



101ST GENERAL ASSEMBLY

State of Illinois

2019 and 2020

SB3214

Introduced 2/11/2020, by Sen. Christopher Belt

SYNOPSIS AS INTRODUCED:

20 ILCS 405/405-123 new

Amends the Department of Central Management Services Law of the Civil Administrative Code of Illinois. Provides that each State agency shall implement an equal opportunity employment interview initiative in order to increase State employment opportunities provided to women, minority persons, and persons under specified employment plans. Provides that each State agency shall assign, if possible, the hiring of employees to persons that are representative of specified persons when an applicant that is representative of those persons applies for employment with the State agency. Allows such persons to be included in the interview procedure. Provides reporting requirements. Provides that the provisions shall not apply to State employment for job titles for which political considerations may be taken into account when hiring personnel.

LRB101 20394 RJF 69942 b

1 AN ACT concerning the Department of Central Management
2 Services.

3 **Be it enacted by the People of the State of Illinois,**
4 **represented in the General Assembly:**

5 Section 5. The Department of Central Management Services
6 Law of the Civil Administrative Code of Illinois is amended by
7 adding Section 405-123 as follows:

8 (20 ILCS 405/405-123 new)

9 Sec. 405-123. State agency equal opportunity employment
10 interview initiative.

11 (a) Each State agency shall implement an equal opportunity
12 employment interview initiative in order to increase State
13 employment opportunities provided to women, minority persons,
14 and persons to which the goals of the following programs apply:

15 (i) the African American Employment Plan; (ii) the Hispanic
16 Employment Plan; (iii) the Asian American Employment Plan; (iv)
17 the Native American Employment Plan; (v) the requirements
18 concerning employment of bilingual persons; and (vi) the
19 employees with a disability employment plan.

20 (b) Each State agency shall assign, if possible, the hiring
21 of employees to persons that are representative of the persons
22 specified under subsection (a) when an applicant that is
23 representative of those persons applies for employment with the

1 State agency. Such person shall be included in the interview
2 procedure when the applicant is a person specified under
3 subsection (a), and the interview being conducted meets the
4 following criteria:

5 (1) the hiring State agency implements an interview
6 panel for the position consisting of 3 or more hiring
7 personnel; or

8 (2) the hiring State agency implements a multi-round
9 interview process consisting of 2 or more rounds for the
10 position.

11 (c) Each State agency shall submit an annual report to the
12 Governor and the General Assembly concerning their actions
13 under this Section. The report shall include the following:

14 (1) the number of applicants that were interviewed that
15 are representative of the persons and employment plans
16 specified under subsection (a);

17 (2) the number of equal opportunity interview
18 initiative interviews in which the hiring personnel and the
19 applicant were both representative of the persons or
20 employment plans specified under subsection (a); and

21 (3) the number of applicants that met the criteria of
22 the persons and employment plans specified under
23 subsection (a) that were hired by a State agency under an
24 equal opportunity employment interview initiative.

25 (d) The requirements of this Section shall not apply to
26 State employment for job titles that are classified as

1 Rutan-exempt, or for which political considerations may be
2 taken into account when hiring personnel.