) addressed underutilization. This agency is underutilized by 1,227 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 152 African Americans, 223 Hispanics, 1,998 Females, 128 Asians and 3 Native Americans. During the year, there were 187 opportunities to hire/promote in the underutilized categories; 92 or 49% (3 African Americans, 21 Hispanics, 66 Females, 1 Asian and 1 Native American) addressed underutilization. This agency is underutilized by 1,227 people with disabilities.

Underutilization Summary by Region

Name of Agency: CORRECTIONS

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1			1	2			28	15	23			11	13	2			57	164	25	
2						1	1	1	2		1	1				10		70	1	
3			3			1		3	1									110	2	2
4			4					4	1					1		17	3	52	2	
5		1	1			2	3		2		4					2	5	167	7	
6				1				2	2		1					1	5	57	9	1
7				1			1		3					1		9	1	212	2	
8							1				1						6	147	1	
9			3				1		1									89		
10									1								2	175		
11			2			7			1		2				1	2	8	468	2	
Total	0	1	14	4	0	11	35	25	37	0	9	12	13	4	1	41	87	1,711	51	3

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1				1			8		3		6	6	9	1			8	15	4	
2	1					2	1					1	3			3		7		
3	1	1				1					1		5			1	2	14	1	
4	1										1		2			2	1	11		
5	1	1				1	2		1		1	1	2			8	3	17	1	
6											1		2			1	1	8	1	
7	2	1				3			1		3	1	4			5	3	38	1	
8	1					1	1						4			1	2	14	1	
9						2							2			2		9		
10	1										1		7				2	24	1	
11	4	1				1	2		1			1	11			10	3	56	2	
Total	12	4	0	1	0	11	14	0	6	0	14	10	51	1	0	33	25	213	12	0

Total underutilization for African Americans: **131**

Total underutilization for Hispanics: **188**

Total underutilization for Females: **2,027**

Total underutilization for Asians: **116**

Total underutilization for Native Americans: **4**

Total Underutilization: 2,466

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

DHR 11-AAP (Rev 12-03)

State of Illinois
List of Established Job Titles by EEO Category
Corrections

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	540
40070	Senior Public Serv Adm	211

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	55
00133	Accountant Advanced	18
00135	Accountant Supervisor	20
00501	Admin Assistant 1	30
00502	Administrative Asst 2	49
01440	Architect	2
01530	Assignment Coordinator	2
05810	Business Admin Spec	12
05815	Business Manager	26
06901	Chaplain 1	20
06902	Chaplain II	32
08220	Clinical Lab Technolog 1	1
08250	Clinical Psychologist	3
09655	Corr Casework Supv	91
09661	Corr Couns I	59
09662	Corr Couns II	97
09663	Corr Couns 3	23
09732	Corr Academy Trainer	3
09750	Corr Apprehension Spec	1
09811	Cor Leisure Activ Spec 1	30
09812	Cor Leisure Act Spec 2	43
09813	Cor Leisure Act Spec 3	9
09814	Cor Leisure Act Spec 4	29
09825	Corrections Nurse 1	18
09826	Corrections Nurse 2	26
09842	Corrs Parole Agent	140
09844	Corr Senior Parole Agnt	148
09880	Corr Voc School Supv	1
10232	Crim Justice Spec 2	5
11751	Dentist I	2
11752	Dentist II	4
13100	Educator	146
13851	Executive 1	22
13852	Executive 2	67
18041	Health Information Adm	5
19692	Human Resources Rep	43
19693	Human Resources Spec	5
21160	Information Serv Intern	1
21161	Inf Srvcs Specialist I	5

State of Illinois
List of Established Job Titles by EEO Category
Corrections

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
21162	Inf Srvcs Specialist II	8
21165	Inf Systems Analyst I	10
21166	Inf Systems Analyst II	16
21167	Inf Systems Analyst III	1
21731	Internal Security Inv 1	2
21732	Internal Security Inv 2	15
23401	Librarian 1	17
23430	Library Associate	22
25542	Mgmt Operations Anal 2	2
27131	Meth & Proc Adv 1	1
27132	Meth & Proc Adv 2	2
27133	Meth & Proc Adv III	1
30860	Paralegal Assistant	16
32010	Pharmacy Services Coord	1
32200	Physician	1
33003	Polygraph Exam 3	2
35612	Psychologist 2	5
35613	Psychologist 3	15
35700	Pub Admin Intern	27
38231	Research Scientist 1	1
38233	Research Scientist 3	1
41412	Social Worker 2	5
41413	Social Worker 3	11
41771	Staff Develop Spec I	3
42742	Stat Research Spec 2	1
42743	Stat Research Spec 3	1
45252	Tech Adv 2	2
48482	Vol Services Coord II	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	142
00116	Account Technician II	68
06500	Canine Specialist	7
08831	Comm Equip Tech I	4
08832	Comm Equipment Tech 2	3
08833	Comm Equipment Tech 3	1
09746	Corr Agricultural Supv	8
09747	Corr Agric Lead Worker	5
09800	Corr Identification Supv	24
09801	Corr Identification Tech	31
09803	Corr Ind Marketing Rep	6
09805	Corr Industry Lead Wkr	19
09807	Corr Industry Supv	26

State of Illinois
List of Established Job Titles by EEO Category
Corrections

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
09808	Corr Laundry Mgr 1	30
09837	Corr Residence Coun I	7
09838	Corr Residence Coun II	7
09879	Corr Vocational Instr	48
11430	Data Processing Spec	4
11437	Data Processing Supvr 3	3
11440	Data Processing Tech	3
13340	Elec Equip Instal/Repair	1
13360	Electronics Technician	1
17400	Graphic Arts Tech	1
32008	Pharmacist Technician	2
37507	Radio Tech Prog Coord	3

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
09673	Correctional Lieutenant	42
09675	Correctional Officer	51
09676	Correctional Officer Tr	32
09717	Correctional Sergeant	30
09871	Corr Trans Officer I	10
09872	Corr Trans Officer II	3
49912	Youth Supervisor II	11
49913	Youth Supervisor III	9
49914	Youth Supervisor Iv	11
49915	Youth Supervisor Trainee	9

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
11650	Dental Assistant	10
11700	Dental Hygienist	1
14031	Executive Secretary 1	60
14032	Executive Secretary 2	9
14033	Executive Secretary 3	48
18047	Health Information Tech	2
19690	Human Resources Asst	14
19691	Human Resources Assoc	13
29990	Office Admin Specialist	34
29993	Office Administrator 3	56
29994	Office Administrator 4	2
30025	Office Coordinator	115
30080	Office Specialist	13
34202	Private Secretary 2	2
41285	Social Service Aide Tr	1
43190	Student Intern	3

State of Illinois
List of Established Job Titles by EEO Category
Corrections

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
43200	Student Worker	42

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00112	Account Clerk II	21
09771	Corrections Clerk I	12
09772	Corrections Clerk II	32
09773	Corrections Clerk III	14
18045	Health Information Assoc	12
27181	Microfilm Operator I	1
27183	Microfilm Operator III	1
29992	Office Administrator 2	15
30010	Office Assistant	207
30015	Office Associate	287
30020	Office Clerk	11
34793	Prop & Supply Clerk III	1
38203	Reproduc Serv Tech 1	1
44411	Switchboard Operator 1	8
44413	Switchboard Operator 3	1
45321	Telecommunicator	3
45325	Telecommunicator Trn	3

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
03700	Automotive Mechanic	2
04250	Barber	21
04350	Beautician	2
05200	Brickmason	4
06650	Carpenter	34
06660	Carpenter Foreman	1
09818	Corrections Locksmith	27
09821	Corr Maint Craftsman	57
09822	Corrections Maint Supv	2
13200	Electrician	38
30800	Painter	14
32900	Plumber	34
38205	Reproduc Serv Tech 3	1
38600	Roofer	1
42600	Stationary Engineer	24
42605	Stationary Eng-Asst Chf	31
42610	Stationary Eng-Chief	33
42800	Steamfitter	16
45000	Teacher Of Barbering	3
45050	Teacher Of Beauty Cult	1

State of Illinois
List of Established Job Titles by EEO Category
Corrections

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
09793	Corrctns Food Serv Sup 1	51
09794	Corrctns Food Serv Sup 2	52
09795	Corrctns Food Serv Sup 3	47
09796	Corr Grounds Supv	12
09809	Corr Laundry Mgr 2	4
09823	Corrections Maint Worker	14
09824	Corr Medical Technician	10
09861	Corr Supply Supv I	46
09862	Corr Supply Supv II	48
09863	Corr Supply Supv III	33
09875	Corr Utilities Opr	4
23060	Laborer (Building)	2
25020	Maint Equip Operator	23
25510	Maint Worker Power Plant	8
40500	Sewage Plant Operator	2
42650	Stationary Fireman	10
43051	Storekeeper I	1
43052	Storekeeper II	1
45700	Trades Tender	2
49050	Water Plant Operator	1

EEO/AA PROFILE

AGENCY: Illinois Council on Developmental Disabilities

EXECUTIVE DIRECTOR: Sheila Romano, Ed. D.

EEO/AA OFFICER: Janinna Hendricks

FY05 AFFIRMATIVE ACTION PERFORMANCE

This agency was not required to calculate utilization because it had less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

Underutilization Summary by Region

Name of Agency: COUNCIL ON DEVELOPMENTAL DISABILITIES

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: 0

Total underutilization for Hispanics: 0

Total underutilization for Females: 0

Total underutilization for Asians: 0

Total underutilization for Native Americans: 0

Total Underutilization: 0

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Dev Disabilities Council

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	6
40070	Senior Public Serv Adm	4

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	1
00501	Admin Assistant 1	1
13852	Executive 2	1
35700	Pub Admin Intern	2

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30025	Office Coordinator	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00112	Account Clerk II	1
30010	Office Assistant	1
30015	Office Associate	1

EEO/AA PROFILE

AGENCY: Criminal Justice Information Authority

EXECUTIVE DIRECTOR: Lori G. Levin

EEO/AA OFFICER: Diane Devereux

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 1 African American and 2 Hispanics. During this quarter there were 7 opportunities to hire/promote in the underutilized categories. These opportunities did not address underutilization. This agency is underutilized by 4 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 1 African American and 2 Hispanics. During this quarter there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 3 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 1 African American and 2 Hispanics. During this quarter there were 2 opportunities to hire/promote in the underutilized categories. These opportunities did not address underutilization. This agency is underutilized by 3 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 1 African American and 2 Hispanics. During this quarter there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 3 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 1 African American and 2 Hispanics. During the year, there were 9 opportunities to hire/promote in the underutilized categories. These opportunities did not address underutilization. This agency is underutilized by 3 people with disabilities.

Underutilization Summary by Region

Name of Agency: CRIMINAL JUSTICE INFORMATION AUTHORITY

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	1	1					2													
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	1	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **1** Total underutilization for Hispanics: **3** Total underutilization for Females: **0**

Total underutilization for Asians: **0** Total underutilization for Native Americans: **0** **Total Underutilization: 4**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Criminal Justice Auth

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	14
40070	Senior Public Serv Adm	9

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	4
00133	Accountant Advanced	1
00135	Accountant Supervisor	1
00501	Admin Assistant 1	5
05810	Business Admin Spec	1
10231	Crim Justice Spec 1	7
10232	Crim Justice Spec 2	7
10236	Crim Justice Spec Trn	6
13851	Executive 1	2
19693	Human Resources Spec	1
21160	Information Serv Intern	3
21162	Inf Srvcs Specialist II	4
21165	Inf Systems Analyst I	6
21166	Inf Systems Analyst II	4
21167	Inf Systems Analyst III	1
35700	Pub Admin Intern	5
37002	Public Info Officer 2	1
37003	Public Info Officer 3	1
45252	Tech Adv 2	1
45253	Tech Adv 3	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
11430	Data Processing Spec	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	1
19690	Human Resources Asst	1
19694	Human Resources Trainee	1
34202	Private Secretary 2	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30015	Office Associate	1

EEO/AA PROFILE

AGENCY: Illinois Deaf and Hard of Hearing Commission

DIRECTOR: John Miller

EEO/AA OFFICER: Tonia Bogener

FY05 AFFIRMATIVE ACTION PERFORMANCE

This agency was not required to calculate utilization because it had less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

Underutilization Summary by Region

Name of Agency: DEAF AND HARD OF HEARING COMMISSION

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **0**
 Total underutilization for Hispanics: **0**
 Total underutilization for Females: **0**
 Total underutilization for Asians: **0**
 Total underutilization for Native Americans: **0**
Total Underutilization: **0**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Deaf&Hard Of Hearing Com

Officals / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	4
40070	Senior Public Serv Adm	1

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
13851	Executive 1	1
13852	Executive 2	1
35700	Pub Admin Intern	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14033	Executive Secretary 3	1
43190	Student Intern	1

EEO/AA PROFILE

AGENCY: Educational Labor Relations Board

CHAIRMAN: Lynne Sered

EEO/AA OFFICER: Helen Higgins Kelly

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/04 THROUGH 6/30/05)

Actual underutilization at the beginning of FY05 was 2 African Americans. During these quarters there were no opportunities to hire/promote in the underutilized category. This agency is at parity for people with disabilities.

Underutilization Summary by Region

Name of Agency: EDUCATIONAL LABOR RELATIONS BOARD

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: 0

Total underutilization for Hispanics: 0

Total underutilization for Females: 0

Total underutilization for Asians: 0

Total underutilization for Native Americans: 0

Total Underutilization: 0

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Labor Rel Bd Educational

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	13
40070	Senior Public Serv Adm	4

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00135	Accountant Supervisor	1
00501	Admin Assistant 1	1
00502	Administrative Asst 2	1
35700	Pub Admin Intern	2
45252	Tech Adv 2	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	1
14032	Executive Secretary 2	1
30025	Office Coordinator	1
43200	Student Worker	2

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
08050	Clerical Trainee	2
30015	Office Associate	2

EEO/AA PROFILE

AGENCY: Emergency Management Agency

DIRECTOR: William C. Burke

EEO/AA OFFICER: Kevin Sledge

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 3 African Americans, 5 Females and 4 Asians. During this quarter there were 5 opportunities to hire/promote in the underutilized categories; 1 or 20% (1 African American) addressed underutilization. This agency is underutilized by 1 person with a disability.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 2 African Americans, 5 Females and 4 Asians. During this quarter there was 1 opportunity to hire/promote in the underutilized categories. This opportunity did not address underutilization. This agency is underutilized by 1 person with a disability.

THIRD THROUGH FOURTH QUARTERS (1/1/05 THROUGH 6/30/05)

As of 1/1/05, agency underutilization was 2 African Americans, 5 Females and 4 Asians. During these quarters there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 1 person with a disability.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 3 African Americans, 5 Females and 4 Asians. During the year, there were 6 opportunities to hire/promote in the underutilized categories; 1 or 17% (1 African American) addressed underutilization. This agency is underutilized by 1 person with a disability.

