



Labor Committee

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1 AMENDMENT TO SENATE BILL 3531

2 AMENDMENT NO. _____. Amend Senate Bill 3531 by replacing
3 everything after the enacting clause with the following:

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

6 Section 5. Purposes. The purposes of this Act are as
7 follows:

8 (a) improve the delivery of State services to Illinois'
9 African Americans by increasing the number of African American
10 State employees and the number of African American State
11 employees serving in supervisory, technical, professional, and
12 managerial positions;

13 (b) identify State agencies' staffing needs and
14 qualification requirements;

15 (c) track hiring practices and promotions of African

1 Americans employed by State agencies;

2 (d) increase the number of African Americans employed by
3 State agencies;

4 (e) increase the number of African American State employees
5 who are promoted;

6 (f) assist State agencies to meet their goals established
7 pursuant to the African American Employment Plan; and

8 (g) establish the African American Employment Plan
9 Advisory Council.

10 Section 10. Definitions. In this Act:

11 "Department" means the Department of Central Management
12 Services.

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

22 Section 15. African American Employment Plan.

23 (a) The Department shall develop and implement plans to
24 increase the number of African Americans employed by State

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

4 (b) The Department shall prepare and revise annually an
5 African American Employment Plan in consultation with
6 individuals and organizations knowledgeable on this subject
7 and with the African American Employment Plan Advisory Council.
8 The Department shall report to the General Assembly by February
9 1 of each year, beginning with February 1, 2011, each State
10 agency's activities that implement the African American
11 Employment Plan.

12 (c) The Department shall monitor compliance with the
13 African American Employment Plan and may assign that duty to
14 the Department's staff or to a full-time African American
15 employment coordinator. Nothing in this Act mandates the
16 Department to hire additional staff.

17 Section 20. State agency affirmative action and equal
18 employment opportunity goals.

19 (a) Each State agency shall implement strategies and
20 programs in accordance with the African American Employment
21 Plan to increase the number of African Americans employed by
22 that State agency and the number of African Americans employed
23 by that State agency at supervisory, technical, professional,
24 and managerial levels.

25 (b) Each State agency shall report annually to the

1 Department and the Department of Human Rights, in a format
2 prescribed by the Department, all of the agency's activities in
3 implementing the African American Employment Plan. Each
4 agency's annual report shall include reports or information
5 related to the agency's African American employment strategies
6 and programs that the agency has received from the Department,
7 the Department of Human Rights, or the Auditor General,
8 pursuant to their periodic review responsibilities; findings
9 made by the Governor in his or her report to the General
10 Assembly; assessments of service needs based upon the agency's
11 service populations; information on the agency's studies and
12 monitoring success concerning the number of African Americans
13 employed by the agency at the supervisory, technical,
14 professional, and managerial levels and any increases in those
15 categories from the prior year; and information concerning the
16 agency's African American employment budget allocations.

17 (c) The Department shall assist State agencies required to
18 establish preparation and promotion training programs under
19 subsection (H) of Section 7-105 of the Illinois Human Rights
20 Act for failure to meet their affirmative action and equal
21 employment opportunity goals. The Department shall survey
22 State agencies to identify effective existing training
23 programs and shall serve as a resource to other State agencies.
24 The Department shall assist agencies in the development and
25 modification of training programs to enable them to meet their
26 affirmative action and equal employment opportunity goals and

1 shall provide information regarding other existing training
2 and educational resources, such as the Upward Mobility Program,
3 the Illinois Institute for Training and Development, the
4 Central Management Services Training Center, Executive
5 Recruitment Internships, and Graduate Public Service
6 Internships.

7 Section 25. African American Employment Plan Advisory
8 Council.

9 (a) The African American Employment Plan Advisory Council
10 is created, consisting of 11 members, each of whom shall be an
11 African American subject matter expert, appointed by the
12 Governor.

13 (b) All members of the African American Employment Plan
14 Advisory Council shall serve without compensation, but shall be
15 reimbursed for their reasonable and necessary expenses from
16 funds appropriated for that purpose.

17 (c) The African American Employment Plan Advisory Council
18 shall examine: (1) the prevalence and impact of African
19 Americans employed by State government; (2) the barriers faced
20 by African Americans who seek employment or promotional
21 opportunities in State government; and (3) possible incentives
22 that could be offered to foster the employment of and the
23 promotion of African Americans in State government.

24 (d) The Council shall meet quarterly to provide
25 consultation to State agencies and the African American

1 Employment Coordinator.

2 (e) The African American Employment Plan Advisory Council
3 shall receive administrative support from the Department of
4 Central Management Services and shall issue an annual report of
5 its activities each year on or before February 1, beginning
6 with February 1, 2012.

7 Section 30. Collective bargaining agreements. The rights
8 of employees covered by a collective bargaining agreement shall
9 not be affected by this Act.

10 Section 35. The State Employment Records Act is amended by
11 changing Section 20 as follows:

12 (5 ILCS 410/20)

13 Sec. 20. Reports. State agencies shall collect, classify,
14 maintain, and report all information required by this Act on a
15 fiscal year basis. Agencies shall file, as public information
16 and by January 1, 1993 and each year thereafter, a copy of all
17 reports required by this Act with the Office of the Secretary
18 of State, and shall submit an annual report to the Governor.

19 Each agency's annual report shall include a description of
20 the agency's activities in implementing the State Hispanic
21 Employment Plan and the bilingual employment plan in accordance
22 with the reporting requirements developed by the Department of
23 Central Management Services pursuant to Section 405-125 of the

1 Civil Administrative Code.

2 In addition to submitting the agency work force report,
3 each executive branch constitutional officer, each institution
4 of higher education under the jurisdiction of the Illinois
5 Board of Higher Education, each community college under the
6 jurisdiction of the Illinois Community College Board, and the
7 Illinois Toll Highway Authority shall report to the General
8 Assembly by February 1 of each year its activities implementing
9 strategies and programs, and its progress, in the hiring and
10 promotion of Hispanics and bilingual persons at supervisory,
11 technical, professional, and managerial levels, including
12 assessments of bilingual service needs and information
13 received from the Auditor General pursuant to its periodic
14 review responsibilities.

15 (Source: P.A. 94-597, eff. 1-1-06.)

16 Section 99. Effective date. This Act takes effect upon
17 becoming law.".