



Sen. Suzy Glowiak

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1 AMENDMENT TO SENATE BILL 727

2 AMENDMENT NO. _____. Amend Senate Bill 727 by replacing
3 everything after the enacting clause with the following:

4 "Section 1. Short title. This Act may be cited as the
5 Native American Employment Plan Act.

6 Section 5. Purpose. The purposes of this Act are to:

7 (1) Improve the delivery of State services to Illinois'
8 Native Americans by increasing the number of Native
9 American State employees and the number of Native American
10 State employees serving in supervisory, technical,
11 professional, and managerial positions.

12 (2) Identify State agencies' staffing needs and
13 qualification requirements.

14 (3) Track hiring practices and promotions of Native
15 Americans employed by State agencies.

16 (4) Increase the number of Native Americans employed by

1 State agencies.

2 (5) Increase the number of Native American State
3 employees who are promoted.

4 (6) Assist State agencies to meet their goals
5 established under the Native American Employment Plan.

6 (7) Establish the Native American Employment Plan
7 Advisory Council.

8 Section 10. Definitions. As used in this Act:

9 "Department" means the Department of Central Management
10 Services.

11 "Eskimos or other aboriginal people of Alaska" has the same
12 meaning as "native" under subsection (b) of Section 1602 of
13 Title 43 of the United States Code.

14 "Native American" means a person who is at least one of the
15 following:

16 (1) A member of any recognized Indian Tribe now under
17 federal jurisdiction who is officially enrolled in
18 accordance with the Tribe's constitutional membership
19 criteria.

20 (2) A person whose ancestry is from certain
21 non-federally recognized Tribes as determined by the
22 Bureau of Indian Affairs, where the Tribe is recognized by
23 an individual state, and the person is officially enrolled
24 in accordance with the Tribe's constitutional membership
25 criteria.

1 (3) Of the Eskimos or other aboriginal people of
2 Alaska.

3 "State agency" or "agency", whether used in the singular or
4 plural, means all departments, officers, commissions, boards,
5 institutions, and bodies politic and corporate of the State.
6 The term, however, does not mean the judicial branch,
7 including, without limitation, the several courts of the State,
8 the offices of the clerk of the Supreme Court and the clerks of
9 the appellate court, and the Administrative Office of the
10 Illinois Courts, nor does it mean the General Assembly or its
11 committees or commissions.

12 Section 15. Native American Employment Plan.

13 (a) The Department shall develop and implement plans to
14 increase the number of Native Americans employed by State
15 agencies and the number of Native Americans employed by State
16 agencies at supervisory, technical, professional, and
17 managerial levels.

18 (b) The Department shall prepare and revise annually a
19 Native American Employment Plan in consultation with
20 individuals and organizations knowledgeable on this subject
21 and with the Native American Employment Plan Advisory Council.
22 The Department shall report to the General Assembly by February
23 1 of each year, beginning with February 1, 2020, each State
24 agency's activities that implement the Native American
25 Employment Plan.

1 (c) The Department shall monitor compliance with the Native
2 American Employment Plan and may assign that duty to the
3 Department's staff or to a full-time Native American Employment
4 Coordinator who shall be appointed by the Native American
5 Employment Plan Advisory Council. Nothing in this Act mandates
6 the Department to hire additional staff.

7 Section 20. State agency affirmative action and equal
8 employment opportunity goals.

9 (a) Each State agency shall implement strategies and
10 programs in accordance with the Native American Employment Plan
11 to increase the number of Native Americans employed by that
12 State agency and the number of Native Americans employed by
13 that State agency at supervisory, technical, professional, and
14 managerial levels.

15 (b) Each State agency shall report annually to the
16 Department and the Department of Human Rights, in a format
17 prescribed by the Department, all of the agency's activities in
18 implementing the Native American Employment Plan. Each
19 agency's annual report shall include: (1) reports or
20 information related to the agency's Native American employment
21 strategies and programs that the agency has received from the
22 Department, the Department of Human Rights, or the Auditor
23 General, pursuant to their periodic review responsibilities;
24 (2) findings made by the Governor in his or her report to the
25 General Assembly; (3) assessments of service needs based upon

1 the agency's service populations; (4) information on the
2 agency's studies and monitoring success concerning the number
3 of Native Americans employed by the agency at the supervisory,
4 technical, professional, and managerial levels, and any
5 increases in those categories from the prior year; and (5)
6 information concerning the agency's Native American employment
7 budget allocations.

