REGULAR MEETING MINUTES ILLINOIS CIVIL SERVICE COMMISSION October 19, 2012

I. <u>CALL TO ORDER THE REGULAR OPEN MEETING AT 11:00 A.M. AT 160 NORTH LASALLE STREET, SUITE S-901, CHICAGO, ILLINOIS</u>

II. PRESENT

Chris Kolker, Chairman; Anita M. Cummings, Ares G. Dalianis, Garrett P. FitzGerald, and Susan Moylan Krey, Commissioners; Daniel Stralka, Executive Director; Andrew Barris, Assistant Executive Director (by telephone); Roneta Taylor (by telephone), Mark Magill (by telephone), and Mike Quinlan (by telephone), Illinois Department of Central Management Services; Kathryn Saltmarsh, Illinois Sentencing Policy Advisory Council; Elizabeth Sarmiento, Scott Viniard (by telephone), and Denise Martinez, Illinois Department of Human Services; and Suzanne Bond (by telephone), Illinois State Police.

III. <u>APPROVAL OF MINUTES OF REGULAR OPEN MEETING HELD ON</u> SEPTEMBER 21, 2012

IT WAS MOVED BY COMMISSIONER KREY, SECONDED BY COMMISSIONER DALIANIS, AND THE MOTION ADOPTED 5-0 TO APPROVE THE MINUTES OF THE REGULAR OPEN MEETING HELD ON SEPTEMBER 21, 2012.

IV. PUBLIC COMMENT IN ACCORDANCE WITH THE OPEN MEETINGS ACT

At this time, in accordance with the Open Meetings Act and the Rules of the Civil Service Commission, Chairman Kolker offered an opportunity for any person to address members of the Commission. Hearing no response, the meeting proceeded to the next agenda item.

V. <u>EXEMPTIONS UNDER SECTION 4d(3) OF THE PERSONNEL CODE</u>

A. Report on Exempt Positions from Illinois Dept. of Central Management Services

Agency	Total Employees	Number of Exempt Positions
Aging	134	14
Agriculture		
Arts Council		
Capitol Development Board		
Central Management Services		
Children and Family Services		
Civil Service Commission		
Commerce & Economic Opportunity		
Commerce Commission		
Corrections		
Criminal Justice Authority	,	
Deaf and Hard of Hearing Comm		
Developmental Disabilities Council	Q	1
Emergency Management Agency		
Employment Security		
Environmental Protection Agency		
Financial & Professional Regulation		
Gaming Board		
Guardianship and Advocacy	102	7
Healthcare and Family Services		
Historic Preservation Agency		
Human Rights Commission		
Human Rights Department		
Human Services		
Illinois Sentencing Policy Advisory Council		
Insurance	247	14
Investment Board	2	2
Juvenile Justice	1,186	21
Labor	95	11
Labor Relations Board Educational	11	2
Labor Relations Board State		
Law Enforcement Training & Standards Bd		
Lottery		
Military Affairs		
Natural Resources		
Pollution Control Board		
Prisoner Review Board		
Property Tax Appeal Board		
Public Health		
Racing Board		
&		
Revenue		
State Fire Marshal		
State Police		
State Police Merit Board		
State Retirement Systems		
Transportation		
Veterans' Affairs		
Workers' Compensation Commission	133	8
TOTALS	45,522	833

