



Hispanic Employment Plan Advisory Council Meeting

Minutes

April 24, 2015 1:30 P.M. 3:30 P.M.

JRTC, 100 W. Randolph Suite 9-035, Chicago, IL

Video Link

Stratton Building Springfield, IL

Vice Chair Adrian Soto called the council meeting to order at 1:43pm.

Roll Call:

Council members in attendance: Gilberto Romero, Adrian Soto, Dolores Tapia, Diane Sanchez, Jaime Garcia, Roberto Sepulveda, Guadalupe Preston, Christian Roldan, Elizabeth Ortiz.

Council members not present: Roberto Sanabria.

Agency Ex-oficio: Carlos Aparicio and Sonia Antolec (HFS), Daniel Fitzgerald and Lourdes Rodriguez, (DCFS), Juana Ballesteros (DPH), Anna D'Ascenzo (IDES), Ivan Barajas and Erwin Acox (Transportation), Fernando Chavarría, IDOC, Roseanne McNamara and John Dietrich (Aging), Dan Ojeda (Human Services).

Absent Exoficio, Paul Orama (DECO),

Non-council members in attendance: Carlos R. Charneco and Fred Stewart from Central Management Services, Richard Tapia from IL Board of Higher Education, Jose Lopez from Illinois Association of Hispanic State Employees, Janice Glenn (Governor's Office),

Chair Romero is participating by phone and is requesting Adrian Soto to Chair today's meeting. Member Soto agreed.

Minutes from April 24, 2015 Council meeting:

Vice Chair Soto called for motion to accept the April minutes:

Tapia motion by to accept the minutes and second by Romero. Voice vote taken with 6 yes votes, motion carries.

Chair Romero: I met with the Chairs of the African American and Asian American Employment Plan Advisory Council along with Janice Glenn from the Governor's Office. We discussed the need to hire more minorities in policy making positions. We look to have a follow up meeting perhaps in June.

Daniel Fitzgerald (DCFS): Are there any updates from CMS on backlog in grading applications?



Carlos Charneco: CMS has been reviewing the grading process but are limited by budget to hire more staff. CMS moved the Social Services Career Trainee title to an automated tested title to reduce the backlog. There were thousands of applications for this title.

Carlos Charneco provided council update on state workforce:

The number of Hispanics in code state position is 2,559 as of 4/1/2015 (5.6%). This is an increase from (December 31, 2014 where there were 2,444 Hispanics in code positions.

The total number of state workers in state code position at the end of March is 45,685 which is an increase from the last quarter (December 31, 2014) of 44,279. Most new hires came from Human Services and Corrections. Children and Family Services had 30 new hires this past quarter of which 17 were Hispanic.

The number of Senior Public Service Administrators as of 4/1/2015 is 1,211 of which 81 are Hispanics (6.68%). We ended 2014 with 97 Senior Public Service Administrators out of 1,331 (7.3%). There was no significant change in the number of Hispanics in Public Service Administrator. We have two Hispanics named in Cabinet positions: Hugo Chaviano new Director Dept. of Labor and Matt Perez the new State Fire Marshal. There are two new senior staff in as Public Information Officers, One for Human Services (Veronica Vera) and one covering Aging and Insurance Alisandra Calderon.

During the 1st calendar quarter CMS received 2,630 requests for grades from Hispanics which accounted for 11.56% of the total graded applications. Fifteen percent of the Hispanic applicant requests received an A grade.

Currently we have 1,326 bilingual staff with the greatest number located at Human Services. However we need to look at locations where there is little or no bilingual staff in central and southern Illinois such as places in Fairmont (St. Claire County) which has over 7,000 Hispanics and Beardstown (Cass County). Revenue employs small number of bilingual staff however this may not be sufficient to serve the large Hispanic individual tax payers and Hispanic business owners.

Member Preston: I noticed that Illinois Department of Veteran Affairs only has 2 bilingual Spanish speaking staff yet we know there is a need for more bilingual staff to work with the family members of veterans. I also attempted to call the acting Secretary at Human Services (Bassi) but was not able to get through. They have good number of bilingual staff but lacking in numbers to service migrant seasonal farm workers and their families.

Jose Lopez: The council should review the state services assurance act. Who is responsible for reviewing the report for compliance?



Carlos Charneco: The report is subject to audit for compliance (Auditor General). It is a workforce issue and this Council if so desires can address it. The language access was being addressed by the New American Director but I do not know if they have named a new Director.

