

February 20, 2026

REGULAR MEETING MINUTES
ILLINOIS CIVIL SERVICE COMMISSION
FEBRUARY 20, 2026

I. CALL TO ORDER THE REGULAR OPEN MEETING AT 11:01 A.M. AT 607 E. ADAMS STREET, SUITE 801, SPRINGFIELD, IL AND BY WEBEX VIDEO.

II. ROLL CALL AND CONFIRMATION OF A QUORUM

Chair, Teresa Smith, David Luechtefeld, G.A. Finch, Judy McAnarney, and Vivian Robinson, Commissioners; Thomas Klein, Executive Director, Andrew Barris, Assistant Executive Director, Alexandra Myers, CFO and HR Manager, and Stephanie Borah, Executive Secretary; Jill Bohm (remote), Capitol Development Board; Colleen Kuhn (remote), Craig Morrison (remote), Chris Nickols (remote), and Bobby Tucker (remote), Central Management Services; Marylouise Wallace (remote), Department of Juvenile Justice; Margaret Decker (remote), Department of Labor; Stephanie Snow (remote), Department of Healthcare and Family Services; Erin Bonales (remote), and Jaqueline Mullings (remote), Office of Executive Inspector General; and Unknown Caller (remote).

III. APPROVAL OF MINUTES OF REGULAR OPEN MEETING HELD JANUARY 16, 2026

IT WAS MOVED BY COMMISSIONER FINCH, SECONDED BY COMMISSIONER ROBINSON, AND THE MOTION ADOPTED 5-0, TO APPROVE THE MINUTES OF THE REGULAR OPEN MEETING HELD JANUARY 16, 2026.

IV. PUBLIC COMMENT IN ACCORDANCE WITH THE OPEN MEETINGS ACT

V. **EXEMPTIONS UNDER SECTION 4d(3) OF THE PERSONNEL CODE**

I. **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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B. Requests for 4d(3) Exemption

Regarding Items B-H, Assistant Executive Director Barris reported that these are long-time non-code positions at the Illinois Capital Development Board that are being brought under the Personnel Code as SPSAs and a PSA but under the 4d3 exemption to the Code. In sum, positions like these are routinely granted 4d3 exempt status due to their policy making responsibilities as seen at other agencies, e.g., the Chief of Staff or the Chief Legal Counsel. Prior to the meeting, Donna Skowronski stated that these positions are not true additions to the Exempt list and that the plan is for the incumbents to be appointed to the newly created positions under the Code. Barris reported that he spoke with Bobby Tucker at CMS as to why these positions were determined to be not truly technical under the Shakman review process but now it was determined they should be converted to the Personnel Code. Sarah Kerley also responded prior to the meeting, explaining that it had taken some time to finalize the change. Although it is not clear that notice must be provided to the incumbents, as they currently are in non-code positions, the Commission staff provided notice via email to the incumbents of the proposed exemptions.

Regarding Item I, the Rural Health Transformation Program Director at DHFS, this position acts as a policy making official for the total management process of rural health transformation which has statewide impact for which the federal government has awarded Illinois over \$193 million dollars.

CMS provided notice of the extension of Personnel Code Jurisdiction to 9 positions at IDOT, including the PSA, IT Operations Chief, and the ISS IIs, Application Support Technicians for Cook, Lee, Peoria, Edgar, Sangamon, Effingham, Madison, Jackson counties.

CMS also provided notice of the extension of the Personnel Code to the PSA Option 1, Technical Recovery Supervisor at HFS. The incumbents in these positions at IDOT and HFS will complete a 6-month probationary position prior to certification and the full protections of the Personnel Code.

Assistant Executive Director Andrew Barris explained that the positions sent from CMS to be extended are positions with DoIT/IDOT.

