# OFFICE OF THE THE ILLINOIS STATE TREASURER

FISCAL YEAR 2024

AFFIRMATIVE ACTION PLAN

# SECTION ONE

## EQUAL EMPLOYMENT OPPORTUNITY / AFFIRMATIVE ACTION PROGRAM CERTIFICATION

Agency: Office of the Illinois State Treasurer 555 W. Monroe Street, 14<sup>th</sup> floor Address: Chicago, Illinois 60661 Telephone number: 312.814.1451 866.877.6013 TTY Chief executive Officer: **Michael Frerichs** Fernando Diaz EEO/AA Officer: This is to certify that the attached document represents the Equal Employment Opportunity / Affirmative Action Program of this agency. Treasurer 09.01.2023

**Chief Executive Officer** 

**Deputy Treasurer** 

Signature

Signature

Date

09.01.2023

### STATE TREASURER'S POLICY STATEMENT

The Office of the Illinois State Treasurer is committed to providing equal employment opportunities (EEO). It is the belief of this office that equal opportunity, including fair and consistent treatment of all individuals, is necessary for the maximum utilization of human resources. In keeping with this belief, and in accordance with equal employment opportunity laws at the local, state and federal levels, it is the policy of the Office of the Illinois State Treasurer to consider all applicants for employment without regard to race, color religion, sex, national origin/ancestry, age, marital status, military status, unfavorable discharge from military service, citizenship status, arrest record, sexual orientation, political affiliation, union affiliation, height, weight, or disability that is unrelated to the employee's or applicant's ability to perform the primary functions of the job. This policy includes any other basis declared to be unlawful discrimination under the Illinois Human Rights Act.

The Office of the Illinois State Treasurer's EEO policy applies to every aspect of employment, including but not limited to recruitment, selection, promotion, placement, demotion, transfer, training, compensation, benefits, reduction in force and termination.

Michael Frerichs Trewins	Treasurer	09.01.2023
Signature	Chief Executive Officer	Date

### **AGENCY PROFILE**

The Office of the Illinois State Treasurer (Treasurer's Office) is dedicated to protecting the State's portfolio, ensuring the liquidity of all investments, and consistently producing earnings at or above industry standards. Our investment decisions promote education, access, and opportunity for individuals and governmental bodies across the State to give families the tools to achieve the American Dream. The Treasurer's Office is committed to fulfilling this mission in a highly professional and ethical manner, while striving for transparency, efficiency, and preservation of public trust.

The Treasurer is the state's chief investment officer, acting as both custodian and investor of State funds. The Treasurer's Office invests the State's portfolio in a variety of investment securities to provide protection of principal, ensure the necessary liquidity to pay the State's financial obligations and earn returns in excess of the benchmarks.

State holdings are not the only funds that the Treasurer invests. Local governments participate in the Illinois Funds, a portfolio administrated by the Treasurer that enables them to obtain competitive rates of return, enhanced services, and lower fees for their public funds. In conjunction with Illinois Funds, the Treasurer's Office offers the E-Pay program. E-Pay is a safe and secure electronic payment program offered to Illinois Funds participants that allows constituents to pay bills over the counter, online or by phone with credit cards, debit cards and/or electronic checks.

In addition, the Treasurer is the Administrator of the college savings plans, Bright Start and Bright Directions. These college savings programs offer families a tax-advantaged way to save for college through numerous investment options.

The Treasurer's Office is also responsible for the receipt and safekeeping of all abandoned and unclaimed property. Examples of unclaimed property include safe deposit box contents, unclaimed wages, money orders, stock shares, dividends, mutual funds, utility deposits, paid-up life insurance policies, death benefit checks, estates, court ordered distributions and retirement benefits. Under the Unclaimed Property Division, outreach staff works to return these valuables and dollars to their rightful owners.

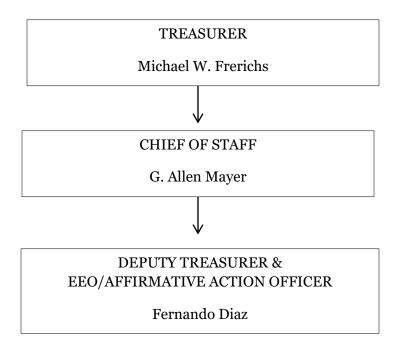
### IDENTIFICATION AND DUTIES OF EEO/AA OFFICER

Fernando Diaz is the Equal Employment Officer / Affirmative Action Officer for the Treasurer's Office. Mr. Diaz is charged with ensuring that the Office fulfills its commitment to equal employment opportunity for all persons, regardless of race, creed, color, sex, marital status, sexual orientation, national origin, age, or disability. In addition, the following also fall under Mr. Diaz's responsibilities:

- 1. Develops the Treasurer's Office affirmative action plan, goals and objectives;
- 2. Assists in identifying and solving EEO problems;
- 3. Designs and implements internal audits and reporting systems for measuring the effectiveness of the Treasurer's Office's programs, indicating need for remedial action and determining the degree to which the agency's goals and objectives have been attained:
- 4. Serves as liaison between the Treasurer's Office and EEO enforcement authorities;
- 5. Serves as liaison between the Treasurer's Office, minorities, women and disability organizations;
- 6. Informs management of developments in the EEO field;
- 7. Assists in the evaluation of employees and job applicants so that minorities, women and people with disabilities are given equal employment opportunity;
- 8. Regularly confers with managers, supervisors, and employees to ensure that the Treasurer's Office's EEO policies are observed;
- 9. Advises managers and supervisors if employment practices comply with the Human Rights Act;
- 10. Reports to the Department of Human Rights all internal and external complaints of discrimination against the Treasurer's Office;
- 11. Assists in the investigation of internal and external complaints of discrimination as specified in 56 Ill. Admin. Code Section 2520.790 (a&b) of the Illinois Administrative Code:
- Directs Treasurer's Office staff, at the request of the Treasurer, in taking appropriate action to correct discriminatory practices identified by the Department of Human Rights and reports to the Treasurer on the progress of actions;
- 13. Submits recommendations for improvements to the Agency's Affirmative Action Plan to the Treasurer and the Department of Human Rights in conjunction with filing quarterly reports;
- 14. Notifies the Treasurer and the Department of Human Rights immediately when unable to resolve employment practices or conditions that have or tend to have disparate impact on minorities, women or the disabled;
- 15. Reports on and/or analyzes layoff reports [2520.770(f)] reorganization reports [2520.770(g)], Hiring and Promotion Monitors [2520.770(h)] and Exit Questionnaires [2520.770(i)];
- 16. Evaluates employment policies and practices and reports to the Treasurer any such policies, practices and evaluation mechanisms which may have adverse impact on minorities, women, and people with disabilities. The EEO Officer will also assist in the recruitment of minorities, women and people with disabilities;
- 17. Provides counseling for any aggrieved employee or applicant for employment who believes that he or she has been discriminated against because of including but not limited to race, color, religion, sex, sexual orientation, national origin, ancestry, age, order of protection status, marital status, arrest record, military status, unfavorable discharge from military service, citizenship status, or disability.

### **EEO ORGANIZATION CHART**

### OFFICE OF THE ILLINOIS STATE TREASURER



### METHODS OF DISSEMINATION OF AFFIRMATIVE ACTION POLICY AND PLAN

### Internally:

- A copy of the Affirmative Action Plan shall be available in Human Resources for current employees to view upon request.
- Executive Staff, Directors and Managers shall be provided with an electronic copy of the Affirmative Action Plan.
- Accommodations shall be made for employees with disabilities who require assistance in obtaining information regarding Equal Employment Opportunity and the Affirmative Action Plan.
- Human Resources shall provide copies of the Treasurer's Affirmative Action Policy Statement and information on complaint procedures in new hire information packets.
- The Equal Employment Opportunity Policy statement shall be provided in the Employee Reference Manual.
- The Affirmative Action Plan will be available on the Treasurer's Office's intranet site.
- EEO/AA posters are displayed in common locations, such as communal kitchens and break areas.

### Externally:

- The Affirmative Action Plan is sent to the Department of Human Rights.
- The Affirmative Action Plan is sent to the Illinois State Library.
- The Affirmative Action Plan is available to State and Federal Regulatory agencies.
- The Affirmative Action Plan is available to all recruitment sources, area minority groups, women organizations, individuals with disabilities, and senior citizen organizations when requested.

# SECTION TWO

											Woı	rkford	e A	naly	sis	by l	Reg	ion								
Agency:	Treasure	r's Office	9																Reportir	ng Period:	FY23 - 4t	h Quarter				
Region:	1																									
					MA	LES							FEM	ALES								PE	RCENTAG	ES		
	Grand						_	NH							Al/				_							
Officials / Administrators	Total 20	Total 10	W 4	B/AA 2	H/L 4	A	AN	OPI	PWD	Total 10	W 8	B/AA	H/L 1	A 1	AN	OPI	PWD 1	M 50.00%	F 50.00%	W 60.00%	B/AA 10.00%	H/L 25.00%	5.00%	0.00%	0.00%	PWD 5.00%
Professionals	30	13	10	2	1				1	17	6	5	5	1			1	43.33%	56.67%	53.33%	23.33%	20.00%	3.33%	0.00%	0.00%	6.67%
Technicians	1	1			1					0								100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Protective Service	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para- professionals	1	0								1		1						0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Administrative Support	1	1			1					0								100.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%
Skilled Craft	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	53	25	14	4	7	0	0	0	1	28	14	6	6	2	0	0	2	47.17%	52.83%	52.83%	18.87%	24.53%	3.77%	0.00%	0.00%	5.66%
Grand Total	Employees	s for Regio	on 1:		Mal	les:	2	25		Fem	ales:	2	8			Total	Mino	rities:	25							
							47.	17%				52.8	33%						47.17%							
White:	28			B/AA:	1				H/L:		3		A	sian:		2		Al/AN:	0		NHOPI:	0		PWD:	3	
	52.83%				18.8	37%		-		24.	53%				3.7	/%			0.00%			0.00%			5.66%	
	N=White	B/AA=Bla	ck or Afri	can Ame	rican	H/L=H	lispan	ic or L	atino	A=Asia	an Al/	AN=Amei	rican In	dian o	r Alask	an Na	tive	NHOPI=Na	tive Hawaii	an or Other	Pacific Isla	nder P	WD=Peop	le with Disa	bilities	
DHR-9 (Rev. Feb. 2	2016)																									

											Wor	kford	e A	naly	sis	by l	Reg	ion								
Agency:	Treasure	er's Office	:																Reportir	ng Period:	FY23 - 41	th Quarter	[ [			
Region:	7																									
	Grand				MA	LES	Δ17	NH					FEM	ALES	AI/	MH						PE	RCENTAG	ES		
EEO Category		Total	w	B/AA	H/L	Α	AN		PWD	Total	W	B/AA	H/L	Α		OPI	PWD	M	F	w	B/AA	H/L	Α	AI/AN	NHOPI	PWD
Officials / Administrators		15	15							20	17	1	1	1			1	42.86%	57.14%	91.43%	2.86%	2.86%	2.86%	0.00%	0.00%	2.86%
Professionals	55	19	17	1		1			2	36	33	2	1				5	34.55%	65.45%	90.91%	5.45%	1.82%	1.82%	0.00%	0.00%	12.73%
Technicians	1	1						1		0								100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
Protective Service	2	2	1	1						0								100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Para- professionals	18	4	3		1					14	12	2					2	22.22%	77.78%	83.33%	11.11%	5.56%	0.00%	0.00%	0.00%	11.11%
Administrative Support	9	4	4						1	5	4	1						44.44%	55.56%	88.89%	11.11%	0.00%	0.00%	0.00%	0.00%	11.11%
Skilled Craft	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Service / Maintenance	3	2	2							1	1							66.67%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
TOTAL	123	47	42	2	1	1	0	1	3	76	67	6	2	1	0	0	8	38.21%	61.79%	88.62%	6.50%	2.44%	1.63%	0.00%	0.81%	8.94%
Grand Tota	al Employee	s for Regio	on 7:		Mal	es:	4	7		Fem	ales:	7	6		-	Total	Mino	rities:	14							
							38.	21%				61.7	9%						11.38%							
White	: 109			B/AA:	8	3			H/L:		3		Α	sian:	2	2		Al/AN:	0		NHOPI:	1		PWD:	11	
	88.62%				6.5	0%				2.4	14%				1.6	3%			0.00%			0.81%			8.94%	
	W=White	B/AA=Blad	ck or Afri	can Amei	rican	H/L=H	lispan	ic or L	atino	A=Asi	an Al/A	N=Amer	ican Ind	dian or	Alask	an Na	tive	NHOPI=Na	tive Hawaii	an or Other	Pacific Isla	nder F	WD=Peop	le with Disa	bilities	
DHR-9 (Rev. Feb.	2016)																									