Member Tapia: Bilingual staff hiring still a concern. The council can provide suggestions to improve bilingual hiring. What can we do to advance the hiring of Hispanic attorneys?

Carlos Charneco: Council members can address the bilingual hiring and attorney hiring when they meet with Directors. The number of Hispanic attorneys can be added to the Hispanic Survey.

Member Soto: Although we have shown increases in the workforce among Hispanics the 5% is lower than the overall state Hispanic Population of 16%. I also would recommend we include in the survey a question on the number of Hispanic Attorneys.

Members Tapia, Preston, Romero agree to survey agencies on the number of Hispanic state Employees.

Tapia: Why the increase at DHS in Hispanics?

Dan Ojeda: We hired 2800 employees to keep up with the applications for Medicaid as a result of the implementation of the Affordable Healthcare. This included over 500 Hispanic Employees. We lost many applicants because of the slow grading by CMS.

Carlos Charneco: Human Rights placed three state agencies on notice for failing to meet affirmative action. DHS placed for not hiring Asians and Hispanics. State Police placed on notice for lack of female hires as well as Illinois Dept. of Veteran Affairs for lack of overall minority hiring.

New Business:

Council member Adrian Soto: I exchanged emails with Director of the Dept. of Commerce and Economic Opportunity (Director Schultz). He agreed to meet but we were still working on a date. I did raise the issue of the lack of Hispanics in his agency and the loss of a number of Hispanics at DCEO.

Member Tapia: I emailed Director Sheldon but did not have a date to meet.

Member Preston: I reached out to Human Services Secretary but I have not been able to get a date.

Member Sanchez; I will reach out to Employment Security Director Mays.



Danny Fitzgerald to help facilitate meeting with Director Sheldon
Dan Ojeda to help facilitate meeting with Secretary Bassi
Anna D'Ascenzo to help facilitate meeting with DES Director Mays.

Janice Glenn: It would be best if we can have all three Councils meet to look at Diversity. I will work with the Boards and the Commissions for Diversity. Governor could have a public hearing on Diversity.

Jose Lopez: Resumes were sent by numerous organizations to the Governor's office and no one has been called.

Member Soto: We need to fill our vacancy on our Council.

Carlos Charneco: CMS continues to attend job fairs. CMS attended veteran job fair at Macy's. CMS to attend job fairs hosted by Central States in Cicero, Hispanic Association Career Enhancement job fair in Chicago, a job fair in Springfield as well as other geographic areas including Northern Illinois University.

Dan Ojeda; DHS needs to hire accounts and therapist and Nurses.

Juana Ballesteros: Public Health has openings in Springfield in vital records and need to hire Registered Nurses. Also need to hire a Dentist.

Lourdes Rodriguez: We did hire 21 Hispanics, some were hired as interns. Still need to hire bilingual staff on the Hotline in Springfield for Child Protection Specialist.

Tapia: It would be better to have a call center in Chicago for Children and Family Services.

John Dietrich: Aging has some openings at our hotline in Springfield with 10 openings including 2 bilingual. We promoted Jose Jimenez to Senior Staff.

Fernando Chavarria: Dept. of Corrections looking to hire Correctional Officer Trainees. Need to hire women and minorities. Also some hiring at Juvenile Justice. Correctional Trainee never posted as bilingual. There are 25 Correctional facilities. Hiring minorities in central and southern Illinois are more challenging to hire because of the low number of minority applicants. I am working with the local workforce groups.

Chair Romero to meet with Dept. of Corrections.

Member Soto: Unity Day will be on May 5 in Springfield.



Old Business:

CMS Grading Process

Lourdes Rodriguez: What is the status of the backlog of grading applications?

Daniel Fitzgerald: Director Sheldon is requesting from me recommendations on addressing grading delay and hiring.

Carlos Charneco: Still a backlog.

Erwin Acox: CMS should move more titles to automated testing to reduce wait time.

Dan Ojeda: We moved Social Services Career Trainee to automated testing and that improved.

Chair Romero: We need to have a follow up meeting with CMS Director to get update on CMS grading process.

Member Soto requested a motion to adjourn council meeting.

Member Tapia motioned to end the meeting. Member Sanchez second the motion.

Member Soto requested voice vote to accept the motion. By majority of I meeting adjourned at 3:16.