B. Illinois Capital Development Board

Position Number	40070-50-44-010-00-16
Functional Title	SPSA, Chief of Staff
Incumbent	Darnita Lee
Supervisor	Executive Director
Location	Cook County

C. Illinois Capital Development Board

Position Number	40070-50-44-063-00-16
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Functional Title	SPSA, FEP Administrator
Incumbent	Jesse Martinez
Supervisor	Chief of Staff
Location	Cook County

D. Illinois Capital Development Board

Position Number	40070-50-44-010-00-84
Functional Title	SPSA HR Administrator
Incumbent	Jill Bohm
Supervisor	Chief of Staff
Location	Sangamon County

E. Illinois Capital Development Board

Position Number	40070-50-44-070-00-84
Functional Title	SPSA, Communications Director
Incumbent	Lauren Grenlund
Supervisor	Chief of Staff
Location	Sangamon County

F. Illinois Capital Development Board

Position Number	40070-50-44-020-00-16
Functional Title	SPSA, Legislative Affairs Administrator
Incumbent	Marcus Pitchford
Supervisor	Chief of Staff
Location	Cook County

G. Illinois Capital Development Board

Position Number	37015-50-44-020-00-16
Functional Title	PSA, Legislative Liaison
Incumbent	Matthew Trewartha
Supervisor	SPSA, Legislative Administrator
Location	Cook County

H. Illinois Capital Development Board

Position Number	40070-50-44-030-00-84
Functional Title	SPSA, Chief Legal Counsel
Incumbent	Amy Romano
Supervisor	SPSA, Executive Director
Location	Sangamon County

I. Illinois Department of Healthcare and Family Services

Position Number	40070-33-00-920-00-21
Functional Title	SPSA, Rural Health Transformation Program Director
Incumbent	Vacant
Supervisor	SPSA, Deputy Director for Special Initiatives
Location	Cook County

IT WAS MOVED BY COMMISSIONER ROBINSON SECONDED BY COMMISSIONER MCANARNEY AND THE MOTION WAS ADOPTED 5-0, TO GRANT THE REQUEST FOR EXEMPTION FROM JURISDICTION B OF THE PERSONNEL CODE FOR THE POSITIONS LISTED ABOVE AS ITEMS B-I.

VI. CLASS SPECIFICATIONS

A. Governing Rule – Section 1.45 Classification Plan

The Commission will review the class specifications requiring Commission approval under the Classification Plan and will approve those that meet the requirements of the Personnel Code and Personnel Rules and conform to the following accepted principles of position classification:

- a) The specifications are descriptive of the work being done or that will be done;
- b) Identifiable differentials are set forth among classes that are sufficiently significant to permit the assignment of individual positions to the appropriate class;
- c) Reasonable career promotional opportunities are provided;
- d) The specifications provide a reasonable and valid basis for selection screening by merit examinations;
- e) All requirements of the positions are consistent with classes similar in difficulty, complexity and nature of work; and
- f) The relation of the class specifications to any applicable collective bargaining agreement.

Regarding Item B, the Fair Labor Standards Investigator, the proposed creation of this class is to augment the existing Compliance Officer Class, as the new class would have responsibility for investigating potential violations of state labor and employment laws, interviewing workers, witnesses, and employers; as well as complex audits involving timekeeping and payroll. Chair Smith inquired about the necessity of the new class in relation to compliance and human resources positions that already exist. Margaret Decker, the Chief of Staff at the Department of Labor, stated that the new class was needed because a majority of audits had been desk audits in which a complaint might be made, records might be requested, and an assessment made, but

the new class would have positions that are more investigatory in performing on-site audits with more strategic and pro-active investigations with workers going out in the field and conducting interviews about issues such as paid leave, or wages, or meal breaks. Chair Smith inquired how many positions were under consideration. Decker stated they wanted to hire two positions to start and if more penalty money is accrued it might allow expansion into additional positions and become a self-sustaining team. Chair Smith inquired if the desk audit would be removed from the current model and Decker stated that desk audits would still be part of the model as they have approximately 10 positions that currently exist.

Regarding Item C, Colleen Kuhn from CMS requested that this item be pulled from the agenda.

Regarding Item D, the Automotive Mechanic Trainee, a CMS study determined that a new class was feasible for a training class that would include two options; Option 1 involving Light Duty Vehicles and Option 2 involving Medium and/or Heavy Trucks with training to last 12 months before positions in the Automotive Mechanic Trainee class moved into the targeted Automotive Mechanic class. Commissioner Luechtefeld expressed concern about government getting too big and inquired if these would be new positions and Barris stated the positions within the proposed class would be new positions. Bobby Tucker from CMS added that the issue arose in collective bargaining because historically there had been challenges in getting candidates for vacancies in the Automotive Mechanic class and the proposed Trainee class provides a path for candidates to meet all the qualifications of the Automotive Mechanic class in competition with the private sector.