B. Governing Rule – Section 1.142 Jurisdiction B Exemptions

- a) The Civil Service Commission shall exercise its judgment when determining whether a position qualifies for exemption from Jurisdiction B under Section 4d(3) of the Personnel Code. The Commission will consider any or all of the following factors inherent in the position and any other factors deemed relevant to the request for exemption:
 - 1) The amount and scope of principal policy making authority;
 - 2) The amount and scope of principal policy administering authority;
 - 3) The amount of independent authority to represent the agency, board or commission to individuals, legislators, organizations or other agencies relative to programmatic responsibilities;
 - 4) The capability to bind the agency, board or commission to a course of action;
 - 5) The nature of the program for which the position has principal policy responsibility;
 - 6) The placement of the position on the organizational chart of the agency, board or commission;
 - 7) The mission, size and geographical scope of the organizational entity or program within the agency, board or commission to which the position is allocated or detailed.
- b) The Commission may, upon its own action after 30 days notice to the Director of Central Management Services or upon the recommendation of the Director of the Department of Central Management Services, rescind the exemption of any position that no longer meets the requirements for exemption set forth in subsection (a). However, rescission of an exemption shall be approved after the Commission has determined that an adequate level of managerial control exists in exempt status that will insure responsive and accountable administrative control of the programs of the agency, board or commission.
- c) For all positions currently exempt by action of the Commission, the Director of Central Management Services shall inform the Commission promptly in writing of all changes in essential functions, reporting structure, working title, work location, position title, position number or specialized knowledge, skills, abilities, licensure or certification.
- d) Prior to granting an exemption from Jurisdiction B under Section 4d(3) of the Personnel Code, the Commission will notify the incumbent of the position, if any, of its proposed action. The incumbent may appear at the Commission meeting at which action is to be taken and present objections to the exemption request.

(Source: Amended at 34 Ill. Reg. 3485, effective March 3, 2010)

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C. Requests for 4d(3) Exemption

Executive Director Daniel Stralka reported:

- As to Item C, the agency requested that it be withdrawn.
- As to Item D, this request is for the Research Director for the Illinois Sentencing Policy Advisory Council (ISPAC), a position that reports to the Executive Director. This matter was first presented to the Commission at its August meeting. Staff had recommended denying this request, primarily because of the research nature of the position coupled with the advisory nature of the Council itself. It was continued from that meeting for the agency to meet with Staff and discuss issues with this request. Such a meeting occurred. At last month's meeting, no agency representative was present but the Commission agreed to continue this matter at the request of the Central Management Services representative. Recently, the agency prepared a clarified position description form which was forwarded to all Commissioners earlier this week. Having reviewed the form, Staff's recommendation remains to deny this request as nothing in the clarified position description changed its base responsibilities and no further elaboration was provided to Staff why the new position description would now justify a principal policy exemption. For these reasons, Staff recommended denial of this request.

Kathryn Saltmarsh, Executive Director of ISPAC, responded that the requested position was not about data collection or analysis, but was to design a core program for ISPAC. It was tasked with developing a system-wide financial impact statement. It will have principal responsibility for implementing this program within ISPAC. Chairman Kolker inquired as to whether Ms. Saltmarsh would have to approve any of the recommendations this position makes. Ms. Saltmarsh responded affirmatively. Chairman Kolker then explained how Section 4d(3) exemptions are limited to those positions with principal policy responsibilities, and data collection and drafting proposed policies – especially for an advisory Commission – falls short of that standard. Kathryn Saltmarsh went on to explain how the position is unlike a straight research position since its responsibilities go beyond numbers and data collection. She described it as more of a "budgetary, fiscal, legislative liaison type position" while acknowledging the advisory role. She compared it to a similar position at the Criminal Justice Information Agency. Commissioner FitzGerald acknowledged the policy functions of the position, but noted it is not a principal policy position. Chairman Kolker inquired as to what issues ISPAC was having in filling this position with a qualified individual from an open competitive list. Executive Director Saltmarsh responded that the current structure at Central Management Services is unable to identify individuals with the necessary skill sets. Mark Magill noted the amount of contact this position has with legislative staffs. Commissioner Cummings inquired if there was an issue with the position not being able to garner suitable respect from its peers unless granted exemption. Executive Director Saltmarsh acknowledged this, but noted she still believed the policy role justified exemption.

Commissioner FitzGerald inquired why the position could not be under the Department of Corrections. Executive Director Saltmarsh replied that the data it needs to acquire is beyond the capabilities of Department of Corrections. Commissioner Dalianis concluded the discussion by noting the lack of support among the Commissioners for this request.

