

## FY' 2020 African-American Employment Plan

Per Public Act 96-1341, each state agency is required to report their activities in implementing the State African-American Employment Plan to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

\* 1. Agency: **Office of the Illinois Secretary of State**

\* 2. Agency Information:

Agency Director or Secretary: Jesse White, Secretary of State

Name of Individual Completing Survey: Jeanine M. Stroger

Individual's Working Title: EEO Officer

Individual's Phone Number: (312) 793-5515

Individual's Mailing Address: 17 North State Street, Chicago, 60602

Individual's Email Address: jstroger@ilsos.gov

\*3. As of June 30, 2020, provide the number of African-Americans employed within each of the following EEO categories:

Officials and Administrators: 8

Professionals: 130

Technicians: 6

Protective Services: 34

Para-Professionals: 66

Administrative Support: 387

Skilled Craft: 5

Service Maintenance: 44

\*4. . As of June 30, 2020, provide the number of funded positions within each of the following EEO categories:

Officials and Administrators:	<u>84</u>
Professionals:	<u>843</u>
Technicians:	<u>118</u>
Protective Services:	<u>206</u>
Para-Professionals:	<u>370</u>
Administrative Support:	<u>1556</u>
Skilled Craft:	<u>123</u>
Service Maintenance:	<u>189</u>

\*5. As of June 30, 2020, provide the total number of agency employees; include full-time, part-time and leave of absence:

3583

\*6. As of June 30, 2020, provide the underutilization for African-Americans by category:

Officials and Administrators:	<u>0</u>
Professionals:	<u>1</u>
Technicians:	<u>0</u>
Protective Services:	<u>0</u>
Para-Professionals:	<u>0</u>
Administrative Support:	<u>1</u>
Skilled Craft:	<u>2</u>
Service Maintenance:	<u>0</u>

\*7. Were there any increases or decreases in the number of African-American employees within any of the EEOC categories from the prior fiscal year? If so, please provide specific details.

**In FY'2020, the Office of the Secretary of State employed in total 680 individuals who identify as African-Americans, which is an increase from 618 in FY'2019. This includes increases in the Administrative Support EEO category.**

8. How many Human Resources staff does your agency have?

41

\*10. How many those Human Resources staff are minorities?

7

\*11. Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY'2019.

482

\*12. Please list the position titles.

TITLE DESCRIPTION
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ACCOUNT CLERK
ACCOUNTANT I
ACCOUNTANT III
ADMINISTRATIVE ASST II
ADMINISTRATIVE ASST III
ADMINISTRATIVE CLERK
AUTOMOTIVE BODY SPECIALIST
BUSINESS SERVICES REPRESENTATIVE
BUSINESS SERVICES SPECIALIST
CAPITOL POLICE INVESTIGATOR
COMPUTER MAIL MACHINE OPERATOR II
COMPUTER OUTPUT MICROFILM OPERATOR
CORRESPONDENCE OPERATOR. II
DATA CENTER SPECIALIST I
DATA INPUT ASSOCIATE
DATA INPUT CONTROLLER
DATA SYSTEMS MANAGER
DIRECTOR
DRIVERS FACILITY MANAGER I
DRIVERS FACILITY. MANAGER II
DRIVER LICENSE HEARING OFFICER
DRIVER SVS REGIONAL MANAGER
EXECUTIVE I
EXECUTIVE II
EXECUTIVE III
EXECUTIVE IV
EXECUTIVE V
EXECUTIVE ASSISTANT I
EXECUTIVE ASSISTANT II