Underutilization Summary by Region

Name of Agency: EMERGENCY MANAGEMENT AGENCY

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1							1		3											
2																				
3																				
4																				
5																				
6																				
7			3			2			1				4							
8																				
9																				
10																				
11																				
Total	0	0	3	0	0	2	1	0	4	0	0	0	4	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7	1					1		2												
8																				
9																				
10																				
11																				
Total	1	0	0	0	0	1	0	2	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **4** Total underutilization for Hispanics: **1** Total underutilization for Females: **9**

Total underutilization for Asians: **4** Total underutilization for Native Americans: **0** **Total Underutilization: 18**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Emergency Mgmt Agency

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	20
40070	Senior Public Serv Adm	6

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00133	Accountant Advanced	3
00135	Accountant Supervisor	1
00501	Admin Assistant 1	8
00502	Administrative Asst 2	3
08860	Communications Sys Spec	1
12585	Disaster Serv Planner	2
13851	Executive 1	9
13852	Executive 2	7
19693	Human Resources Spec	1
21162	Inf Srvcs Specialist II	1
35700	Pub Admin Intern	11
41771	Staff Develop Spec I	10

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	3
00116	Account Technician II	2
08831	Comm Equip Tech I	1
13340	Elec Equip Instal/Repair	1
13345	El Eq Inst/Repair Ld Wkr	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	9
14032	Executive Secretary 2	3
19691	Human Resources Assoc	1
29994	Office Administrator 4	1
30025	Office Coordinator	9
30080	Office Specialist	3
43190	Student Intern	3
43200	Student Worker	8

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
11425	Data Processing Oper	1
13540	Emer Response Ld Telecom	1
13543	Emer Response Telecom	1
30010	Office Assistant	1
30015	Office Associate	6

State of Illinois
List of Established Job Titles by EEO Category
Emergency Mgmt Agency

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38205	Reproduc Serv Tech 3	1

EEO/AA PROFILE

AGENCY: Department of Employment Security

DIRECTOR: Brenda A. Russell

EEO/AA OFFICER: Carlos Charneco

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 6 African Americans, 13 Hispanics, 30 Females, 21 Asians and 1 Native American. During this quarter there were 8 opportunities to hire/promote in the underutilized categories; 4 or 50% (4 Females) addressed underutilization. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 6 African Americans, 13 Hispanics, 26 Females, 21 Asians and 1 Native American. During this quarter there were 19 opportunities to hire/promote in the underutilized categories; 8 or 42% (2 Hispanics, 5 Females and 1 Asian) addressed underutilization.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 6 African Americans, 11 Hispanics, 21 Females, 20 Asians and 1 Native American. During this quarter there were 13 opportunities to hire/promote in the underutilized categories; 4 or 31% (1 Hispanic and 3 Females) addressed underutilization.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 6 African Americans, 10 Hispanics, 18 Females, 20 Asians and 1 Native American. During this quarter there were 17 opportunities to hire/promote in the underutilized categories; 7 or 41% (2 Females and 5 Asians) addressed underutilization.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 6 African Americans, 13 Hispanics, 30 Females, 21 Asians and 1 Native American. During the year, there were 57 opportunities to hire/promote in the underutilized categories; 23 or 40% (3 Hispanics, 14 Females and 6 Asians) addressed underutilization. This agency is at parity for people with disabilities.

Underutilization Summary by Region

Name of Agency: EMPLOYMENT SECURITY

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1		4	1	2					5	1		1	1	1						
2			2						1											
3																				
4						4			1											
5									1											
6								1	1											
7	1		4					2												
8								1												
9																				
10																				
11						1			1											
Total	1	4	7	2	0	5	0	4	10	1	0	1	1	1	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1		2	7	2			2													
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9			3																	
10																				
11																				
Total	0	2	10	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **6**

Total underutilization for Hispanics: **9**

Total underutilization for Females: **22**

Total underutilization for Asians: **15**

Total underutilization for Native Americans: **1**

Total Underutilization: 53

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Employment Security

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	311
40070	Senior Public Serv Adm	97

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	9
00133	Accountant Advanced	12
00135	Accountant Supervisor	5
00140	Acctg Fiscl Admin Car Tr	23
00501	Admin Assistant 1	12
00502	Administrative Asst 2	29
13600	Emp Secur Fld Office Sup	117
13650	Empl Securty Program Rep	160
13651	Emp Sec Pgm Rep-Intrmtnt	140
13667	Empl Securty Service Rep	132
13671	Empl Security Spec 1	1
13672	Empl Security Spec 2	1
13673	Empl Security Spec 3	40
13681	Empl Secur Tax Auditor 1	36
13682	Empl Secur Tax Auditor 2	47
13851	Executive 1	20
13852	Executive 2	10
17365	Graphic Arts Design Supv	1
18300	Hearings Referee	18
18301	Hearings Referee-Intrmit	6
19692	Human Resources Rep	4
19693	Human Resources Spec	9
21160	Information Serv Intern	1
21161	Inf Srvcs Specialist I	11
21162	Inf Srvcs Specialist II	12
21165	Inf Systems Analyst I	13
21166	Inf Systems Analyst II	14
21732	Internal Security Inv 2	4
23401	Librarian 1	1
25541	Mgmt Operations Anal I	1
25542	Mgmt Operations Anal 2	2
25583	Management Systems Spec	2
27133	Meth & Proc Adv III	1
34725	Project Designer	1
35700	Pub Admin Intern	27
38207	Research Economist 1	4
42741	Stat Research Spec 1	5
42743	Stat Research Spec 3	6
42745	Stat Research Supv	4

State of Illinois
List of Established Job Titles by EEO Category
Employment Security

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
47002	U I Adjudicator 2	4
47003	U I Adjudicator 3	4
47081	Unempl Ins Rev Analyst 1	28
47082	Unempl Ins Rev Analyst 2	42
47087	Unempl Ins Revenue Spec	4
47096	Unempl Ins Special Agent	17
47702	Veterans Emplmt Rep II	59

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	6
00116	Account Technician II	1
11415	Data Proc Admin Spec	7
11430	Data Processing Spec	8
11436	Data Processing Supvr 2	2
11437	Data Processing Supvr 3	2
11440	Data Processing Tech	6
17400	Graphic Arts Tech	1
42748	Stat Research Technician	5
45313	Telecom Systems Tech 2	1
47001	U I Adjudicator 1	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	6
14032	Executive Secretary 2	11
14033	Executive Secretary 3	6
19690	Human Resources Asst	2
19691	Human Resources Assoc	7
19694	Human Resources Trainee	1
29993	Office Administrator 3	7
29994	Office Administrator 4	13
29995	Office Administrator 5	1
30025	Office Coordinator	10
30080	Office Specialist	2
34201	Private Secretary 1	1
34202	Private Secretary 2	1
43190	Student Intern	12
43200	Student Worker	18
47701	Veterans Emplmt Rep I	57

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
06920	Check Issuance Mach Opr	4

State of Illinois
List of Established Job Titles by EEO Category
Employment Security

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
06925	Check Issuance Mach Supv	2
11420	Data Processing Asst	1
11425	Data Processing Oper	2
21686	Intermittent Clerk	3
27182	Microfilm Operator II	2
27183	Microfilm Operator III	1
29992	Office Administrator 2	2
30010	Office Assistant	12
30015	Office Associate	94
30020	Office Clerk	5
38203	Reproduc Serv Tech 1	1

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
25020	Maint Equip Operator	4
43051	Storekeeper I	1
43052	Storekeeper II	1
43053	Storekeeper III	1
43060	Stores Clerk	1

EEO/AA PROFILE

AGENCY: Environmental Protection Agency

DIRECTOR: Douglas P. Scott

EEO/AA OFFICER: Jill Johnson

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 51 African Americans, 18 Hispanics, 262 Females and 4 Asians. During this quarter there were 15 opportunities to hire/promote in the underutilized categories; 9 or 60% (1 African American, 7 Females and 1 Asian) addressed underutilization. This agency is underutilized by 79 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 50 African Americans, 18 Hispanics, 255 Females and 3 Asians. During this quarter there were 7 opportunities to hire/promote in the underutilized categories; 5 or 71% (2 African Americans and 3 Females) addressed underutilization. This agency is underutilized by 79 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 48 African Americans, 18 Hispanics, 252 Females and 3 Asians. During this quarter there were 2 opportunities to hire/promote in the underutilized categories; 2 or 100% (1 Hispanic and 1 Female) addressed underutilization. This agency is underutilized by 78 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 48 African Americans, 17 Hispanics, 251 Females and 3 Asians. During this quarter there were 5 opportunities to hire/promote in the underutilized categories; 3 or 60% (3 Females) addressed underutilization. This agency is underutilized by 78 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 51 African Americans, 18 Hispanics, 262 Females and 4 Asians. During the year, there were 29 opportunities to hire/promote in the underutilized categories; 19 or 66% (3 African Americans, 1 Hispanic, 14 Females and 1 Asian) addressed underutilization. This agency is underutilized by 78 people with disabilities.

Underutilization Summary by Region

Name of Agency: ENVIRONMENTAL PROTECTION AGENCY

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	2		6			8	1	21				3	14	2						
2						1	1	4												
3																				
4								5												
5																				
6							1	9					3							
7	4		28	1		15	6	117			1	1	5							
8																				
9	1		1			4		6					3							
10																				
11						1		10												
Total	7	0	35	1	0	29	9	172	0	0	1	4	25	2	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1								2												
2																				
3																				
4																				
5																				
6																				
7	2	1		1		1	1		1				1					2		
8																				
9																				
10																				
11																				
Total	2	1	0	1	0	1	1	2	1	0	0	0	1	0	0	0	0	2	0	0

Total underutilization for African Americans: **40**

Total underutilization for Hispanics: **15**

Total underutilization for Females: **237**

Total underutilization for Asians: **5**

Total underutilization for Native Americans: **0**

Total Underutilization: 297

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

DHR 11-AAP (Rev 12-03)

State of Illinois
List of Established Job Titles by EEO Category
Environmental Protection

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	114
40070	Senior Public Serv Adm	110

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	9
00133	Accountant Advanced	8
00135	Accountant Supervisor	7
00140	Acctg Fiscl Admin Car Tr	6
00501	Admin Assistant 1	9
00502	Administrative Asst 2	7
06941	Chemist 1	2
06942	Chemist 2	4
06943	Chemist 3	1
13791	Envir Prot Eng 1	42
13792	Envir Prot Eng 2	35
13793	Envir Prot Eng 3	63
13794	Envir Prot Eng Iv	19
13801	Envir Prot Geo I	10
13802	Envir Prot Geo II	12
13803	Envir Prot Geo III	12
13821	Envir Prot Spec 1	56
13822	Envir Prot Spec 2	39
13823	Envir Prot Spec 3	90
13824	Envir Prot Spec Iv	53
13851	Executive 1	22
13852	Executive 2	10
17271	Geographic Info Sepc 1	2
17272	Geographic Info Spec 2	5
19692	Human Resources Rep	2
19693	Human Resources Spec	3
21127	Ind Serv Hygienist	1
21160	Information Serv Intern	4
21161	Inf Srvcs Specialist I	3
21162	Inf Srvcs Specialist II	8
21165	Inf Systems Analyst I	5
21166	Inf Systems Analyst II	5
22990	Lab Equip Spec	4
23022	Lab Quality Spec 2	2
23402	Librarian 2	1
23430	Library Associate	1
23600	Life Sci Career Trainee	25
25583	Management Systems Spec	4
27131	Meth & Proc Adv 1	5

State of Illinois
List of Established Job Titles by EEO Category
Environmental Protection

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
27132	Meth & Proc Adv 2	5
27133	Meth & Proc Adv III	1
27151	Microbiologist 1	1
35700	Pub Admin Intern	7
45252	Tech Adv 2	7
45253	Tech Adv 3	11

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	5
00116	Account Technician II	5
00118	Account Technician Tr	1
13733	Engineering Tech III	1
13762	Environ Equip Opr 2	1
13785	Envir Protection Assoc	15
13811	Envir Prot Legal Inv I	6
13812	Envir Prot Legal Inv II	4
13815	Env Prot Legal Inv Spec	4
13831	Envir Prot Tech I	4
13832	Envir Prot Tech II	5
22997	Laboratory Associate 1	4
22998	Laboratory Associate 2	2
27175	Micro Lab Technician I	1
27176	Micro Lab Technician II	1
47580	Veh Emission Compli Insp	31
47583	Veh Emission Compli Supv	4
47584	Veh Emis Qual Asur Audr	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00600	Admin Services Wkr Tr	2
14031	Executive Secretary 1	1
14032	Executive Secretary 2	5
14033	Executive Secretary 3	4
19690	Human Resources Asst	3
19691	Human Resources Assoc	2
19694	Human Resources Trainee	2
27135	Meth & Proc Car Assoc 1	7
27136	Meth & Proc Car Assoc 2	3
27137	Meth & Proc Car Assoc Tr	1
29993	Office Administrator 3	24
29994	Office Administrator 4	1
29995	Office Administrator 5	5
30025	Office Coordinator	43

State of Illinois
List of Established Job Titles by EEO Category
Environmental Protection

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30080	Office Specialist	4
34202	Private Secretary 2	1
43190	Student Intern	15
43200	Student Worker	7

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
11420	Data Processing Asst	2
27181	Microfilm Operator I	1
27182	Microfilm Operator II	1
28490	Motorist Assistance Spec	2
30010	Office Assistant	44
30015	Office Associate	42
30020	Office Clerk	6
30075	Office Occupations Tr	5

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38201	Reproduc Serv Supvr 1	1
38204	Reproduc Serv Tech 2	1
38205	Reproduc Serv Tech 3	2

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05602	Building/Grounds Lead 2	1
22995	Laboratory Assistant	1
43051	Storekeeper I	2
43052	Storekeeper II	2
43060	Stores Clerk	2

EEO/AA PROFILE

AGENCY: Financial and Professional Regulation

ACTING SECRETARY: Dean Martinez

EEO/AA OFFICER: Richard Foxman

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 25 African Americans, 24 Hispanics, 100 Females, 9 Asians and 1 Native American. During this quarter there were 4 opportunities to hire/promote in the underutilized categories; 2 or 50% (1 Hispanic and 1 Female) addressed underutilization. This agency is underutilized by 41 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 25 African Americans, 23 Hispanics, 99 Females, 9 Asians and 1 Native American. During this quarter there were 3 opportunities to hire/promote in the underutilized categories; 2 or 67% (1 Hispanic and 1 Female) addressed underutilization. This agency is underutilized by 41 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 25 African Americans, 22 Hispanics, 98 Females, 9 Asians and 1 Native American. During this quarter there were 4 opportunities to hire/promote in the underutilized categories; 3 or 75% (3 Females) addressed underutilization. This agency is underutilized by 41 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 25 African Americans, 22 Hispanics, 95 Females, 9 Asians and 1 Native American. During this quarter there were 7 opportunities to hire/promote in the underutilized categories; 6 or 86% (1 African American and 5 Females) addressed underutilization. This agency is underutilized by 41 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 25 African Americans, 24 Hispanics, 100 Females, 9 Asians and 1 Native American. During the year, there were 18 opportunities to hire/promote in the underutilized categories; 13 or 72% (1 African American, 2 Hispanics and 10 Females) addressed underutilization. This agency is underutilized by 41 people with disabilities.

