



Minutes from the African American Employment Plan Advisory Council Meeting

Tuesday, October 6, 2015

African American Employment Plan Advisory Council Meeting: 1:30 P.M. – 3:30P.M.
Quarterly Meeting

James R. Thompson Center, Suite 9-036
CMS, Video Conference Room
Chicago, IL

Or

William G. Stratton Building, Room 500 ½
CMS, Video Conference Room
Springfield, IL

Roll call:

Council members in attendance: William N. Burch, Arlene Coleman, Marrice Coverson Sharryon Dunbar, Nina Harris, Kevin Anthony Ford, Harold Rice and Dalito Sampson Sulamoyo.

Council members absent: Archie Lawrence, Arthur Gass and Sidney A. Logwood.

Call to Order: Council member Coverson call the meeting to order at 1:40 pm.

Introductions;

Agency representatives; Carlos R. Charneco, Fred Stewart and Karren Greene (Central Management Services, Erwin Acox (Dept. of Transportation), Janice Glenn and Terrence Hill (Governor's Office), and Chimaobi Enyia (Revenue).

Minutes

Motion made by member Harris to accept the April meeting and seconded by member Coleman. Voice vote taken minutes are adopted with the majority of I's.

Elder Ford:

Elder Ford was excited about a few projects he is working on and will be back in contact with the finalization phase thereof. He is working with ISP on a summer camp program for youth's ages 13-16yrs old. The program will have more of a mentoring component with law enforcement to already upstanding students, opposed to an anti-violence program. Elder Ford is scouting for a location that will host this event. He is also involved in the October 14th informational outreach event at 4550 S. Wabash, in which



veteran's will receive assistance in the application process. The event is open to the general public as well.

Member Coleman offered to have attorneys volunteer for the youth program.

New Council members:

Harold Rice (President of Community Economic Development Association Chicago) and Dalito Sulamoyo (President and CEO of the Illinois Community Action Agency) are newly appointed members to the Council.

State Workforce Update

Carlos R. Charneco:

Most hiring occurred at Department of Human Services which employs over 12,000 state employees with 36% of their workforce employing African Americans (4,876). Department of Corrections had the second most hires. They employ over 11,000 state workers with African American workforce of 12.3% (1,442).

Some agencies lost staff including Children Family Services down to 2,611 at the end of September 30, 2015 from 2,649 on December 2014. African American employees decreased from 1,036 in December of 2014 to 1,018 as of September 2015. The percentage of the African Americans workforce at Children and Family Services remained about the same (39%).

The total number of state police troopers as of July 2015 was 1,757 of which 163 are African Americans.

State Police are offering pre physical testing to help applicants get an idea what to expect on the actual state police physical testing.

Transportation employs 2,283 employees in coded positions of which 9% were African Americans. Transportation employs a total of 4,920 employees when you include jobs not subject to the state personnel code. Of the total number of employees 515 are African American. Last year there were 550 African American employees. There were 205 less employees compared to last year of which 35 were African Americans. The staffing loss was due to retirement and staff transitioning to new jobs outside of Transportation.



Department of Veterans had a slight increase in African Americans going from 187 back in December of 2014 to 198 as of September 30, 2015.

The number of African Americans in senior level management jobs are lower.

AFRICAN AMERICANS IN CODED POSITIONS AS OF 9/30/2015

STATE WIDE TOTALS :	9970	46,474	21.5%
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PUBLIC SERVICE ADMINISTRATOR IN CODED POSITIONS AS OF 9/30/15

GRAND TOTAL:	569	3,058	18.6
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SENIOR PUBLIC SERVICE ADMINISTRATORS IN CODED POSITION AS OF 9/30/15

GRAND TOTAL:	185	1,218	15.18
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Mr. Acox noted that Transportation still continues to hire.

Coverson: We should be looking at the 5-6 agencies that are doing hiring. I send out job postings to the public but not sure if applicants referred are being hired. Look at managerial jobs. Look at upper management jobs at agencies. CMS should send job titles that do not require an automated test.

Ford: African Americans should be introduced to the testing expectations.

Enyia: Suggested we look at job titles that hire based on titles that are not subject to automated testing. Look at the agencies currently hiring.

Harris: I agree to look at these jobs. Look at upper management jobs but involve our Black legislators and African American Family Commission.

Burch: I agree and we should focus on management or professional jobs.

Carlos: Important that we recruit minority veterans because veterans are given preference.

Coleman: Suggest we focus on 3 state agencies and focus on agencies with small numbers of African Americans. Include Corrections among those agencies. What are the total number of senior staff at IDOT that are African Americans?

Acox: IDOT has their own application process for non-code jobs. We need to inform the community about these IDOT jobs. IDOT does not use the public serviced administrator job title. They use the Technical Manager (TM) title and the TM 8 and above are similar



to the Senior Public Service Administrator. There are currently no African Americans in in a senior position.

Dunbar: We need to know what the process is to apply since some agencies have a different process.

Fred Stewart: Look at interview panels and see if there are minorities on the interview panels.

Coleman: Motion made to seek a list from CMS that does not require testing that are filled during the course of the year. Seconded by Nina Harris.

African American Employment Plan Survey

The AA Employment Plan Survey was discussed and questions *18,*22, and *24 the Council would like revised.

The Council expressed the need for question # 18 to be segregated to an each category.

The Council would like Carlos to rewrite question # 22, giving the number of Non- tested positons, opened that are filled with African American “off the street hires.”

Question #24 should be a verbiage box for listing agencies.

After much decision of the above issues of the Survey, The Council would like to see how the other Councils phrase their questions to see what was most important to them. This way there would be consensus among all the Councils: African American, Asian, and Hispanic.

The next Council meeting is set for Tuesday December 1 and The Council has asked that the information requested from Carlos, (the listing of agencies that have no testing) be submitted no later than November 15th. The next meeting will be devoted to this issue.

Council members agreed to hold some of the 2016 meetings in the morning.

Motion to adjourn meeting: Nina Harris and seconded by Dunbar. Meeting Adjourned.