EXECUTIVE ASSISTANT III  
FORMAL HEARING OFFICER  
INFORMATION SYSTEMS ADVISOR  
INFORMATION SYSTEMS COORDINATOR  
INFORMATION SYSTEMS SPECIALIST  
INFORMATION SYSTEMS TECHNICIAN  
INTERMITTENT ACCOUNT CLERK  
INTERMITTENT DATA INPUT ASSOCIATE  
INTERMITTENT MOTOR VEHICLE CASHIER  
INTERMITTENT OPERATIONS ASSOCIATE  
INTERMITTENT OPERATIONS ASSISTANT  
INTERMITTENT PUBLIC SERVICE CLERK  
INTERMITTENT PUBLIC SERVICE REPRESENTATIVE  
INTERMITTENT TOUR GUIDE  
INVESTIGATOR  
INVESTIGATOR-COMMANDER  
JANITOR  
LEGAL ADVISOR II  
LIBRARY SPECIALIST  
MAINT. CARPENTER  
MAINT. ELECTRICIAN  
MAINT. ELECTRICIAN FOREMAN  
MAINT. LABORER  
MANAGERIAL ASSISTANT II  
MANAGERIAL ASSISTANT III  
MANAGERIAL ASSISTANT IV  
METHODS & PROCEDURES ADVISOR II  
MTR CARR RECIP PRORATE AUDITOR  
MOTOR VEHICLE CASHIER  
MOTOR VEH REGULATIONS TECHNICIAN I  
MOTOR VEH REGULATIONS TECHNICIAN II  
OFFICE OPERATIONS SUPERVISOR  
OPERATIONS ASSISTANT  
OPERATIONS ASSOCIATE  
PERSONNEL ASSOCIATE  
PERSONNEL SPECIALIST  
PRIVATE SECRETARY I  
PRIVATE SECRETARY II  
PUBLIC SERVICE CLERK  
PUBLIC SERVICE REPRESENTATIVE  
PUBLIC SERVICE SUPERVISOR  
RECORDS ARCHIVIST  
RECORDS ARCHIVIST INTERN  
RECORDS ARCHIVIST - SENIOR  
SECRETARY I  
SECURITIES ENFORCMT AUDITOR II  
SECURITIES EXAMINER I  
SECURITY GUARD  
SPECIAL AGENT - SENIOR  
STATIONARY ENGINEER  
STATIONARY ENG. - ASSISTANT CHIEF

STOREKEEPER  
TRAINING SPECIALIST  
TRANSPORTATION SPECIALIST  
TRANSPORTATION SPECIALIST-(CDL)  
YARD MAINTENANCE WORKER

\*13. How many of the employees who vacated your agency during FY'2019 were African-American?

117

\*14. Please include job titles that were vacated by African-Americans?

ADMINISTRATIVE ASST II  
ADMINISTRATIVE ASST III  
DATA CENTER SPECIALIST I  
EXECUTIVE ASSISTANT I  
EXECUTIVE ASSISTANT II  
FORMAL HEARING OFFICER  
INFORMATION SYSTEMS  
SPECIALIST  
INFORMATION SYSTEMS  
TECHNICIAN  
INTERMIT MOTOR VEHICLE  
CASHIER  
INTERMIT PUBLIC SERVICE REP  
INTERMITTENT OPERATIONS ASST  
INVESTIGATOR  
JANITOR  
MAINT. CARPENTER  
MAINT. LABORER  
MANAGERIAL ASST III  
MOTOR VEH REGULATIONS TECH I  
MOTOR VEH REGULATIONS TECH II  
MOTOR VEHICLE CASHIER  
OPERATIONS ASSISTANT  
PERSONNEL ASSOCIATE  
PUBLIC SERVICE CLERK  
PUBLIC SERVICE  
REPRESENTATIVE  
PUBLIC SERVICE SUPERVISOR  
SECURITY GUARD  
SPECIAL AGENT - SENIOR  
STUDENT WORKER

\*15. How many new employees were hired during FY'2019? Include new "off the street" hires from the Open Competitive list of eligibles and inter and intra agency transfers of current state employees, promotions, voluntary reductions, later moves, etc.

467

\*16. List the position titles.

ACCOUNT CLERK
ACCOUNT TECHNICIAN I
ADMINISTRATIVE ASSISTANT III
ARCHIVAL CONSERVATOR
AUTOMOTIVE BODY SPECIALIST
BUSINESS SERVICES REPRESENTATIVE
CHIEF DEPUTY
CORRESPONDENCE OPERATOR II
DATA INPUT ASSOCIATE
DATA SYSTEMS MANAGER
DEPUTY DIRECTOR
DIRECTOR
DRIVERS FAC. MANAGER I
EXECUTIVE ASSISTANT I
EXECUTIVE ASSISTANT II
EXECUTIVE ASSISTANT IV
EXECUTIVE III
INFORMATION SYSTEMS SPECIALIST
INFORMATION SYSTEMS TECHNICIAN
INT COMPUTER MAILING MACH OPERATOR
INTERMITTENT MOTOR VEHICLE CASHIER
INTERMITTENT OPERATOR ASSOCIATE
INTERMITTENT PUBLIC SERVICE CLERK
INTERMITTENT PUBLIC SERVICE REPRESENTATIVE
INTERMITTENT OPERATOR ASSISTANT
INTERMITTENT TOUR GUIDE
INVESTIGATOR
JANITOR
LEGAL ADVISOR I
LEGAL ADVISOR II
LIBRARY SPECIALIST
LIBRARY TECHNICAL SPECIALIST
MAINTENANCE CARPENTER
MAINTENANCE ELECTRICIAN
MAINTENANCE ELECTRICIAN FOREMAN
MAINTENANCE LABORER
MAINTENANCE PAINTER
MANAGERIAL ASSISTANT III
MOTOR VEH REGULATIONS TECHNICIAN I
MOTOR VEHICLE CASHIER