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				MA	LES							FEM	ALES								PE	RCENTAG	ES		
			544								5/11							-	101	DIAA			ALVANI	NUIODI	DWD
Total	lotai	VV	B/AA	H/L	A	AN	OPI	PWD	lotai	VV	BIAA	H/L	A	AN	OPI	PWD	M	F	VV	BIAA	H/L	A	Al/AN	NHOPI	PWD
35	15	15							20	17	1	1	1			1	42.86%	57.14%	91.43%	2.86%	2.86%	2.86%	0.00%	0.00%	2.86%
55	19	17	1		1			2	36	33	2	1				5	34.55%	65.45%	90.91%	5.45%	1.82%	1.82%	0.00%	0.00%	12.73%
4																								400.000/	0.00%
- 1	- 1						'		U								100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%
2	2	1	1						0								100.00%	0.00%	50.00%	50.00%	0.00%	0.00%	0.00%	0.00%	0.00%
18	4	3		1					14	12	2					2	22 22%	77.78%	83.33%	11.11%	5.56%	0.00%	0.00%	0.00%	11.11%
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9	4	4						1	5	4	1						44.44%	55.56%	88.89%	11.11%	0.00%	0.00%	0.00%	0.00%	11.11%
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3	2	2							1	1							00.07%	33.33%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
123	47	42	2	1	1	0	1	3	76	67	6	2	1	0	0	8	38.21%	61.79%	88.62%	6.50%	2.44%	1.63%	0.00%	0.81%	8.94%
Employees	for Regio	on 7:		Mal	es:	4	17		Fem	ales:	7	6		-	Total	Minor	rities:	14							
																		11.38%							
109			B/AA·	۶	3			H/I ·		3			sian.	5	,		AI/AN-	0		NHOPI-	1		PWD.	11	
88.62%			2,, 0 1.									Í					7 417 414.	0.00%			0.81%			8.94%	
/-\//hito	D/AA-DIaa	k or Afric	oan Amor	ican	<b>□</b> // -□	lienan	ic or l	atino	Λ-Λci	an Al	M-Amor	ican In	dian o	r Alack	an Na	tivo	NILIODI-NA	tivo Hawaii	an or Other	Pacific Isla	nder 5	NA/D-Doorl	lo with Dioc	hilitine	
-vviile	DIAN-DIAN	A OI AIII	Jan Antel	icali	I III	nopall	IC OI L	adiiU	n-naid	arr /\//	MA-VIIIGI	ream in	Jian O	Mean	all IVd	uve	INITOT I-ING	uve Hawdii	an or outer	i auniciola	nuci F	TTD-I COPI	ie wiui Disc	Dillues	
	Grand Total 35 55 1 2 18 9 0 3 123  Employees 109 88.62%	Grand Total	Grand Total Total W 35 15 15 55 19 17 1 1 2 2 1 18 4 3 9 4 4 0 0 3 2 2 123 47 42  Employees for Region 7: 109 88.62% /=White B/AA=Black or Africal	Grand Total Total W B/AA 35 15 15 55 19 17 1 1 1 1 2 2 1 1 18 4 3 9 4 4 0 0 3 2 2 123 47 42 2 Employees for Region 7:  109 B/AA: 88.62%  /=White B/AA=Black or African American	Grand Total Total W B/AA H/L  35 15 15  55 19 17 1  1 1  2 2 1 1  18 4 3 1  9 4 4  0 0  3 2 2  123 47 42 2 1  Employees for Region 7: Mal  109 B/AA: 8 88.62% 6.5	7  Grand Total Total W B/AA H/L A  35 15 15  55 19 17 1 1  1 1  2 2 1 1  18 4 3 1  9 4 4  0 0  3 2 2  123 47 42 2 1 1  Employees for Region 7: Males:  109 B/AA: 8  88.62% 6.50%  /=White B/AA=Black or African American H/L=H	7    MALES   MALES   Al / Total   Total   W   B/AA   H/L   A   AN	7  Grand Total Total W B/AA H/L A AN OPI 35 15 15 55 19 17 1 1 1 1 2 2 1 1 18 4 3 1 9 4 4 0 0 0 3 2 2 123 47 42 2 1 1 0 1 Employees for Region 7: Males: 47 38.21%  B/AA=Black or African American H/L=Hispanic or L	MALES  Grand  Total Total W B/AA H/L A AN OPI PWD  35 15 15	MALES   STATE   MALES   MALE	MALES   MALE	MALES  Grand  Total Total W B/AA H/L A AN OPI PWD Total W B/AA  35	MALES	MALES	MALES	MALES	MALES	MALES	MALES	MALES	MALES	MALES	Total   W   B/AA   H/L   A   AN   OP  PVO   Total   W   B/AA   H/L   A   AN   OP  PVO   M   F   W   B/AA   B/AS   C.86%   C.	MALES	MALES

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EO Category:		OFFIC	IALS	ADMI	NISTR	ATORS	3																			
					MA	LES							FEMA	ALES							PERCEN	ITAGES				
Transaction	Grand Total	Total	W	B/AA	H/L	Α	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	Α	AI AN	NH OPI	PWD	М	F	W	B/AA	H/L	Α	AI AN	NH OPI	PWD
New Hires	3	0								3	3							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
romotions	9	4	2	1	1					5	3	1	1					44.44%	55.56%	55.56%	22.22%	22.22%	0.00%	0.00%	0.00%	0.00%
ntra-Agency Fransfers	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	10	3	2			1				7	6			1				30.00%	70.00%	80.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%
Discharges	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
_ay Off	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatement	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemploymen	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Jpward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
/=White B/AA	=Black	or Afric	an Ame	erican	H/L=H	lispani	c or La	tino	A=Asia	n Al/A	N=Am	erican I	Indian (	or Alas	kan Na	ative	NHOP	I=Native I	Hawaiiar		r Pacific	Islander	PWD	=People	with Di	sabilitie

Agency:	Illinois	State 7	Freasu	irer														Re	porting	Period:	FY 23		1			
EEO Category:		PROF	ESSIO	NALS																						
					MA	LES							FEM	ALES							PERCE	NTAGES				
Transaction	Grand Total	Total	W	B/AA	H/L	Α	AI AN	NH OPI	PWD	Total	W	B/AA	H/L	Α	AI AN	NH OPI	PWD	М	F	W	B/AA	H/L	Α	AI AN	NH OPI	PWD
New Hires	18	7	6			1				11	9	1	1					38.89%	61.11%	83.33%	5.56%	5.56%	5.56%	0.00%	0.00%	0.00%
Promotions	10	4	4							6	5		1					40.00%	60.00%	90.00%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	11	5	3			2				6		1	2	2	1			45.45%	54.55%	27.27%	9.09%	18.18%	36.36%	9.09%	0.00%	0.00%
Discharges	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatements	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemployment	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Jpward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
W=White B/			frican /	morica	р Ц/I	-Hiero	nic er	Latina	۸-۸		AI/AN-	Amorica	n India	n or Ale	nekan	Mativo	NHC	PI=Native						People v		

	State PARA		ırer																						
F	PARAF																Rej	orting	Period:	FY 23					
		PROF	ESSIO	NALS																					
				MAI	LES							FEM/	ALES							PERCEN	ITAGES				
rand						Al	NH							Al	NH								Al	NH	
otal	Total	W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	М	F	W	B/AA	H/L	A	AN	OPI	PWD
1	0								1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
3	0								3	1	2						0.00%	100.00%	33,33%	66.67%	0.00%	0.00%	0.00%	0.00%	0.00%
,	0								0								0.00•/								0.00%
0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
1	0								1		1						0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0								0								0.00%								0.00%
U	•								·								0.00/.	0.00/.	0.00/.	0.00%	0.00/4	0.00/.	0.00/.	0.00/.	0.00%
0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Black o	r Africa	an Ame	erican	H/L=H	lispani	c or La	atino	A=Asiar	n Al/A	N=Am	erican I	ndian (	or Alas	kan Na	ative	NHOP	I=Native	Hawaiiar	n or Othe	r Pacific	Islander	PWD:	=People	with Dis	sabilitie
(((((((((((((((((((((((((((((((((((((((	3 3 0 0 0 1 1 0 0 0 0 0 0	3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0										3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	3	3 1 2 0.00% 100.00% 33.33% 0 0 0 0 0 0 0 0 0.00% 0.00% 0.00% 1 0 0 0 0 0 0 0.00% 100.00% 0.00% 1 0 0 0 0 0 0.00% 100.00% 0.00% 0 0 0 0 0 0 0.00% 0.00% 0.00% 0 0 0 0 0 0.00% 0.00% 0.00% 0 0 0 0 0 0.00% 0.00% 0.00% 0 0 0 0 0 0.00% 0.00% 0.00% 0 0 0 0 0.00% 0.00% 0.00% 0 0 0 0 0.00% 0.00% 0.00% 0 0 0 0 0.00% 0.00% 0.00% 0 0 0 0 0.00% 0.00% 0.00% 0 0 0 0 0.00% 0.00% 0.00% 0 0 0 0 0.00% 0.00% 0.00%	3	3	3	3 1 2 0 000% 100.00% 33.33% 66.67% 0.00% 0	3 1 2 0 000% 100.00% 33.33% 66.67% 0.00% 0

												by EE	O Cate	egory												
Agency:	Illinois	State	Treasi	urer														Rep	orting l	Period:	FY 23					
EO Category:		ADMIN	JISTR	ATIVE :	SUPP	ORT																				
Lo category.		, Colvill	410110		0011	01(1																				
					MA	LES							FEMA	ALES							PERCEN	ITAGES				
	Grand						Al	NH							Al	NH								Al	NH	
Transaction	Total	Total	W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	М	F	W	B/AA	H/L	Α	AN	OPI	PWD
New Hires	1	1	1							0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	0								1	1							0.00%	100.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
ntra-Agency Transfers	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions																										
	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	1	0								1		1						0.00%	100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	U	- 0								- 0								0.00%	0.007.		0.00%		0.007.	0.00%	0.00%	0.007
	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatement	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemploymen t	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Upward Reallocations																										
Downward	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
/=White B/AA	=Black	or Afric	an Am	erican	H/L=H	lispani	c or La	atino	A=Asia	n Al/A	N=Am	erican l	ndian (	or Alasi	kan Na	ative	NHOP	I=Native I	Hawaiiar	or Othe	r Pacific	Islander	PWD:	=People	with Di	sabiliti

											t	y EEO	Categ	ory												
Agency:	Illinois	State	Treasi	ırer														Rep	orting	Period:	FY 23					
EEO Category:		SERV	ICE / I	MAINTE	ENANG	E																				
					MA	LES							FEMA	ALES							PERCEI	NTAGES				
	Grand						Al	NH							Al	NH								Al	NH	
Transaction	Total		W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	М	F	W	B/AA	H/L	Α	AN	OPI	PWD
New Hires	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	1	1							0								100.00%	0.00%	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Intra-Agency Transfers	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatement	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Reemploymen t	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Upward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
Downward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%
N=White B/A			an Am	erican	H/I =I	lienan	ic or I	atino	A-Aci:		M-Am	perican	Indian	nr Alas	kan N	ativo	NHOPI									abilities