- As to Item E, the agency requested that it be continued to November's meeting.
- As to Item F, the agency requested that it be withdrawn.
- As to Item G, this request is for the Director of the Governor's Office of New Americans (GONA) at the Department of Human Services, a position that reports to the agency Secretary. The GONA is an entity created by Executive Order 2010-02. Its mission is to identify practices and procedures that assist immigrants and their children to assimilate into the State and then establish policies and administrative changes as well as other efforts to be followed by State agencies that will effectuate this process of assimilation. In short, the Governor has made it a priority of his administration to assist these new Americans in Illinois and this position has been charged with the authority and responsibility to ensure State agencies are taking steps to ensure this occurs. For these reasons, Staff recommended approval of this request. Chairman Kolker inquired why this position was located in Department of Human Services and not the Governor's Office given its title. Denise Martinez responded that it was because much of the foundational work for this program area had been done by the agency and not the Governor's Office.
- As to Items H1-H3, the agency requested that they be continued to November's meeting.
- As to Item I, the agency requested that it be continued to November's meeting.
- As to Items J1-J2, these requests are to extend the limited term exemptions for the Executive Director and Senior Policy Advisor positions at ISPAC. Both were set to expire at the end of this year which was the sunset date for ISPAC. That date has now been extended to December 31, 2015. Staff recommended approval of this request to extend the exemptions until December 31, 2015.
- As to Item K, this request is for the Deputy Chief Legal Advisor at the Illinois State Police, a position that reports to the Chief Legal Advisor who reports to the Director. This position has responsibility for actively monitoring and participating in litigation strategy for all statewide litigation that the agency is involved in. It has significant independent authority to make binding decisions on behalf of the agency in the course of these duties. Considering this along with the nature and amount of this litigation, Staff recommended approval of this request. Commissioner Cummings inquired about the number of attorney positions at the agency. Suzanne Bond, Chief Legal Counsel, Illinois State Police, responded that there were 12. Commissioner Cummings asked if approval of this request will

result in an additional attorney position. Ms. Bond indicated it would not as it was part of a restructuring. She added that there are presently 200 open cases this position will have principal policy responsibility for. Chairman Kolker asked if the Attorney General represents the agency in these cases. Suzanne Bond responded affirmatively but noted that it is the agency that performs all the preparation and follow-through required by all this litigation.

• As to Item L, this request is for the Legislative and Government Affairs Director at the Illinois Historic Preservation Agency, a position that reports to the Director. This position has principal policy responsibility for all aspects of the agency's legislative program, a function that has traditionally supported exemption. For this reason, Staff recommended approval of this request. Chairman Kolker inquired whether this position is in a collective bargaining unit. Roneta Taylor, Central Management Services-Technical Services Manager, indicated it was not.

IT WAS MOVED BY COMMISSIONER DALIANIS, SECONDED BY COMMISSIONER CUMMINGS, AND THE MOTION ADOPTED 5-0 TO CONTINUE THE REQUESTS FOR 4D(3) EXEMPTION FOR THE FOLLOWING POSITIONS:

- E: Mental Health & Addiction Recovery Management Supervisor (Corrections)
- H1: Assistant Deputy Director of the Bureau of Service Delivery (Employment Security)
- **H2: Employment Services Program Manager (Employment Security)**
- **H3:** Unemployment Insurance Program Manager (Employment Security)
- **I:** Communications Director (Natural Resources)

IT WAS MOVED BY COMMISSIONER CUMMINGS, SECONDED BY COMMISSIONER DALIANIS, AND THE MOTION ADOPTED 5-0 TO ACCEPT THE WITHDRAWAL OF THE REQUESTS FOR 4D(3) EXEMPTION FOR THE FOLLOWING POSITIONS:

- C: Manager, Latino Worker Safety & Immigration Policy (Human Services)
- F: Health Care & Human Services Liaison (Human Services)

IT WAS MOVED BY COMMISSIONER FITZGERALD, SECONDED BY COMMISSIONER DALIANIS, AND THE MOTION ADOPTED 5-0 TO DENY THE REQUEST FOR 4D(3) EXEMPTION FOR THE FOLLOWING POSITION:

D: Research Director (Sentencing Policy Advisory Council)

IT WAS MOVED BY COMMISSIONER KREY, SECONDED BY COMMISSIONER DALIANIS, AND THE MOTION ADOPTED 5-0 TO GRANT THE REQUESTS FOR 4D(3) EXEMPTION FOR THE FOLLOWING POSITIONS FOR A TERM THAT WILL EXPIRE ON DECEMBER 31, 2015:

- J1: Executive Director (Sentencing Policy Advisory Council)
- **J2:** Senior Policy Advisor (Sentencing Policy Advisory Council)

IT WAS MOVED BY COMMISSIONER DALIANIS, SECONDED BY COMMISSIONER FITZGERALD, AND THE MOTION ADOPTED 5-0 TO GRANT THE REQUESTS FOR 4D(3) EXEMPTION FOR THE FOLLOWING POSITIONS:

- G: Director, Governor's Office of New Americans (Human Services)
- **K:** Deputy Chief Legal Advisor, Chief of Litigation (State Police)
- L: Director of Legislative and Governmental Affairs (Historic Preservation Agency)

The following 4d(3) exemption requests were continued on October 19, 2012:

E. Illinois Department of Corrections

Position Number	40070-29-02-500-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Programs and Support Services
Functional Title	Mental Health & Addiction Recovery Management Supervisor
Incumbent	Vacant
Supervisor	Chief of Programs & Support Services, who reports to the
	Assistant Director, who in turn reports to the Director
Location	Will County

H1. Illinois Department of Employment Security

Position Number	40070-44-20-010-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Service Delivery
Functional Title	Assistant Deputy Director of the Bureau of Service Delivery
Incumbent	Vacant
Supervisor	Executive Deputy Director of Service Delivery who reports to
	the Director
Location	Cook County

H2. Illinois Department of Employment Security

Position Number	40070-44-21-000-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Service Delivery/Employment Services Program
Functional Title	Employment Services Program Manager
Incumbent	Bennett R. Krause
Supervisor	Executive Deputy Director of Service Delivery who reports to
	the Director
Location	Sangamon County

H3. Illinois Department of Employment Security

Position Number	40070-44-22-000-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Service Delivery/Unemployment Insurance Program
Functional Title	Unemployment Insurance Program Manager
Incumbent	Frank G. DeMore
Supervisor	Executive Deputy Director of Service Delivery who reports to
	the Director
Location	Cook County

I. Illinois Department of Natural Resources

Position Number	40070-12-00-010-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Office of the Director
Functional Title	Communications Director
Incumbent	Vacant
Supervisor	Director
Location	Sangamon County

The following 4d(3) exemption requests were withdrawn on October 19, 2012:

C. Illinois Department of Human Services

Position Number	40070-10-12-200-00-29
Position Title	Senior Public Service Administrator
Bureau/Division	Assistant Secretary's Office
Functional Title	Manager, Latino Worker Safety & Immigration Policy
Incumbent	Vacant
Supervisor	Assistant Secretary who reports to the Secretary
Location	Cook County

F. Illinois Department of Human Services

Position Number	40070-10-00-000-11-01
Position Title	Senior Public Service Administrator
Bureau/Division	Secretary's Office
Functional Title	Health Care & Human Services Liaison
Incumbent	Vacant
Supervisor	Secretary
Location	Cook County

The following 4d(3) exemption request was denied on October 19, 2012:

D. Illinois Sentencing Policy Advisory Council

Position Number	40070-50-04-100-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Research
Functional Title	Research Director
Incumbent	Vacant
Supervisor	Executive Director
Location	Sangamon County

The following 4d(3) exemption requests were granted on October 19, 2012 for a term that will expire December 31, 2015:

J1. Illinois Sentencing Policy Advisory Council

Position Number	40070-50-04-000-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Executive Director
Functional Title	Executive Director
Incumbent	Kathryn Saltmarsh
Supervisor	Illinois Sentencing Policy Advisory Board
Location	Sangamon County

J2. Illinois Sentencing Policy Advisory Council

Position Number	40070-50-04-000-01-01
Position Title	Senior Public Service Administrator
Bureau/Division	Executive Director's Office
Functional Title	Senior Policy Advisor
Incumbent	Samantha Gaddy
Supervisor	Executive Director
Location	Sangamon County

The following 4d(3) exemption requests were granted on October 19, 2012:

G. Illinois Department of Human Services

Position Number	40070-10-00-000-12-29
Position Title	Senior Public Service Administrator
Bureau/Division	Secretary's Office
Functional Title	Director, Governor's Office of New Americans (GONA)
Incumbent	Vacant
Supervisor	Secretary
Location	Cook County

K. Illinois State Police

Position Number	40070-21-00-220-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Director's Office
Functional Title	Deputy Chief Legal Advisor, Chief of Litigation
Incumbent	Vacant
Supervisor	Chief Legal Advisor who reports to the Director
Location	Cook County

L. Illinois Historic Preservation Agency

Position Number	40070-48-00-000-00-02
Position Title	Senior Public Service Administrator
Bureau/Division	Legislative and Government Affairs
Functional Title	Director of Legislative and Governmental Affairs
Incumbent	Vacant
Supervisor	Director
Location	Sangamon County

VI. <u>CLASS SPECIFICATIONS</u>

• None submitted.

IT WAS MOVED BY COMMISSIONER DALIANIS, SECONDED BY COMMISSIONER KREY, AND THE MOTION ADOPTED 5-0 TO DISAPPROVE ANY CLASS SPECIFICATIONS RECEIVED BY THE COMMISSION NOT CONTAINED IN THIS REPORT TO ALLOW ADEQUATE STUDY.

VII. MOTION TO CLOSE A PORTION OF THE MEETING

IT WAS MOVED BY COMMISSIONER KREY, SECONDED BY COMMISSIONER DALIANIS, AND BY ROLL CALL VOTE THE MOTION ADOPTED 5-0 TO CLOSE A PORTION OF THE MEETING PURSUANT TO SUBSECTIONS 2(c)(1), 2(c)(4), 2(c)(5), AND 2(c)(11) OF THE OPEN MEETINGS ACT.

KOLKER	YES	CUMMINGS	YES
DALIANIS	YES	FITZGERALD	YES
KREY	YES		

VIII. RECONVENE THE OPEN MEETING

Upon due and proper notice the regular open meeting of the Illinois Civil Service Commission was reconvened at 160 North LaSalle Street, Suite S-901, Chicago, Illinois at 11:45 a.m.

PRESENT

Chris Kolker, Chairman; Anita M. Cummings, Ares G. Dalianis, Garrett P. FitzGerald, and Susan Moylan Krey, Commissioners; Daniel Stralka, Executive Director; and Andrew Barris, Assistant Executive Director (by telephone).

IX. NON-MERIT APPOINTMENT REPORT

The Personnel Code permits non-merit appointments for a limited period of time, i.e., emergency appointments shall not exceed 60 days and shall not be renewed, and positions shall not be filled on a temporary or provisional basis for more than six months out of any twelve-month period. Consecutive non-merit appointments are not violative of the Code; however, they do present a possible evasion of merit principles and should be monitored. Set forth below is the number of consecutive non-merit appointments made by each department. These statistics are from the Illinois Department of Central Management Services' Consecutive Non-Merit Report.

Agency	8/31/12	9/30/12	9/30/11
Aging	2	2	0
Agriculture	1	1	12
Arts Council	1	1	0
Central Management Services	1	1	2
Children and Family Services	7	6	4
Employment Security	1	0	8
Healthcare and Family Services	7	7	4
Historic Preservation Agency	7	15	8
Human Services	3	3	0
Natural Resources	10	11	28
Property Tax Appeal Board	0	0	4
Revenue	2	1	0
State Fire Marshal	0	0	1
Transportation	11	13	3
Veterans' Affairs	2	1	1
Workers' Compensation Commission	0	0	1
Totals	55	62	76

X. INTERLOCUTORY APPEAL

DA-7-13

Employee	Thomas E. Gray	Appeal Date	08/30/12
Agency	Veterans' Affairs	Decision Date	10/04/12
Type	Discharge	ALJ	Andrew Barris
Issue(s)	Failure to appear at	Proposal for	Dismissed subject to approval of
	scheduled hearing	Decision	Commission; default.

