

1 AN ACT concerning State government.

2 **Be it enacted by the People of the State of Illinois,**
3 **represented in the General Assembly:**

4 Section 5. The State Employment Records Act is amended by
5 changing Section 20 as follows:

6 (5 ILCS 410/20)

7 Sec. 20. Reports. State agencies shall collect, classify,
8 maintain, and report all information required by this Act on a
9 fiscal year basis. Agencies shall file, as public information
10 and by January 1, 1993 and each year thereafter, a copy of all
11 reports required by this Act with the Office of the Secretary
12 of State, and shall submit an annual report to the Governor.

13 Each agency's annual report shall include a description of
14 the agency's activities in implementing the State Hispanic
15 Employment Plan, the State Asian-American Employment Plan, and
16 the bilingual employment plan in accordance with the reporting
17 requirements developed by the Department of Central Management
18 Services pursuant to Section 405-125 of the Civil
19 Administrative Code.

20 In addition to submitting the agency work force report,
21 each executive branch constitutional officer, each institution
22 of higher education under the jurisdiction of the Illinois
23 Board of Higher Education, each community college under the

1 jurisdiction of the Illinois Community College Board, and the
2 Illinois Toll Highway Authority shall report to the General
3 Assembly by February 1 of each year its activities implementing
4 strategies and programs, and its progress, in the hiring and
5 promotion of Hispanics, Asian-Americans, and bilingual persons
6 at supervisory, technical, professional, and managerial
7 levels, including assessments of bilingual service needs and
8 information received from the Auditor General pursuant to its
9 periodic review responsibilities.

10 (Source: P.A. 96-1286, eff. 1-1-11; 96-1341, eff. 7-27-10.)

11 Section 10. The Department of Central Management Services
12 Law of the Civil Administrative Code of Illinois is amended by
13 changing Sections 405-120, 405-121, and 405-125 as follows:

14 (20 ILCS 405/405-120) (was 20 ILCS 405/67.29)

15 Sec. 405-120. Hispanic and bilingual employees. The
16 Department shall develop and implement plans to increase the
17 number of Hispanics employed by State government and the number
18 of bilingual persons employed in State government at
19 supervisory, technical, professional, and managerial levels.

20 The Department shall prepare and revise annually a State
21 Hispanic Employment Plan and a State Asian-American Employment
22 Plan in consultation with individuals and organizations
23 informed on these subjects, including the Asian-American
24 Employment Plan Advisory Council ~~this subject~~. The Department

1 shall report to the General Assembly by February 1 of each year
2 each State agency's activities in implementing the State
3 Hispanic Employment Plan and the State Asian-American
4 Employment Plan.

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

6 (20 ILCS 405/405-121 new)

7 Sec. 405-121. Asian-American Employment Plan Advisory
8 Council. The Asian-American Employment Plan Advisory Council
9 is hereby created to examine:

10 (1) the prevalence and impact of Asian-Americans
11 employed by State government;

12 (2) the barriers faced by Asian-Americans who seek
13 employment or promotional opportunities in State
14 government; and

15 (3) possible incentives that could be offered to foster
16 the employment of and the promotion of Asian-Americans in
17 State government.

18 The Council shall meet quarterly to provide consultation to
19 State agencies and the Department.

20 All members of the Asian-American Employment Plan Advisory
21 Council shall serve without compensation, but shall be
22 reimbursed for their reasonable and necessary expenses from
23 funds available for that purpose.

24 The Asian-American Employment Plan Advisory Council shall
25 consist of 11 members, each of whom shall be an Asian-American

1 subject matter expert, appointed by the Governor.

2 (20 ILCS 405/405-125) (was 20 ILCS 405/67.31)

3 Sec. 405-125. State agency affirmative action and equal
4 employment opportunity goals. Each State agency shall
5 implement strategies and programs in accordance with the State
6 Hispanic Employment Plan and the State Asian-American
7 Employment Plan to increase the number of Hispanics employed by
8 the State, the number of Asian-Americans employed by the State,
9 and the number of bilingual persons employed by the State at
10 supervisory, technical, professional, and managerial levels.
11 Each State agency shall report annually to the Department and
12 the Department of Human Rights, in a format prescribed by the
13 Department, all of the agency's activities in implementing the
14 State Hispanic Employment Plan and the State Asian-American
15 Employment Plan. Each agency's annual report shall include
16 reports or information related to the agency's Hispanic,
17 Asian-American, and bilingual employment strategies and
18 programs that the agency has received from the Illinois
19 Department of Human Rights, the Department of Central
20 Management Services, or the Auditor General, pursuant to their
21 periodic review responsibilities; findings made by the
22 Governor in his or her report to the General Assembly;
23 assessments of bilingual service needs based upon the agency's
24 service populations; information on the agency's studies and
25 monitoring success concerning the number of Hispanics,

1 Asian-Americans, and bilingual persons employed by the agency
2 at the supervisory, technical, professional, and managerial
3 levels and any increases in those categories from the prior
4 year; and information concerning the agency's Hispanic, Asian-American,
5 and bilingual employment budget allocations.
6 The Department shall assist State agencies required to
7 establish preparation and promotion training programs under
8 subsection (H) of Section 7-105 of the Illinois Human Rights
9 Act for failure to meet their affirmative action and equal
10 employment opportunity goals. The Department shall survey
11 State agencies to identify effective existing training
12 programs and shall serve as a resource to other State agencies.
13 The Department shall assist agencies in the development and
14 modification of training programs to enable them to meet their
15 affirmative action and equal employment opportunity goals and
16 shall provide information regarding other existing training
17 and educational resources, such as the Upward Mobility Program,
18 the Illinois Institute for Training and Development, the
19 Central Management Services Training Center, Executive
20 Recruitment Internships, and Graduate Public Service
21 Internships.

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

23 Section 99. Effective date. This Act takes effect upon
24 becoming law.