											L	y EEO	Categ	ory												
Agency:	Illinois	State	Treas	urer														Rep	orting	Period:	FY 23					
EEO Category:		TECH	NICIAI	NS																						
					MA	LES							FEM.A	ALES							PERCEN	NTAGES				
	Grand						Al	NH							Al	NH								Al	NH	
Transaction	Total	Total	W	B/AA	H/L	Α	AN	OPI	PWD	Total	W	B/AA	H/L	Α	AN	OPI	PWD	M	F	W	B/AA	H/L	Α	AN	OPI	PWD
New Hires	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Promotions	1	1						1		0								100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	######	0.00%
Intra-Agency Transfers	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Suspensions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Separations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Discharges	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Lay Off	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Demotions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reductions	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reinstatement		0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Reemploymen																										
Jpward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Downward Reallocations	0	0								0								0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
/=White B/AA			an Am	erican	H/L=H	lispani	c or La	itino	A=Asia		N=Am	erican I	ndian d	r Alas	kan Na	ative	NHOP							=People		

			Availabi	lity Percent Wo	rksheet		
AGENCY:	Treasurer's Office						Affirmative Action Group:
Category:	Officials/Administrator	S					WOMEN
							Region: 1
							Facility: 555 W Monroe, Chicago
			_		_	_	
		Α	B	C	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	0 10 11
		#	#	%	%	%	Source of Statistics
4 There has	des es estable de						Farrel Farrels are at One and with Tab state
	ving requisite skills in	050.400	070.000	40.000/	00	05.04	Equal Employment Opportunity Tabulation
he region.		658,460	276,690	42.02%	60	25.21	2014-2018 (5-year ACS)
7 These pr	amatable trainable						
	omotable, trainable, able in the region.	32	18	56.25%	40	22.50	A gapay Workforce
and transiera	able in the region.	32	18	30.23%	40	22.50	Agency Workforce.
					100	38.17	Availability Percent.
					100	30.17	Availability Percerit.
	+ + + + + + + + + + + + + + + + + + + +					+	<del>                                      </del>
							Affirmative Astion Crays
A OF NOV	Tre course de Office						Affirmative Action Group:  BLACK or AFRICAN
AGENCY:	Treasurer's Office						
Category:	Officials/Administrator	S					AMERICAN Degricos 1
							Region: 1 Facility: 555 W Monroe, Chicago
							Facility: 555 W Monroe, Chicago
		A	B	СС	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
	ving requisite skills in						Equal Employment Opportunity Tabulation
the region.		658,460	56,285	8.55%	60	5.13	2014-2018 (5-year ACS)
	omotable, trainable,		_				
and transfera	able in the region.	32	8	25.00%	40	10.00	Agency Workforce.
					400	10.10	A 11 1 11 D
					100	12.10	Availability Percent.
							1.00
4.0EN:01/	T 1 0 m						Affirmative Action Group:
AGENCY:	Treasurer's Office						HISPANIC or LATINO
Category:	Officials/Administrator	S					Region: 1
							Facility: 555 W Monroe, Chicago
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
	ving requisite skills in						Equal Employment Opportunity Tabulation
1. Those ha	9	658,460	66,265	10.06%	60	6.04	2014-2018 (5-year ACS)
	g						
1. Those ha the region.	9 - 4						
the region.	omotable, trainable,						
the region.  2. Those pro		32	7	21.88%	40	8.75	Agency Workforce.
the region.  2. Those pro	omotable, trainable,	32	7	21.88%	40	8.75	Agency Workforce.
the region.  2. Those pro	omotable, trainable,	32	7	21.88%	40 100	8.75 11.83	Agency Workforce.  Availability Percent.
the region.  2. Those pro	omotable, trainable,	32	7	21.88%			
the region.  2. Those pro	omotable, trainable,	32	7	21.88%			
the region.  2. Those pro	omotable, trainable, able in the region.	32	7	21.88%			

			Availahi	lity Percent Wo	orksheet			
			71144.	,			Affirmative	Action Group:
AGENCY:	Treasurer's Office						ASIAN	Action Group.
Category:	Officials/Administr						Region: 1	
atogory.	Omoraio// tarimiloti						Facility:	555 W Monroe, Chicago
		Α	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of	Statistics
	ving requisite skills							loyment Opportunity Tabulation
ne region.		658,460	48,890	7.42%	60	4.45	2014-2018	3 (5-year ACS)
	omotable, trainable		1	2.420/	40	4.05	A ====:/\/	
na transier	able in the region.	32	1	3.13%	40	1.25	Agency W	orkiorce.
					100	4.56	Availability	Percent
					100	4.50	Availability	I GIOGIIL
							A. (f)	A :: 0
OFNO:	T 1 0"							Action Group:
AGENCY:	Treasurer's Office							N INDIAN or
Category:	Officials/Administr	ators					ALASKAN	INATIVE
							Region: 1	Fee was
							Facility:	555 W Monroe, Chicago
		Δ.		0		-		
		A Crond Total	Aff Action	C	D	E Weighted		
	FACTORO	Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor	0	24-4:-4:
		#	#	%	%	%	Source of	Statistics
Those ha	ving requisite skills	in					Faual Emr	ployment Opportunity Tabulation
he region.	virig roquiono omilio	658,460	784	0.12%	60	0.07		3 (5-year ACS)
				<b>5</b> 11.27 <b>5</b>		0.0.		
. Those pro	omotable, trainable							
and transfer	able in the region.	32	0	0.00%	40	0.00	Agency W	orkforce.
					100	0.06	Availability	Percent.
							Affirmative	Action Group:
AGENCY:	Treasurer's Office							AWAIIAN or OTHER
Category:	Officials/Administr							SLANDER
							Region: 1	
							Facility:	555 W Monroe, Chicago
		Α	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	%	%	%	Source of	Statistics
								<del></del>
Those ha	ving requisite skills	in					Faual Emr	loyment Opportunity Tabulation
r. rnose na he region.	ving requisite skills	658,460	160	0.02%	60	0.01		вюутелт Орропиліту таршатіол В (5-year ACS)
ne region.		030,400	100	0.0270	00	0.01	2014-2018	(U-year ACO)
	omotable, trainable							
Those pr	onoword, trainable,			0.000/	40	0.00	Agency W	orkforce
	able in the region							
	able in the region.	32	0	0.00%	40	0.00	Agency W	JIRIOICE.
	able in the region.	32	U	0.00%	100	0.00	Availability	

			Availabil	ity Percent Wo	rksheet				
AGENCY:	Treasurer's Office						Δffirmative	Action Group:	
Category:	Professionals						WOMEN	Action Group.	
							Region: 1		
							Facility:	555 W Monroe, Chicago	
		A	B	СС	D	E			
	FACTORS	Grand Total	Aff. Action	Percentage	Value	Weighted			
	FACTORS	#	Group #	Total %	Weight %	Factor %	Source of	Statistics	
				70	70	70			
. Those ha	ving requisite skills in						Equal Emp	oloyment Opportunity Ta	bulation
he region.		940,565	518,070	55.08%	60	33.05	2014-2018	3 (5-year ACS)	
	omotable, trainable,		4	00.000/	40	40.00	0	- d-f	
na transfer	able in the region.	3	1	33.33%	40	13.33	Agency Wo	orktorce.	
					100	37.11	Availability	Percent	
					100	37.11	/ (Valiability	T CICCIII.	
							A ##	A 11: C	-
OENOV	Transure de O'''							Action Group: r AFRICAN	-
AGENCY: Category:	Treasurer's Office Professionals						AMERICA		
alegory.	FIDIESSIDIAIS						Region: 1		
							Facility:	555 W Monroe, Chicago	
		Α	В	С	D	E			
		Grand Total	Aff. Action	Percentage	Value	Weighted			
	FACTORS		Group	Total	Weight	Factor			
		#	#	%	%	%	Source of	Statistics	
Those he	vina reguisite altille in						Favol Fac	la mana mat On manatu mitu / Ta	hulatian
. Those ha he region.	ving requisite skills in	940,565	92,115	9.79%	60	5.88		bloyment Opportunity Ta 3 (5-year ACS)	ibulation
ie region.		940,303	92,113	9.1976	00	3.00	2014-2016	(3-year ACS)	
. Those pro	omotable, trainable,								
	able in the region.	3	1	33.33%	40	13.33	Agency Wo	orkforce.	
					100	15.37	Availability	Percent.	
							Affirmative	Action Group:	
GENCY:	Treasurer's Office							or LATINO	
Category:	Professionals						Region: 1		
							Facility:	555 W Monroe, Chicago	
						-			-
		A Crond Total	B A# Action	C	D	E Weighted			
	FACTORS	Grand Total	Aff. Action	Percentage	Value	Weighted			-
	FACTORO	#	Group #	Total %	Weight %	Factor %	Source of	Statistics	
				70	76	70			
. Those ha	ving requisite skills in						Equal Emp	oloyment Opportunity Ta	bulation
ne region.		940,565	83,970	8.93%	60	5.36		3 (5-year ACS)	
	omotable, trainable,								
ind transfer	able in the region.	3	2	66.67%	40	26.67	Agency Wo	orkforce.	
					100	25.62	Ave:leh:lit	Porcont	
					100	25.62	Availability	rercent.	
									1

			Availahi	lity Percent Wo	rksheet			
AGENCY:	Treasurer's Office		711411411	,			Affirmative ASIAN	Action Group:
	Professionals							
Category:	Professionals						Region: 1 Facility:	555 W Monroe, Chicago
		A	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS	Orana rotar	Group	Total	Weight	Factor		
		#	#	%	%	%	Source of	Statistics
	ving requisite skills in							oloyment Opportunity Tabulation
he region.		940,565	116,395	12.38%	60	7.43	2014-2018	3 (5-year ACS)
. Those pr	omotable, trainable,							
and transfer	able in the region.	3	0	0.00%	40	0.00	Agency Wo	orkforce.
					100	5.94	Availability	Percent.
								Action Group:
AGENCY:	Treasurer's Office							N INDIAN or
Category:	Professionals						ALASKAN	INATIVE
							Region: 1 Facility:	555 W Monroe, Chicago
		Α	В	С	D	E		
		Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Group	Total	Weight	Factor		
		#	#	% 	%	%	Source of	Statistics
I. Those ha he region.	iving requisite skills in	940,565	923	0.10%	6	0.01		oloyment Opportunity Tabulation 3 (5-year ACS)
2 Those or	omotable, trainable,							
	able in the region.	3	0	0.00%	40	0.00	Agency Wo	orkforce.
					46	0.00	Availability	Percent.
							A ##: 4:	A estion Crouns
AGENCY:	Treasurer's Office	1						Action Group:  AWAIIAN or OTHER
Category:	Professionals							SLANDER
Jawyory.	. Totoosioriais						Region: 1	
							Facility:	555 W Monroe, Chicago
		A	В	С	D	E		
			ט		Value	Weighted		
			Aff Action	Percentage	v aluc	Factor		
	FACTORS	Grand Total	Aff. Action	Percentage Total	Weight			i I I
	FACTORS		Aff. Action Group	Total %	Weight %	%	Source of	Statistics
	FACTORS	Grand Total	Group	Total			Source of	Statistics
Those ha		Grand Total	Group #	Total %	%	%		
	FACTORS  Iving requisite skills in	Grand Total	Group #	Total %	%	%	Equal Emp	
he region.		#	Group #	Total % 	%	%	Equal Emp	loyment Opportunity Tabulation
he region. 2. Those pr	iving requisite skills in	#	Group #	Total % 	%	%	Equal Emp	oloyment Opportunity Tabulation (5-year ACS)
he region. 2. Those pr	omotable, trainable,	#	Group #	Total %	60	0.02	Equal Emp 2014-2018	oloyment Opportunity Tabulation (5 (5-year ACS)

			Utilization	n Analysi	is			
Agency:	Treasurer's Office	``						
Affirmative Action Group:	WOMEN					Region 1		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	20	30	1	0	1	1	0	0
Availability								
Percent	38.17	37.11	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	7	11	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already Employed	10	17	0	0	1	0	0	0
Employed	10	17	U	U	1	U	U	U
Underutilization								
Agency:	Treasurer's Office	e						
Affirmative Action Group:		AFRICAN AMI	ERICAN			Region 1		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	20	30	1	0	1	1	0	0
Availability								
Percent	12.10	15.37	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	2	4	0	0	0	0	0	0
Number of Affirmative Action Group								
Members	0	7			4			
Already Employed	2	7	0	0	1	0	0	0
Underutilization								
DHR-8-AAP (Rev. Feb. 2016)								