Underutilization Summary by Region

Name of Agency: FINANCIAL & PROFESSIONAL REGULATION

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1			6			11	14	49	5	1	1			1						
2																				
3																				
4						1		3												
5																				
6						1		2												
7	2	2	7	1		2	2	8			2	1								
8								2												
9						1		3												
10								2												
11																				
Total	2	2	13	1	0	16	16	69	5	1	3	1	0	1	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1									1											
2																				
3																				
4																				
5																				
6																				
7							1	2												
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	1	2	1	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **21**

Total underutilization for Hispanics: **20**

Total underutilization for Females: **84**

Total underutilization for Asians: **8**

Total underutilization for Native Americans: **1**

Total Underutilization: 134

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Fin & Prof Reg

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
26401	Medical Adm 1 Opt D	1
37015	Public Service Adm	191
40070	Senior Public Serv Adm	99

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	8
00133	Accountant Advanced	11
00135	Accountant Supervisor	2
00187	Actuarial Asst	3
00195	Actuarial Examiner	2
00196	Actuarial Examiner Trn	2
00197	Actuarial Sr Examiner	2
00201	Actuary 1	3
00202	Actuary 2	4
00203	Actuary 3	3
00501	Admin Assistant 1	61
00502	Administrative Asst 2	27
04131	Bank Examiner 1	17
04132	Bank Examiner 2	17
04133	Bank Examiner 3	21
10162	Crim Intelligence Anal 2	1
12778	Drug Compliance Invest	7
13851	Executive 1	25
13852	Executive 2	17
14971	Fin Inst Exam 1	14
14972	Fin Inst Exam 2	12
14973	Fin Inst Exam 3	16
14978	Fin Inst Exam Tr	27
17366	Graphic Arts Designer	1
18181	Hlth Ser Inv 1 Opta-Gen	7
18182	Hlth Ser Inv 1 Opt B-Csi	15
18185	Hlth Ser Inv 2 Opt A-Gen	2
18186	Hlth Ser Inv 2 Opt B-Csi	4
19692	Human Resources Rep	6
19693	Human Resources Spec	2
21162	Inf Svcs Specialist II	9
21165	Inf Systems Analyst I	6
21166	Inf Systems Analyst II	10
21601	Ins Co Claims Examiner 1	1
21602	Ins Co Claims Examiner 2	1
21608	Ins Co Fld Staff Exam	6
21610	Ins Co Fin Examiner Trn	6
21671	Ins Performance Exam 1	2

State of Illinois
List of Established Job Titles by EEO Category
Fin & Prof Reg

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
21672	Ins Performance Exam II	2
21673	Ins Performance Exam III	3
27131	Meth & Proc Adv 1	1
27132	Meth & Proc Adv 2	2
29731	Nursing Act Asst Coord	1
30860	Paralegal Assistant	1
35700	Pub Admin Intern	7
37730	Real Estate Inv	5
37760	Real Estate Prof Examr	5
41771	Staff Develop Spec I	1
45251	Technical Advisor 1	1
45252	Tech Adv 2	10
45256	Tech Advsr Advcd Prg Sp	7

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	2
00116	Account Technician II	1
11430	Data Processing Spec	1
11440	Data Processing Tech	3
21561	Insurance Analyst I	10
21562	Insurance Analyst II	12
21563	Insurance Analyst 3	15
21564	Insurance Analyst 4	24
23571	Licensing Inv 1	2
23572	Licensing Inv 2	3
23573	Licensing Inv 3	6
23574	Licensing Inv 4	4

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	14
14032	Executive Secretary 2	8
14033	Executive Secretary 3	2
19691	Human Resources Assoc	1
29993	Office Administrator 3	2
29994	Office Administrator 4	8
30025	Office Coordinator	14
30080	Office Specialist	2
34202	Private Secretary 2	5
43190	Student Intern	3
43200	Student Worker	17

State of Illinois
List of Established Job Titles by EEO Category
Fin & Prof Reg

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
11420	Data Processing Asst	1
27182	Microfilm Operator II	1
30010	Office Assistant	14
30015	Office Associate	54
30020	Office Clerk	5

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
43051	Storekeeper I	2
43053	Storekeeper III	1
43060	Stores Clerk	1

EEO/AA PROFILE

AGENCY: Office of the State Fire Marshal

FIRE MARSHAL: T. J. Somer

EEO/AA OFFICER: Stephanie Kirk

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 7 African Americans, 2 Hispanics, 12 Females and 1 Asian. During this quarter there were 6 opportunities to hire/promote in the underutilized categories; 3 or 50% (3 Females) addressed underutilization. This agency is underutilized by 7 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 7 African Americans, 2 Hispanics, 9 Females and 1 Asian. During this quarter there was 1 opportunity to hire/promote in the underutilized categories; 1 or 100% (1 African American) addressed underutilization. This agency is underutilized by 7 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 6 African Americans, 2 Hispanics, 9 Females and 1 Asian. During this quarter there was 1 opportunity to hire/promote in the underutilized categories. This opportunity did not address underutilization. This agency is underutilized by 7 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 6 African Americans, 2 Hispanics, 9 Females and 1 Asian. During this quarter there were 5 opportunities to hire/promote in the underutilized categories; 1 or 20% (1 Female) addressed underutilization. This agency is underutilized by 7 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 7 African Americans, 2 Hispanics, 12 Females and 1 Asian. During the year, there were 13 opportunities to hire/promote in the underutilized categories; 5 or 38% (1 African American and 4 Females) addressed underutilization. This agency is underutilized by 7 people with disabilities.

Underutilization Summary by Region

Name of Agency: FIRE MARSHAL

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1							1	3	1		3	2	6	1						
2																				
3																				
4																				
5																				
6																				
7						2					1		2							
8																				
9																				
10																				
11								3												
Total	0	0	0	0	0	2	1	6	1	0	4	2	8	1	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: 6

Total underutilization for Hispanics: 3

Total underutilization for Females: 14

Total underutilization for Asians: 2

Total underutilization for Native Americans: 0

Total Underutilization: 25

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
State Fire Marshal

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37004	Public Info Officer 4	1
37015	Public Service Adm	24
40070	Senior Public Serv Adm	8

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	2
00133	Accountant Advanced	2
00135	Accountant Supervisor	1
00501	Admin Assistant 1	7
00502	Administrative Asst 2	7
01481	Arson Investigator 1	14
01482	Arson Investigator 2	13
01485	Arson Investigations Tr	2
13495	Elevator Inspector	2
13851	Executive 1	7
13852	Executive 2	2
19692	Human Resources Rep	1
21161	Inf Srvcs Specialist I	1
21162	Inf Srvcs Specialist II	3
21165	Inf Systems Analyst I	1
21732	Internal Security Inv 2	1
35700	Pub Admin Intern	2
41093	Site Interpretive Coord	1
43005	Storage Tank Safety Spec	17
45253	Tech Adv 3	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
04910	Boiler Safety Specialist	16
11440	Data Processing Tech	1
13732	Engineering Tech II	1
13733	Engineering Tech III	1
15285	Fire Certification Spec	8
15351	Fire Protection Spec 1	2

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
15316	Fire Prevention Insp I	6
15317	Fire Prevention Insp II	19

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14032	Executive Secretary 2	1
14033	Executive Secretary 3	1

State of Illinois
List of Established Job Titles by EEO Category
State Fire Marshal

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
19691	Human Resources Assoc	1
29993	Office Administrator 3	3
29995	Office Administrator 5	1
30025	Office Coordinator	2
34202	Private Secretary 2	2

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00111	Account Clerk I	1
30010	Office Assistant	4
30015	Office Associate	8

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
43051	Storekeeper I	2

EEO/AA PROFILE

AGENCY: Guardianship and Advocacy Commission

ACTING DIRECTOR: John H. Wank

EEO/AA OFFICER: Tedd W. Ward, Jr.

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/04 THROUGH 6/30/05)

Actual underutilization at the beginning of FY 2005 was 1 African American, 1 Female and 5 Asians. During these quarters there were no opportunities to hire/promote in the underutilized categories. This agency is at parity for people with disabilities.

Underutilization Summary by Region

Name of Agency: GUARDIANSHIP & ADVOCACY COMMISSION

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1				1					3											
2																				
3																				
4						1														
5																				
6									1											
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	1	0	1	0	0	4	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **1** Total underutilization for Hispanics: **0** Total underutilization for Females: **0**

Total underutilization for Asians: **5** Total underutilization for Native Americans: **0** **Total Underutilization: 6**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Guardianship & Advocacy

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	24
40070	Senior Public Serv Adm	6
48483	Vol Services Coord III	8

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	1
00133	Accountant Advanced	1
00135	Accountant Supervisor	1
00502	Administrative Asst 2	1
17710	Guardianship Rep	14
19692	Human Resources Rep	1
21160	Information Serv Intern	1
21161	Inf Svcs Specialist I	1
21165	Inf Systems Analyst I	3
30860	Paralegal Assistant	1
35700	Pub Admin Intern	1
45252	Tech Adv 2	18

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00116	Account Technician II	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
19691	Human Resources Assoc	1
30025	Office Coordinator	1
34201	Private Secretary 1	1
34202	Private Secretary 2	1
43190	Student Intern	4

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30015	Office Associate	9
30075	Office Occupations Tr	5

EEO/AA PROFILE

AGENCY: Department of Public Aid

DIRECTOR: Barry S. Maram

EEO/AA OFFICER: Raven J. Knighten

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 32 African Americans, 18 Hispanics, 32 Females, 10 Asians and 3 Native Americans. During this quarter there were 32 opportunities to hire/promote in the underutilized categories; 18 or 56% (10 African Americans 1 Hispanic and 7 Females) addressed underutilization. This agency is at parity for people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 22 African Americans, 17 Hispanics, 25 Females, 10 Asians and 3 Native Americans. During this quarter there were 9 opportunities to hire/promote in the underutilized categories; 5 or 56% (1 African American, 1 Hispanic and 3 Females) addressed underutilization.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 21 African Americans, 16 Hispanics, 22 Females, 10 Asians and 3 Native Americans. During this quarter there were 6 opportunities to hire/promote in the underutilized categories; 5 or 83% (1 African American, 1 Hispanic and 3 Females) addressed underutilization.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 20 African Americans, 15 Hispanics, 19 Females, 10 Asians and 3 Native Americans. During this quarter there were 8 opportunities to hire/promote in the underutilized categories; 3 or 38% (2 African Americans and 1 Female) addressed underutilization.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 32 African Americans, 18 Hispanics, 32 Females, 10 Asians and 3 Native Americans. During the year, there were 55 opportunities to hire/promote in the underutilized categories; 31 or 56% (14 African Americans, 3 Hispanics and 14 Females) addressed underutilization. This agency is at parity for people with disabilities.

Underutilization Summary by Region

Name of Agency: HEALTHCARE AND FAMILY SERVICES

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	2	2	2					3												
2																				
3																				
4						1														
5						1		1												
6						1	1		1											
7	3			2	1	2	3													
8																				
9																				
10																				
11						2														
Total	5	2	2	2	1	7	4	4	1	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1		3		6			2													
2																				
3																				
4																				
5																				
6																				
7	8	3			1			14												
8																				
9																				
10																				
11																				
Total	8	6	0	6	1	0	2	14	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **20**

Total underutilization for Hispanics: **14**

Total underutilization for Females: **20**

Total underutilization for Asians: **9**

Total underutilization for Native Americans: **2**

Total Underutilization: 65

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Healthcare & Family Srv

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
18150	Health Fac Surv Nurse	55
37015	Public Service Adm	379
40070	Senior Public Serv Adm	187

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	53
00133	Accountant Advanced	37
00135	Accountant Supervisor	16
00140	Acctg Fiscl Admin Car Tr	5
00501	Admin Assistant 1	109
00502	Administrative Asst 2	53
13851	Executive 1	196
13852	Executive 2	167
19692	Human Resources Rep	9
19693	Human Resources Spec	9
19785	Human Serv Caseworker	33
19792	Human Serv Grant Coord 2	6
19793	Human Serv Grant Coord 3	5
19796	Human Srv Grants Cord Tr	1
21160	Information Serv Intern	5
21161	Inf Srvcs Specialist I	25
21162	Inf Srvcs Specialist II	44
21165	Inf Systems Analyst I	49
21166	Inf Systems Analyst II	44
21167	Inf Systems Analyst III	5
21731	Internal Security Inv 1	2
21732	Internal Security Inv 2	4
22003	Kidcare Supervisor	14
25541	Mgmt Operations Anal I	27
25542	Mgmt Operations Anal 2	31
25583	Management Systems Spec	7
26501	Medical Asst Cons 1	1
26502	Medical Asst Cons 2	16
26503	Medical Asst Cons 3	4
27131	Meth & Proc Adv 1	2
27132	Meth & Proc Adv 2	9
27133	Meth & Proc Adv III	3
30860	Paralegal Assistant	1
34631	Program Integ Auditor I	4
34632	Program Integ Auditor II	6
34635	Program Integ Auditor Tr	4
35700	Pub Admin Intern	40
35750	Public Aid Appeals Adv	3

State of Illinois
List of Established Job Titles by EEO Category
Healthcare & Family Srv

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
35841	P A Family Supp Spec 1	77
35870	Public Aid Investigator	25
35874	P A Investigator Trn	8
35880	P A Lead Casework Spec	16
35892	P A Qual Contr Reviewer	21
35900	P A Quality Control Supv	8
41313	Soc Serv Pro Planner 3	1
41314	Soc Serv Prog Planner 4	9
41320	Soc Srvs Career Tr	7
42742	Stat Research Spec 2	3
42743	Stat Research Spec 3	1
42745	Stat Research Supv	1
45252	Tech Adv 2	1
45308	Telecom Systems Analyst	1
49102	Weatherization Spec 2	4
49103	Weatherization Spec 3	2

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	14
00116	Account Technician II	10
11415	Data Proc Admin Spec	4
11430	Data Processing Spec	7
11436	Data Processing Supvr 2	5
11437	Data Processing Supvr 3	3
11440	Data Processing Tech	9
45312	Telecom Systems Tech 1	1
45313	Telecom Systems Tech 2	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	32
14032	Executive Secretary 2	14
14033	Executive Secretary 3	10
19690	Human Resources Asst	2
19691	Human Resources Assoc	9
19694	Human Resources Trainee	2
27135	Meth & Proc Car Assoc 1	1
29993	Office Administrator 3	24
29994	Office Administrator 4	63
29995	Office Administrator 5	7
30025	Office Coordinator	194
30080	Office Specialist	11
34201	Private Secretary 1	1

State of Illinois
List of Established Job Titles by EEO Category
Healthcare & Family Srv

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
34202	Private Secretary 2	1
35825	Pub Aid Eligibility Asst	13
43200	Student Worker	2

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00111	Account Clerk I	2
00112	Account Clerk II	4
08050	Clerical Trainee	1
11420	Data Processing Asst	2
11425	Data Processing Oper	1
27182	Microfilm Operator II	1
29992	Office Administrator 2	2
30010	Office Assistant	57
30015	Office Associate	161
30020	Office Clerk	32
38203	Reproduc Serv Tech 1	1

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38201	Reproduc Serv Supvr 1	1
38204	Reproduc Serv Tech 2	1

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
43051	Storekeeper I	2
43052	Storekeeper II	2
43053	Storekeeper III	1
43060	Stores Clerk	3

EEO/AA PROFILE

AGENCY: Historic Preservation Agency

DIRECTOR: Robert Coomer

EEO/AA OFFICER: Tad Allen

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 7 African Americans, 1 Hispanic, 13 Females, 1 Asian and 2 Native Americans. During this quarter there was 1 opportunity to hire/promote in the underutilized categories. This opportunity did not address underutilization. This agency is underutilized by 13 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 7 African Americans, 1 Hispanic, 13 Females, 1 Asian and 2 Native Americans. During this quarter there were 19 opportunities to hire/promote in the underutilized categories; 6 or 32% (1 African American and 5 Females) addressed underutilization. This agency is underutilized by 13 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 6 African Americans, 1 Hispanic, 8 Females, 1 Asian and 2 Native Americans. During this quarter there were 19 opportunities to hire/promote in the underutilized categories; 2 or 11% (2 Females) addressed underutilization. This agency is underutilized by 13 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 6 African Americans, 1 Hispanic, 6 Females, 1 Asian and 2 Native Americans. During this quarter there were 19 opportunities to hire/promote in the underutilized categories; 3 or 16% (3 Females) addressed underutilization. This agency is underutilized by 13 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 7 African Americans, 1 Hispanic, 13 Females, 1 Asian and 2 Native Americans. During the year, there were 58 opportunities to hire/promote in the underutilized categories; 11 or 19% (1 African American and 10 Females) addressed underutilization. This agency is underutilized by 13 people with disabilities.

