



Rep. Terra Costa Howard

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1 AMENDMENT TO SENATE BILL 727

2 AMENDMENT NO. _____. Amend Senate Bill 727 by replacing
3 everything after the enacting clause with the following:

4 "Section 1. Short title. This Act may be cited as the
5 Native American Employment Plan Act.

6 Section 5. Purpose. The purposes of this Act are to:

7 (1) Improve the delivery of State services to Illinois'
8 Native Americans by increasing the number of Native
9 American State employees and the number of Native American
10 State employees serving in supervisory, technical,
11 professional, and managerial positions.

12 (2) Identify State agencies' staffing needs and
13 qualification requirements.

14 (3) Track hiring practices and promotions of Native
15 Americans employed by State agencies.

16 (4) Increase the number of Native Americans employed by

1 State agencies.

2 (5) Increase the number of Native American State
3 employees who are promoted.

4 (6) Assist State agencies to meet their goals
5 established under the Native American Employment Plan.

6 (7) Establish the Native American Employment Plan
7 Advisory Council.

8 Section 10. Definitions. As used in this Act:

9 "Department" means the Department of Central Management
10 Services.

11 "Native American" has the same meaning as "American Indian
12 or Alaska Native" under subsection (D) of Section 2-105 of the
13 Illinois Human Rights Act.

14 "State agency" or "agency", whether used in the singular or
15 plural, means all departments, officers, commissions, boards,
16 institutions, and bodies politic and corporate of the State.
17 The term, however, does not mean the judicial branch,
18 including, without limitation, the several courts of the State,
19 the offices of the clerk of the Supreme Court and the clerks of
20 the appellate court, and the Administrative Office of the
21 Illinois Courts, nor does it mean the General Assembly or its
22 committees or commissions.

23 Section 15. Native American Employment Plan.

24 (a) The Department shall develop and implement plans to

1 increase the number of Native Americans employed by State
2 agencies and the number of Native Americans employed by State
3 agencies at supervisory, technical, professional, and
4 managerial levels.

5 (b) The Department shall prepare and revise annually a
6 Native American Employment Plan in consultation with
7 individuals and organizations knowledgeable on this subject
8 and with the Native American Employment Plan Advisory Council.
9 The Department shall report to the General Assembly by February
10 1 of each year, beginning with February 1, 2020, each State
11 agency's activities that implement the Native American
12 Employment Plan.

13 (c) The Department shall monitor compliance with the Native
14 American Employment Plan and may assign that duty to the
15 Department's staff or to a full-time Native American Employment
16 Coordinator who shall be appointed by the Native American
17 Employment Plan Advisory Council. Nothing in this Act mandates
18 the Department to hire additional staff.

19 Section 20. Native American Employment Plan Advisory
20 Council.

21 (a) The Native American Employment Plan Advisory Council is
22 created. The Advisory Council shall consist of 11 members, each
23 of whom shall be a Native American subject matter expert,
24 appointed by the Governor. Ex officio liaison members shall be
25 appointed by the Director or Secretary of each of the following

1 agencies:

2 (1) Department on Aging;

3 (2) Department of Children and Family Services;

4 (3) Department of Commerce and Economic Opportunity;

5 (4) Department of Corrections;

6 (5) Department of Employment Security;

7 (6) Department of Human Services;

8 (7) Department of Human Rights;

9 (8) Department of Healthcare and Family Services;

10 (9) Department of Public Health; and

11 (10) Department of Transportation.

12 (b) Members of the Native American Employment Plan Advisory
13 Council who are appointed by the Governor shall serve without
14 compensation. Ex officio liaison members shall not receive any
15 compensation in addition to their regular salary. All members
16 of the Council shall be reimbursed for their reasonable and
17 necessary expenses from funds appropriated for that purpose.

18 (c) The Native American Employment Plan Advisory Council
19 shall appoint a Native American Employment Coordinator. In
20 addition to any other duties which may be prescribed by law,
21 the duties of the Native American Employment Coordinator under
22 this Act shall be determined by the Council.

23 (d) The Native American Employment Plan Advisory Council
24 shall examine:

25 (1) the prevalence and impact of Native Americans
26 employed by State government;

1 (2) the barriers faced by Native Americans who seek
2 employment or promotional opportunities in State
3 government; and

4 (3) possible incentives that could be offered to foster
5 the employment and promotion of Native Americans in State
6 government.

7 (e) The Council shall meet quarterly to provide
8 consultation to State agencies and the Native American
9 Employment Coordinator.

10 (f) The Native American Employment Plan Advisory Council
11 shall receive administrative support from the Department of
12 Central Management Services and shall issue an annual report of
13 its activities each year on or before February 1, beginning
14 February 1, 2021.

15 Section 100. The Department of Central Management Services
16 Law of the Civil Administrative Code of Illinois is amended by
17 changing Section 405-125 as follows:

18 (20 ILCS 405/405-125) (was 20 ILCS 405/67.31)

19 Sec. 405-125. State agency affirmative action and equal
20 employment opportunity goals. Each State agency shall
21 implement strategies and programs in accordance with the State
22 Hispanic Employment Plan, ~~and~~ the State Asian-American
23 Employment Plan, and the Native American Employment Plan to
24 increase the number of Hispanics employed by the State, the

1 number of Asian-Americans employed by the State, ~~and~~ the number
2 of bilingual persons employed by the State, and the number of
3 Native American persons employed by the State at supervisory,
4 technical, professional, and managerial levels. Each State
5 agency shall report annually to the Department and the
6 Department of Human Rights, in a format prescribed by the
7 Department, all of the agency's activities in implementing the
8 State Hispanic Employment Plan, ~~and~~ the State Asian-American
9 Employment Plan, and the Native American Employment Plan. Each
10 agency's annual report shall include reports or information
11 related to the agency's Hispanic, Asian-American, Native
12 American, and bilingual employment strategies and programs
13 that the agency has received from the Illinois Department of
14 Human Rights, the Department of Central Management Services, or
15 the Auditor General, pursuant to their periodic review
16 responsibilities; findings made by the Governor in his or her
17 report to the General Assembly; assessments of bilingual
18 service needs based upon the agency's service populations;
19 information on the agency's studies and monitoring success
20 concerning the number of Hispanics, Asian-Americans, Native
21 Americans, and bilingual persons employed by the agency at the
22 supervisory, technical, professional, and managerial levels
23 and any increases in those categories from the prior year; and
24 information concerning the agency's Hispanic, Asian-American,
25 Native American, and bilingual employment budget allocations.
26 The Department shall assist State agencies required to

1 establish preparation and promotion training programs under
2 subsection (H) of Section 7-105 of the Illinois Human Rights
3 Act for failure to meet their affirmative action and equal
4 employment opportunity goals. The Department shall survey
5 State agencies to identify effective existing training
6 programs and shall serve as a resource to other State agencies.
7 The Department shall assist agencies in the development and
8 modification of training programs to enable them to meet their
9 affirmative action and equal employment opportunity goals and
10 shall provide information regarding other existing training
11 and educational resources, such as the Upward Mobility Program,
12 the Illinois Institute for Training and Development, the
13 Central Management Services Training Center, Executive
14 Recruitment Internships, and Graduate Public Service
15 Internships.
16 (Source: P.A. 97-856, eff. 7-27-12.)".