			Utilization	Analvei	S			
			Otilizatioi	i Allalysi	<b>3</b>			
A = = = = =	Treasurer's Office	_						
Agency: Affirmative Action Group:	HISPANIC					Region 1		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
	Administrators	Professionals	Technicians	Service	Professionals	Support	Ciail	Mamtenance
Present Number								
of Employees	20	30	1	0	1	1	0	0
Availability								
Percent	11.83	25.62	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	2	7	0	0	0	0	0	0
		·		· ·	U			, ,
Number of Affirmative Action Group								
Members Already								
Employed	5	6	1	0	0	1	0	0
Underutilization		1						
Agency:	Treasurer's Office	:e						
Affirmative Action Group:	ASIAN					Region 1		
	Officials/			Protective	Para-	Admin	Skilled	Service/
	Administrators	Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	20	30	1	0	1	1	0	0
Availability								
Percent	4.56	5.94	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	1	0	0	0	0	0	0
Number of Affirmative								
Action Group Members Already								
Employed	1	1	0	0	0	0	0	0
Underutilization								

			Utilization	n Δnalvsi	ie			
			Otilizatioi	Hilalysi				
Agency:	Treasurer's Office							
Affirmative Action Group:	AMERICAN INC	DIAN or ALASK	CAN NATIVE			Region 1		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	20	30	1	0	1	1	0	0
Availability								
Percent	0.06	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	0	0	0	0	0	0	0	0
Underutilization								
Agency:	Treasurer's Office	``						
Affirmative Action Group:	NATIVE HAWA		PACIFIC ISL	ANDER		Region 1		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	20	30	1	0	1	1	0	0
Availability								
Percent	0.01	0.01	0.00	0.00	0.00	0.00	0.00	0.00
Number Needed for Parity	0	0	0	0	0	0	0	0
Number of Affirmative Action Group								
Members Already								
Employed	0	0	0	0	0	0	0	0
Underutilization								
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			Availabil	lity Percent Wo	rksheet		
AGENCY:	Treasurer's Office						Affirmative Action Group:
Category:	Officials/Administrator	S					WOMEN
							Region: 7 Facility: Springfield
							Facility: Springfield
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Gland Total	Group	Total	Weight	Factor	
	TACTORO	#	# #	%	%	%	Source of Statistics
			π	70		70	
Those ha	ving requisite skills in						Equal Employment Opportunity Tabulation
he region.	mig roquiono onino m	20,735	8,480	40.90%	60	24.54	2014-2018 (5-year ACS)
iio rogioiii		20,.00	0,100	1010070	- 00	2	2011 2010 (0 )0017100)
2. Those pro	omotable, trainable,						
	able in the region.	82	55	67.07%	40	26.83	Agency Workforce.
							Tigoto, transcor
					100	41.09	Availability Percent.
							Affirmative Action Group:
AGENCY:	Treasurer's Office	1					BLACK or AFRICAN
Category:	Officials/Administrator	s					AMERICAN
Julegory.	Cinciais/Administrator	J					Region: 7
							Facility: Springfield
							i adility.
		Α	В	С	D	Е	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Granu Total		Total		Factor	
	FACIONS	ш	Group		Weight		Course of Ctatiotics
		#	#	%	%	%	Source of Statistics
1 Theres has							Facilities and One and with Tabulation
	ving requisite skills in	00.705	000	4.450/	00	0.40	Equal Employment Opportunity Tabulation
he region.		20,735	860	4.15%	60	2.49	2014-2018 (5-year ACS)
	omotable, trainable,			7.000/	40	0.00	2 14
and transfer	able in the region.	82	6	7.32%	40	2.93	Agency Workforce.
					400	4.00	A ila b ilit . D a sa a sat
					100	4.33	Availability Percent.
	<del></del>	-	<del></del>			-	
							Affirmation Antique
10 C NOV	Transcript Off						Affirmative Action Group:
AGENCY:	Treasurer's Office						HISPANIC or LATINO
Category:	Officials/Administrator	S					Region: 7
							Facility: Springfield
		A	В	C	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
. Those ha	ving requisite skills in						Equal Employment Opportunity Tabulation
he region.		20,735	960	4.63%	60	2.78	2014-2018 (5-year ACS)
2. Those pro	omotable, trainable,						
	able in the region.	82	1	1.22%	40	0.49	Agency Workforce.
	Ĭ .						
					100	2.61	Availability Percent.

			Availahilitu	Percent Work	sheet		
			Availability	reicent work	31166(		Affirmative Action Group:
AGENCY:	Treasurer's Office						ASIAN
Category:	Officials/Administrator	s					Region: 7
outogo.j.							Facility: Springfield
		A	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
Those he	ving requisite skills in						Equal Employment Opportunity Tabulation
he region.	virig requisite skills iri	20,735	415	2.00%	60	1.20	2014-2018 (5-year ACS)
ie region.		20,733	413	2.0076	00	1.20	2014-2010 (3-year ACS)
. Those pr	omotable, trainable,						
	able in the region.	82	1	1.22%	40	0.49	Agency Workforce.
				,,			l Igene, menee
					100	1.35	Availability Percent.
							Affirmative Action Group:
GENCY:	Treasurer's Office						AMERICAN INDIAN or
Category:	Officials/Administrator	s					ALASKAN NATIVE
							Region: 7
							Facility: Springfield
		Α	B	С	D	E	
	5.050DS	Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	0 (0) "
		#	#	%	%	%	Source of Statistics
Thosobs	vina roaviolto alcillo in						Faulal Employment Opportunity Tabulation
	ving requisite skills in	20,735	50	0.24%	60	0.14	Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
ne region.		20,735	30	0.24%	60	0.14	2014-2016 (5-year ACS)
Those nr	omotable, trainable,						
	ornotable, trainable,	82	0	0.00%	40	0.00	Agency Workforce.
and transform	able in the region	0 <u>L</u>		0.0070	10	0.00	rigorioy rrollitoroo.
	able in the region.						
	able in the region.				100	0.12	Availability Percent.
	able in the region.				100	0.12	Availability Percent.
	able in the region.				100	0.12	Availability Percent.
	able in the region.				100	0.12	Availability Percent.
	able in the region.				100	0.12	Availability Percent.
	able in the region.				100	0.12	Availability Percent.
	able in the region.				100	0.12	
					100	0.12	Affirmative Action Group:
	Treasurer's Office				100	0.12	Affirmative Action Group: NATIVE HAWAIIAN or OTHER
		S			100	0.12	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
	Treasurer's Office	S			100	0.12	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7
AGENCY: Category:	Treasurer's Office	S			100	0.12	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER
	Treasurer's Office						Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7
	Treasurer's Office	A	B	C	D	E	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7
	Treasurer's Office Officials/Administrator		Aff. Action	Percentage	D Value	E Weighted	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7
	Treasurer's Office	A Grand Total	Aff. Action Group	Percentage Total	D Value Weight	E Weighted Factor	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: Springfield
	Treasurer's Office Officials/Administrator	A Grand Total	Aff. Action Group #	Percentage Total %	D Value Weight %	E Weighted Factor %	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: Springfield Source of Statistics
	Treasurer's Office Officials/Administrator	A Grand Total	Aff. Action Group	Percentage Total	D Value Weight	E Weighted Factor	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: Springfield
Category:	Treasurer's Office Officials/Administrator	A Grand Total	Aff. Action Group #	Percentage Total %	D Value Weight %	E Weighted Factor %	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: Springfield  Source of Statistics
Category:	Treasurer's Office Officials/Administrator	A Grand Total	Aff. Action Group #	Percentage Total %	D Value Weight %	E Weighted Factor %	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: Springfield  Source of Statistics
Category:	Treasurer's Office Officials/Administrator	A Grand Total	Aff. Action Group #	Percentage Total %	D Value Weight %	E Weighted Factor %	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: Springfield  Source of Statistics
. Those ha	Treasurer's Office Officials/Administrator  FACTORS  ving requisite skills in	A Grand Total	Aff. Action Group #	Percentage Total %	D Value Weight %	E Weighted Factor %	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: Springfield  Source of Statistics
. Those hathe region.	Treasurer's Office Officials/Administrator  FACTORS  ving requisite skills in  pmotable, trainable,	A Grand Total #	Aff. Action Group # 	Percentage Total % 0.02%	D Value Weight %	E Weighted Factor %	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: Springfield  Source of Statistics Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
. Those hance region.	Treasurer's Office Officials/Administrator  FACTORS  ving requisite skills in	A Grand Total	Aff. Action Group #	Percentage Total %	D Value Weight %	E Weighted Factor %	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: Springfield  Source of Statistics
Category:  I. Those ha he region.  I. Those properties the properties of the propert	Treasurer's Office Officials/Administrator  FACTORS  ving requisite skills in  pmotable, trainable,	A Grand Total #	Aff. Action Group # 	Percentage Total % 0.02%	D Value Weight %	E Weighted Factor %	Affirmative Action Group: NATIVE HAWAIIAN or OTHER PACIFIC ISLANDER Region: 7 Facility: Springfield  Source of Statistics Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)

			Availability	Percent Work	sheet		
AGENCY:	Treasurer's Office		,				Affirmative Action Group:
Category:	Professionals						WOMEN
outogory.	1 TOTOGOTOTICIO						Region: 7
							Facility: Springfield
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Orana rotar	Group	Total	Weight	Factor	
	TACTORO	#	# #	%	%	%	Source of Statistics
						76	
Thoso be	aving requisite skills in						Equal Employment Opportunity Tabulation
he region.	iving requisite skills in	31,750	18,485	58.22%	60	34.93	2014-2018 (5-year ACS)
ne region.		31,730	10,400	30.22 /6	00	34.33	2014-2010 (3-year ACS)
Those nr	romotable, trainable,						
	able in the region.	28	19	67.86%	40	27.14	Agency Workforce.
iliu ilalisieli	able in the region.	20	19	07.0076	40	21.14	Agency Workloice.
					100	49.66	Availability Percent.
					100	49.00	Availability Fercerit.
		-					
						-	
							Affirmative Action Group:
AGENCY:	Treasurer's Office						BLACK or AFRICAN
Category:	Professionals						AMERICAN
							Region: 7
							Facility: Springfield
		Α	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
Those ha	aving requisite skills in						Equal Employment Opportunity Tabulation
he region.	aving requience entitle in	31,750	1,610	5.07%	60	3.04	2014-2018 (5-year ACS)
no rogion.		01,700	1,010	0.07 70	- 00	0.01	2011 2010 (0 your 7000)
Those pr	romotable, trainable,						
	able in the region.	28	3	10.71%	40	4.29	Agency Workforce.
and transien	abic in the region.	20	J	10.7 170	70	7.20	Agency Worklords.
					100	5.86	Availability Percent.
					100	3.00	Availability Fercerit.
			-			+	
							1.00
							Affirmative Action Group:
							HISPANIC or LATINO
	Treasurer's Office					1	Region: 7
AGENCY: Category:	Treasurer's Office Professionals						
							Facility: Springfield
		A	В	С	D	E	
		A Grand Total	B Aff. Action	C Percentage	D Value	E Weighted	
	Professionals		Aff. Action	Percentage	Value	Weighted	
	Professionals	Grand Total	Aff. Action Group	Percentage Total	Value Weight	Weighted Factor	Facility: Springfield
	Professionals	Grand Total	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Facility: Springfield  Source of Statistics
Category:	Professionals  FACTORS	Grand Total	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Facility: Springfield  Source of Statistics
Category:	Professionals	#	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Facility: Springfield  Source of Statistics  Equal Employment Opportunity Tabulation
Category:	Professionals  FACTORS	Grand Total	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Facility: Springfield  Source of Statistics
. Those ha	Professionals  FACTORS  aving requisite skills in	#	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Facility: Springfield  Source of Statistics  Equal Employment Opportunity Tabulation
. Those ha	FACTORS  aving requisite skills in comotable, trainable,	#	Aff. Action Group # 	Percentage Total % 4.52%	Value Weight % 60	Weighted Factor %	Source of Statistics  Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
. Those hance region.	Professionals  FACTORS  aving requisite skills in	#	Aff. Action Group #	Percentage Total %	Value Weight %	Weighted Factor %	Facility: Springfield  Source of Statistics  Equal Employment Opportunity Tabulation
. Those hance region.	FACTORS  aving requisite skills in comotable, trainable,	#	Aff. Action Group # 	Percentage Total % 4.52%	Value Weight % 60	Weighted Factor %	Source of Statistics  Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)  Agency Workforce.
. Those hance region Those pro	FACTORS  aving requisite skills in comotable, trainable,	#	Aff. Action Group # 	Percentage Total % 4.52%	Value Weight % 60	Weighted Factor %	Source of Statistics  Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)
. Those has ne region.	FACTORS  aving requisite skills in comotable, trainable,	#	Aff. Action Group # 	Percentage Total % 4.52%	Value Weight % 60	Weighted Factor %	Source of Statistics  Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)  Agency Workforce.
ategory:  Those have region.  Those provides the second se	FACTORS  aving requisite skills in comotable, trainable,	#	Aff. Action Group # 	Percentage Total % 4.52%	Value Weight % 60	Weighted Factor %	Source of Statistics  Equal Employment Opportunity Tabulation 2014-2018 (5-year ACS)  Agency Workforce.

