



Sen. Christopher Belt

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1 AMENDMENT TO SENATE BILL 3214

2 AMENDMENT NO. _____. Amend Senate Bill 3214 by replacing
3 everything after the enacting clause with the following:

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

7 (20 ILCS 405/405-123 new)

8 Sec. 405-123. State agency interview panel diversity.

9 (a) Each State agency shall establish the goal of
10 increasing diversity on interview panels in order to increase
11 State employment opportunities provided to women, minority
12 persons, and persons to which the goals of the following
13 programs apply: (i) the African American Employment Plan; (ii)
14 the Hispanic Employment Plan; (iii) the Asian American
15 Employment Plan; (iv) the Native American Employment Plan; and
16 (v) the requirements concerning employment of bilingual

1 persons.

2 (b) Each State agency shall use in the interview process,
3 if possible, persons that are representative of the persons
4 specified under subsection (a) if the interview being conducted
5 meets the following criteria:

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

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

12 (c) Each State agency shall submit an annual report to the
13 Department of Central Management Services concerning its
14 actions under this Section, and the Department shall report
15 annually on these actions through the employment plans
16 specified under subsection (a). The report shall include the
17 following:

18 (1) the number of applicants that were interviewed that
19 are representative of the persons and employment plans
20 specified under subsection (a);

21 (2) the number of interviews in which the hiring
22 personnel and the applicant were both representative of the
23 persons or employment plans specified under subsection
24 (a); and

25 (3) the number of applicants that met the criteria of
26 the persons and employment plans specified under

1 subsection (a) that were hired by a State agency.

2 (d) The requirements of this Section shall not apply to
3 State employment for job titles that are classified as
4 Rutan-exempt, or for which political considerations may be
5 taken into account when hiring personnel."