

**2025 State Native American Employment Plan Survey
Office of Comptroller Susana A. Mendoza**

Agency: Illinois Office of Comptroller

Agency Director or Secretary: Susana A. Mendoza, Comptroller

Name of Individual Completing Survey: Javier Cazares

Individual's Working Title: EEO/Affirmative Action Officer and Labor Liaison

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1. As of June 30, 2024, provide the number of Native Americans employed within each of the following EEOC categories:

 Officials and Managers

 1 Professionals

 Technicians

 Protective Service Workers

 Paraprofessionals

 Office and Clerical

 Skilled Craft Workers

 Service-Maintenance

2. As of June 30, 2024, provide the number of funded positions within each of the following EEO categories:

84 Officials and Managers

47 Professionals

8 Technicians

 Protective Service Workers

59 Paraprofessionals

25 Office and Clerical

2 Skilled Craft Workers

 Service-Maintenance

NOTE: Any available headcount that may be below our authorized, funded number, is filled and funded based on a needs-assessment by Executive Leadership teams. Funding for positions may not be specifically designated to a category but may be a determining consideration to address underutilization.

3. As of June 30, 2024, provide total number of agency employees on board; include full-time, part-time and employees on Leave of Absence:

225

4. As of June 30, 2024, provide the underutilization by category for Native Americans, as reported by your agency to the Department of Human Rights:

0 Officials and Managers

0 Professionals

0 Technicians

0 Protective Service Workers

0 Paraprofessionals

0 Office and Clerical

0 Skilled Craft Workers

0 Service-Maintenance

5. Were there any increases or decreases in the number of Native Americans within any of the categories from the prior fiscal year? If so, please provide specific details.

As of last reporting period, the number of Native American employees remained the same. As of June 30, 2023, there was 1 Professional Native American employee to report. As of June 30, 2024, there are no newly hired Native American employees to report.

6. How many Human Resources Staff does your agency have? 5
7. How many Human Resources staff are minorities? 3
8. How many employees, overall, vacated your agency due to resignation, retirement, layoff, termination, or transfer during Fiscal Year 2024? 28

- a. Please list position titles vacated.

Positions Titles:

- 3 Accounting Specialist
- 1 Assistant Comptroller
- 1 Assistant Policy Advisor
- 1 Chief Legal Counsel
- 1 Computer Operations Specialist
- 1 Deputy Chief Information Officer
- 2 Deputy Director
- 2 Director
- 2 Information Technology Analyst
- 2 Legal Counsel
- 2 Office Associate
- 3 Office Specialist
- 1 Program Manager
- 3 Public Service Administrator
- 1 Public Service Administrator-IT
- 1 Senior Policy Advisor
- 1 Senior Public Service Administrator

- b. How many of those were Native American employees? 0

- c. Please list position titles that were vacated by Native American employees.

As of June 30, 2024, there are no position titles vacated by Native American employees to report.

9. How many employees were hired during Fiscal Year 2024 and in what titles?
(Include new hires from an Open Competitive list, inter- and intra-agency transfers, promotions, voluntary reductions, lateral moves, etc.)

of Hires: 17

- a. Please list position titles hired.

Positions Titles:

- 1 Assistant Policy Advisor
- 1 Assistant Program Manager
- 1 Chief Information Security Officer
- 1 Chief Procurement Officer
- 1 Computer Operations Specialist
- 1 Deputy Director
- 1 Deputy General Counsel
- 1 Director
- 3 Office Associate
- 1 Office Specialist
- 2 Project Coordinators
- 1 Public Service Administrator
- 1 Public Service Administrator-IT
- 1 Senior Public Service Administrator

- b. How many of those were Native American employees? 0

- c. Please list position titles hired with Native American employees.

As of June 30, 2024, there are no position titles hired with Native American employees to report.

- d. Please list position titles promoted.

of Promotions: 26

Positions Titles:

- 5 Accounting Specialist\
- 1 Assistant Comptroller
- 2 Deputy Director
- 1 Director
- 1 Executive Assistant Investigator
- 1 General Counsel
- 1 Human Resource Associate

- 1 Office Manager
- 2 Office Specialist
- 2 Program Manager
- 2 Public Service Administrator
- 3 Public Service Administrator-IT
- 1 Security Administrator
- 3 Senior Public Service Administrator

e. How many of those were Native American employees? 0

f. Please list position titles promoted with Native American employees.

Positions Titles:

As of June 30, 2024, there are no Native American employee promotions to report.

10. How many student workers or interns did your agency hire in Fiscal Year 2024? (Do not include Trainee titles.) 12

11. If your agency hired student workers or interns in Fiscal Year 2024, how many were Native American? 0

12. Does your agency provide budget allocations for Native American Employment Programs? If yes, provide budget allocation for these programs:

The IOC does not specifically allocate resources to any one category, rather provides resources for recruitment and training overall. Additionally, resources may be made available to an employee who may be interested in participating in specific training associated with minority associations.

13. What steps has your agency undertaken to ensure that all administrative staff responsible for hiring, interviewing, recruitment and EEO are complying with all legislative mandates of the Native American Employment Plan?

The EEO/AA Officer and the Director of Human Resources monitors and reviews hiring/promotional forms to ensure that whenever possible qualified minorities including Native Americans are recruited and/or hired. Additionally, the EEO Officer communicates regularly with HR Director to report on addressing underutilization of protected classes.

14. List all agency activities undertaken in implementing the State Native American Employment Plan:

- a. Native American employment strategies (including employment, recruitment, internships, community linkages, etc.)

The IOC posts vacancies on the office intranet, internet, various educational institutions and social media outlets in effort to attract minority candidates. The IOC employs Community Outreach Liaisons to assist with disseminating employment opportunities, including internships, as part of their duties. Additionally, resources may be made available to an employee who may be interested in participating in specific training associated with minority associations or programs.

- b. Promotional programs that provide Native American employees with career ladder enhancement, self-development training, or otherwise enhance your agency's ability to meet or increase the needs of your Native American public and your Native American employees.

The Office has a tuition reimbursement program for employees interested in furthering their education for increasing their job skills. The IOC also provides extensive training to its employees by participating in the Statewide Training Clearinghouse and the Department of Human Rights training. The IOC Leadership consistently encourages and supports all employees who may desire professional training and development opportunities, provides cross-training opportunities to enhance our workforce, and offers an internal "lead worker" opportunity as part of our collective bargaining agreement.

- c. Recommendations provided by Department of Human Rights, Central Management Services or the Auditor General:

No recommendations were provided. However, The EEO Officer will continue to nurture our relationships with various minority organizations to provide them with copies of job vacancy postings and will continue working collaboratively within the interview and selection processes to ensure qualified minorities are considered and/or hired.