							Affirmative Action Group:
AGENCY:	Treasurer's Office						AMERICAN INDIAN or
Category:	Professionals						ALASKAN NATIVE
Calegory.	FIUIESSIUIIAIS						Region: 7
							Facility: Springfield
		Δ.				-	
		A	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
	aving requisite skills in						Equal Employment Opportunity Tabulation
the region.		31,750	75	0.24%	60	0.14	2014-2018 (5-year ACS)
	romotable, trainable,						
and transfer	rable in the region.	28	0	0.00%	40	0.00	Agency Workforce.
					100	0.11	Availability Percent.
					İ		
							Affirmative Action Group:
AGENCY:	Treasurer's Office						NATIVE HAWAIIAN or OTHER
Category:	Professionals						PACIFIC ISLANDER
							Region: 7
							Facility: Springfield
							Tubinty.
		Α	В	С	D	Е	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Granu Total	Group	Total	Weight	Factor	
	FACTORS	ш					Course of Ctatistics
		#	#	%	%	%	Source of Statistics
4 Th 1	- does no endelse eldP - 1						Favori Favoria and Operandomity T. J. C.
	aving requisite skills in	04.750		0.0007		0.00	Equal Employment Opportunity Tabulation
the region.		31,750	0	0.00%	60	0.00	2014-2018 (5-year ACS)
o T							
	romotable, trainable,						
and transfer	rable in the region.	28	1	3.57%	40	1.43	Agency Workforce.
					100	1.14	Availability Percent.
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			Availability	Percent Work	sheet		
AGENCY:	Treasurer's Office						Affirmative Action Group:
Category:	Paraprofessional						WOMEN
							Region: 7
							Facility: Springfield
		A	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
	ving requisite skills						
he region.		1,278	902	70.58%	60	42.35	U. S. EEOC
	omotable, trainable						
and transfer	able in the region.	9	5	55.56%	40	22.22	Agency Workforce.
					100	51.66	Availability Percent.
							Affirmative Action Group:
AGENCY:	Treasurer's Office						BLACK or AFRICAN
Category:	Paraprofessional						AMERICAN
3 3-	,						Region: 7
							Facility: Springfield
		A	В	С	D	Е	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS	Grana rotar	Group	Total	Weight	Factor	
	17101010	#	#	%	%	%	Source of Statistics
				70	70	70	
1 Thoso bo	ving requisite skills	in					
the region.	wing requisite skills	1,278	257	20.11%	60	12.07	U. S. EEOC
ille region.		1,270	231	20.11/0	00	12.07	0. 3. LLOC
2 Those pr	omotable, trainable						
	omotable, tramable able in the region.	9	1	11.11%	40	4.44	Agency Workforce.
and transier	able in the region.	9	<u>'</u>	11.1170	40	4.44	Agency Workloice.
					100	13.21	As mile hillits De recent
					100	13.21	Availability Percent.
			-				
							1.00
							Affirmative Action Group:
AGENCY:	Treasurer's Office						HISPANIC or LATINO
Category:	Paraprofessional	5					Region: 7
							Facility: Springfield
		A	В	С	D	E	
		Grand Total	Aff. Action	Percentage	Value	Weighted	
	FACTORS		Group	Total	Weight	Factor	
		#	#	%	%	%	Source of Statistics
1. Those ha	ving requisite skills	in					
he region.		1,278	37	2.90%	60	1.74	U. S. EEOC
		,					
2. Those pr	omotable, trainable						
	able in the region.	9	0	0.00%	40	0.00	Agency Workforce.
		, j		00/0		3.00	3,
					100	1.39	Availability Percent.
					100	1.00	vanasmy i Gloom.
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				Availability	Percent Work	sheet			
									Action Group:
AGENCY:	Treasurer's							ASIAN	
Category:	Paraprofes	sionals						Region: 7	0 : 511
								Facility:	Springfield
			A	В	С	D	E		
			Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Giano iolai	Group	Total	Weight	Factor		
	FACTORS		#	#	10tai %	weight %	%	Source of	Statistics
			#	#		70	70		
1. Those ha	vina reauisite	skills in							
the region.	3 - 1		1,278	5	0.39%	60	0.23	U. S. EEO	C
U			,						
2. Those pro	omotable, tra	inable,							
	able in the re		9	0	0.00%	40	0.00	Agency We	orkforce.
						100	0.19	Availability	Percent.
									Action Group:
AGENCY:	Treasurer's								N INDIAN or
Category:	Paraprofes	sionals						ALASKAN	NATIVE
								Region: 7	
								Facility:	Springfield
			Α	В	С	D	E		
			Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS			Group	Total	Weight	Factor		
			#	#	%	%	%	Source of	Statistics
	ving requisite	skills in							
the region.			1,278	0	0.00%	60	0.00	U. S. EEO	С
	omotable, tra								.,
and transfera	able in the re	gion.	9	0	0.00%	40	0.00	Agency W	orkforce.
						100	0.00	Availability	Percent.
								Affirmati:	Action Group:
AGENCY:	Treasurer's	Office							Action Group:  AWAIIAN or OTHER
Category:	Paraprofes								SLANDER
Jalegory:	raiapioies	SIUHAIS						Region: 7	OLANDEN
								Facility:	Springfield
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			Grand Total	Aff. Action	Percentage	Value	Weighted		
	FACTORS		Gianu Iulai	Group	Total	Weight	Factor		
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			#	#	<del></del>		%	Source or	
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the region.	virig requisite	III GIIIAG V	1,278	0	0.00%	60	0.00	U. S. EEO	C
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						100	0.00	Availability	Percent
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			Utilization	n Analysi	is			
Agency:	Treasurer's Office	```						
Affirmative Action Group:	WOMEN					Region 7		
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	045 - 1 - 1 - 1			Destanting	D	A -l	OL:III- d	0
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	35	55	1	2	18	9	0	3
Availability								
Percent	41.09	49.66	0.00	0.00	51.66	0.00	0.00	0.00
Number Needed for Parity	14	27	0	0	9	0	0	0
Number of Affirmative								
Action Group								
Members Already								
Employed	20	36	0	0	14	5	0	1
Underutilization								
Agency:	Treasurer's Office	e						
Affirmative Action Group:		AFRICAN AMI	ERICAN			Region 7		
	Officials/			Protective	Para-	Admin	Skilled	Service/
		Professionals	Technicians	Service	Professionals	Support	Craft	Maintenance
Present Number								
of Employees	35	55	1	2	18	9	0	3
Availability								
Percent	4.33	5.86	0.00	0.00	13.21	0.00	0.00	0.00
Number Needed for Parity	1	3	0	0	2	0	0	0
Number of Affirmative Action Group								
Members								
Already Employed	1	3	0	1	2	1	0	0
Underutilization								
DHR-8-AAP (Rev. Feb. 2016)								

			Utilization	Analysi	<u> </u>			
			S					
Agency:	Treasurer's Office	••						
Affirmative Action Group:	HISPANIC (					Region 7		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	35	55	1	2	18	9	0	3
A 11 - 1. 10 6 .								
Availability Percent	2.61	3.31	0.00	0.00	1.39	0.00	0.00	0.00
	2.01	0.01	0.00	0.00	1.00	0.00	0.00	0.00
Number Needed for Parity	0	1	0	0	0	0	0	0
Number of Affirmative Action Group								
Members Already	1	1	0	0	1	0	0	0
Employed	I	I	U	U	I	U	U	U
Underutilization								
Agency:	Treasurer's Office	e						
Affirmative Action Group:	ASIAN					Region 7		
	Officials/ Administrators	Professionals	Technicians	Protective Service	Para- Professionals	Admin Support	Skilled Craft	Service/ Maintenance
Present Number								
of Employees	35	55	1	2	18	9	0	3
Availability								
Percent	1.35	2.48	0.00	0.00	0.19	0.00	0.00	0.00
Number Needed for Parity	0	1	0	0	0	0	0	0
Number of Affirmative Action Group								
Members Already								
Employed	1	1	0	0	0	0	0	0
Underutilization								

			Utilization	Analysi	s				
Agency: Affirmative Action Group:	Treasure is Offic AMERICAN INC		(AN NATIVE			Region 7			
	Officials/ Administrators	Professionals	Technicians	Protective Service		Admin Support	Skilled Craft	Service/ Maintenance	
Present Number									
of Employees	35	55	1	2	18	9	0	3	
Availability									
Percent	0.12	0.11	0.00	0.00	0.00	0.00	0.00	0.00	
Number Needed for Parity	0	0	0	0	0	0	0	0	
Number of Affirmative									
Action Group									
Members Already	_			_					
Employed	0	0	0	0	0	0	0	0	
Underutifization									
Agency: Affirmative Action Group:	Treasure is Offic NATIVE HAWA		PA CIFIC ISI	ANDER		Region 7			
	Officials/ Administrators	Professionals	Technicians	Protective Service		Admin Support	Skilled Craft	Service/ Maintenance	
Present Number									
of Employees	35	55	1	2	18	9	0	3	
Availability									
Percent	0.01	1.14	0.00	0.00	0.00	0.00	0.00	0.00	
Number Needed for Parity	0	0	0	0	0	0	0	0	
		,	J				-		
Number of Affirmative Action Group									
Members Already				_	-		_	_	
Employed	0	0	1	0	0	0	0	0	
Underutization									
DH9-8-A AP (Rev. Feb. 2016)									

								Un	deru	ıtiliz	atio	n S	umn	nary	/ by	Reg	gion							
Nan	ne of Age	ency:	Treasu	rer's Offic	ce															Fisca	l Year:	FY 202	3	
Region	ļ	Offic	ials and	Administ	rators				Profess	ionals					Technicians					Protective Servi		vice Workers		
	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI
1	ļ					1			1															
2						1			1		1						1							
3	ļ										-													
4	1					1	<u> </u>		1		1						1		1					1
5	<u> </u>			1		1			1		1						1							
6	<u> </u>			-		-			-		-						-					-		-
7	1					1																		
- 8 - 9	1																							
10																								
Total	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
101111	0	U	U	0	0	0	<u> </u>	U	'	0	0	0	U	U	U	0	0	0	0	0	U	0	0	0
Region			Paraprofessionals			Administrative Support				Skilled Craft Workers						Service-Maintenance								
	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI	Women	B/AA	H/L	А	Al/AN	NHOPI	Women	B/AA	H/L	Α	Al/AN	NHOPI
1																								
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3																								
4																								
5																								
6																								
7						-					-						-							-
8						-					-						-							-
9																								
10		_		<b>—</b>										_		-						_		
Total	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total un	derutilizati	on for W	omen:	0			Total und	derutilizat	ion for Bla	ick or Afri	can Amer	ican:	0			Total un	derutilizat	ion for His	spanic or l	Latino:	1			
Total un	derutilizati	on for As	ian:	0		Total un	derutilizati	ion for An	l nerican Ind	dian or Ala	askan Nat	tive:	0			Total und	erutilization	n for Native	Hawaiian	or Other Pa	acific Islan	der:	0	
Note: If	no calcula	ations are	necessa	iry in any	region whe	ere the ag	ency does	s not have	e a facility	or becau	se there a	are less th	nan ten en	ployees	in the EE	O catego	y in that r	egion, lea	ve that bo	x blank.				
W= Wo	men R/	AA = Blac	k or Afric	an Ameri	can H/L	= Hispan	ic or Latin	n A = 4	Asian A	  /AN = Am	nerican Ind	dian or Ala	askan Nat	ive NH	OPI= Nat	ive Hawai	ian or Oth	er Pacific	Islander					
	AP (Rev. Fe		01 7 1110		- IVE	. I liopai	or Latin	, , , , ,	Lair A	-, a <b>t</b> = / ti		a.a.i oi /uc			J. 1- 1401			J. I GOIIIO	Januari					

### PROMOTABLE CATEGORIES

Officials/Administrators

**Professionals** 

Para-professional

Administrative Support

**Professionals** 

**Technicians** 

Para-professional

Administrative Support

**Technicians** 

Para-Professional

Administrative Support

Para-Professional

Administrative Support

**Administrative Support** 

Service Maintenance

## SECTION THREE

#### **PROGRAM GOALS**

The Office of the Illinois State Treasurer has developed and plans to execute action-oriented programs designed to correct any problem areas that may exist. These programs, which are listed below, demonstrate our good faith efforts to remove identified barriers, expand employment opportunities, and produce measureable results.