Underutilization Summary by Region

Name of Agency: HISTORIC PRESERVATION AGENCY

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7			1			3			1				2							
8																				
9						1		1												
10																				
11																				
Total	0	0	1	0	0	4	0	1	1	0	0	0	2	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7	3												2			1		4		
8																				
9																1		3		
10																				
11																				
Total	3	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	0	7	0	0

Total underutilization for African Americans: **9**

Total underutilization for Hispanics: **0**

Total underutilization for Females: **13**

Total underutilization for Asians: **1**

Total underutilization for Native Americans: **0**

Total Underutilization: 23

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Historic Preservation

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	31
40070	Senior Public Serv Adm	15

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	2
00501	Admin Assistant 1	2
00502	Administrative Asst 2	4
01440	Architect	1
13851	Executive 1	11
13852	Executive 2	15
18981	Hist Docum Conservator 1	1
18985	Hist Exhibits Designer	1
18987	Hist Lib Chf Of Acquisit	1
19002	Hist Research Editor 2	1
19008	Hist Research Spec	3
19692	Human Resources Rep	2
19880	Iconographer	1
21162	Inf Srvcs Specialist II	1
21165	Inf Systems Analyst I	1
21166	Inf Systems Analyst II	1
21167	Inf Systems Analyst III	1
23401	Librarian 1	9
23430	Library Associate	6
24000	Local Hist Serv Rep	1
25610	Manuscripts Mgr	1
34725	Project Designer	5
35700	Pub Admin Intern	8
37003	Public Info Officer 3	1
37725	Ranger	3
41093	Site Interpretive Coord	22
41117	Site Services Spec 1	10
41118	Site Services Spec 2	8
41120	Site Superintendent	13
41771	Staff Develop Spec I	5
48481	Vol Services Coord I	6
48482	Vol Services Coord II	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	3
00116	Account Technician II	1
13360	Electronics Technician	1
32086	Photographer 2	1

State of Illinois
List of Established Job Titles by EEO Category
Historic Preservation

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
17681	Guard 1	1
41115	Site Security Officer	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	6
14032	Executive Secretary 2	2
19690	Human Resources Asst	2
23421	Library Aide I	4
23450	Library Technical Asst	1
29990	Office Admin Specialist	1
30025	Office Coordinator	4
34201	Private Secretary 1	1
41090	Site Interpreter	11
43200	Student Worker	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00112	Account Clerk II	1
27181	Microfilm Operator I	1
27182	Microfilm Operator II	1
30010	Office Assistant	4
30015	Office Associate	1
30020	Office Clerk	1

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
06650	Carpenter	2
13200	Electrician	1
42600	Stationary Engineer	1
42605	Stationary Eng-Asst Chf	1
42610	Stationary Eng-Chief	1

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05598	Building/Grounds Laborer	2
05601	Building/Grounds Lead 1	3
09317	Conserv/Hist Preserv Wkr	40
41132	Site Technician 2	30
43051	Storekeeper I	1

EEO/AA PROFILE

AGENCY: Department of Human Rights

DIRECTOR: Rocco J. Claps

EEO/AA OFFICER: Michelle Dirksen

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 4 Females and 4 Asians. During this quarter there were 8 opportunities to hire/promote in the underutilized categories; 3 or 38% (3 Females) addressed underutilization. This agency is underutilized by 2 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 1 Female and 4 Asians. During this quarter there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 2 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 1 Female and 4 Asians. During this quarter there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 2 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 1 Female and 4 Asians. During this quarter there were 4 opportunities to hire/promote in the underutilized categories; 1 or 25% (1 Female) addressed underutilization. This agency is underutilized by 2 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 4 Females and 4 Asians. During the year, there were 12 opportunities to hire/promote in the underutilized categories; 4 or 33% (4 Females) addressed underutilization. This agency is underutilized by 2 people with disabilities.

Underutilization Summary by Region

Name of Agency: HUMAN RIGHTS DEPARTMENT

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1								4	3											
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	4	3	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1									1											
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: 0

Total underutilization for Hispanics: 0

Total underutilization for Females: 4

Total underutilization for Asians: 4

Total underutilization for Native Americans: 0

Total Underutilization: 8

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Human Rights Department

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37004	Public Info Officer 4	1
37015	Public Service Adm	26
40070	Senior Public Serv Adm	12

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	2
00501	Admin Assistant 1	7
00502	Administrative Asst 2	5
19771	Human Rights Mediator	1
19774	Human Rights Inv I	13
19775	Human Rights Inv II	11
19776	Human Rights Inv III	7
19780	Human Rights Spec 3	3
21161	Inf Srvcs Specialist I	1
21162	Inf Srvcs Specialist II	2
21166	Inf Systems Analyst II	1
35700	Pub Admin Intern	4
45252	Tech Adv 2	1
45253	Tech Adv 3	3

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00116	Account Technician II	1
11415	Data Proc Admin Spec	1
11430	Data Processing Spec	1
11435	Data Processing Supvr 1	1
11440	Data Processing Tech	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	2
14032	Executive Secretary 2	2
14033	Executive Secretary 3	1
30025	Office Coordinator	4
34202	Private Secretary 2	1
43200	Student Worker	3

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30005	Office Aide	1
30010	Office Assistant	1
30015	Office Associate	11

EEO/AA PROFILE

AGENCY: Human Rights Commission

EXECUTIVE DIRECTOR: James P. Sledge

EEO/AA OFFICER: Jack R. Pearce, Jr.

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/04 THROUGH 6/30/05)

Actual underutilization at the beginning of FY05 was 1 Female. During these quarters there were no opportunities to hire/promote in the underutilized category. This agency is underutilized by 1 person with a disability.

Underutilization Summary by Region

Name of Agency: HUMAN RIGHTS COMMISSION

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1									1											
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: 0

Total underutilization for Hispanics: 0

Total underutilization for Females: 0

Total underutilization for Asians: 1

Total underutilization for Native Americans: 0

Total Underutilization: 1

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Human Rights Commission

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	1
40070	Senior Public Serv Adm	2

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00501	Admin Assistant 1	3
00502	Administrative Asst 2	1
30860	Paralegal Assistant	1
35700	Pub Admin Intern	1
45252	Tech Adv 2	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	1
29993	Office Administrator 3	1
29994	Office Administrator 4	1
34201	Private Secretary 1	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30010	Office Assistant	3
30015	Office Associate	4

EEO/AA PROFILE

AGENCY: Illinois Department of Human Services

SECRETARY: Carol L. Adams, Ph.D.

EEO/AA OFFICER: Margaret LaPorte, Ph.D.

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 59 African Americans, 256 Hispanics, 170 Females, 73 Asians and 13 Native Americans. During this quarter there were 56 opportunities to hire/promote in the underutilized categories; 2 or 4% (1 Hispanic and 1 Asian) addressed underutilization. This agency is underutilized by 532 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 59 African Americans, 255 Hispanics, 170 Females, 72 Asians and 13 Native Americans. During this quarter there were 96 opportunities to hire/promote in the underutilized categories; 33 or 34% (13 Hispanics and 20 Females) addressed underutilization. This agency is underutilized by 532 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 59 African Americans, 242 Hispanics, 150 Females, 72 Asians and 13 Native Americans. During this quarter there were 13 opportunities to hire/promote in the underutilized categories; 1 or 8% (1 Hispanic) addressed underutilization. This agency is underutilized by 531 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 59 African Americans, 241 Hispanics, 170 Females, 72 Asians and 13 Native Americans. During this quarter there were 41 opportunities to hire/promote in the underutilized categories; 14 or 34% (2 African Americans, 2 Hispanics, 9 Females and 1 Native American) addressed underutilization. This agency is underutilized by 530 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 59 African Americans, 256 Hispanics, 170 Females, 73 Asians and 13 Native Americans. During the year, there were 206 opportunities to hire/promote in the underutilized categories; 50 or 24% (2 African Americans, 17 Hispanics, 29 Females, 1 Asian and 1 Native American) addressed underutilization. This agency is underutilized by 530 people with disabilities.

Underutilization Summary by Region

Name of Agency: HUMAN SERVICES

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1		1		10	1							121		25	2			28		
2		1												1			1	3		
3				1																
4	1																			
5	1			1								8		6	1			3		
6							1		5											
7				3												1				
8	1	1				2	3			1		5		3				4		
9		1								1		1		2	2			3		
10						1	1													
11						4				1		4	37	2	2	1		4		
Total	3	4	0	15	1	7	5	0	5	3	0	139	37	39	7	2	1	45	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1				3	1				14		8	12	13	2			34		2	
2	1												2			2	1			
3						1														
4	1																			
5	2					3	1				1	1	3				9		1	1
6	1																			
7	5	1					1		1	1			4				1	2		
8	2	1		1			1				1		7				3		1	
9	3						1				1		3			11	2		1	
10																				
11		1					1				1		2			5	3		1	1
Total	15	3	0	4	1	4	5	0	15	1	12	13	34	2	0	18	53	2	6	2

Total underutilization for African Americans: **61**

Total underutilization for Hispanics: **223**

Total underutilization for Females: **118**

Total underutilization for Asians: **86**

Total underutilization for Native Americans: **15**

Total Underutilization: 503

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

DHR 11-AAP (Rev 12-03)

State of Illinois
List of Established Job Titles by EEO Category
Human Services

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
18150	Health Fac Surv Nurse	4
26401	Medical Adm 1 Opt D	12
26402	Medical Adm 2 Opt C	2
26403	Medical Adm 2 Opt D	14
26404	Medical Administrator 3	2
37004	Public Info Officer 4	2
37015	Public Service Adm	1202
40070	Senior Public Serv Adm	423
48483	Vol Services Coord III	2

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	37
00133	Accountant Advanced	26
00135	Accountant Supervisor	17
00140	Acctg Fisci Admin Car Tr	1
00157	Activity Therapist	48
00160	Activity Therapist Coord	23
00163	Activity Therapist Supv	10
00501	Admin Assistant 1	180
00502	Administrative Asst 2	82
04351	Behavioral Analyst 1	7
04352	Behavioral Analyst II	5
04355	Behavioral Analyst Assoc	8
05810	Business Admin Spec	2
05815	Business Manager	17
06902	Chaplain II	5
08235	Clinical Pharmacist	17
08250	Clinical Psychologist	37
11751	Dentist I	2
11752	Dentist II	8
12501	Dietary Manager I	11
12502	Dietary Manager II	13
12510	Dietitian	15
12530	Disabil Appeals Officer	2
12537	Disabil Claims Adjud 1	41
12538	Disabil Claims Adjud 2	43
12539	Disabil Claims Adjud Trn	1
12540	Disab Claims Analyst	7
12558	Disability Claims Spec	8
12980	Educ Media Prog Spec	2
13100	Educator	104
13105	Educator-Provisional	1
13851	Executive 1	268

State of Illinois
List of Established Job Titles by EEO Category
Human Services

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
13852	Executive 2	199
17366	Graphic Arts Designer	2
17960	Habilitation Prog Coord	108
18041	Health Information Adm	14
18227	Hearng & Speech Adv Spec	10
18231	Hearing And Speech Assoc	7
18233	Hearing & Speech Spec	25
19670	Human Relations Rep	6
19692	Human Resources Rep	38
19693	Human Resources Spec	33
19785	Human Serv Caseworker	318
19788	Human Serv Casework Mgr	343
19810	H S Sign Lang Interpretr	1
21160	Information Serv Intern	11
21161	Inf Srvcs Specialist I	30
21162	Inf Srvcs Specialist II	51
21165	Inf Systems Analyst I	69
21166	Inf Systems Analyst II	65
21167	Inf Systems Analyst III	4
21731	Internal Security Inv 1	10
21732	Internal Security Inv 2	37
23401	Librarian 1	6
23430	Library Associate	1
25541	Mgmt Operations Anal I	11
25542	Mgmt Operations Anal 2	35
25583	Management Systems Spec	1
26502	Medical Asst Cons 2	2
26811	Mental Health Adm I	88
26812	Mental Health Adm II	13
26817	Mental Health Adm Tr	3
26924	M H Specialist 1	22
26925	M H Specialist 2	17
26926	M H Specialist 3	3
26928	M H Specialist Tr	2
27131	Meth & Proc Adv 1	5
27132	Meth & Proc Adv 2	8
27133	Meth & Proc Adv III	6
29820	Nutritionist	10
29900	Occupational Therapist	8
29908	Occuptnl Ther Prog Coord	2
32145	Physical Therapist	2
32200	Physician	29
32221	Physician Spec Opt A	15
32222	Physician Spec Opt B	23

State of Illinois
List of Established Job Titles by EEO Category
Human Services

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
32223	Physician Spec Opt C	36
32224	Physician Spec Opt D	38
32225	Physician Spec Opt E	4
34900	Property Consultant	8
35611	Psychologist 1	12
35612	Psychologist 2	38
35613	Psychologist 3	59
35626	Psychologist Associate	6
35660	Psychology Intern	4
35700	Pub Admin Intern	98
35750	Public Aid Appeals Adv	7
35880	P A Lead Casework Spec	22
35892	P A Qual Contr Reviewer	31
35900	P A Quality Control Supv	5
37002	Public Info Officer 2	1
37003	Public Info Officer 3	3
38001	Recreation Worker 1	4
38002	Recreation Worker 2	2
38131	Registered Nurse 1	173
38132	Registered Nurse 2	239
38135	Regis Nurse-Adv Practice	2
38145	Rehabilitation Counselor	137
38158	Rehab Counselor Senior	163
38159	Rehabilitatn Counslr Trn	122
38163	Rehab/Mobility Instruc	32
38167	Rehab/Mobility Instru Tr	13
38176	Rehab Serv Advisor I	50
38194	Rehab Workshop Supv 1	2
38195	Rehab Workshop Supv 2	2
38196	Rehab Wksh Supv III	2
38199	Reimbursement Officer 1	13
38200	Reimbursement Officer 2	5
38207	Research Economist 1	2
38270	Resident Physician	1
39200	School Psychologist	2
41312	Soc Serv Pro Planner II	2
41313	Soc Serv Pro Planner 3	82
41314	Soc Serv Prog Planner 4	42
41320	Soc Servs Career Tr	206
41411	Social Worker 1	11
41412	Social Worker 2	86
41413	Social Worker 3	60
41414	Social Worker 4	22
41430	Social Worker Intern	8

State of Illinois
List of Established Job Titles by EEO Category
Human Services

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
41771	Staff Develop Spec I	76
41782	Staff Develop Tech II	1
41787	Staff Pharmacist	8
42742	Stat Research Spec 2	3
42743	Stat Research Spec 3	4
42745	Stat Research Supv	2
45252	Tech Adv 2	4
45308	Telecom Systems Analyst	2
48481	Vol Services Coord I	1
48482	Vol Services Coord II	3

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	74
00116	Account Technician II	18
02424	Asst Reimburse Officer	4
08200	Clinical Lab Associate	2
08213	Clinicl Lab Phlebotomist	9
08215	Clinical Lab Tech 1	3
08216	Clinical Lab Tech 2	4
11440	Data Processing Tech	2
13300	Eeg Technician	1
13360	Electronics Technician	2
13732	Engineering Tech II	1
17400	Graphic Arts Tech	2
21259	Inhalation Therapist	2
21260	Inhalation Therapy Supv	1
23551	Licensed Prac Nurse I	31
23552	Licensed Prac Nurse II	107
27011	Mental Health Tech I	133
27012	Mental Health Tech II	197
27013	Mental Health Tech III	112
27014	Mental Health Tech Iv	73
27015	Mental Health Tech V	28
27021	Mental Health Tech Tr I	24
32007	Pharmacist Lead Tech	6
32008	Pharmacist Technician	22
37500	Radiologic Technologist	6
37505	Radiologic Tech Chief	1
37507	Radio Tech Prog Coord	4
38192	Rehab Workshop Inst I	2
38193	Rehab Workshop Inst II	10
38280	Residential Serv Supv	135
39901	Sec Therapy Aide I	53

State of Illinois
List of Established Job Titles by EEO Category
Human Services

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
39902	Sec Therapy Aide II	48
39903	Sec Therapy Aide III	5
39904	Sec Therapy Aide Iv	9
39905	Sec Therapy Aide Tr	6
42748	Stat Research Technician	1
48200	Vocational Instructor	12

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14435	Facil Fire Safety Coord	1
17682	Guard 2	2
39870	Security Officer	33
39875	Security Officer Chief	10
39876	Secur Officer Lieutenant	12
39877	Security Officer Sgt	26
45830	Transportation Officer	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00600	Admin Services Wkr Tr	1
07183	Child Devlpmt Aide 3	2
11650	Dental Assistant	8
11700	Dental Hygienist	8
13130	Educator Aide	9
14031	Executive Secretary 1	91
14032	Executive Secretary 2	37
14033	Executive Secretary 3	23
17981	Handicapped Serv Rep 1	1
18047	Health Information Tech	7
18262	Hearing & Spch Tech II	5
19690	Human Resources Asst	6
19691	Human Resources Assoc	27
23450	Library Technical Asst	2
27135	Meth & Proc Car Assoc 1	4
27136	Meth & Proc Car Assoc 2	1
27137	Meth & Proc Car Assoc Tr	2
29993	Office Administrator 3	66
29994	Office Administrator 4	31
29995	Office Administrator 5	7
30025	Office Coordinator	171
30080	Office Specialist	12
32192	Physical Ther Aide II	4
32193	Physical Ther Aide III	5
34202	Private Secretary 2	1

State of Illinois
List of Established Job Titles by EEO Category
Human Services

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
35825	Pub Aid Eligibility Asst	114
38156	Rehab Counselor Aide II	2
38277	Residential Care Worker	31
38279	Residential Care Wkr Trn	4
43190	Student Intern	58
43200	Student Worker	101