8 (c) The Department shall assist State agencies required to
9 establish preparation and promotion training programs under
10 subsection (H) of Section 7-105 of the Illinois Human Rights
11 Act for failure to meet their affirmative action and equal
12 employment opportunity goals. The Department shall survey
13 State agencies to identify effective existing training
14 programs and shall serve as a resource to other State agencies.
15 The Department shall assist agencies in the development and
16 modification of training programs to enable them to meet their
17 affirmative action and equal employment opportunity goals and
18 shall provide information regarding other existing training
19 and educational resources, such as the Upward Mobility Program,
20 the Illinois Institute for Training and Development, the
21 Department of Central Management Services Training Center or
22 its successor, Executive Recruitment Internships, and Graduate
23 Public Service Internships.

24 Section 25. Native American Employment Plan Advisory
25 Council.

1 (a) The Native American Employment Plan Advisory Council is
2 created. The Advisory Council shall consist of 11 members, each
3 of whom shall be a Native American subject matter expert,
4 appointed by the Governor. Ex officio liaison members shall be
5 appointed by the Director or Secretary of each of the following
6 agencies:

- 7 (1) Department on Aging;
- 8 (2) Department of Children and Family Services;
- 9 (3) Department of Commerce and Economic Opportunity;
- 10 (4) Department of Corrections;
- 11 (5) Department of Employment Security;
- 12 (6) Department of Human Services;
- 13 (7) Department of Human Rights;
- 14 (8) Department of Healthcare and Family Services;
- 15 (9) Department of Public Health; and
- 16 (10) Department of Transportation.

17 (b) Members of the Native American Employment Plan Advisory
18 Council who are appointed by the Governor shall serve without
19 compensation. Ex officio liaison members shall not receive any
20 compensation in addition to their regular salary. All members
21 of the Council shall be reimbursed for their reasonable and
22 necessary expenses from funds appropriated for that purpose.

23 (c) The Native American Employment Plan Advisory Council
24 shall appoint a Native American Employment Coordinator. In
25 addition to any other duties which may be prescribed by law,
26 the duties of the Native American Employment Coordinator under

1 this Act shall be determined by the Council.

2 (d) The Native American Employment Plan Advisory Council
3 shall examine:

4 (1) the prevalence and impact of Native Americans
5 employed by State government;

6 (2) the barriers faced by Native Americans who seek
7 employment or promotional opportunities in State
8 government; and

9 (3) possible incentives that could be offered to foster
10 the employment and promotion of Native Americans in State
11 government.

12 (e) The Council shall meet quarterly to provide
13 consultation to State agencies and the Native American
14 Employment Coordinator.

15 (f) The Native American Employment Plan Advisory Council
16 shall receive administrative support from the Department of
17 Central Management Services and shall issue an annual report of
18 its activities each year on or before February 1, beginning
19 February 1, 2021.

20 Section 100. The Department of Central Management Services
21 Law of the Civil Administrative Code of Illinois is amended by
22 changing Section 405-125 as follows:

23 (20 ILCS 405/405-125) (was 20 ILCS 405/67.31)

24 Sec. 405-125. State agency affirmative action and equal

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

1 supervisory, technical, professional, and managerial levels
2 and any increases in those categories from the prior year; and
3 information concerning the agency's Hispanic, Asian-American,
4 Native American, and bilingual employment budget allocations.

5 The Department shall assist State agencies required to
6 establish preparation and promotion training programs under
7 subsection (H) of Section 7-105 of the Illinois Human Rights
8 Act for failure to meet their affirmative action and equal
9 employment opportunity goals. The Department shall survey
10 State agencies to identify effective existing training
11 programs and shall serve as a resource to other State agencies.

12 The Department shall assist agencies in the development and
13 modification of training programs to enable them to meet their
14 affirmative action and equal employment opportunity goals and
15 shall provide information regarding other existing training
16 and educational resources, such as the Upward Mobility Program,
17 the Illinois Institute for Training and Development, the
18 Central Management Services Training Center, Executive
19 Recruitment Internships, and Graduate Public Service
20 Internships.

21 (Source: P.A. 97-856, eff. 7-27-12.)".