



Hispanic Employment Plan Advisory Council Meeting

Minutes

January 29, 2016 10:00 A.M. – 12:00 P.M.

JRTC, 100 W. Randolph Suite 9-036, Chicago, IL

Video Link

Stratton Building (Room 500 ½) Springfield, IL

- I. Vice Chair Roberto Sanabria called the council meeting to order at 10:35am.
 - II. Roll Call:
 - a. Council members in attendance: Gilberto Romero, Roberto Sanabria, Adrian Soto, Dolores Tapia, Christian Roldan, Guadalupe Preston,
Council members not present: Jaime Garcia, Roberto Sepulveda, Elizabeth Ortiz
 - b. Agency Ex-officio liaisons: Lourdes Rodriguez, (DCFS), Ivan Barajas, Erwin Acox, Carlos Ramirez and from Transportation, Fernando Chavarria, IDOC), Francisco Alvarado and Dan Ojeda (Human Services), Hector Villagrana (Human Rights)

Absent Ex-officio: Roseanne McNamara (Aging), Hector Villagrana (DHR), Julio Rodriguez (DECO), Anna D'Ascenzo (IDES), Juana Ballesteros (Public Health)

 - c. Additional Agency represented: Carlos R. Charneco, and Fred Stewart from Central Management Services, Greg Dooley (IDVA), John Nelson and Chimaobi Enyia from Revenue, Janice Glenn from Governor's Office and Jesus Solorio from Lt. Governor's office.
 - d. General Public: Veronica Brandt from Illinois Association of Hispanic State Employees
 - e. Elected Officials: Representative Lisa Hernandez.
 - III. Opening Remarks (Vice Chair Sanabria)

Hispanic Employment plan completed and file February 1 with the Governor and General Assembly.

Bilingual survey should be reviewed by Council members and look for the agencies with low number of bilingual staff. The Dept. of Revenue has relatively low number of bilingual Spanish staff with only 13 employees. Agency response to the surveys assessment methods rely often on supervisor/manager observations and not metrics. Ex-Officious to recommend best practices on bilingual assessment.

Letter to the Governor to indicate need for hiring Hispanics in upper management jobs which will help in hiring of front line Hispanic employees. Also note in the low number of Attorneys in policy positions in the state. Council to finalize a draft.
 - IV. Approval of minutes:
- Chair Sanabria called for motion to accept December 11, 2016 minutes.
Member Soto motion to accept December minutes, second by Member Tapia. Voice vote taken.
Motion pass.



V. 2016 Hispanic Employment Plan Survey

CMS completed the Hispanic Employment Plan

Key workforce points from the Hispanic Employment Plan

- Overall, the state's workforce experienced a net increase of 2,593 Personnel Code-covered state employees from 44,279 in December 2014 compared to 46,872 at the end of December 2015. This would be a 5.86% increase from 2014.
- The State Police total number of code personnel represents 37.8% of the total State Police workforce. There are a total of 1,720 sworn personnel that are not coded employees of which 143 are Hispanic. Hispanics account for 8.3% of the total sworn personnel officer.
- The Department of Transportation total number of code personnel represents 53.0% of the total department's workforce. There are 2,888 non-code employees of which 131 are Hispanic. Hispanics account for 4.5% of the total non-code employees.
- As of December 31, 2015, approximately 2,749 (5.86%), of the state's 46,872 employees in Personnel Code-covered positions are Hispanic. This is a net increase of 12.5% with the addition of 305 Hispanic employees from 2014. At the end of 2014 there were 2,444 Hispanics.
- Of the 2,749 Hispanic employees, 50% (1,381) are currently receiving bilingual pay for the use of the Spanish language. The number of bilingual Spanish speakers increased in 2015 by 6.2%.
- Veterans account for 18.1% of the total Personnel Code-covered employee workforce. There are a total of 8,463 veterans employed in coded positions, including 327 Hispanic veterans. Hispanic veterans account for 3.9% of the veterans.
- As of the end of 12/31/15 the number of senior level staff (senior staff in personnel-coded positions) decreased from 97 out of the 1,331 in 2014 to 71 out of 1,231 in 2015.
- As of the end of 12/31/15 the number of middle management level staff (staff in personnel-coded positions) increased from 131 out of 3,018 in 2014 to 147 out of 2,995 in 2015.

. Carlos reviewed the grading trends for applicants and promotional grades. Number of applications graded trended down in 2015 from 2014 for all demographic groups. This may be due to media coverage of the state budget issues and in part CMS message on www.work.illinois.gov to applicants that there is less than 1% chance of getting hired with the state due to the large number of applicants.



Council member comments:

Member Tapia has noted historically upper management lacked Hispanic representation. Member Soto inquired how the council can be aware of exempt positions and who reviews the resumes. Member Sanabria noted Directors have great discretion in selecting upper management staff.

Janice Glenn encourages the council to help refer candidates to her for upper management positions.

State Representative Lisa Hernandez concerned Hispanics not hired in Policy making positions. The council should keep the Latino Caucus informed on the Council work. The Caucus will have an agenda on holding hearing on Hispanic Hiring.

Outreach objectives:

Target workshop in Hispanic community including Waukegan and Pilsen in Chicago.

Reach out to recruit minority veterans by reaching out to veteran organizations.

Council Objectives 2016

Review the Hispanic Employment Plan surveys and bilingual surveys and make recommendations to the agencies.

Agency Updates:

Revenue provided council on recruiting strategies including workshop presentation in the community. Human Services currently hiring front line staff. DHS using Monster. DHS increasing bilingual job postings.

Employment Security concerned of losing bilingual staffing due to retirement and budget constraint to fill vacancies.

Corrections: Continues to recruit Correctional Officer Trainees.

Representative Hernandez inquired about bilingual staffing projections for the year.

- VI. New Business
 - a. None

Old Business
None

Motion to adjourn the meeting by Tapia, Second by Romero. Motion carried.

Meeting Adjourned