IT WAS MOVED BY COMMISSIONER KREY, SECONDED BY COMMISSIONER DALIANIS, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE ADMINISTRATIVE LAW JUDGE'S PROPOSAL FOR DECISION TO DISMISS THE APPEAL AS THE RESPONDENT'S FAILURE TO APPEAR AT THE SEPTEMBER 26, 2012 HEARING CONSTITUTED A DEFAULT.

KOLKER	YES	CUMMINGS	YES
DALIANIS	YES	FITZGERALD	YES
KREY	YES		

XI. PUBLICLY ANNOUNCED DECISIONS RESULTING FROM APPEALS

RV-21-08

Employee	Gregory D. Douglas	Appeal Date	12/03/07
Agencies	Central Management Services, Healthcare & Family Services, Human Services, and Children & Family Services	Decision Date	09/20/12
Type	Rule Violation	ALJ	Daniel Stralka
Issue(s)	Violated Personnel Code and Rules in filling vacant positions	Proposal for Decision	No violation.

Executive Director Daniel Stralka informed the Commissioners that on October 12, 2012, Gregory Douglas filed a request for extension of time to respond to the Proposal for Decision. Chairman Chris Kolker granted the request and Douglas was given up to and including December 14, 2012 to file a response to the proposal for decision. The appeal will be on the December 20, 2012 Agenda.

IT WAS MOVED BY COMMISSIONER DALIANIS, SECONDED BY COMMISSIONER KREY, AND THE MOTION ADOPTED 5-0 TO CONFIRM AND RATIFY THE CHAIRMAN'S DECISION TO GRANT THE REQUEST FOR AN EXTENSION OF TIME TO RESPOND TO THE PROPOSAL FOR DECISION UP TO AND INCLUDING DECEMBER 14, 2012.

DA-46-12

Employee	Toria N. Jones	Appeal Date	03/08/12
Agency	Healthcare & Family Services	Decision Date	10/04/12
Type	Discharge	Proposal for	Discharge upheld.
ALJ	Andrew Barris	Decision	

IT WAS MOVED BY COMMISSIONER DALIANIS, SECONDED BY COMMISSIONER CUMMINGS, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE ADMINISTRATIVE LAW JUDGE'S PROPOSAL FOR DECISION THAT THE CHARGES HAVE BEEN PARTIALLY PROVEN AND WARRANT DISCHARGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION DATED OCTOBER 4, 2012.

KOLKER	YES	CUMMINGS	YES
DALIANIS	YES	FITZGERALD	YES
KREY	YES		

XII. APPEAL TERMINATED WITHOUT DECISION ON THE MERITS

DA-36-12

Employee	Shana P. Rabinowitz	Appeal Date	12/22/11
Agency	Human Services	Decision Date	10/03/12
Type	Discharge	Proposal for	Dismissed subject to approval
ALJ	Daniel Stralka	Decision	of Commission; settled.

IT WAS MOVED BY COMMISSIONER DALIANIS, SECONDED BY COMMISSIONER CUMMINGS, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE ADMINISTRATIVE LAW JUDGE'S PROPOSAL FOR DECISION TO DISMISS THE APPEAL FOR THE REASONS SET FORTH THEREIN.

KOLKER	YES	CUMMINGS	YES
DALIANIS	YES	FITZGERALD	YES
KREY	YES		

XIII. STAFF REPORT

Executive Director Daniel Stralka:

- Thanked the Commissioners for their SECA charitable contributions.
- Reported that Central Management Services Property Management has identified space in the Illinois State Police building for the Commission's Springfield office's proposed relocation. He and Brian Collins will be touring the location the following week.
- Reported that he and Brian Collins had attended an initial fiscal year 2014 budget meeting with the Governor's Office of Management and Budget on October 17, 2012.

XIV. ANNOUNCEMENT OF NEXT MEETING

Announcement was made of the next regular open meeting to be held on Friday, November 16, 2012 at 1:00 p.m. in the Commission's Springfield office.

XV. MOTION TO ADJOURN

IT WAS MOVED BY CHAIRMAN KOLKER, SECONDED BY COMMISSIONER DALIANIS, AND THE MOTION ADOPTED 5-0 TO ADJOURN THE MEETING AT 11:50 A.M.