#### **Action Item**

Human Resources, in conjunction with the applicable division, department or other organizational unit, will review staff job descriptions on a regular basis to determine if there are requirements that are discriminatory/discouraging to women and/or racial minorities. Appropriate changes to the job requirements will be made, as applicable.

#### **Assignment of Responsibility**

EEO/AA Officer and Human Resources division.

#### **Completion Target Date**

Annually.

#### **Monitoring Procedure**

Human Resources staff will oversee this process.

#### Action Item

Human Resources, in conjunction with external vendors (LinkedIn Learning etc.) will provide a variety of workshops and training and the Treasurer's Office will also continue to promote our Continuing Education reimbursement program that offers training and development opportunities for staff to build their knowledge, skills, and abilities for advancement and retention.

#### **Assignment of Responsibility**

Deputy Treasurer.

#### **Completion Target Date**

Ongoing.

#### **Monitoring Procedure**

Human Resources and Accounting staff supervise these areas.

#### **NUMERICAL GOALS**

#### **Action Item**

Eliminate the underutilization of one Hispanic or Latino in the Professionals category in Region 1.

#### **Assignment of Responsibility**

Deputy Treasurer and Human Resources staff

#### **Completion Target Date**

Ongoing for Region 1 and 7 underutilizations.

### **Monitoring Procedure**

New recruitment initiatives and resources will be researched and implemented in a good faith effort to increase qualified minority applicants.

# **SECTION FOUR**

#### EMPLOYMENT DISCRIMINATION COMPLAINT PROCESS

#### A. Purpose

In accordance with the Policy Statement outlined in Section 1 of this Affirmative Action Plan, this Office affirms its commitment to a policy of Equal Employment Opportunity through the implementation of an EEO Complaint Investigation Procedure to promote the internal resolution of an employee's complaint of alleged discrimination. It is the conviction of the Treasurer's Office that the establishment of this EEO Complaint Investigation Procedure shall informally resolve complaints of alleged discrimination at the lowest organization level, reducing the backlog, delay and expense of a prolonged formal investigation.

To that end, supervisors and managers are responsible for the resolution of valid complaints, documentation of facts, and the presentation of findings and recommendations to resolve the dispute.

The use of this EEO Complaint Investigation Procedure does not preclude the right of an employee to file a charge directly with the State (Illinois Department of Human Rights), the federal government (Equal Employment Opportunity Commission) or any other appropriate government agency. The filing of any complaint of alleged discrimination may not be used as a basis for future retaliation adversely affecting the rights of any employee.

#### B. Procedure

The EEO Discrimination Complaint Form (attached) shall be used to clearly record the date, nature, and other pertinent information of the complaint of alleged discrimination submitted to the EEO/Affirmative Action Officer for investigation.

- 1. Scope and Timeliness
  - Unless of a continuing nature, all complaints must be received by the EEO/Affirmative Action Officer in writing within ten (10) business days of the alleged discrimination. The scope of the investigation shall be restricted to the specific allegations cited in the charge.
- 2. Intake/Screening
  - Immediately upon receipt of the Discrimination Complaint Form, the EEO/Affirmative Action Officer shall review the form to determine the initial timeliness, validity, and thoroughness of the information submitted in the complaint. The EEO/Affirmative Action Officer shall inform the employee in writing of the acceptance of the complaint for investigation within five (5) business days of the receipt of the complaint. The complainant shall be promptly notified if additional information or documentation is required to support the charge.
- 3. Investigation
  - The EEO/Affirmative Action Officer shall initiate a thorough investigation of the allegation(s) of discrimination cited in the complaint. In order to document the merits of the charge, the investigation shall entail the verification of information with the immediate supervisors, staff and witnesses to the alleged discriminatory employment practice. The investigation shall be concluded within twenty (20) business days after acceptance of the complaint.
- 4. Withdrawal of the Complaint
  The complaint or any part of the complaint allegation may be withdrawn by the
  employee during the investigation of the complaint upon receipt by the

EEO/Affirmative Action Officer of a written request for withdrawal by the complainant.

- 5. Adjustment During Investigation
  - If, during the investigation of the complaint, a settlement is reached between the immediate supervisor and the employee, the settlement agreement shall be obtained in writing with the approval of the managers before the complaint shall be considered closed by the EEO/Affirmative Action Officer.
- 6. Dismissal of Complaint
  - At the conclusion of the investigation, if there is a lack of substantial evidence that supports the merits of the complaint, and there is no reasonable cause to believe that discrimination has occurred, the complainant shall be notified of the findings in writing and informed of the right to appeal to an EEO investigative commission.
- 7. Investigation Findings
  If however, at the conclusion of the investigation, there exists reasonable cause to believe that discrimination may have occurred, the EEO/Affirmative Action Officer shall submit written notice to the immediate supervisor and the Chief of Staff with the finding and recommendations to resolve the complaint. Within five (5) business days, conciliation efforts shall be initiated and the EEO/Affirmative Action Officer shall seek an equitable resolution of the complaint.

#### C. Conciliation Efforts

The EEO/Affirmative Action Officer shall conduct and coordinate conciliation efforts by conferring with the parties in an attempt to secure a settlement. A conciliation conference may be convened, and all parties may attend in person or by representative to propose, discuss and agree to a resolution of the complaint.

If the complaint cannot be satisfactorily resolved at this level within five (5) business days, the EEO/Affirmative Action Officer shall document the efforts made to resolve the complaint and shall provide a written explanation of the reasons why the complaint could not be resolved.

The findings, conciliation efforts and proposed settlement shall be forwarded to the Chief of Staff by the EEO/Affirmative Action Officer for final review, approval or other determination. The Chief of Staff shall make known to the EEO/Affirmative Action Officer the official position of the Office within five (5) business days of the receipt of the EEO/Affirmative Action Officer's written report.

Finally, an employee who files an internal complaint through the EEO/Affirmative Action Officer also has the right to file such a complaint with IDHR, EEOO or any other appropriate government agency simultaneously.



#### DISCRIMINATION COMPLAINT FORM

To be completed by complainant. Please print or type. If necessary, use additional pages. Return completed form to the appointed EEO Officer pursuant to the EEO Policy. Department: Complatnant's name & job title: Work phone number: Immediate supervisor: Dates discrimination took place: Discrimination based on (check all appropriate boxes): Race Disability Age Retaltation Sexual Orientation Religion Ancestry Citizenship Status National Origin Military Status Other Unfavorable Military Discharge (Specify: The discrimination took place in connection with: Disciplinary Action Interview Compensation Hiring Selection Transfer Training Opportunity Promotion Layoff Other Downward Allocation (Specify: Please describe the alleged discriminatory employment practice or incident: Names and titles of those who committed the allegedly discriminatory action: Title: Name: Title: Please attach any supportive evidence of the discrimination described above. Have you attached such evidence? Yes\_\_\_\_\_ (If yes, please explain below) No\_ Have you notified your supervisor of the above discriminatory action? If so, please provide the date and description of any effort to resolve the complaint. Complatnant's stgnature: Today's date: EEO Officer's signature: Date received:



#### WORKPLACE HARASSMENT COMPLAINT FORM

To be completed by complainant. Please print or type. If necessary, use additional pages. Return completed form to the appointed EEO Officer pursuant to the EEO Policy.

Complainant's signature:	Today's date:
EEO Officer's signature:	Date received:

Have you notified your supervisor of the conduct described above? If so, please provide the date

and description of any effort to resolve the complaint.



### SEXUAL HARASSMENT COMPLAINT FORM

	int or type. If necessary, use additional pages EEO Officer pursuant to the EEO Policy.	
Complainant's name & job title:	Department:	
Work phone number:	Immediate supervisor:	
Date(s) harassment took place:		
Date harassment was reported:		
Please describe each of the alleged harassing emplo of behavior and dates for each incident. Include a recollection:	oyment practices or incidents. Include descriptions oproximate dates if you do not have a specific	
Names and titles of those who committed the alle	ged action:	
ame: Title:		
Name:	Tide:	
Please provide any supportive evidence, such as	written items, emails or saved voice mails, if any.	
What was your response to the alleged harassmen	nt?	
Have you notified your supervisor of the conduct and description of any effort to resolve the compl		
Complainant's signature:	Today's date:	
EEO Officer's signature:	Date received:	

#### TELENOIS STATE TREASURER'S OFFICE: \_

#### WORKPLACE BULLYING COMPLAINT FORM

To be completed by complainant. Please print or type. Return completed form to the Chief Operating Officer pursuant to the Employee Reference Manual.

Complainant's name & job title:	Departments
Work phone numbers	Immediate supervisor:
description should include the date of the occurrence	uper, each individual alleged incident of bullying. The ie, types of behavior, listing of evidence, the names of visor, and if the supervisor took any action. Use ection.
Names and titles of those who committed the alleged bull	ying action:
Name:	Fitle:
Names	Fitle:
Please attach any supportive evidence such as written iten What was your response to the alleged bullying?	ns, emails or notations of saved voice mails.
Have you notified your supervisor of the conduct description of any effort to resolve the complaint.	described above? If so, please provide the date and
Complainant's signature:	Today's date:
Chief Operating Officer's signature:	Date received:

## **SECTION FIVE**

Labor Force Analysis for People with Disabilities

Labo			arysis	101 1	copic	AAICII	Disab	illities
Agency:	Treasure	er's Office						
Fiscal Year:	2024							
					4	00		
otal Employee	es:				1	80		
Percent of Peo Disabilities in III	-							
orce:	inois L	abor			5.9	6%		
_abor Force Nu	ımber:				1	0		
Number of Emr	lovoos							
Number of Emp Disabilities in A	_	with			1	4		
Underutilization	or Pari	tv:				P		
		-7.						
DHR 34-AAP (Rev. Jur	ne 2013)							

#### **NUMERICAL GOALS**

#### **Action Item**

Eliminate underutilization of one person with disabilities in the Illinois State Treasurer's Office.

<u>Assignment of Responsibility</u> Deputy Treasurer and Human Resources staff

#### **Completion Target Date**

Ongoing for this underutilization.

#### **Monitoring Procedure**

New recruitment initiatives and resources will be researched and implemented in a good faith effort to increase qualified applicants.

