



**Minutes from the African American Employment Plan Advisory Council Meeting**

**Tuesday, July 30, 2013**

**1:00 P.M. – 3:00P.M.**

**At the following public site:**

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

**And**

**William G. Stratton Building, Room 500 ½  
CMS, Director's Video Conference Room  
Springfield, IL**

**And**

**Teleconference**

Council members in attendance: William N. Burch, Arlene Coleman, Sharryon Dunbar, Nina Harris, Catherine Lamberg, and Marrice Coverson. Council members absent: Vincent Gaddis, Arthur J. Gass, Irene Weathersby, Archie Lawrence.

Non-council members in attendance: Cory Foster, Darryl Harris, Fred Stewart, Carlos R. Charneco and Rose Joshua president of Chicago's Southside NAACP branch.

**Call to Order/Welcome/Roll call/Introductions**

Arlene Coleman, Chair of the AFAEP Advisory Council called the meeting to order at 1:11PM and welcomed everyone to the third quarterly AFAEP Advisory Council meeting of the calendar year. Carlos R.Charneco completed the roll-call; the Council achieved quorum for this meeting. Madam Chair also recognizes the newly appointed Council Member Murrice Coverson, President/CEO Institute For Positive Living.

**Minutes**

Chair Coleman requested Council members to review the minutes from the AFAEP Advisory meeting hosted on April 30, 2013, to determine necessary amendments or corrections. Member Lamberg motioned to approve the April 30, 2013 AFAEP Council Minutes; the motion was second by Member Dr. Lambert. The minutes were unanimously affirmed via voice vote with changes.

**Old Business**

**Second Quarter 2013 AFAEP Workforce Analysis**

Madam Chair called upon Carlos R. Charneco to provide an overview of 2nd quarter workforce stats outlining 2013 AfAEP – Code Agencies employment related activities as it relates to the quantitative number of African Americans gainfully employed within state government as of June 30<sup>th</sup>, 2013.

- States Workforce Figures
- AA in coded positions by agency
- AA in SPSA positions by agency (Senior Level Staff)
- AA in PSA positions by agency (Mid-level Staff)
- Bargaining Unit ratio vs. Non-bargaining Unit at Senior Staff level
- Bargaining Unit ratio vs. Non-bargaining Unit at Mid-level Managerial positions.
- Number of new hires for quarter.
- Number of promotions.
- Gender Analysis.

In summary the number of coded state employees has been declining for the past few years. From December 31, 2012 to June 30, 2013 the number of coded state employees went from 44,589 to 43,800 with an overall decline of 789 employees. The number of African Americans employed as of the end of December 31, 2013 was 9,408. At the end of June of 2013 the number was reduced to 9,126 a loss of 282. The agencies with the most significant reduction were Dept of Human Services, Dept of Employment Security, Children and Family Services and Juvenile Justice. The Dept of Corrections had an increase in staffing in part to absorb workers from Juvenile Justice. The overall declined is due in part to state automation of programs and budget shortfalls.

### **Illinois State Police and Illinois State Police Merit Board – Follow Up**

The Council members are still waiting on the results of the ISP national audit of their operations and findings as well as the newly adopted HR best practices similar to the NY State model. Members indicated the Council would expect regular updates from ISP specifically surrounding their FY14 Cadet Classes.

### **New Business**

#### **Employment Surveys**

The African American Employment are to be sent out to state agencies later this year. The Council will be sent a copy of last year's survey and discuss any changes in the survey.

#### **Roundtables**

Agencies that should be considered in the next roundtable would be Healthcare and Family Services, Department of Revenue and Environment Protection Agency.

### **Adjournment**

Seeing no further business Chair Coleman opened the floor for a motion to adjourn the third quarter AFAEP Advisory Council meeting until October 30<sup>th</sup>, 2013. The motion to adjourn was made by Member Harris and second by Member Coverson. The motion was carried unanimously by voice vote and the AFAEP Advisory Council meeting was adjourned at 3:00PM.