

## 2018 African American Employment Plan

Per Senate Bill 3531/Public Act 096-1341, each state agency is required to report their activities in implementing the State African American Employment Plan which will be incorporated into the annual report submitted to the General Assembly. Please provide the information as requested below reflecting both bargaining unit and non-bargaining unit data.

\* 1. Agency: Illinois State Treasurer

\* 2. Agency Information:

Agency Director or Secretary: Michael Frerichs

Name of Individual Completing Survey: Aimee A. Pine

Individual's Working Title: Chief Operating Officer

Individual's Phone Number: 312.814.5668

Individual's Mailing Address: 100 W. Randolph, #15-600, Chicago IL 60601

Individual's Email Address: APine@illinoistreasurer.gov

\* 3. As of June 30, 2018, provide the number of African Americans employed within each of the following EEOC categories:

Officials and Managers: 3

Professionals: 14

Technicians: 0

Protective Service Workers: 0

Para-Professionals: 3

Office and Clerical: 2

Skilled Craft Workers: 0

Service-Maintenance: 0

\* 4. As of June 30, 2018, provide the number of funded positions within each of the following EEOC categories:

Officials and Managers; 51

Professionals; 90

Technicians; 1

Protective Service Workers; 0

Para-Professionals; 26

Office and Clerical; 12

Skilled Craft Workers; 0

Service-Maintenance; 2

\* 5. As of June 30, 2018, provide total number of agency employees on board (total headcount); include full-time, part-time and leave of absence:

182

\* 6. As of June 30, 2018, provide the underutilization as reported for your agency to the IL Department of Human Rights for African Americans by category:

Officials and Managers: 0

Professionals: 0

Technicians: 0

Protective Service Workers: 0

Para-Professionals: 1

Office and Clerical: 0

Skilled Craft Workers: 0

Service-Maintenance: 0

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

The total number of African Americans increased from the prior fiscal year. The number of African Americans decreased by 2 in the Officials and Managers category, increased by 5 in the Professional category, and increased by 1 in the Paraprofessional category.

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

3

\* 9. How many of those Human Resources staff are minorities?

0

\* 10. Provide the overall number of employees that vacated your agency due to resignation, retirement, layoff, termination and transfer during FY 17.

21

\* 11. Please list the position titles.

Accounting Clerk, Administrative Aide, Assistant Policy Director, Business Analyst, Chief Information Technology Officer, Chief of Staff, Chief Policy and Programs Officer, Deputy General Counsel, Director of IPTIP Investments, Director of Scheduling, ePay Security and Compliance Manager, General Counsel, Manager of Banking Operations, Network Analyst, Office Associate (2), Participant Services Specialist, Research & Reporting Analyst, Scheduling Coordinator, Senior IT Developer, Senior IT Manager

\* 12. How many of those were African American?

3

\* 13. Please include job titles that were vacated by African Americans.

Director of IPTIP Investments, General Counsel, Office Associate

\* 14. How many employees were hired during FY 18 and in what titles? 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, lateral moves, etc.

59 employees were hired, promoted or transferred in FY18 with the following titles: Applications Support Specialist, Assistant Director of Scheduling, Assistant General Counsel, Business Analyst (2), Chief Communication & Civic Engagement Officer, Chief Financial Products Officer, Chief Legislative and Policy Officer, Chief of Staff, Chief Technology Officer, Community Affairs Specialist (4), Corp. Responsibility & Inv. Oper. Project Coor, Deputy Chief Procurement Officer, Deputy Communications Officer, Deputy Director of IPTIP Investments, Deputy Director of Secure Choice, Deputy General Counsel, Director of ABLE Illinois, Director of Due Diligence & Invest Analysis, Director of Financial Education Programming, Director of IPTIP Investments, Director of Policy, Director of Portfolio and Risk Analytics, Director of Scheduling, ePay Operations Manager, ePay Relationship Manager, Examinations Audit Manager, Facilities Manager, IT Developer, IT Project Manager, IT Security Analyst, Legal & Legislative Affairs Executive Asst, Manager for Claims Review, Manager of Banking Operations, Manager of Civic Engagement, Network Analyst, Network Support Technician (2), Office Administrative Specialist (2), Office Assistant, Office Associate (5), Office Specialist (2), Outreach Assistant (2), Project Coordinator, Senior Credit Risk Analyst (2), Senior IT Developer, Senior IT Manager, and Senior Network Analyst

\* 15. How many of those were African American?

8

\* 16. Please list position titles.

Community Affairs Specialist (2), Office Associate, Office Assistant, Outreach Assistant, Assistant General Counsel, Chief Communication & Civic Engagement Officer, Project Coordinator

\* 17. List promotional programs that provide African American employees with career ladder enhancement, self-development training or otherwise enhance you're agency's ability to increase the number of AfricanAmericans in supervisory and management positions.