#### REASONABLE ACCOMMODATION POLICY

In compliance with the U.S. Americans with Disabilities Act of 1990, as amended by the ADAAA of 2008, and the Illinois Human Rights Act, it is the Policy of the Office of the Illinois State Treasurer to reasonably accommodate the known physical or mental limitations of otherwise qualified applicants and employees with disabilities. The Office of the Illinois State Treasurer recognizes the right of a qualified applicant or employee with a disability to request accommodations to ensure equal opportunity in the application process; to enable him or her to perform essential functions of a job; and to enable him or her to enjoy equal benefits and privileges of employment.

It is the responsibility of the Office of the Illinois State Treasurer to provide accommodations to qualified applicants and employees with disabilities, when such accommodations do not pose an undue hardship to the operation of the office's business.

The Treasurer's Office's Equal Employment Opportunity Officer and the Americans with Disabilities Act Coordinator can provide further information about the office's policy in this area.

Michael Frerich	Treasurer	09.01.2023
Signature	Chief Executive Officer	Date

#### ACCOMMODATION REQUEST PROCEDURES FOR EMPLOYEES

The following procedures should be followed in processing reasonable accommodation requests from employees. The Treasurer's Office's EEO/AA Officer and/or the ADA Coordinator can provide guidance on the accommodation process.

- 1. The employee shall submit a completed reasonable accommodation request form to his or her immediate supervisor and give a copy of the form to the Treasurer's Office's EEO/AA Officer and/or the ADA Coordinator. The employee should retain a copy of this information in his or her files.
- 2. Once received, the supervisor shall review the request form for completeness and, in consultation with the EEO/AA Officer and/or the ADA Coordinator, determine whether medical documentation is needed to either establish the presence of a disability or determine an appropriate accommodation. If documentation is needed, the Treasurer's Office will narrowly tailor its request to the issues of whether the employee has a disability under the law and how he or she can be accommodated. The employee will be asked to complete a medical release form, if the Treasurer's Office has additional questions upon review of the medical documentation. When necessary, the employee will be asked to provide documentation to address these issues.
- 3. Upon receipt of necessary documentation, the supervisor shall make a recommendation, in writing, to the Division Manager within five (5) business days.
- 4. The Division Manager shall review the supervisor's recommendation, make a recommendation, and, within five (5) business days of receipt of the Division Manager's recommendation, forward his/her recommendation along with the original reasonable accommodation request form and all documentation to the agency's EEO/AA Officer and/or the ADA Coordinator.
- 5. The EEO/AA Officer and/or the ADA Coordinator shall convene a meeting of the Reasonable Accommodation Committee (RAC) within ten (10) business days of receipt of the Division Manager's recommendation. The RAC shall review the accommodation request. Once the RAC's review is complete, the RAC's recommendation shall be submitted to the Division Director within five (5) business days of the RAC's review for the Director's approval or denial.
- 6. The Director shall review the RAC's recommendation and shall render a decision of denial or approval within five (5) business days of receipt from the RAC.
- 7. Provided that appropriate documentation has been submitted, the EEO/AA Officer and/or the ADA Coordinator shall inform the employee in writing of the Treasurer's Office's decision to grant or deny the request within thirty (30) business days of receipt of the completed request form and any necessary medical documentation. A copy of the response will also be sent to the employee's supervisor.
- 8. If the Director approves the accommodation request, the Treasurer's Office shall take appropriate action to comply with the accommodation request. Approved accommodation requests shall be implemented as soon as possible. Please note that the Treasurer's Office may offer alternative suggestions, providing an equally effective accommodation to remove the workplace barrier in question.

- 9. Reconsideration: If an employee wishes to ask the Director to reconsider a decision on a reasonable accommodation request, a written request shall be addressed to the Director within ten (10) business days of notification of the decision. The reconsideration request shall include the reasons that a reconsideration is being requested and, if appropriate, alternative suggestions for a reasonable accommodation. After a complete review of the matter, a decision shall be made by the Director and the employee shall be notified. The Director's decision on this recommendation shall constitute the final internal action by the Treasurer's Office on the accommodation request.
- 10. An employee who has been denied accommodation has the right to file a complaint at the State level with the Illinois Department of Human Rights within 300 days of the denial of the request. An employee may also have the right to file a complaint with the EEOC within 300 days, or any other appropriate government agency pursuant to their time frame.
- 11. The EEO/AA Officer and/or the ADA Coordinator shall document any action taken on a reasonable accommodation request where indicated on the request form and shall retain completed accommodation request forms one (1) year following final action in the matter.

#### ACCOMMODATION REQUEST PROCEDURES FOR APPLICANTS

Qualified applicants and employees with disabilities have the right to request reasonable accommodations under the law. Applicants may request an accommodation to any stage of the application process, including the employment application or interview process. Note that the Department of Central Management Services is responsible for accommodations to its testing procedures.

Procedures for applicants to follow in making an accommodation request are listed below. The EEO/AA Officer and/or the ADA Coordinator can provide additional information about the accommodation process within the Treasurer's Office.

#### **Procedures:**

- 1. Applicants may request accommodations to the application process orally or in writing (either through correspondence or the use of the accommodation request form for applicants). If the request is made orally or through written correspondence, the Treasurer's Office's EEO/AA Officer and/or the ADA Coordinator will complete accommodation request forms for purposes of processing and documenting the request.
- 2. Applicants shall submit accommodation requests to the interviewer. The interviewer should provide a copy of the form to the EEO/AA Officer and/or the ADA Coordinator. In cases where the EEO/AA Officer and/or the ADA Coordinator completes the form for the applicant with a disability, the EEO/AA Officer and/or the ADA Coordinator shall submit completed forms to the interviewer and retain a copy for him or herself.
- 3. A response to the request will be provided to the applicant within five (5) days following receipt of the request by the interviewer.
- 4. If it is within the bounds of the authority of the interviewer to grant the request and he or she believes it to be reasonable, the accommodation will be provided. Information regarding the type of accommodation provided will be sent to the EEO/AA Officer and/or the ADA Coordinator.
- 5. If another individual within the Treasurer's Office must be consulted in order for the accommodation to be provided, he or she will determine whether the office will grant the request.
- 6. If the Treasurer's Office denies the request, the applicant has the right to file an internal complaint with the EEO/AA Officer and/or the ADA Coordinator and/or external complaint with the Illinois Department of Human Rights within 300 days of the denial. An applicant may also have the right to file a complaint with the EEOC within 300 days, or any appropriate government agency pursuant to their time frame.



#### Reasonable Accommodation Request for Applicants

Pursuant to the requirements of state and federal laws, a qualified individual with a disability has the right to request reasonable accommodation in conjunction with his or her employment. Reasonable accommodation means a modification to application procedure, access to the work site, and adjustments to the work process or work schedule that would enable a person with a disability to perform a particular job. Employers are not required to provide accommodations that would impose undue hardship on the operations of their programs. Completed accommodation request forms should be submitted to Human Resources.

The agency EEO/AA Officer and/or the ADA Coordinator can respond to questions about the accommodation process.

Name	Position Applying For	Telephone No	. Email Address
Functional Limitations:			
,	Specify type of accommodati	on needed (Please he strecit	fic)
Sign language interpreter for the Emp			
Reader Service:			
Accessible Interview Site:			
Modification or reformatting of exam	nations:		_
Other:			
Narrative explanation Describe how your functional limitatio Explain how the requested accommoda necessary.	_		, e.g., applying, testing or interviewing. ion process. (Use additional sheet if
Applicant Signature:		Date:	
	Treasurer's C	Office Action	
Human Resources Determination:	Grant	Deny	Date:
Remarks (if denied provide explnation)			
Pinal Agency Approval Signature:			Date:



#### Reasonable Accommodation Request for Employees

Pursuant to the requirements of state and federal laws, a qualified individual with a disability or who has medical or common conditions related to pregnancy or childbirth has the right to request reasonable accommodation in conjunction with his or her employment. Reasonable accommodation means a modification to work site, work process or work schedule that would enable a person with a disability or who has medical or common conditions related to pregnancy or childbirth to perform a particular job. Employers are not required to provide accommodations that would impose undue hardship on the operations of their programs. Completed accommodation request forms along with current medical documentation should be submitted to the agency's Equal Employment Opportunity Officer/ADA Coordinator and the original documents should be submitted to the immediate supervisor. The agency EEO Officer/ADA Coordinator can respond to questions about the accommodation process.

Name	Job Title	Division	Telephone No.
Functional Limitations:			
Specify type of accommodation	on needed and provide a detailed	description of the item	requested (Please be specific)
Purchase or modification of eq	quipment or devices:		
Job restructuring or task modi	fication:		
Provision of reader, sign langu	age interpreter or personal assists	ant:	
Structural modification to work	site or facility:		
Modification of work schedule	or leave policy:		
Modification of examinations,	training materials or personal assis	stant:	
Reassignment to vacant position	on:		
Other:			
sponsored by the employer. Ex	mitation interferes with performance plain how the requested accommo n an employer-sponsored activity.	dation would be used to	enhance job performance or
Employee's Signature			Date
EEO Officer/ADA Coordinator	Approved: TY	ES □ NO	Date

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#### PHYSICAL BARRIERS / OFFICE ACCESSIBILITY

In compliance with the U.S. Americans with Disabilities Act of 1990 and the Illinois Human Rights Act, all Treasurer's Office locations are fully accessible.

Locations for the Office of the Illinois State Treasurer:

State Capitol, Room 219 Springfield, Illinois 62706

Marine Bank Building, 1 East Old State Capitol Plaza Springfield, Illinois 62701

> 555 W. Monroe Street 14<sup>th</sup> floor Chicago, Illinois 60661

E. J. "Zeke" Giorgi Center 200 S Wyman Street, Suite 307 Rockford, Illinois 61101

Central Management Services State Regional Office Building 2309 West Main Street, Suite 112 Marion, Illinois 62959

Rock Island County Building 1504 3<sup>rd</sup> Ave - 3<sup>rd</sup> Floor Rock Island. Illinois 61201

Peoria County of Health Department 2116 N Sheridan Rd Peoria, IL 61604

In the event of an emergency, the Treasurer's Office will provide assistance to all identified employees and visitors with disabilities during evacuation of any of the above locations.

#### PROCEDURAL BARRIER NARRATIVE

#### A. Pre-employment Screening

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 – <a href="https://www.illinoistreasurer.gov">www.illinoistreasurer.gov</a>. All open positions are posted there, and applicants apply electronically. Applicants needing assistance with the application process and/or those without computer access are encouraged to submit their applications through regular mail.

Please note that while all positions have Requirements/Qualifications listed, most positions also include language that reads "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.

Applicants for employment are not asked questions, either on their employment application or during the interview process, about any disabilities. Pre-employment medical examinations specifically for applicants with disabilities are not required for employment with the Treasurer's Office.

B. Employment Criteria and Job Description Review
All employment criteria and job descriptions are fully reviewed before any vacant
positions are posted and applicants are screened.

#### C. Employment Testing

The Treasurer's Office does not test applicants for employment but will accept the examination process of the Department of Central Management Services (CMS) in determining the qualifications and eligibility of potential applicants. The CMS Testing Unit is designed and trained to accommodate applicants with disabilities.

#### D. Identification of ADA Coordinator:

Fernando Diaz Deputy Treasurer Office of the Illinois State Treasurer 555 W. Monroe Street - 14<sup>th</sup> floor Chicago, Illinois 60661 312.814.1451 - phone 866.877.6013 TTY

## SECTION SIX

#### APPLICABLE EEO LAWS

The federal and State EEO laws that affect the Office of the Illinois State Treasurer are identified below. When there is a discrepancy between federal law and State law, federal law supersedes the latter, unless State law is more stringent.

#### A. FEDERAL LAWS

#### CIVIL RIGHTS ACT OF 1964, as amended

**Title VI** prohibits discrimination on grounds of race, color, or national origin in federally assisted programs.

**Title VII** prohibits discrimination on the grounds of race, color, religion, sex or national origin by employers or unions with 15 or more employees. The designation employer includes the government of the United States, corporations wholly owned by the United States, and State or political subdivisions thereof.

#### **EQUAL EMPLOYMENT OPPORTUNITY ACT OF 1972**

This is an amendment to the Civil Rights Act of 1964, which adds sex and religion to the Title VII portion and extends EEO to state, local and municipal organizations, all employment agencies (private and public) and to labor organizations. This Act empowers the U. S. Equal Employment Opportunity Commission (EEOC) to bring civil action against any organization that is alleged to be practicing discrimination. The Act also gives the right to an individual to take a complaint directly to a court of law.

