



Minutes from the African American Employment Plan Advisory Council Meeting

Tuesday, December 9, 2014

1:30 P.M. – 3:30P.M.
Quarterly Meeting

James R. Thompson Center, Suite 9-035
CMS, Video Conference Room
Chicago, IL

Or

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

Council members in attendance: William N. Burch, Arlene Coleman, Sharryon Dunbar, Nina Harris, Sidney A Logwood and Marrice Coverson. Council members absent: Arthur Gass, Archie Lawrence.

Non-council members in attendance: Darryl Harris from Governor's Office, Fred Stewart, Carlos R. Charneco, Wendy Butler, Barbara McDonald from Central Management Services, Henry Butler from Revenue, Erwin Acox from Transportation.

Call to Order/Welcome/Roll call/Introductions

Arlene Coleman chair member and host of this meeting called the meeting to order at 1:35PM and welcomed everyone to the fourth quarterly AFAEP Advisory Council meeting of the calendar year. Carlos R.Charneco completed the roll-call; the Council achieved quorum for this meeting.

Minutes

Council Member Coleman requested Council members to review the minutes from the AFAEP Advisory meeting hosted on September 16, 2014 to determine necessary amendments or corrections. Nina Harris motioned to approve minutes The motion was 2nd by member Dunbar. The minutes were unanimously affirmed via voice vote with changes.

State Workforce Update

Carlos R. Charneco reported on the recent state workforce as of December 1, 2014. The state workforce totaled 44, 078 (personnel code employees) of which 9516 were African Americans. African American accounted for 21.6% of the total workforce.

From 7/1/2014 to 9/30/14 the state hired 1,032 personnel coded employees of including 192 African American Employees which is 18.06% of the new hires.

The State Police workforce totals do not include sworn officers. The total number of State employees as of 9/30/2014 was 2954 of which 1868 are sworn officers. State Police has a total of 1,086 civilian (non-sworn) employees; 117 (10.77%) of those employees are African American. Currently the Illinois State Police has 26 Black females and 149 Black males with the ranks of the Department (9.4%).

Erwin Acox reported on the workforce from Transportation which totals 5,125 as 9/30/14 employing 550 African Americans which accounts for 11% of IDOTS staff. As of December 2, 2014 IDOT had hired a total of 17 Civil Engineer Trainees of which 5 were African Americans, 5 were Hispanics and 1 Asian.

Discussions regarding IDOTS practice of only hiring veterans for Highway Maintainers and not considering non veterans after exhausting the veteran list.

Henry Butler reported that some Revenue job postings will be on hold as the Department is reviewing budget projects. Auditor jobs on hold since Revenue received no additional budget during the fall legislative session.

African American Employment Plan Online Survey

The survey was launched on December 3, 2014. The survey results anticipated to be completed by December 15, 2014. The survey included questions about hiring of veterans and minority veterans, training of Human Resource staff on recruiting and employees enrollment in tuition reimbursement programs.

African American Employment Plan Council objectives were discussed for 2014 and 2015. The objectives for 2015 will remain the same from 2014.

The summary report will need recommendations from the Council. Hispanic and Asian American Employment Plan Council are likely to recommend uniformity in random selection of qualified candidates that insures minority candidates are not disproportionately excluded from invitations to interview. Council agreed this should be one of the recommendations.

Hispanic Employment Plan Advisory Council raised concerns about length of time applicants wait to receive grades from Central Management Services Examining unit and intends to recommend CMS to improve timeliness of grading process. In general

applicants are waiting at least 2 months for grades for non-tested titles. Council agreed this should also be recommended by this Council.

Council members agreed to review the minutes from 2014 meetings for additional recommendations.

New Business

Arlene announced she will be stepping down as Chair but will remain on the Council.

Adjournment

Seeing no further business Chair Coleman opened the floor for a motion to adjourn the meeting. The motion to adjourn was made by Member Logwood and second by Member Nina Harris. The motion was carried unanimously by voice vote and the AFAEP Advisory Council meeting was adjourned at 3:35PM.

The next Council meeting is February 10, 2015