Regarding Item E, the Recreational Worker I and II, the Education and Experience for the Recreation Worker I was increased to the equivalent of four years of college and six months professional experience and for the Recreational Worker II it was increased to four years of college and one year of professional experience. The proposed revisions were necessary to clear up ambiguities in the classes.

All of the proposed classes on the agenda were agreed to through collective bargaining.

IT WAS MOVED BY COMMISSIONER FINCH AND SECONDED BY CHAIR SMITH AND THE MOTION WAS ADOPTED 5-0 TO APPROVE THE REVISION AND CREATION OF THE FOLLOWING CLASS TITLES TO BE EFFECTIVE MARCH 1, 2026.

- B. Fair Labor Standards Investigator**
- C. ~~Compliance Officer~~ (PULLED BY IDOL on 2/19/2026)**
- D. Automotive Mechanic Trainee**
- E. Recreation Worker I**
 - Recreation Worker II**

VII. PERSONNEL RULES

A. Civil Service Commission Governing Rule – Section 1.310 Personnel Rules

The Commission has power to disapprove new rules or amendments to existing rules submitted by the Director of Central Management Services. Such proposed new rules or amendments of existing rules submitted to the Commission shall be accompanied by a report of proceedings attending the prior public hearing required by law with respect to them. If the Commission does not disapprove new rules or any amendment to existing rules within 30 days following the receipt from the Director of Central Management Services, the new rules or amendments have the force and effect of law after filing by the Director with the Secretary of State.

B. None Submitted

IT WAS MOVED BY COMMISSIONER ROBINSON, SECONDED BY COMMISSIONER LUECHTEFELD THE MOTION ADOPTED 5-0 TO DISAPPROVE ANY AMENDMENTS TO CLASS SPECIFICATIONS AND ANY AMENDMENTS TO PERSONNEL RULES RECEIVED BY THE COMMISSION STAFF BUT NOT INCLUDED IN THIS AGENDA TO ALLOW ADEQUATE STUDY.

VIII. MOTION TO CLOSE A PORTION OF THE MEETING

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

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

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IX. RECONVENE THE REGULAR OPEN MEETING

X. APPROVAL OF MINUTES OF THE CLOSED PORTION OF THE REGULAR MEETING HELD JANUARY 16, 2026?

IT WAS MOVED BY CHAIR SMITH, SECONDED BY COMMISSIONER MCANARNEY THE MOTION ADOPTED 5-0 TO APPROVE THE MINUTES OF THE CLOSED PORTION OF THE REGULAR MEETING HELD JANUARY 16, 2026.

XI. PUBLICLY ANNOUNCED DECISIONS RESULTING FROM APPEALS

Appeal Number	DA-20-25
Employee	Brett Hendricks
Appeal Date	11/06/2024
Agency	Department of Corrections
Decision Date	February 6, 2026
Appeal Type	Discharge
Proposal for Decision	Discharge Upheld
ALJ	Andrew Barris

IT WAS MOVED BY COMMISSIONER MCANARNEY, SECONDED BY COMMISSIONER LUECHTEFELD, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

Appeal Number	DA-45-25
Employee	Luis Munoz
Appeal Date	04/15/2025
Agency	Department of Children and Family Services
Decision Date	February 6, 2026
Appeal Type	Probationary Discharge
Proposal for Decision	Probationary Discharge Upheld
ALJ	Andrew Barris

IT WAS MOVED BY CHAIR SMITH, SECONDED BY COMMISSIONER MCANARNEY, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

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SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

Appeal Number	DA-50-25
Employee	Robert Ziemer
Appeal Date	05/02/2025
Agency	Department of Human Services
Decision Date	February 6, 2026
Appeal Type	Discharge
Proposal for Decision	Reduced to 30-day Suspension plus SPD
ALJ	Andrew Barris

IT WAS MOVED BY CHAIR SMITH, SECONDED BY COMMISSIONER LUECHTEFELD, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

Appeal Number	RV-02-26
Employee	Peter Obazuaye
Appeal Date	07/30/2025
Agency	Department of Human Services
Decision Date	February 6, 2026
Appeal Type	Rule Violation
Proposal for Decision	No Violation/No Jurisdiction
ALJ	Andrew Barris