#### PREGNANCY DISCRIMINATION ACT

This law amended Title VII to make it illegal to discriminate against a woman because of pregnancy, childbirth, or a medical condition related to pregnancy or childbirth. The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

#### **CIVIL RIGHTS ACT OF 1991**

The Civil Rights Act of 1991 expands the protections afforded individuals under the Civil Rights Act of 1964. It provides for damages for intentional discrimination and unlawful harassment in the workplace and codifies the concepts of "business necessity" and "job related" as enunciated in various Supreme Court decisions. Additionally, it confirms statutory authority and provides guidelines for disparate impact suits under Title VII of the Civil Rights Act of 1964 and in response to recent Supreme Court decisions, expands the scope of relevant civil rights statutes.

#### **AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967**

This act prohibits arbitrary discrimination against persons 40 years of age or older.

#### **REHABILITATION ACT OF 1973**

This act sets the standards for promoting, expanding, and assisting in employment opportunities for people with disabilities in all programs or activities receiving federal financial assistance. Sections 503 and 504 provide for the prohibition of discrimination against qualified

individuals with disabilities. The Office of Federal Contract Compliance Programs (OFCCP), U. S. Department of Labor, enforces section 503. Section 504 is enforced by the agency providing the federal funds in question.

#### **EQUAL PAY ACT OF 1963**

This act provides that an employer may not discriminate on the basis of sex by paying employees different wages for doing equal work on jobs requiring equal skill, effort, and responsibility, and which are performed under similar working conditions in the same establishment. The EEOC enforces this Act.

## AMERICANS WITH DISABILITIES ACT OF 1990, as amended by the ADAAA of 2008

Congress enacted the Americans with Disabilities Act of 1990 (ADA) to eliminate discrimination against individuals with disabilities in the areas of employment, public accommodations, education, transportation, communication, recreation, institutionalization, health services, voting, and access to public service. Title I of the ADA prohibits discrimination in employment against individuals with disabilities and establishes the standards governing an employer's affirmative duty to accommodate an individual with a disability. Title II of the ADA prohibits discrimination against individuals with disabilities by state and local governments. The ADA Amendments Act of 2008 broadens the coverage of "disability" and thereby brings more individuals under the protection of the law. The EEOC issued regulations under this Act.

#### FAMILY MEDICAL LEAVE ACT of 1993 (FMLA)

This act requires employers to provide up to 12 weeks of unpaid job-protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for a covered employer for at least one year, and for 1,250 hours during the year preceding the start of the leave, and are employed at a worksite where the employer employs at least 50 employees within a 75-mile radius. The U. S. Department of Labor's Wage and Hour Division is authorized to investigate and resolve complaints of violations.

Unpaid leave must be granted for any of the following reasons:

- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job.

Section 585(a) of the National Defense Authorization Act (NDAA) amended the FMLA to provide eligible employees working for covered employers two important leave rights related to military service:

- Qualifying Reason for Leave. Eligible employees are entitled to up to 12 weeks of leave because of "any qualifying exigency" arising out of the fact that the spouse, son, daughter, or parent of the employee is on active duty, or has been notified of an impending call to active duty status, in support of a contingency operation.
- Leave Entitlement. An eligible employee who is the spouse, son, daughter, parent, or next of kin of a covered service member who is recovering from a serious illness or injury sustained in

the line of duty on active duty is entitled to up to 26 weeks of leave in a single 12-month period to care for the service member. This military caregiver leave is available during "a single 12-month period" during which an eligible employee is entitled to a combined total of 26 weeks of all types of FMLA leave.

### UNIFORMED SERVICES EMPLOYMENT AND REEMPLOYMENT RIGHTS ACT (USERRA)

USERRA protects the job rights of individuals who voluntarily or involuntarily leave employment positions to undertake military service. USERRA also prohibits employers from discriminating against past and present members of the uniformed services, and applicants to the uniformed services. The U. S. Department of Labor, Veterans Employment and Training Service (VETS) investigates and resolves complaints of USERRA violations.

#### GENETIC INFORMATION NONDISCRIMINATION ACT OF 2008

This law makes it illegal to discriminate against employees or applicants because of genetic information. Genetic information includes information about an individual's genetic tests and the genetic tests of an individual's family members, as well as information about any disease, disorder or condition of an individual's family members (i.e. an individual's family medical history). The law also makes it illegal to retaliate against a person because the person complained about discrimination, filed a charge of discrimination, or participated in an employment discrimination investigation or lawsuit.

#### **B.** <u>ILLINOIS STATE LAWS</u>

#### ILLINOIS HUMAN RIGHTS ACT

This act prohibits discrimination against\_any individual because of his or her race, color, religion, sex, national origin, ancestry, age, order of protection status, marital status, physical or mental disability, military status, pregnancy, sexual orientation, or unfavorable discharge from military service in connection with employment, real estate transactions, access to financial credit, and the availability of public accommodations.

#### THE STATE OFFICIALS AND EMPLOYEES ETHICS ACT

The Ethics Act provides protection to employees who: disclose or threaten to disclose to their supervisor or any public body an act or omission that the employee reasonably believes to be a violation of law, rule or regulation by another employee; provide information or testify before any public body conducting an investigation hearing or inquiry into a violation of law, rule, or regulations; or assist or participate in a proceeding to enforce the Ethics Act.

#### THE ILLINOIS EQUAL PAY ACT OF 2003

The Equal Pay Act prohibits employers with four or more employees from paying unequal wages to men and women performing the same or substantially similar work, requiring equal skill, effort, responsibility and under similar working conditions; unless such wage difference is based upon a seniority system, merit system, a system measuring earnings by quantity or quality of production or factors other than gender. This law expands the federal Equal Pay Act of 1963 by covering more workers, providing better enforcement mechanisms and improving public awareness.

#### THE ILLINOIS CIVIL RIGHTS ACT OF 2003

This act prohibits state, county, and local governments in Illinois from discrimination by (1) excluding a person from participation in, denying a person the benefits of, or subjecting a person to discrimination under any program or activity on the grounds of that person's race, color, national origin, or gender; or (2) utilizing criteria or methods of administration that have the effect of subjecting individuals to discrimination because of their race, color, national origin, or gender.

# SECTION SEVEN

#### HIRING MONITOR Name of Agency: Candidate's Name: City / County: Position Number: IDHR Region / (Facility): EEO Job Category: Bid Number: Title of Job to be filled: Date of Hire: 1. Is the EEO category underutilized? No If yes, indicate number for each group: Hispanic or Latino: Women: Black or African American: Asian: American Indian or Alaskan Native: Native Hawaiian or Other Pacific Islander: Disabled: 2. Indicate: Race of person selected: (Chorse One) • Veteran: Vas Sex: (Choose One) Disability: Yes 3. Number of individuals who applied or were on the list of eligible(s) Total by Category # Invited # Interviewed # Selected Women Black or African American Hispanic or Latino Asian American Indian or Alaskan Native Native Hawaiian or Other Pacific Islander Disabled Veterans 4. If no candidates from any of the underutilized groups appeared on the list, what efforts were made in the last six months to assist in the recruitment of candidates? 5. If the category is underutilized and a member of an affirmative action group applied and was not hired, give a detailed explanation for the hiring decision. 6. Was the position posted? Yes Name and position of person(s) who interviewed candidates. 8. Name and position of person(s) who recommended the selection of the candidate. I have reviewed the eligibility list and: (Choose One) vith this hire. Remarks on reverse side. EEO/AA Officer I approve of this hire Chief Executive Officer

No appointment will be processed without this form. [DHR Rules and Regulations Section 2520.770(h)]

DHR-19 (Rev. July 2015)

#### PROMOTION MONITOR

Name of Agency: City / County IDHR Region / (Faci EEO Job Category: Title of Job to be fille	ed:			Date of Promotion:	
<ol> <li>Is the EEO categ</li> </ol>	-	No 🔻		cate number for each gr	roup:
Women:	Black o	r African America	n:	Hispanic or Lati	ino:
Asian: Native Hawaiian or	Ame Other Pacific Islande	rican Indian or Ala er:	_	ople with Disabilities"	_
2. Indicate the race	and sex of person	promoted: (Cho	ose One)	•	(Chaose One)
<ol><li>Number of ind</li></ol>	ividuals who appl	ied or were on	the list of pro	omotable(s):	_
Hispanic Asian Americar Native Ha People wii Veterans  4. Did it change the If yes, from w	African American or Latino Indian or Alaskan waiian or Other Pacif th Disabilities  employee's EEO J hat EEO job Categ	ob Category?		# Interviewed	#Selected
6. Was the position	posted? No	▼			
7. Name and position	on of person(s) who	interviewed can	didates.		
8. Name and position	on of person(s) who	recommended t	he selection (	of the candidate.	
I have reviewed the	eligibility list and:	(Chaose Cne)	with this pr	omotion. Remarks on	reverse side.
E	EO/AA Officer			Date	
l approve of this hire					
Chief	Executive Officer			Date	
No appointment will	be processed witho	out this form. [DI	HR Rules and	Regulations Section 2	520.770(h)]
DHR-20 (Rev. Feb. 2016)					

\*For EEO Monitoring purposes.



#### EXIT QUESTIONNAIRE

Instructions: This questionnaire will be provided to employees at the time of their separation from the agency. Please send the completed form in an envelope marked "Confidential" to the Treasurer's Equal Employment Opportunity Officer at 400 W. Monroe, Suite 401, Springfield, IL 62704. The EEO Officer shall maintain a confidential file for possible review by the Department of Human Rights.

NAME (REQUIRED)	_
DATE OF EMPLOYMENT SEPARATION DATE	POSITION TITLE
WHO WAS YOUR IMMEDIATE SUPERVISOR?	
REASON FOR LEAVING:	
WOULD YOU WANT TO WORK HERE AGAIN?	☐ YEN NO EXPLAIN:
SAME POSITION? TYES NO EXPLAIN:	
SAME SUPERVISOR? YES NO EXPLAIN:	

DO YOU FEEL THE WORKING CONDITIONS WERE SATISFACTORY? TYES NO
EXPLAIN:
DO YOU HAVE ANY SUGGESTIONS FOR IMPROVING EMPLOYEE MORALE? YES \( \text{YES} \)
EXPLAIN:
WERE YOU SATISFIED WITH THE PAY YOU RECEIVED FOR THE WORK PERFORMED?
□YES □NO
EXPLAIN:
DID YOU FEEL YOU WERE PROPERLY TRAINED? ☐YES ☐NO
EXPLAIN:
DO YOU THINK MANAGEMENT A DEQUATELY UTILIZED YOUR SKILLS? IFNOT, WHAT
RECOMMENDATIONS WOULD YOU MAKE FOR IMPROVEMENT?
DURING YOUR EMPLOYMENT DID YOUR FQUEST ANY ACCOMMODATION FOR A
DISABILITY? TYESTNO IF YES, PLEASE EXPLAIN:

PLEASE RETURN THIS COMPLETED DOCUMENT TO:
EMPLOYEE SIGNATURE: DATE:
ADDITIONAL COMMENTS:
IF YOU HAVE ANSWERED "YES" TO THE LAST TWO Q UESTIONS, HAVE YOU DISCUSSED OR GIVEN NOTICE OF THIS DISCRIMINATION TO YOUR SUPERVISOR OR EEO OFFICER? YES NO EXPLAIN:
EXPLAIN:
ARE YOU AWARE OF INSTANCES WHERE OTHER EMPLOYEES  EXPERIENCED DISCRIMINATION?YES NO
DID YOU PERSONALLY EXPERIENCE ANY DISCRIMINATION WHILE  WORKING IN YOUR PERITURY YES NO  EXPLAIN:

EEO OFFICER
OFFICE OF THE ILLINOIS STATE TREASURER - MICHAEL W. FRERICHS
1 EAST OLD STATE CAPITOL PLAZA
SPRINGFIELD, IL 62701

EEO REVIEW:	
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