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00112	Account Clerk II	34
08050	Clerical Trainee	3
08815	Comm Dispatcher	1
18045	Health Information Assoc	11
29991	Office Administrator 1	6
29992	Office Administrator 2	38
30005	Office Aide	7
30010	Office Assistant	293
30015	Office Associate	351
30020	Office Clerk	118
34792	Prop & Supply Clerk II	4
34793	Prop & Supply Clerk III	4
38141	Rehab Case Coord 1	79
38142	Rehab Case Coord 2	109
38203	Reproduc Serv Tech 1	3
44411	Switchboard Operator 1	56
44412	Switchboard Operator 2	4
44413	Switchboard Operator 3	18

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
01231	App/Dry Goods Spec I	6
01232	App/Dry Goods Spec II	2
04100	Baker	1
04250	Barber	5
04350	Beautician	6
05200	Brickmason	1
06650	Carpenter	17
06660	Carpenter Foreman	1
06860	Cement Finisher	1
13200	Electrician	13
24300	Locksmith	1
24750	Machinist	3
30800	Painter	18
32800	Plasterer	1

State of Illinois
List of Established Job Titles by EEO Category
Human Services

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
32900	Plumber	13
38202	Reproduc Serv Supvr 2	1
38204	Reproduc Serv Tech 2	4
38205	Reproduc Serv Tech 3	5
42600	Stationary Engineer	19
42605	Stationary Eng-Asst Chf	8
42610	Stationary Eng-Chief	20
42800	Steamfitter	7
45550	Tinsmith	3

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05598	Building/Grounds Laborer	15
05601	Building/Grounds Lead 1	2
05613	Bldg/Grounds Maint Wkr	2
09601	Cook I	18
09602	Cook II	15
17549	Grounds Supv	2
21465	Institutional Maint Wkr	4
23050	Laborer	1
23060	Laborer (Building)	4
25020	Maint Equip Operator	20
25500	Maintenance Worker	5
25510	Maint Worker Power Plant	6
42650	Stationary Fireman	8
43051	Storekeeper I	33
43052	Storekeeper II	13
43053	Storekeeper III	17
43060	Stores Clerk	11
44221	Support Service Coord 1	62
44222	Support Service Coord 2	14
44225	Support Service Lead	31
44238	Support Service Wkr	152

EEO/AA PROFILE

AGENCY: State Board of Investment

EXECUTIVE DIRECTOR: William R. Atwood

EEO/AA OFFICER: Katherine A. Spinato

FY05 AFFIRMATIVE ACTION PERFORMANCE

This agency was not required to calculate utilization because it had less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

Underutilization Summary by Region

Name of Agency: INVESTMENT, STATE BOARD OF

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1							1													
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **0**

Total underutilization for Hispanics: **1**

Total underutilization for Females: **0**

Total underutilization for Asians: **0**

Total underutilization for Native Americans: **0**

Total Underutilization: 1

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

DHR 11-AAP (Rev 12-03)

State of Illinois
List of Established Job Titles by EEO Category
Investment Board

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	1
40070	Senior Public Serv Adm	2

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00501	Admin Assistant 1	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	1
34201	Private Secretary 1	1

EEO/AA PROFILE

AGENCY: Department of Labor

DIRECTOR: Art Ludwig

EEO/AA OFFICER: Melissa Lange

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 6 African Americans, 11 Females and 1 Asian. During this quarter there were 2 opportunities to hire/promote in the underutilized categories; 2 or 100% (2 Females) addressed underutilization. This agency is underutilized by 2 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 6 African Americans, 9 Females and 1 Asian. During this quarter there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 2 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 6 African Americans, 9 Females and 1 Asian. During this quarter there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 2 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 6 African Americans, 9 Females and 1 Asian. During this quarter there were 2 opportunities to hire/promote in the underutilized categories; 1 or 50% (1 Female) addressed underutilization. This agency is underutilized by 2 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 6 African Americans, 11 Females and 1 Asian. During the year, there were 4 opportunities to hire/promote in the underutilized categories; 3 or 75% (3 Females) addressed underutilization. This agency is underutilized by 2 people with disabilities.

Underutilization Summary by Region

Name of Agency: LABOR

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	1					1		2			3		2	1						
2																				
3																				
4																				
5																				
6																				
7						1		2					2							
8																				
9																				
10																				
11																				
Total	1	0	0	0	0	2	0	4	0	0	3	0	4	1	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: 6

Total underutilization for Hispanics: 0

Total underutilization for Females: 8

Total underutilization for Asians: 1

Total underutilization for Native Americans: 0

Total Underutilization: 15

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Labor

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	8
40070	Senior Public Serv Adm	7

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00501	Admin Assistant 1	12
13851	Executive 1	3
13852	Executive 2	4
18300	Hearings Referee	1
19692	Human Resources Rep	1
21127	Ind Serv Hygienist	3
21160	Information Serv Intern	1
22750	Labor Conciliator	8
35700	Pub Admin Intern	4
42743	Stat Research Spec 3	1
45253	Tech Adv 3	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	1
00116	Account Technician II	2
08919	Compliance Officer	6
13837	Equal Pay Specialist	1
37007	Public Safety Inspector	7

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	1
14032	Executive Secretary 2	1
19691	Human Resources Assoc	1
29994	Office Administrator 4	2
30025	Office Coordinator	2
30080	Office Specialist	1
34202	Private Secretary 2	1
43190	Student Intern	2
43200	Student Worker	2
48770	Wage Claims Spec	2

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30010	Office Assistant	1
30015	Office Associate	9
30020	Office Clerk	1

EEO/AA PROFILE

AGENCY: Illinois Labor Relations Board

CHAIRMAN: John Brosnan

EEO/AA OFFICER: Carla Stone

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH SECOND QUARTERS (7/1/04 THROUGH 12/31/04)

Actual underutilization at the beginning of FY05 was 1 African American, 1 Hispanic and 1 Asian. During these quarters there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 1 person with a disability.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 1 African American, 1 Hispanic and 1 Asian. During this quarter there was 1 opportunity to hire/promote in the underutilized categories. This opportunity did not address underutilization. This agency is underutilized by 1 person with a disability.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 1 African American, 1 Hispanic and 1 Asian. During this quarter there were no opportunities to hire/promote in the underutilized category. This agency is underutilized by 1 person with a disability.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 1 African American, 1 Hispanic and 1 Asian. During the year, there was 1 opportunity to hire/promote in the underutilized categories. This opportunity did not address underutilization. This agency is underutilized by 1 person with a disability.

Underutilization Summary by Region

Name of Agency: LABOR RELATIONS BOARD

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1						1	1	1	1											
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	1	1	1	1	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **1** Total underutilization for Hispanics: **1** Total underutilization for Females: **1**

Total underutilization for Asians: **1** Total underutilization for Native Americans: **0** **Total Underutilization: 4**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Labor Relations Bd State

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	10
40070	Senior Public Serv Adm	2

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00501	Admin Assistant 1	1
35700	Pub Admin Intern	2
45252	Tech Adv 2	3

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	1
14032	Executive Secretary 2	1
30080	Office Specialist	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
08050	Clerical Trainee	1

EEO/AA PROFILE

AGENCY: Law Enforcement Training and Standards Board

EXECUTIVE DIRECTOR: Dr. Thomas J. Jurkanin

EEO/AA OFFICER: Luann Hickman

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/04 THROUGH 6/30/05)

Agency underutilization at the beginning of FY05 was 1 African American, 1 Hispanic and 2 Females. During these quarters there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 2 people with disabilities.

Underutilization Summary by Region

Name of Agency: LAW ENFORCEMENT TRAINING & STANDARDS BOARD

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: 0

Total underutilization for Hispanics: 0

Total underutilization for Females: 0

Total underutilization for Asians: 0

Total underutilization for Native Americans: 0

Total Underutilization: 0

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Law Enf Trng&Standard Bd

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	3
40070	Senior Public Serv Adm	2

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	2
10231	Crim Justice Spec 1	1
10232	Crim Justice Spec 2	1
13851	Executive 1	3
13852	Executive 2	3
32990	Police Training Spec	3
35700	Pub Admin Intern	2
45252	Tech Adv 2	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	1
30080	Office Specialist	1
34202	Private Secretary 2	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30010	Office Assistant	1
30015	Office Associate	1
44411	Switchboard Operator 1	1

EEO/AA PROFILE

AGENCY: Medical District Commission

EXECUTIVE DIRECTOR: Samuel W. Pruett

EEO/AA OFFICER: Paula Philbrook

FY05 AFFIRMATIVE ACTION PERFORMANCE

This agency was not required to calculate utilization because it had less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

Underutilization Summary by Region

Name of Agency: MEDICAL DISTRICT COMMISSION

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **0**
 Total underutilization for Hispanics: **0**
 Total underutilization for Females: **0**
 Total underutilization for Asians: **0**
 Total underutilization for Native Americans: **0**
Total Underutilization: **0**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Medical District Comm

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
40070	Senior Public Serv Adm	1

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00135	Accountant Supervisor	1
00502	Administrative Asst 2	1
13852	Executive 2	3
35700	Pub Admin Intern	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
34202	Private Secretary 2	1

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
23060	Laborer (Building)	1

EEO/AA PROFILE

AGENCY: Department of Military Affairs

ADJUTANT GENERAL: Randal E. Thomas

EEO/AA OFFICER: Doug Wagner

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH SECOND QUARTERS (7/1/04 THROUGH 12/31/04)

Agency underutilization at the beginning of FY05 was 9 African Americans, 3 Hispanics, 58 Females, 1 Asian and 1 Native American. During these quarters there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 14 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 9 African Americans, 3 Hispanics, 58 Females, 1 Asian and 1 Native American. During this quarter there were 2 opportunities to hire/promote in the underutilized categories; 1 or 50% (1 Female) addressed underutilization. This agency is underutilized by 14 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 9 African Americans, 3 Hispanics, 57 Females, 1 Asian and 1 Native American. During this quarter there was 1 opportunity to hire/promote in the underutilized categories. This opportunity did not address underutilization. This agency is underutilized by 14 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 9 African Americans, 3 Hispanics, 58 Females, 1 Asian and 1 Native American. During the year, there were 3 opportunities to hire/promote in the underutilized categories; 1 or 33% (1 Female) addressed underutilization. This agency is underutilized by 14 people with disabilities.

Underutilization Summary by Region

Name of Agency: MILITARY AFFIARS

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																		10		
5																				
6																				
7			1			2		1		1			2			3	1	11		
8																				
9																				
10																				
11																				
Total	0	0	1	0	0	2	0	1	0	1	0	0	2	0	0	3	1	21	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																	1	9	1	
2																		2		
3																		1		
4																1		3		
5																1	1	5		
6																				
7																2		7		
8																				
9																				
10																		2		
11																		3		
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4	2	32	1	0

Total underutilization for African Americans: **9** Total underutilization for Hispanics: **3** Total underutilization for Females: **57**

Total underutilization for Asians: **1** Total underutilization for Native Americans: **1** **Total Underutilization: 71**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Military Affairs

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	4
40070	Senior Public Serv Adm	2

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00133	Accountant Advanced	1
00501	Admin Assistant 1	2
13851	Executive 1	1
19692	Human Resources Rep	2
19693	Human Resources Spec	1
21165	Inf Systems Analyst I	2

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
13732	Engineering Tech II	1
13733	Engineering Tech III	2

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
17682	Guard 2	1
17683	Guard 3	1
39870	Security Officer	3

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14032	Executive Secretary 2	1
14033	Executive Secretary 3	2
30025	Office Coordinator	2
30080	Office Specialist	1
34202	Private Secretary 2	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
27182	Microfilm Operator II	1
30015	Office Associate	1

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
13200	Electrician	2
32900	Plumber	2
38119	Ref & Air Cond Repairer	1
42800	Steamfitter	1

State of Illinois
List of Established Job Titles by EEO Category
Military Affairs

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05598	Building/Grounds Laborer	43
05601	Building/Grounds Lead 1	9
05605	Building/Grounds Supv	3
05613	Bldg/Grounds Maint Wkr	16
43052	Storekeeper II	1

EEO/AA PROFILE

AGENCY: Department of Natural Resources

DIRECTOR: Joel Brunsvold

EEO/AA OFFICER: Michele Cusumano

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 84 African Americans, 39 Hispanics, 367 Females, 13 Asians and 1 Native American. During this quarter there were 4 opportunities to hire/promote in the underutilized categories. These opportunities did not address underutilization. This agency is underutilized by 92 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 84 African Americans, 39 Hispanics, 367 Females, 13 Asians and 1 Native American. During this quarter there were 5 opportunities to hire/promote in the underutilized categories; 3 or 60% (3 Females) addressed underutilization. This agency is underutilized by 92 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 84 African Americans, 39 Hispanics, 364 Females, 13 Asians and 1 Native American. During this quarter there were 3 opportunities to hire/promote in the underutilized categories; 1 or 33% (1 Female) addressed underutilization. This agency is underutilized by 92 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 84 African Americans, 39 Hispanics, 363 Females, 13 Asians and 1 Native American. During this quarter there were 14 opportunities to hire/promote in the underutilized categories; 5 or 36% (4 Females and 1 Asian) addressed underutilization. This agency is underutilized by 92 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 84 African Americans, 39 Hispanics, 367 Females, 13 Asians and 1 Native American. During the year, there were 26 opportunities to hire/promote in the underutilized categories; 9 or 35% (8 Females and 1 Asian) addressed underutilization. This agency is underutilized by 92 people with disabilities.

Underutilization Summary by Region

Name of Agency: NATURAL RESOURCES

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	2	2	3	1		7	4	14	4							8	5	9	1	
2	1		4			2	1	10	1							2	2	6		
3								6												
4	1		4			1		11			1		4							
5	1		2			1		6												
6						1		5	1											
7	5		35			5	1	19			2		2					4		
8			2			1		10												
9	1		2			2		9			5	1	7							
10			4			1		18												
11	2		10			4		26	1	1	1		4			1		6		
Total	13	2	66	1	0	25	6	134	7	1	9	1	17	0	0	11	7	25	1	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	1	1														9	6	13	1	
2																2	2	11		
3																1	1	4		
4																1		2		
5																1	1	6		
6																		1		
7	2	1					1									1	1	6		
8																1	1	7		
9																		5		
10																1		7		
11																4	1	19		
Total	3	2	0	0	0	0	1	0	0	0	0	0	0	0	0	21	13	81	1	0

Total underutilization for African Americans: **82**

Total underutilization for Hispanics: **32**

Total underutilization for Females: **323**

Total underutilization for Asians: **10**

Total underutilization for Native Americans: **1**

Total Underutilization: 448

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

DHR 11-AAP (Rev 12-03)

State of Illinois
List of Established Job Titles by EEO Category
Natural Resources

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37004	Public Info Officer 4	5
37015	Public Service Adm	280
40070	Senior Public Serv Adm	94

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	10
00133	Accountant Advanced	3
00135	Accountant Supervisor	7
00501	Admin Assistant 1	25
00502	Administrative Asst 2	18
01440	Architect	1
06941	Chemist 1	1
06942	Chemist 2	1
07601	Civil Engineer 1	5
07602	Civil Engineer 2	10
07603	Civil Engineer 3	17
07604	Civil Engineer 4	6
07607	Civil Engineer Trn	5
09300	Conserv Educ Rep	17
09311	Conserv Grant Admin 1	5
09312	Conserv Grant Admin 2	6
09313	Conserv Grant Admin 3	6
13793	Envir Prot Eng 3	1
13803	Envir Prot Geo III	1
13821	Envir Prot Spec 1	1
13822	Envir Prot Spec 2	1
13823	Envir Prot Spec 3	8
13824	Envir Prot Spec Iv	4
13851	Executive 1	29
13852	Executive 2	24
17271	Geographic Info Sepc 1	3
17272	Geographic Info Spec 2	7
19692	Human Resources Rep	5
19693	Human Resources Spec	5
21161	Inf Srvcs Specialist I	2
21162	Inf Srvcs Specialist II	6
21165	Inf Systems Analyst I	7
21166	Inf Systems Analyst II	1
23093	Land Acquis Agent 3	11
23131	Land Reclamation Spec 1	1
23132	Land Reclamation Spec 2	3
23145	Landscape Architect	10
23150	Landscape Planner	1