IT WAS MOVED BY COMMISSIONER MCANARNEY, SECONDED BY COMMISSIONER ROBINSON, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

Appeal Number	DA-09-26
Employee	Truvetta Lee
Appeal Date	08/21/2025
Agency	Department of Human Services
Decision Date	February 6, 2026
Appeal Type	Discharge
Proposal for Decision	Discharge Upheld
ALJ	Andrew Barris

IT WAS MOVED BY COMMISSION MCANARNEY, SECONDED BY COMMISSIONER LUECHTEFELD, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

Appeal Number	RV-19-26
Employee	Keith Hale
Appeal Date	09/15/2025
Agency	Department of Human Services
Decision Date	February 6, 2026
Appeal Type	Rule Violation
Proposal for Decision	No Violation
ALJ	Thomas Klein

IT WAS MOVED BY COMMISSIONER ROBINSON, SECONDED BY CHAIR SMITH, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

Appeal Number	DA-24-26
Employee	Annastasia Smith
Appeal Date	10/01/2025
Agency	Department of Corrections
Decision Date	February 6, 2026
Appeal Type	Discharge
Proposal for Decision	Dismissed/No Jurisdiction
ALJ	Andrew Barris

IT WAS MOVED BY COMMISSIONER MCANARNEY, SECONDED BY COMMISSIONER ROBINSON, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

Appeal Number	DA-26-26
Employee	Chrystopher Terry
Appeal Date	10/08/2025
Agency	Department of Human Services
Decision Date	February 6, 2026
Appeal Type	Discharge
Proposal for Decision	Dismissed/No Jurisdiction
ALJ	Thomas Klein

IT WAS MOVED BY COMMISSIONER LUECHTEFELD, SECONDED BY COMMISSIONER ROBINSON, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

Appeal Number	DA-36-26
Employee	Cassidy Dober
Appeal Date	11/21/2025
Agency	Department of Human Services
Decision Date	February 6, 2026
Appeal Type	Discharge
Proposal for Decision	Dismissed/No Jurisdiction
ALJ	Thomas Klein

IT WAS MOVED BY CHAIR SMITH, SECONDED BY COMMISSIONER MCANARNEY, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

Appeal Number	S-47-26
Employee	Muriel Kirk
Appeal Date	01/05/2026
Agency	Department of Human Services
Decision Date	February 6, 2026
Appeal Type	Suspension
Proposal for Decision	Dismissed/Withdrawn
ALJ	Andrew Barris

IT WAS MOVED BY COMMISSIONER ROBINSON, SECONDED BY COMMISSIONER LUECHTEFELD, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

Appeal Number	DA-49-26
Employee	Peter Tomczuk
Appeal Date	01/16/2026
Agency	Department of Labor
Decision Date	February 6, 2026
Appeal Type	Discharge
Proposal for Decision	Dismissed/Withdrawn
ALJ	Thomas Klein

IT WAS MOVED BY COMMISSIONER MCANARNEY, SECONDED BY CHAIR SMITH, AND BY ROLL CALL VOTE OF 5-0 THE MOTION ADOPTED TO AFFIRM AND ADOPT THE PROPOSAL FOR DECISION OF THE ADMINISTRATIVE LAW JUDGE FOR THE REASONS SET FORTH IN THE PROPOSAL FOR DECISION.

SMITH	YES	MCANARNEY	YES
ROBINSON	YES	LUECHTEFELD	YES
FINCH	YES		

XII. STAFF REPORT

- Alexandra Myers announced the SEI and SSEI were scheduled to be sent out mid-March, and to reach out to her if there are any questions.

XIII. ANNOUNCEMENT OF NEXT REGULAR OPEN MEETING

February 20, 2026

The next regular open meeting is to be held at 11:00 a.m. on Friday, March 20, 2026, in the Springfield office of the Commission, as well as Webex.

XIV. MOTION TO ADJOURN

IT WAS MOVED BY COMMISSIONER ROBINSON, SECONDED BY COMMISSIONER MCANARNEY, MOTION ADOPTED 5-0 TO ADJOURN THE MEETING AT 11:50 A.M.