



Minutes from the Hispanic Employment Plan Advisory Council Meeting

October 24, 2014

1:00 P.M. – 3:00P.M.

At the following public site:

**James R. Thompson Center, Suite 4-404
CMS, Director's Video Conference Room
Chicago, IL**

And

**William G. Stratton Building,
Video Conference Room 715
Springfield, IL**

And

Teleconference

Council members in attendance: Gilberto Romero, Roberto Sanabria, Adrian Soto, Roberto Sepulveda, Christian Roldan, Lupe Preston

Agency Liaison in attendance: Sylvia Villa (DHS), Vina, Peter (HFS), Rodriguez, Lourdes (DCFS), Hector Villagrana, Fernando Chavarria and David Gomez (DOC), Juana Ballasteros (DPH), Anna D'Ascenzo

Non-council members in attendance: Darryl Harris from the Governor's Office, Carlos R. Charneco, Chimaobi Enyia from Central Management Services, Francisco Menchaca from Financial and Professional Regulations, Richard Tapia from IL Board of Higher Education, Jose Lopez from Illinois Association of Hispanic State Employees. Layla Suleiman from the Illinois Family Commission, Nicole Aleman & Ivan Barajas (IDOT),

Call to Order/Welcome/Roll call/Introductions

Chair Romero called the meeting to order at 2:05 PM and welcomed everyone to the quarterly HEP Advisory Council meeting. Carlos R. Charneco completed the roll-call; the Council achieved quorum for this meeting.

Minutes

Minutes from the July 30, 2014, Motion to accept the July 30, 2014 minutes by Sanabria and seconded by Roldan. Voice vote taken. No objections, motion carries.

State Workforce Update

Carlos Charneco (CMS) presented updated data on the number of Hispanics in state agencies as of the end of September 2014. The total number of Hispanic holding coded positions was 2,405 which accounted for 5.42% of the total number of coded employees. Hispanic employee workforce has been increasing. In 12/31/2013 the number of Hispanic state employees was at 2,161 (5.04%). A significant increase was due in part the hiring of social service career trainees at the Department of Human Services. The number of Hispanic coded employees at Human Services went from 814 as of December 2013 to 988 as of September 30, 2014. Corrections (+10), State Police (+4) and Juvenile Justice (+10) showed increases as well as Children and Family Services (+3), Healthcare and family Services (+6), Veteran Affairs (+9), Revenue (+6) and Natural Resources (+3). The Department of Employment Security had reduction of Hispanic state employees (-4) but 15.8% of their workforce is Hispanic.

The workforce report list the current number of employees and Hispanic employees that fall under the personnel code. Some agencies such as State Police and Transportation have employees that are not personnel coded staff and not reflected on the CMS workforce numbers.

The Bilingual Needs/Bilingual Pay survey

Carlos R. Charneco: The bilingual Needs/Bilingual Pay survey will be completed before the end of the year. Feedback was provided by some of the agency Liaisons on updates to the survey. Council members can contact CMS Diversity Enrichment for comments or suggestions about the survey.

Peter Vina suggested the end of the survey include should acknowledge the Director/Secretary reviewed and approved the Bilingual Survey as well as the Hispanic Employment Plan survey. Layla Suleiman concurred with the suggestion.

Layla Suleiman advised the Council the importance of the survey to the Illinois Latino Family Commission with respect to policy research. The Commission encourages the State to have a uniform policy on language proficiency testing.

Hispanic Employment Plan

Carlos R. Charneco: The Hispanic Employment Plan survey will be sent to the agencies in December. The survey will include questions on Veteran minority hiring. Council members can review last year's survey and send recommended suggestions.

Children and Family Services Update

Jose Lopez raised concerns on slow progress on getting candidates on the open competitive list. Applicants were recruited back in May and a number of candidates are calling DCFS that still do not have a grade from Central Management Services.

Lourdes Rodriguez reported that due to CMS not grading applications on a timely basis, DCFS has had to hire applicants as “child and family services interns”. The data entry problems at CMS and their inability to issue grades because of the shortage of staff has had an impact in hiring bilingual staff at the Child Protective Services and Child Welfare Specialists titles, thus applicants are coming in as interns with a much lower salary.

Chimaobi Enyia commented CMS had a 50% cut in funding and limited on hiring staffing. CMS looking for additional funding for add staff. CMS is reviewing the grading process.

Council member Romero requested to know how much staff is needed to get the grading done sooner.

Peter Vina suggested having other Agencies help with the grading.

Motion to adjourn meeting by Sanabria and second by Adrian Soto
Motion carried.