OPERATOR ASSISTANT
OPERATOR ASSOCIATE
PERSONNEL ASSOCIATE
PERSONNEL SPECIALIST
PRIVATE SECRETARY I
PRIVATE SECRETARY II
PUBLIC SERVICE CLERK
PUBLIC SERVICE REPRESENTATIVE
PUBLIC SERVICE SUPERVISOR
RECORDS ARCHIVIST
SECRETARY I
SECRETARY II
SECURITIES ENFORCEMENTT AUDITOR I
SECURITIES ENFORCEMENTT AUDITOR II
SECURITIES EXAMINER I
SECURITY GUARD
SPECIAL AGENT II
STATIONARY ENG. - ASSISTANT CHIEF
STATIONARY ENGINEER
STATIONARY FIREMAN
TELETYPE OPERATORATOR
TRANSPORTATION SPECIALIST

\*17. How many new employees (as defined in Question #14) hired in FY'2019 were African-American?

108

\*17. List Promotional programs that provide African-American employees with career ladder enhancement, self-development training or otherwise enhance your agency's ability to meet the needs of the African-American community and your African-American employees:

**The Office of Secretary of State has an investment in a productive, efficient, and well-trained workforce.**

**Job Counselors offer one-on-one coaching sessions that assist employees with understanding testing procedures, referrals, interviewing, transferring, upward mobility, etc. These sessions provide an important pathway to promotional opportunities and success. Job Counselors also make available test breakdowns and application evaluations that help employees better gauge their results and eligibility.**

**Counselors help guide employees through the promotion and advancement provisions of the applicable collective bargaining agreements, the Merit Commission Code, and the Rules of the Department of Personnel.**

**For employees in supervisory roles, the office also offers internal and external training so employees can enhance their job skills.**

**Tuition reimbursement is offered, when funds are available to employees, per the Secretary of State policy for employees to continue their education to advance their professional skills and mobility within the Office.**

**African American employees are provided opportunities for advancement and development in a nondiscriminatory manner.**

\*18. How many student workers / interns did your agency hire in FY'2019? (Do not include trainee positions)

**30**

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\* 19. If your agency employed student workers / interns in FY'2019, how many were African-American?

**20**

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\*20. What activities does the EEO Officer conduct / participate in during the open competitive hiring process to ensure that the area of underutilization for minority categories is being addressed?

**The EEO Officer monitors the agency's affirmative action performance: implementing the guidelines of the AA plan; quarterly reporting to Illinois Department of Human Rights; regular monitoring of hires and promotions, conferring with hiring personnel and other management regarding the agency's policies; advising personnel managers of the agency's underutilization.**

\*21. If random selection of candidates was part of the open competitive interview invitation process describe your agency's method of random selection?

**Not applicable.**

\*22. List all agency activities undertaken in implementing the State African-American Employment Plan; African-American employment strategies (recruitment, internships, community linkages, development of an African-American Employment Recruitment Plan):



**The Secretary of State’s office recruitment efforts include providing agencies and organizations that target the African-American community with information regarding our application process and specific job opportunities within our Office in an effort to establish a qualified and diverse workforce. Whenever possible, qualified minorities, including African-American candidates are selected.**

**The agency posts the application process and procedures on the internet, including the interoffice intranet systems. The Department of Personnel sends EEO notices to agencies that serve the African-American communities, including but not limited the Illinois Association of Minorities in Government and the Urban League, in an effort to recruit qualified candidates.**

**The agency also posts job openings in the specific area where there is an inadequate applicant pool of minorities. For specialized positions, which are difficult to fill, the agency will sometime use an on-line service to announce the availability of a job.**

**The agency employs two Job Counselors, assigned to the Department of Personnel, who counsel and coach employees and applicants relative to employment opportunities; provide recommendations for titles based on the education, skills and training of those applicants; interpret the Rules of the Department of Personnel and applicable collective bargaining agreements provisions that pertain to Personnel procedures; assist with the development of procedures relative to counseling; and whenever possible and where availability exists travel to various locations throughout the State to participate in Job Fairs, conferences and workshops that target the African-American community or that are sponsored by African -American organizations.**

**\*24. How many veterans were hired externally during FY’2019?**

**22**  
\_\_\_\_\_

**\*25. How many were African-American veterans?**

**7**  
\_\_\_\_\_

## CERTIFICATION

I hereby certify that this completed survey represents the African-American Employment Plan Survey of this agency and that the agency head read and approved these responses.