

Hispanic Employment Plan Advisory Council Meeting

Minutes

February 24, 2017 1:30 P.M. – 3:30 P.M.

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

Video Link

Stratton Building (Room 500 ½) Springfield, IL

- I. Member Roberto Sanabria called the council meeting to order at 1:40pm.
- II. Roll Call:
 - a. Council members in attendance: Roberto Sanabria, Jaime Garcia, Adrian Soto, Dolores Tapia, Roberto Sepulveda, Elizabeth Ortiz, Guadalupe Preston
Council members not present: Christian Roldan.
 - b. Agency Ex-officio liaisons: Juana Ballesteros (Public Health), Melina Tomaras-Collins, Hector Villagrana (Health Care and Family Services), Anna D'Ascenzo (IDES), Miguel Calderon (DCEO) Fernando Chavarria, (IDOC), Duncan Martin (Human Rights), Daniel Fitzgerald and Lourdes Rodriguez (DCFS), Dan Ojeda and Krista and Kim Foy (Human Services), Greg Dooley (IDVA).

Absent Ex-officio: Carlos Ramírez (IDOT)
 - c. Additional Agency represented: Carlos R. Charneco, and Fred Stewart from Central Management Services, John Nelson (revenue)
 - d. General Public: Jose Lopez Illinois Association of Hispanic State Employees.
 - e. Elected Officials: Senator Cristina Castro and Representative Lisa Hernandez
- III. Opening Remarks from the Chair Sanabria: Member Sanabria called for motion to accept Deceber 8, 2016 minutes Member Garcia motion to accept Second by Member Soto. Voice vote taken. Motion pass.
- IV. Workforce update
The annual Hispanic Employment Plan has been submitted to the general assembly along with the appendices.

The State's workforce experienced a net decrease of 2,593 employees from 46,872 in December 2015 compared to 44,279 at the end of December 2016. During that time, the number of Hispanics in Personnel-code covered positions decreased from 2,749 to 2,654, a decrease of 3.5%.

Hispanic employees accounted for 5.99%, of the state's 44,279 employees in Personnel Code-covered positions.

Of the 2,654 Hispanic employees 50% (1,324) are currently receiving bilingual pay for the use of the Spanish language. The number of bilingual/Spanish speakers decreased in 2016 by 4.1%. Bilingual staff are concentrated in northern part of Illinois with little to no bilingual staff in central or southern Illinois state facilities.

Veterans are provided preference in state hiring, which may influence minority hiring among state agencies. Veterans account for 18.4% of the total Personnel Code-covered employee workforce. There are a total of 8,138 veterans employed in Personnel Code-covered positions, including 324 Hispanic veterans.

During calendar year 2016, there were 77,807 open competitive examinations administered. Of those, 8,006 were administered to Hispanics. The total number of examinations as well as the number administered to Hispanics trended down this reporting period. Of the total number of applications from Hispanics 1,111 received an A grade, 2,496 received a B grade and 1,753 received a C grade. Fourteen percent of Hispanic applications received an A grade. The non-Hispanic applications getting an A was 25%.

At the end of the December there were 1,216 code covered senior public service administrators of which 63 were Hispanics (5.2%).
The number of Public Service Administrators was 2,830 of which 142 were Hispanic (5%).

Bilingual staff at the end of June 30, 2016 was 1,349 down -32 from end of December 2015.

The number of Hispanics in senior staff in code positions at the end of end of December was 71. At the end of June we are at 68. There was little change in the number of Hispanics in middle management jobs (public service administrators) with 144 Hispanics.

There were 8,295 veterans code employees as of the end of June including 341 Hispanic veterans which was an increase from the 327 at the end of December.

Member Sanabria inquired about the number of exempt employees and how many are Hispanic.

DCFS had an increase in Hispanics from 209 at the end of December to 220 at end of June. Corrections also had a slight increase in Hispanics.

There was a reduction in Hispanic workforce at IDOT from 150 end of December to 94 at the end of June 2016.

Member Sanabria inquired about the exit survey from IDOT employees and if IDOT can review the exit surveys.

Bilingual staffing:

Council members noted the lack of bilingual staff in central and southern Illinois. In particular Healthcare and Family Services, Children and Family Services, Employment

Security, Human Services and Revenue lacked bilingual staff in facilities located in St. Claire County.

Member Garcia raised concerns of lack of bilingual staff in Elgin. Senator Castro requested a meeting with her and DCFS along with member Garcia.

Motion to Adjourn: Member Soto, second by Tapia.