State of Illinois
List of Established Job Titles by EEO Category
Natural Resources

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
23402	Librarian 2	1
23430	Library Associate	1
26203	Mechanical Engineer 3	1
27152	Microbiologist 2	2
28831	Natural Resources Coord	29
28832	Natural Resources Spec	110
28833	Natural Resour Adv Spec	47
34725	Project Designer	1
35700	Pub Admin Intern	8
37003	Public Info Officer 3	3
37725	Ranger	56
38283	Resources Planner III	11
40090	Senior Ranger	1
41071	Site Assistant Supt 1	55
41072	Site Assistant Supt 2	16
41120	Site Superintendent	32
41771	Staff Develop Spec I	1
45253	Tech Adv 3	1
45261	Technical Mgr 1	1
48481	Vol Services Coord I	1
48482	Vol Services Coord II	3
49421	Well Insp 1	3
49422	Well Insp 2	4

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	11
00116	Account Technician II	10
13340	Elec Equip Instal/Repair	1
13345	El Eq Inst/Repair Ld Wkr	1
13731	Engineering Tech 1	4
13732	Engineering Tech II	4
13733	Engineering Tech III	10
13734	Engineering Tech Iv	6
13785	Envir Protection Assoc	1
13811	Envir Prot Legal Inv I	2
22997	Laboratory Associate 1	1
28155	Mine Rescue Station Supv	4
28852	Natural Resource Tech 2	28
32086	Photographer 2	1

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
09341	Conserv Police Officer 1	18

State of Illinois
List of Established Job Titles by EEO Category
Natural Resources

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
09342	Conserv Police Officer 2	29
09345	Conserv Pol Officer Tr	1
17681	Guard 1	2
41115	Site Security Officer	11

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	9
14032	Executive Secretary 2	11
14033	Executive Secretary 3	4
19690	Human Resources Asst	3
19691	Human Resources Assoc	3
29990	Office Admin Specialist	2
29993	Office Administrator 3	9
29994	Office Administrator 4	4
29995	Office Administrator 5	2
30025	Office Coordinator	61
30080	Office Specialist	7
34202	Private Secretary 2	2
43190	Student Intern	18
43200	Student Worker	51

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00111	Account Clerk I	1
00112	Account Clerk II	2
11425	Data Processing Oper	1
27182	Microfilm Operator II	1
30010	Office Assistant	31
30015	Office Associate	84
30075	Office Occupations Tr	2
34540	Procurement Rep	1
38203	Reproduc Serv Tech 1	1

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
03700	Automotive Mechanic	1
06650	Carpenter	1
09561	Construction Supv I	1
09562	Construction Supv II	1
13200	Electrician	1
32900	Plumber	1
33360	Power Shovel Opr (Maint)	2
42605	Stationary Eng-Asst Chf	1

State of Illinois
List of Established Job Titles by EEO Category
Natural Resources

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
49061	Waterways Const Supv I	5
49062	Waterways Const Supv II	2

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05598	Building/Grounds Laborer	5
05601	Building/Grounds Lead 1	3
05605	Building/Grounds Supv	1
05613	Bldg/Grounds Maint Wkr	2
09317	Conserv/Hist Preserv Wkr	138
21687	Intermit Laborer Maint	4
24290	Lock And Dam Tender	1
28851	Natural Resource Tech 1	8
41131	Site Technician 1	13
41132	Site Technician 2	201
43051	Storekeeper I	7
43052	Storekeeper II	1

EEO/AA PROFILE

AGENCY: Illinois State Police

DIRECTOR: Larry G. Trent

EEO/AA OFFICER: Suzanne L. Y. Bond

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 182 African Americans, 42 Hispanics, 570 Females, 42 Asians and 2 Native Americans. During this quarter there were 7 opportunities to hire/promote in the underutilized categories; 2 or 29% (1 African American and 1 Hispanic) addressed underutilization. This agency is underutilized by 299 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 181 African Americans, 41 Hispanics, 570 Females, 42 Asians and 2 Native Americans. During this quarter there were 21 opportunities to hire/promote in the underutilized categories; 18 or 86% (4 African Americans and 14 Females) addressed underutilization. This agency is underutilized by 294 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 177 African Americans, 41 Hispanics, 556 Females, 42 Asians and 4 Native Americans. During this quarter there were 12 opportunities to hire/promote in the underutilized categories; 11 or 92% (4 African Americans and 7 Females) addressed underutilization. This agency is underutilized by 294 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 173 African Americans, 41 Hispanics, 549 Females, 42 Asians and 4 Native Americans. During this quarter there were 11 opportunities to hire/promote in the underutilized categories; 9 or 82% (3 African Americans and 6 Females) addressed underutilization. This agency is underutilized by 293 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 182 African Americans, 42 Hispanics, 570 Females, 42 Asians and 2 Native Americans. During the year, there were 51 opportunities to hire/promote in the underutilized categories; 40 or 78% (12 African Americans, 1 Hispanic and 27 Females) addressed underutilization. This agency is underutilized by 293 people with disabilities.

Underutilization Summary by Region

Name of Agency: STATE POLICE

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1		1	5			26	15	11	16	1	32	1	57	7		45		116	4	
2						1	1	2			1		15			4	1	18	1	
3											1		7			3		16		
4						1		2			1		3			5		14		
5						1		2			1	2	17				1	20		
6													7	1		3	2	11	1	
7	3	1		1		7	2	8	3		4		29	1		3		28		
8											1		11			3		17		
9						1	1	3			4		18			1	1	28	1	
10													7			1	1	16		
11	1		3			2		3			1	1	13			5		33	1	
Total	4	2	8	1	0	39	19	31	19	1	46	4	184	9	0	73	6	317	8	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	2			1		5	5		3								1	3		
2	1					2	1													
3																				
4	1					1														
5	1					1		3												
6						1		1												
7	2					4	1									1		6		
8																				
9	3																			
10																				
11	1					1														
Total	11	0	0	1	0	15	7	4	3	0	0	0	0	0	0	1	1	9	0	0

Total underutilization for African Americans: **189**

Total underutilization for Hispanics: **39**

Total underutilization for Females: **553**

Total underutilization for Asians: **41**

Total underutilization for Native Americans: **1**

Total Underutilization: 823

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
State Police

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	233
40070	Senior Public Serv Adm	101

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	6
00133	Accountant Advanced	2
00135	Accountant Supervisor	8
00140	Acctg Fiscl Admin Car Tr	2
00501	Admin Assistant 1	83
00502	Administrative Asst 2	38
05815	Business Manager	1
08860	Communications Sys Spec	1
10161	Crim Intelligence Anal 1	14
10162	Crim Intelligence Anal 2	15
10165	Crim Intellig Analy Spec	7
10231	Crim Justice Spec 1	1
10232	Crim Justice Spec 2	1
13851	Executive 1	43
13852	Executive 2	60
15891	Forensic Scientist 1	49
15892	Forensic Scientist 2	45
15893	Forensic Scientist 3	76
15897	Forensic Scientist Tr	26
17325	Governmental Career Trn	1
17365	Graphic Arts Design Supv	1
17366	Graphic Arts Designer	1
19692	Human Resources Rep	2
19693	Human Resources Spec	4
21160	Information Serv Intern	3
21161	Inf Srvcs Specialist I	19
21162	Inf Srvcs Specialist II	25
21165	Inf Systems Analyst I	21
21166	Inf Systems Analyst II	31
21167	Inf Systems Analyst III	2
21731	Internal Security Inv 1	3
21732	Internal Security Inv 2	3
25541	Mgmt Operations Anal I	2
25542	Mgmt Operations Anal 2	2
25545	Mgt Oper Analyst Tr	1
27131	Meth & Proc Adv 1	2
27132	Meth & Proc Adv 2	3
33003	Polygraph Exam 3	9
35700	Pub Admin Intern	6

State of Illinois
List of Established Job Titles by EEO Category
State Police

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37002	Public Info Officer 2	1
37003	Public Info Officer 3	1
41771	Staff Develop Spec I	1
41782	Staff Develop Tech II	2
42002	St Police Field Spec 2	8
42743	Stat Research Spec 3	1
45251	Technical Advisor 1	1
45252	Tech Adv 2	1
45308	Telecom Systems Analyst	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	14
00116	Account Technician II	19
03502	Audio Visual Tech II	1
05170	Breath Alcohol Anal Tech	6
08831	Comm Equip Tech I	20
08832	Comm Equipment Tech 2	10
08833	Comm Equipment Tech 3	28
09980	Crime Scene Inv	1
11430	Data Processing Spec	6
11440	Data Processing Tech	6
11443	Data Processing Tech Trn	2
13340	Elec Equip Instal/Repair	1
15204	Fingerprint Technician	3
32086	Photographer 2	1
45305	Telecommunication Supv	20
45312	Telecom Systems Tech 1	1
46100	Truck Weighing Insp	21

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
17682	Guard 2	2
17683	Guard 3	2
32977	Police Lieutenant	5
32981	Police Officer I	26
32982	Police Officer II	2
32983	Police Officer III	4

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	21
14032	Executive Secretary 2	5
14033	Executive Secretary 3	6

State of Illinois
List of Established Job Titles by EEO Category
State Police

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
19690	Human Resources Asst	1
19691	Human Resources Assoc	2
27135	Meth & Proc Car Assoc 1	1
29993	Office Administrator 3	25
29994	Office Administrator 4	27
29995	Office Administrator 5	6
30025	Office Coordinator	63
30080	Office Specialist	25
33005	Polygraph Examiner Trn	1
41801	St Police Crime Inf Eval	4
41901	St Pol Evidence Tech 1	7
41902	St Pol Evidence Tech 2	27
43200	Student Worker	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00111	Account Clerk I	1
00112	Account Clerk II	3
21686	Intermittent Clerk	2
27182	Microfilm Operator II	1
27183	Microfilm Operator III	1
30010	Office Assistant	32
30015	Office Associate	49
30020	Office Clerk	7
34791	Prop & Supply Clerk I	3
45322	Telecom Call Taker	21
45323	Telecom Lead Call Taker	18
45325	Telecommunicator Trn	19
45326	Telecommunicator Spec	4
45327	Telecommunicator Ld Spec	3

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
01233	App/Dry Goods Spec III	1
13200	Electrician	2
38201	Reproduc Serv Supvr 1	1
38205	Reproduc Serv Tech 3	4
42600	Stationary Engineer	2
42605	Stationary Eng-Asst Chf	2
42610	Stationary Eng-Chief	2

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05598	Building/Grounds Laborer	7

State of Illinois
List of Established Job Titles by EEO Category
State Police

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05601	Building/Grounds Lead 1	4
05605	Building/Grounds Supv	1
05613	Bldg/Grounds Maint Wkr	15
23080	Laborer (Maintenance)	1
25020	Maint Equip Operator	3
43051	Storekeeper I	6
43052	Storekeeper II	2
43053	Storekeeper III	2
43060	Stores Clerk	1

EEO/AA PROFILE

AGENCY: State Police Merit Board

EXECUTIVE DIRECTOR: James E. Seiber

EEO/AA OFFICER: Melinda G. Gutierrez

FY05 AFFIRMATIVE ACTION PERFORMANCE

This agency was not required to calculate utilization because it had less than five employees in any of the EEO job categories. Any analysis conducted with a value of less than five would be considered unreliable.

Underutilization Summary by Region

Name of Agency: STATE POLICE MERIT BOARD

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **0**
 Total underutilization for Hispanics: **0**
 Total underutilization for Females: **0**
 Total underutilization for Asians: **0**
 Total underutilization for Native Americans: **0**
Total Underutilization: **0**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
State Police Merit Board

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	2
40070	Senior Public Serv Adm	1

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
19692	Human Resources Rep	1
19693	Human Resources Spec	1
21160	Information Serv Intern	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
19691	Human Resources Assoc	1

EEO/AA PROFILE

AGENCY: Prisoner Review Board

CHAIRMAN: Jorge Montes

EEO/AA OFFICER: Santiago Romero

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/04 THROUGH 6/30/05)

Agency underutilization at the beginning of FY05 was 1 African American. During the year there were no opportunities to hire/promote in the underutilized category. This agency is at parity for people with disabilities.

Underutilization Summary by Region

Name of Agency: PRISONER REVIEW BOARD

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7						1														
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **1** Total underutilization for Hispanics: **0** Total underutilization for Females: **0**

Total underutilization for Asians: **0** Total underutilization for Native Americans: **0** **Total Underutilization: 1**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Prisoner Review Board

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	1

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00135	Accountant Supervisor	1
00502	Administrative Asst 2	1
13851	Executive 1	3
21165	Inf Systems Analyst I	1
35700	Pub Admin Intern	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14033	Executive Secretary 3	1
29994	Office Administrator 4	8
30025	Office Coordinator	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
27181	Microfilm Operator I	1
27182	Microfilm Operator II	1
27183	Microfilm Operator III	1
30010	Office Assistant	8
30020	Office Clerk	2

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
43051	Storekeeper I	1
43052	Storekeeper II	1

EEO/AA PROFILE

AGENCY: Property Tax Appeal Board

EXECUTIVE DIRECTOR: James W. Chipman

EEO/AA OFFICER: Becky Moody

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/04 THROUGH 6/30/05)

Agency underutilization at the beginning of FY05 was 1 African American and 1 Female. During the year there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 1 person with a disability.

Underutilization Summary by Region

Name of Agency: PROPERETY TAX APPEAL BOARD

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7								1												
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **0**

Total underutilization for Hispanics: **0**

Total underutilization for Females: **1**

Total underutilization for Asians: **0**

Total underutilization for Native Americans: **0**

Total Underutilization: 1

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Property Tax Appeal Board

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
01253	Appraisal Specialist 3	1
37004	Public Info Officer 4	1
37015	Public Service Adm	6
40070	Senior Public Serv Adm	2

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00501	Admin Assistant 1	2
00502	Administrative Asst 2	3
01252	Appraisal Specialist 2	1
21160	Information Serv Intern	1
21161	Inf Srvcs Specialist I	1
21162	Inf Srvcs Specialist II	1
21165	Inf Systems Analyst I	1
21166	Inf Systems Analyst II	1
45252	Tech Adv 2	2
45253	Tech Adv 3	2

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
29994	Office Administrator 4	1
30025	Office Coordinator	1
43200	Student Worker	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30015	Office Associate	3

EEO/AA PROFILE

AGENCY: Department of Public Health

DIRECTOR: Eric E. Whitaker, M.D., M.P.H.

EEO/AA OFFICER: Robin A. Tucker-Smith

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 18 African Americans, 18 Hispanics, 11 Females and 5 Asians. During this quarter there were 3 opportunities to hire/promote in the underutilized categories; 2 or 67% (2 Females) addressed underutilization. This agency is underutilized by 76 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 18 African Americans, 18 Hispanics, 9 Females and 5 Asians. During this quarter there were 3 opportunities to hire/promote in the underutilized categories. These opportunities did not address underutilization. This agency is underutilized by 76 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 18 African Americans, 18 Hispanics, 9 Females and 5 Asians. During this quarter there were 2 opportunities to hire/promote in the underutilized categories. These opportunities did not address underutilization. This agency is underutilized by 76 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 18 African Americans, 18 Hispanics, 9 Females and 5 Asians. During this quarter there were 4 opportunities to hire/promote in the underutilized categories. These opportunities did not address underutilization. This agency is underutilized by 76 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 18 African Americans, 18 Hispanics, 11 Females and 5 Asians. During the year, there were 12 opportunities to hire/promote in the underutilized categories; 2 or 17% (2 Females) addressed underutilization. This agency is underutilized by 76 people with disabilities.