The Office of the Illinois State Treasurer believes that professional development and training opportunities help ensure that employees are provided with the skills needed to excel in their work, and therefore be retained for long term employment in our office. The Treasurer's office uses a variety of approaches to establish a climate that supports continuous learning and development by:

- Establishing clear paths for acquiring the skills, knowledge, and experience that employees need for their continual learning and career development.
- Developing formal and informal mentoring programs. We encourage supervisors/employees to become mentors. In particular, senior managers are strongly encouraged to mentor individuals from different cultural, racial, or academic backgrounds.
- The Treasurer's Office offers a tuition reimbursement program. All regular full-time employees may be eligible for continuing education reimbursement and textbook reimbursement consideration. An employee requesting reimbursement must demonstrate that the proposed course of study is (1) related to the employee's position at the Treasurer's Office, and (2) will provide enhancement of the skills necessary for the duties related to that position, or (3) will prepare the employee for advancement or promotion within the Treasurer's Office.
- Using a variety of ways to provide training and development experiences for employees, such as:
- using internal and external training courses, and
- establishing individual needs and training requests during yearly evaluation.

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

8

\* 19. If your agency employed student workers/interns in FY18, how many were African American?

1

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

The Office of the Illinois State Treasurer has been working to design a strategy to find and hire a diverse, high-quality workforce to achieve our mission. To build a diverse workforce, our office has started to incorporate tailored approaches for affirmative action recruitment. The first step always is to find the candidates. Issuing one vacancy announcement is no longer an effective method of finding candidates. We have had to learn where the candidates go to find job information and do our best to make sure that our message of being a diversity employer is visible. Some affirmative action recruitment techniques that our office has found helpful include:

- Seeking recommendations from current employees who are minorities or women regarding good sources of diverse candidates (their alma maters, professional organizations, etc.).
- Spread information about state job opportunities in academic institutions with high enrollments of racial/ethnic minorities.
- Widely publicizing job opportunities inside and outside the state government. We have developed our own vacancy announcements and posted them on IllinoisJobLink.com and Indeed.com websites where they can be seen worldwide, 24 hours a day.

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

The Office of the Illinois State Treasurer is committed to hiring talented and diverse individuals. Our application process is done online via the Treasurer's website – [www.illinoistreasurer.gov](http://www.illinoistreasurer.gov). All open positions are posted here and applicants apply electronically. Applicants needing assistance with the application process and/or those without computer access are encouraged to submit their applicants through regular mail.

Please note that while all positions have Requirements/Qualifications listed, most positions also include language that says "or any equivalent combination of experience and training that provides the required knowledge, skills and abilities." This means that even if an applicant does not possess the required experience or degree, he/she may still be considered if work history demonstrates that he/she otherwise has obtained the knowledge, skills, and abilities required to perform the duties of the position.

Once applications are submitted, the process of screening applications is conducted by Human Resources. All applications are initially reviewed to determine if applicants are eligible to apply for the position and if applicants have submitted all the required application materials. Human Resources also verifies that applicants meet any age, license and/or other special requirements. The applicants not meeting these requirements will be screened out and notified of their status via email.

Human Resources then thoroughly reviews the remaining applications to determine who meets the minimum Requirements/Qualifications listed in the job posting. The Requirements/Qualifications are evaluated first. Qualifications, as listed on the application, are compared to the Requirements/Qualifications listed in the job announcement to determine if the candidate meets the minimum standards in terms of education and/or experience to continue in the selection process.

If a candidate does not meet the specific Requirements/Qualifications from the job posting, then Human Resources staff will evaluate the application based on the knowledge, duties and responsibilities listed in the job posting. At this point, Human Resources staff will rely on the duties and responsibilities the candidate lists on his/her job application to determine if he/she possesses the knowledge, skills, and abilities listed on the job announcement. Therefore, it is especially important for those applicants who do not directly meet the training and experience requirements to have a thorough description of the duties of each relevant job so that Human Resources can perform this second evaluation.

In order to perform this second evaluation, Human Resources staff will review the job duties for relevant positions and determine whether, through the work experience, the candidate would possess the required knowledge, skills, and ability even though he/she does not have the required combination of education or experience.

So when screening for the an Accounting position for example, if an applicant does not possess a bachelor's degree in Accounting or a related field, the Human Resources staff will still review the applicant's job history, and duties and responsibilities to determine whether the candidate would possess the level of knowledge listed. An applicant who has an associate's degree in bookkeeping, but has worked for 10 years as a professional accountant in a municipal setting performing forecasting, and budgeting would likely still be screened into the process, even without meeting the specific training and experience requirements.

\* 22. How many veterans were hired externally during the year?

1

\* 23. How many were African American Veterans?

1

\*24. By selecting "I Agree" below, I hereby certify that this completed survey represents the African American Employment Plan Survey of this agency and that the agency head reviewed and approved these responses.

I Agree

I Do Not Agree