Underutilization Summary by Region

Name of Agency: PUBLIC HEALTH

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1				1			7					1								
2						2	1		1											
3																				
4			1			2		2												
5																				
6	1		1			3	1		2											
7							3				1		2							
8																				
9	1		1			1	1													
10																				
11	1					1	1		1											
Total	3	0	3	1	0	9	14	2	4	0	1	1	2	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1							2													
2																				
3																				
4																				
5																				
6																				
7	1	1														1		3		
8																				
9																				
10																				
11																				
Total	1	1	0	0	0	0	2	0	0	0	0	0	0	0	0	1	0	3	0	0

Total underutilization for African Americans: 15

Total underutilization for Hispanics: 18

Total underutilization for Females: 10

Total underutilization for Asians: 5

Total underutilization for Native Americans: 0

Total Underutilization: 48

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

DHR 11-AAP (Rev 12-03)

State of Illinois
List of Established Job Titles by EEO Category
Public Health

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
18150	Health Fac Surv Nurse	30
26400	Medical Adm 1 Opt C	2
26401	Medical Adm 1 Opt D	1
26402	Medical Adm 2 Opt C	1
26404	Medical Administrator 3	4
26405	Medical Administrator 4	1
32910	Pldg Consultant	1
36430	Public Health Educator	11
37004	Public Info Officer 4	1
37015	Public Service Adm	377
40070	Senior Public Serv Adm	127
47941	Vision/Hearing Cons I	1
47942	Vision/Hearing Cons II	3

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	19
00133	Accountant Advanced	5
00135	Accountant Supervisor	8
00140	Acctg Fiscl Admin Car Tr	3
00501	Admin Assistant 1	75
00502	Administrative Asst 2	23
01440	Architect	14
05541	Bldg Construction Insp I	2
05815	Business Manager	1
06941	Chemist 1	2
06942	Chemist 2	3
06943	Chemist 3	5
08220	Clinical Lab Technolog 1	26
08221	Clinical Lab Technol 2	14
08229	Clinical Lab Tech Trn	6
13180	Electrical Engineer	1
13751	Environmental Eng 1	2
13752	Environmental Eng 2	1
13753	Environmental Eng 3	5
13754	Environmental Eng 4	6
13768	Environmntl Hlth Spec 1	15
13769	Environmntl Hlth Spec 2	15
13770	Environmntl Hlth Spec 3	45
13851	Executive 1	26
13852	Executive 2	32
17271	Geographic Info Sepc 1	1
17272	Geographic Info Spec 2	1
17276	Geographic Info Trn	1

State of Illinois
List of Established Job Titles by EEO Category
Public Health

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
17366	Graphic Arts Designer	1
18011	Hlth Facil Surveyor 1	5
18012	Hlth Facil Surveyor 2	27
18013	Hlth Facil Surveyor 3	8
19692	Human Resources Rep	1
19693	Human Resources Spec	3
21160	Information Serv Intern	10
21161	Inf Srvcs Specialist I	12
21162	Inf Srvcs Specialist II	7
21165	Inf Systems Analyst I	5
21166	Inf Systems Analyst II	9
21167	Inf Systems Analyst III	1
23022	Lab Quality Spec 2	8
23025	Lab Research Scientist	8
23027	Lab Research Spec 1	2
23600	Life Sci Career Trainee	2
25541	Mgmt Operations Anal I	3
25542	Mgmt Operations Anal 2	3
25545	Mgt Oper Analyst Tr	2
25583	Management Systems Spec	2
27131	Meth & Proc Adv 1	7
27132	Meth & Proc Adv 2	20
27133	Meth & Proc Adv III	10
27151	Microbiologist 1	2
27152	Microbiologist 2	3
30317	Oral Health Consultant	4
34725	Project Designer	3
35700	Pub Admin Intern	35
36434	P H Educator Assoc	2
36611	P H Program Spec 1	11
36612	P H Program Spec 2	12
36613	P H Program Spec 3	19
37003	Public Info Officer 3	1
38132	Registered Nurse 2	3
38207	Research Economist 1	2
38232	Research Scientist 2	2
38233	Research Scientist 3	1
41312	Soc Serv Pro Planner II	1
41313	Soc Serv Pro Planner 3	2
41314	Soc Serv Prog Planner 4	1
41771	Staff Develop Spec I	4
42741	Stat Research Spec 1	2
42742	Stat Research Spec 2	1
42743	Stat Research Spec 3	2

State of Illinois
List of Established Job Titles by EEO Category
Public Health

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
42745	Stat Research Supv	1
45252	Tech Adv 2	2
47943	Vision/Hearing Cons III	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	1
00116	Account Technician II	1
00118	Account Technician Tr	1
08200	Clinical Lab Associate	3
08215	Clinical Lab Tech 1	1
08216	Clinical Lab Tech 2	6
13733	Engineering Tech III	1
13734	Engineering Tech Iv	4
22997	Laboratory Associate 1	3
22998	Laboratory Associate 2	1
32915	Plumbing Inspector	6
48000	Vit Rec Qual Cont Insp	9

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00600	Admin Services Wkr Tr	6
14031	Executive Secretary 1	3
14032	Executive Secretary 2	8
14033	Executive Secretary 3	2
19690	Human Resources Asst	1
19691	Human Resources Assoc	2
19694	Human Resources Trainee	1
27135	Meth & Proc Car Assoc 1	9
27136	Meth & Proc Car Assoc 2	2
27137	Meth & Proc Car Assoc Tr	3
29993	Office Administrator 3	30
29994	Office Administrator 4	4
29995	Office Administrator 5	3
30025	Office Coordinator	39
30080	Office Specialist	5
34202	Private Secretary 2	1
43190	Student Intern	1
43200	Student Worker	5

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00111	Account Clerk I	2
27182	Microfilm Operator II	1

State of Illinois
List of Established Job Titles by EEO Category
Public Health

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
30010	Office Assistant	31
30015	Office Associate	85
30020	Office Clerk	11
38203	Reproduc Serv Tech 1	1
44411	Switchboard Operator 1	1

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38201	Reproduc Serv Supvr 1	1
38202	Reproduc Serv Supvr 2	1
38204	Reproduc Serv Tech 2	1
38205	Reproduc Serv Tech 3	2

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
43051	Storekeeper I	5
43052	Storekeeper II	3
43053	Storekeeper III	3
43060	Stores Clerk	2

EEO/AA PROFILE

AGENCY: State Retirement Systems

EXECUTIVE SECRETARY: Robert Knox

EEO/AA OFFICER: Marty Nantkes

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST THROUGH FOURTH QUARTERS (7/1/04 THROUGH 6/30/05)

Agency underutilization at the beginning of FY05 was 4 African Americans and 2 Females. During the year there were no opportunities to hire/promote in the underutilized categories. This agency is at parity for people with disabilities.

Underutilization Summary by Region

Name of Agency: STATE RETIREMENT SYSTEMS

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7	1		2			2														
8																				
9																				
10																				
11																				
Total	1	0	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5																				
6																				
7						1														
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **4** Total underutilization for Hispanics: **0** Total underutilization for Females: **2**

Total underutilization for Asians: **0** Total underutilization for Native Americans: **0** **Total Underutilization: 6**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
State Retirement Systems

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	12
40070	Senior Public Serv Adm	7

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	7
00133	Accountant Advanced	4
00501	Admin Assistant 1	1
00502	Administrative Asst 2	1
13851	Executive 1	2
13852	Executive 2	5
21162	Inf Srvcs Specialist II	1
21165	Inf Systems Analyst I	2
21166	Inf Systems Analyst II	1
27133	Meth & Proc Adv III	1
38310	Ret Sys Disabil Spec	4

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	2
00116	Account Technician II	3
11430	Data Processing Spec	1
11440	Data Processing Tech	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
29993	Office Administrator 3	1
29994	Office Administrator 4	2
30025	Office Coordinator	3
30080	Office Specialist	5
30961	Pen & Death Benft Tech 1	1
30962	Pen & Death Benft Tech 2	1

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00111	Account Clerk I	1
00112	Account Clerk II	2
30010	Office Assistant	6
30015	Office Associate	7

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38201	Reproduc Serv Supvr 1	1
38204	Reproduc Serv Tech 2	1
38205	Reproduc Serv Tech 3	1

EEO/AA PROFILE

AGENCY: Department of Revenue

DIRECTOR: Brian A. Hamer

EEO/AA OFFICER: Ruby Taylor

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 35 African Americans, 34 Hispanics, 82 Females, 10 Asians and 1 Native American. During this quarter there were 11 opportunities to hire/promote in the underutilized categories; 6 or 55% (1 African American and 5 Females) addressed underutilization. This agency is underutilized by 140 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 34 African Americans, 34 Hispanics, 77 Females, 10 Asians and 1 Native American. During this quarter there were 11 opportunities to hire/promote in the underutilized categories; 2 or 18% (2 Females) addressed underutilization. This agency is underutilized by 140 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 34 African Americans, 34 Hispanics, 75 Females, 10 Asians and 1 Native American. During this quarter there were 7 opportunities to hire/promote in the underutilized categories; 2 or 29% (2 Females) addressed underutilization. This agency is underutilized by 140 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 34 African Americans, 34 Hispanics, 73 Females, 10 Asians and 1 Native American. During this quarter there were 9 opportunities to hire/promote in the underutilized categories; 4 or 44% (2 African Americans and 2 Females) addressed underutilization. This agency is underutilized by 79 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 35 African Americans, 34 Hispanics, 82 Females, 10 Asians and 1 Native American. During the year, there were 38 opportunities to hire/promote in the underutilized categories; 14 or 37% (3 African Americans and 11 Females) addressed underutilization. This agency is underutilized by 79 people with disabilities.

Underutilization Summary by Region

Name of Agency: REVENUE

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	1	5	3	6			21	36		1	4		9	1						
2						2		9												
3								1												
4																				
5																				
6																				
7	4					13	5					1		1				6		
8																				
9						2		8												
10																				
11																				
Total	5	5	3	6	0	17	26	54	0	1	4	1	9	2	0	0	0	6	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1							1													
2																				
3																				
4																				
5																				
6																				
7	5	1		1																
8																				
9																				
10																				
11																				
Total	5	1	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: 31

Total underutilization for Hispanics: 34

Total underutilization for Females: 72

Total underutilization for Asians: 9

Total underutilization for Native Americans: 1

Total Underutilization: 147

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Revenue

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
01253	Appraisal Specialist 3	2
37015	Public Service Adm	361
40070	Senior Public Serv Adm	155

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	6
00133	Accountant Advanced	4
00135	Accountant Supervisor	3
00501	Admin Assistant 1	57
00502	Administrative Asst 2	31
01251	Appraisal Specialist 1	2
01255	Appraisal Specialist Trn	1
13851	Executive 1	17
13852	Executive 2	15
17271	Geographic Info Sepc 1	1
17272	Geographic Info Spec 2	1
17276	Geographic Info Trn	1
17325	Governmental Career Trn	1
17366	Graphic Arts Designer	1
19692	Human Resources Rep	5
19693	Human Resources Spec	6
21160	Information Serv Intern	1
21161	Inf Srvcs Specialist I	27
21162	Inf Srvcs Specialist II	32
21165	Inf Systems Analyst I	26
21166	Inf Systems Analyst II	56
21167	Inf Systems Analyst III	12
21721	Internal Auditor 1	3
21726	Internal Auditor Trn	3
21731	Internal Security Inv 1	2
21732	Internal Security Inv 2	2
24504	Lottery Regional Coord	13
24515	Lottery Sales Rep	15
27132	Meth & Proc Adv 2	1
30860	Paralegal Assistant	2
34921	Property Tax Analyst 1	1
34922	Property Tax Analyst 2	3
34923	Prop Tax Analyst III	6
35700	Pub Admin Intern	4
38132	Registered Nurse 2	1
38371	Rev Auditor 1	55
38372	Rev Auditor 2	56
38373	Rev Auditor 3	61

State of Illinois
List of Established Job Titles by EEO Category
Revenue

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38375	Revenue Auditor Trainee	39
38401	Rev Collection Ofr 1	9
38402	Rev Collection Ofr 2	10
38403	Rev Collection Ofr 3	10
38405	Rev Collection Ofr Trn	8
38425	Rev Computer Audit Spec	8
38557	Rev Sr Special Agent	15
38558	Rev Special Agent	14
38565	Rev Special Agent Trn	15
38572	Rev Tax Spec II	35
38573	Rev Tax Spec III	18
42742	Stat Research Spec 2	1
42743	Stat Research Spec 3	1
42745	Stat Research Supv	2
45251	Technical Advisor 1	3
45252	Tech Adv 2	8
45253	Tech Adv 3	2
45256	Tech Advsr Advcd Prg Sp	18
45308	Telecom Systems Analyst	2

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	11
00116	Account Technician II	11
11415	Data Proc Admin Spec	8
11430	Data Processing Spec	12
11436	Data Processing Supvr 2	3
11437	Data Processing Supvr 3	9
11440	Data Processing Tech	11
11443	Data Processing Tech Trn	1
23568	Licensing Asst	3
23751	Liq Cont Sp Agent I	15
23752	Liq Cont Sp Agent II	5
27176	Micro Lab Technician II	1
34930	Property Tax Examiner	2
34936	Property Tax Examiner Tr	1
38571	Rev Tax Spec I	32
45313	Telecom Systems Tech 2	1

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
17682	Guard 2	2
17683	Guard 3	1

State of Illinois
List of Established Job Titles by EEO Category
Revenue

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	28
14032	Executive Secretary 2	5
14033	Executive Secretary 3	8
19690	Human Resources Asst	2
19691	Human Resources Assoc	2
19694	Human Resources Trainee	1
24520	Lottery Telemarketng Rep	3
29993	Office Administrator 3	4
29994	Office Administrator 4	22
29995	Office Administrator 5	5
30025	Office Coordinator	29
30080	Office Specialist	5
34201	Private Secretary 1	4
34202	Private Secretary 2	3
38575	Rev Tax Spec Tr	14
43190	Student Intern	5
43200	Student Worker	4

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00112	Account Clerk II	5
08050	Clerical Trainee	1
11420	Data Processing Asst	3
11425	Data Processing Oper	1
27181	Microfilm Operator I	1
27182	Microfilm Operator II	1
27183	Microfilm Operator III	1
30010	Office Assistant	44
30015	Office Associate	53
30020	Office Clerk	26
34540	Procurement Rep	2
38203	Reproduc Serv Tech 1	1

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
13200	Electrician	1
38204	Reproduc Serv Tech 2	2
38205	Reproduc Serv Tech 3	1

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
24402	Lottery Commod Dist II	1
43051	Storekeeper I	5
43052	Storekeeper II	2

State of Illinois
List of Established Job Titles by EEO Category
Revenue

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
43060	Stores Clerk	1

EEO/AA PROFILE

AGENCY: Illinois Department of Transportation

SECRETARY: Timothy Martin

EEO/AA OFFICER: Elbert Simon

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 272 African Americans, 174 Hispanics, 1,675 Females, 67 Asians and 5 Native Americans. During this quarter there were 20 opportunities to hire/promote in the underutilized categories; 13 or 65% (1 African American and 12 Females) addressed underutilization. This agency is underutilized by 482 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 271 African Americans, 174 Hispanics, 1,663 Females, 67 Asians and 5 Native Americans. During this quarter there were 9 opportunities to hire/promote in the underutilized categories; 5 or 56% (5 Females) addressed underutilization. This agency is underutilized by 482 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 271 African Americans, 174 Hispanics, 1,658 Females, 67 Asians and 5 Native Americans. During this quarter there were 31 opportunities to hire/promote in the underutilized categories; 16 or 52% (3 African Americans, 1 Hispanic and 12 Females) addressed underutilization. This agency is underutilized by 481 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 268 African Americans, 173 Hispanics, 1,642 Females, 67 Asians and 5 Native Americans. During this quarter there were 22 opportunities to hire/promote in the underutilized categories; 9 or 41% (1 African American and 8 Females) addressed underutilization. This agency is underutilized by 479 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 272 African Americans, 174 Hispanics, 1,675 Females, 67 Asians and 5 Native Americans. During the year, there were 82 opportunities to hire/promote in the underutilized categories; 43 or 52% (5 African Americans, 1 Hispanic and 37 Females) addressed underutilization. This agency is underutilized by 479 people with disabilities.

Underutilization Summary by Region

Name of Agency: TRANSPORTATION

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	15	7	40			22	2	93		1	1	3	55							
2	2	2	13			6	4	27	2		5		28	1						
3		2	12					29	1	1		1	16	1						
4																				
5	2		12	1		1		23	1		10	2	49							
6	1	1	12	3		1	2	22	5		4	3	29	5						
7			63					61		1		2	74		1					
8																				
9	5	1	6	1				28				2	31							
10	1		9				1	21			1	1	10							
11	1	1	7			2	1	16				1	17	1						
Total	27	14	174	5	0	32	10	320	9	3	21	15	309	8	1	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1	4					1	1					5	10	2		56	66	248		
2	1	1														15	15	89	3	1
3																	8	63	2	1
4																				
5	1															16	8	81	2	
6	1															19	8	80	7	
7	1	1				2	1		1		1		77			12	5	96	3	1
8																				
9						1										38	6	114	2	1
10	1															4	3	60	1	
11									1							2	3	53		
Total	9	2	0	0	0	4	2	0	2	0	1	5	87	2	0	162	122	884	20	4

Total underutilization for African Americans: **256**

Total underutilization for Hispanics: **170**

Total underutilization for Females: **1,774**

Total underutilization for Asians: **46**

Total underutilization for Native Americans: **8**

Total Underutilization: 2,254

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

DHR 11-AAP (Rev 12-03)

State of Illinois
List of Established Job Titles by EEO Category
Transportation

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	48
40070	Senior Public Serv Adm	11

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	20
00133	Accountant Advanced	13
00135	Accountant Supervisor	3
00501	Admin Assistant 1	13
00502	Administrative Asst 2	3
00956	Aircraft Pilot 2	1
13851	Executive 1	1
13852	Executive 2	1
15640	Flight Safety Coord	1
19692	Human Resources Rep	1
21161	Inf Srvcs Specialist I	1
21162	Inf Srvcs Specialist II	6
21165	Inf Systems Analyst I	5
21166	Inf Systems Analyst II	2
21721	Internal Auditor 1	4
21726	Internal Auditor Trn	5

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	14
00116	Account Technician II	7
00951	Aircraft Dispatcher	1
00952	Aircraft Lead Dispatcher	1
00955	Aircraft Pilot 1	1
11430	Data Processing Spec	1
11435	Data Processing Supvr 1	1
11437	Data Processing Supvr 3	1
11440	Data Processing Tech	1
17400	Graphic Arts Tech	1
18525	Hwy Construction Supv I	3
18526	Highway Const Supv 2	2
27176	Micro Lab Technician II	1
32092	Photographic Technichn 2	1
32093	Photographic Technichn 3	1
38910	Safety Respons Analyst	3
47570	Vehicle Compliance Insp	7

State of Illinois
List of Established Job Titles by EEO Category
Transportation

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
39851	Security Guard 1	1
39852	Security Guard 2	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
14031	Executive Secretary 1	99
14032	Executive Secretary 2	30
14033	Executive Secretary 3	24
19691	Human Resources Assoc	11
29993	Office Administrator 3	8
29994	Office Administrator 4	5
29995	Office Administrator 5	1
30025	Office Coordinator	79
30080	Office Specialist	7

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00112	Account Clerk II	5
08815	Comm Dispatcher	2
27181	Microfilm Operator I	1
27182	Microfilm Operator II	1
27183	Microfilm Operator III	2
29992	Office Administrator 2	2
30010	Office Assistant	34
30015	Office Associate	25
30020	Office Clerk	6
30075	Office Occupations Tr	76
34792	Prop & Supply Clerk II	1
38203	Reproduc Serv Tech 1	1
38915	Saf Respon Analyst Supv	2
44411	Switchboard Operator 1	4
47585	Vehicle Permit Evaluator	2

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
03680	Auto And Body Repairer	1
03700	Automotive Mechanic	18
03749	Automotive Shop Supv	1
05310	Bridge Mechanic	2
06650	Carpenter	1
18465	Heavy Const Equip Opr	19
21500	Instrument Designer	1
33360	Power Shovel Opr (Maint)	8
38201	Reproduc Serv Supvr 1	1

State of Illinois
List of Established Job Titles by EEO Category
Transportation

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
38204	Reproduc Serv Tech 2	3
40960	Sign Painter	1
41000	Sign Shop Foreman	2
42600	Stationary Engineer	2
42800	Steamfitter	1

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05320	Bridge Tender	4
11500	Deck Hand	2
14801	Ferry Operator I	2
14802	Ferry Operator II	2
18639	Highway Maintainer	208
18659	Highway Maint Lead Wkr	263
21951	Janitor I	3
21952	Janitor II	4
22809	Labor Maint Lead Worker	1
23080	Laborer (Maintenance)	27
25500	Maintenance Worker	10
40900	Sign Hanger	2
40910	Sign Hanger Foreman	2
40970	Sign Painter Helper	1
41020	Silk Screen Operator	10
43051	Storekeeper I	19
43052	Storekeeper II	11
43053	Storekeeper III	1
43060	Stores Clerk	2

EEO/AA PROFILE

AGENCY: Department of Veterans' Affairs

DIRECTOR: Roy L. Dolgos

EEO/AA OFFICER: Deborah Collier

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 25 African Americans, 21 Hispanics, 27 Females and 9 Asians. During this quarter there were 36 opportunities to hire/promote in the underutilized categories; 1 or 3% (1 Hispanic) addressed underutilization. This agency is underutilized by 75 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 25 African Americans, 20 Hispanics, 27 Females and 9 Asians. During this quarter there were 17 opportunities to hire/promote in the underutilized categories; 1 or 6% (1 African American) addressed underutilization. This agency is underutilized by 74 people with disabilities.

THIRD QUARTER (1/1/05 THROUGH 3/31/05)

As of 1/1/05, agency underutilization was 24 African Americans, 20 Hispanics, 27 Females and 9 Asians. During this quarter there were 16 opportunities to hire/promote in the underutilized categories; 3 or 19% (3 African Americans) addressed underutilization. This agency is underutilized by 73 people with disabilities.

FOURTH QUARTER (4/1/05 THROUGH 6/30/05)

As of 4/1/05, agency underutilization was 21 African Americans, 20 Hispanics, 27 Females and 9 Asians. During this quarter there were 2 opportunities to hire/promote in the underutilized categories; 2 or 100% (2 African Americans) addressed underutilization. This agency is underutilized by 73 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 25 African Americans, 21 Hispanics, 27 Females and 9 Asians. During the year, there were 71 opportunities to hire/promote in the underutilized categories; 7 or 10% (6 African Americans and 1 Hispanic) addressed underutilization. This agency is underutilized by 73 people with disabilities.

Underutilization Summary by Region

Name of Agency: VETERANS' AFFAIRS

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1											4	1	6	1						
2																				
3																				
4																				
5	1					6	1					1		1				4		
6																				
7													1							
8							1				3	1		1				2		
9																				
10																				
11						1					1		1							
Total	1	0	0	0	0	7	2	0	0	0	8	3	8	3	0	0	0	6	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1																				
2																				
3																				
4																				
5		2		2		1	1				1		2				3		1	
6																				
7																				
8	2	4		2	1		1						1				4	11	1	
9																				
10																				
11	2	1																		
Total	4	7	0	4	1	1	2	0	0	0	1	0	3	0	0	0	7	11	2	0

Total underutilization for African Americans: **22**

Total underutilization for Hispanics: **21**

Total underutilization for Females: **28**

Total underutilization for Asians: **9**

Total underutilization for Native Americans: **1**

Total Underutilization: 81

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Veterans Affairs

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
26401	Medical Adm 1 Opt D	2
37015	Public Service Adm	47
40070	Senior Public Serv Adm	15

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	2
00133	Accountant Advanced	3
00135	Accountant Supervisor	4
00157	Activity Therapist	4
00163	Activity Therapist Supv	1
00501	Admin Assistant 1	5
00502	Administrative Asst 2	2
05810	Business Admin Spec	1
05815	Business Manager	5
06901	Chaplain 1	2
12501	Dietary Manager I	3
12502	Dietary Manager II	3
12510	Dietitian	1
13851	Executive 1	3
13852	Executive 2	6
18041	Health Information Adm	4
19692	Human Resources Rep	3
19693	Human Resources Spec	6
21160	Information Serv Intern	1
21161	Inf Srvcs Specialist I	1
21162	Inf Srvcs Specialist II	1
21165	Inf Systems Analyst I	5
21166	Inf Systems Analyst II	1
23430	Library Associate	3
32010	Pharmacy Services Coord	1
32153	Physical Ther Prog Coord	1
32200	Physician	2
32221	Physician Spec Opt A	1
32222	Physician Spec Opt B	2
35700	Pub Admin Intern	1
38131	Registered Nurse 1	11
38132	Registered Nurse 2	27
38135	Regis Nurse-Adv Practice	1
38199	Reimbursement Officer 1	5
38200	Reimbursement Officer 2	1
41311	Soc Serv Pro Planner I	4
41312	Soc Serv Pro Planner II	2
41412	Social Worker 2	3

State of Illinois
List of Established Job Titles by EEO Category
Veterans Affairs

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
41787	Staff Pharmacist	2
47683	Vet Educational Spec III	2
48481	Vol Services Coord I	1

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00115	Account Technician I	2
00116	Account Technician II	10
00118	Account Technician Tr	2
00151	Activity Program Aide I	1
00152	Activity Program Aide II	4
02424	Asst Reimburse Officer	1
21259	Inhalation Therapist	2
21260	Inhalation Therapy Supv	2
23551	Licensed Prac Nurse I	12
23552	Licensed Prac Nurse II	16
32007	Pharmacist Lead Tech	2
32008	Pharmacist Technician	2
37007	Public Safety Inspector	1
37507	Radio Tech Prog Coord	2
47800	Vet Serv Officer	53

Protective Service

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
39870	Security Officer	6
39875	Security Officer Chief	2
39877	Security Officer Sgt	4

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00600	Admin Services Wkr Tr	1
14032	Executive Secretary 2	3
19690	Human Resources Asst	5
19691	Human Resources Assoc	5
29993	Office Administrator 3	1
29994	Office Administrator 4	1
30025	Office Coordinator	3
30080	Office Specialist	2
32192	Physical Ther Aide II	3
32193	Physical Ther Aide III	4
41281	Social Service Aide I	2
41282	Social Service Aide II	2
41285	Social Service Aide Tr	1
43200	Student Worker	3

State of Illinois
List of Established Job Titles by EEO Category
Veterans Affairs

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
47750	Vet Nurs Asst-Certified	14

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00111	Account Clerk I	1
00112	Account Clerk II	4
11425	Data Processing Oper	1
18045	Health Information Assoc	1
30010	Office Assistant	13
30015	Office Associate	19
34793	Prop & Supply Clerk III	3
38203	Reproduc Serv Tech 1	1
44411	Switchboard Operator 1	6
44412	Switchboard Operator 2	1

Skilled Craft

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
01233	App/Dry Goods Spec III	1
04250	Barber	2
06650	Carpenter	1
13200	Electrician	1
24750	Machinist	1
30800	Painter	2
32900	Plumber	1
38201	Reproduc Serv Supvr 1	1
38204	Reproduc Serv Tech 2	1
38205	Reproduc Serv Tech 3	1
42600	Stationary Engineer	2
42605	Stationary Eng-Asst Chf	1
42610	Stationary Eng-Chief	1
42800	Steamfitter	1

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
05601	Building/Grounds Lead 1	1
05613	Bldg/Grounds Maint Wkr	5
09601	Cook I	4
09602	Cook II	5
21465	Institutional Maint Wkr	1
23191	Laundry Manager I	1
25020	Maint Equip Operator	4
25510	Maint Worker Power Plant	2
42650	Stationary Fireman	1
43051	Storekeeper I	6

State of Illinois
List of Established Job Titles by EEO Category
Veterans Affairs

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
43052	Storekeeper II	3
43053	Storekeeper III	2
43060	Stores Clerk	2
44221	Support Service Coord 1	5
44225	Support Service Lead	4
44238	Support Service Wkr	18

EEO/AA PROFILE

AGENCY: Workers' Compensation Commission

CHAIRMAN: Dennis Ruth

EEO/AA OFFICER: Rebecca Loreda Paz

FY05 AFFIRMATIVE ACTION PERFORMANCE

FIRST QUARTER (7/1/04 THROUGH 9/30/04)

Agency underutilization at the beginning of FY05 was 3 African Americans, 2 Hispanics, 12 Females and 2 Asians. During this quarter there were 2 opportunities to hire/promote in the underutilized categories; 2 or 100% (1 African American and 1 Female) addressed underutilization. This agency is underutilized by 8 people with disabilities.

SECOND QUARTER (10/1/04 THROUGH 12/31/04)

As of 10/1/04, agency underutilization was 2 African Americans, 2 Hispanics, 11 Females and 2 Asians. During this quarter there were 3 opportunities to hire/promote in the underutilized categories; 3 or 100% (2 Females and 1 Asian) addressed underutilization. This agency is underutilized by 7 people with disabilities.

THIRD THROUGH FOURTH QUARTERS (1/1/05 THROUGH 6/30/05)

As of 1/1/05, agency underutilization was 2 African Americans, 2 Hispanics, 9 Females and 1 Asian. During these quarters there were no opportunities to hire/promote in the underutilized categories. This agency is underutilized by 6 people with disabilities.

SUMMARY AFFIRMATIVE ACTION PERFORMANCE

Underutilization at the beginning of FY05 was 3 African Americans, 2 Hispanics, 12 Females and 2 Asians. During the year, there were 5 opportunities to hire/promote in the underutilized categories; 5 or 100% (1 African American, 3 Females and 1 Asian) addressed underutilization. This agency is underutilized by 6 people with disabilities

Underutilization Summary by Region

Name of Agency: WORKERS' COMPENSATION COMMISSION

Report Date: End of 1st Qtr FY06 (7/1/05 - 9/30/05)

Region	Officials and Managers					Professionals					Technicians					Protective Service Workers				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1						3		12												
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	0	0	0	0	3	0	12	0	0	0	0	0	0	0	0	0	0	0	0

Region	Para-Professionals					Office and Clerical					Skilled Craft Workers					Service-Maintenance				
	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA	AA	H	F	A	NA
1		2							1											
2																				
3																				
4																				
5																				
6																				
7																				
8																				
9																				
10																				
11																				
Total	0	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0

Total underutilization for African Americans: **3** Total underutilization for Hispanics: **2** Total underutilization for Females: **12**

Total underutilization for Asians: **1** Total underutilization for Native Americans: **0** **Total Underutilization: 18**

Note: If no calculations are necessary in any region where the agency does not have a facility or because there are less than five employees in the EEO category in that region, leave that box blank.

AA = African American H = Hispanic F = Female A = Asian NA = Native American

State of Illinois
List of Established Job Titles by EEO Category
Workers Compensation Comm

Officials / Administrators

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
37015	Public Service Adm	14
40070	Senior Public Serv Adm	18

Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00130	Accountant	1
00133	Accountant Advanced	1
00135	Accountant Supervisor	1
00501	Admin Assistant 1	14
00502	Administrative Asst 2	6
01401	Arbitrator	18
13851	Executive 1	3
13852	Executive 2	1
21161	Inf Svcs Specialist I	1
21162	Inf Svcs Specialist II	1
21165	Inf Systems Analyst I	2
21166	Inf Systems Analyst II	2
21601	Ins Co Claims Examiner 1	1
23372	Liab Claims Adjuster 2	1
30860	Paralegal Assistant	1
35700	Pub Admin Intern	2
42743	Stat Research Spec 3	1
45252	Tech Adv 2	1
45253	Tech Adv 3	6

Technicians

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
11415	Data Proc Admin Spec	1
11430	Data Processing Spec	1

Para-Professionals

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
19691	Human Resources Assoc	2
29993	Office Administrator 3	2
29994	Office Administrator 4	2
30025	Office Coordinator	6
34202	Private Secretary 2	1
43200	Student Worker	2

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
00111	Account Clerk I	1
09900	Court Reporter	10
09903	Court Reporter Supv	1
11420	Data Processing Asst	1

State of Illinois
List of Established Job Titles by EEO Category
Workers Compensation Comm

Office / Clerical

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
21080	Ind Commission Reporter	1
21095	Industrial Commis Tech	6
30010	Office Assistant	1
30015	Office Associate	1
30020	Office Clerk	2

Service / Maintenance

<u>Position Code</u>	<u>Position Title</u>	<u>Number of Positions</u>
43053	Storekeeper III	1
43060	Stores Clerk	2

