

January 17, 2008

AGENDA  
ILLINOIS CIVIL SERVICE COMMISSION  
JANUARY 17, 2008

I. OPENING OF MEETING AT 9:00 A.M. AT 160 NORTH LASALLE STREET, SUITE S-901, CHICAGO, ILLINOIS

II. PRESENT

III. APPROVAL OF MINUTES OF REGULAR MEETING HELD DECEMBER 20, 2007

**WILL THE COMMISSION APPROVE THE MINUTES OF THE REGULAR MEETING HELD DECEMBER 20, 2007?**

January 17, 2008

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

A. Report on Exempt Positions

<u>Agency</u>	<u>Total Employees</u>	<u>Number of Exempt Positions</u>
Aging .....	152.....	9
Agriculture .....	458.....	17
Arts Council.....	22.....	2
Capitol Development Board .....	37.....	0
Central Management Services .....	1,527.....	105
Children and Family Services.....	3,199.....	47
Civil Service Commission .....	4.....	0
Commerce & Economic Opportunity .....	417.....	66
Commerce Commission.....	69.....	0
Corrections.....	12,009.....	108
Criminal Justice Authority .....	59.....	6
Deaf and Hard of Hearing Comm. ....	7.....	1
Developmental Disabilities Council .....	9.....	1
Emergency Management Agency .....	97.....	2
Employment Security.....	1,666.....	25
Environmental Protection Agency .....	1,022.....	19
Financial & Professional Regulation .....	759.....	50
Guardianship and Advocacy .....	111.....	7
Healthcare and Family Services.....	2,342.....	29
Historic Preservation Agency .....	257.....	12
Human Rights Commission .....	9.....	2
Human Rights Department .....	156.....	8
Human Services .....	14,606.....	67
Investment Board.....	2.....	2
Juvenile Justice .....	1,233.....	18
Labor.....	80.....	8
Labor Relations Board Educational .....	13.....	2
Labor Relations Board Local.....	1.....	0
Labor Relations Board State .....	19.....	2
Law Enforcement Training & Standards Bd.....	20.....	1
Medical District Commission .....	2.....	0
Military Affairs .....	120.....	3
Natural Resources .....	1,496.....	27
Pollution Control Board.....	21.....	3
Prisoner Review Board .....	21.....	0
Property Tax Appeal Board .....	23.....	2
Public Health.....	1,121.....	37
Revenue .....	2,071.....	64
State Fire Marshal.....	159.....	12
State Police .....	1,457.....	6
State Police Merit Board.....	5.....	1
State Retirement Systems .....	80.....	1
Transportation.....	3,361.....	1
Veterans' Affairs.....	1,121.....	5
Workers' Compensation Commission .....	172.....	11
TOTALS .....	51,592.....	789

**B. Governing Rule - Jurisdiction B Exemptions**

- a) Before a position shall qualify for exemption from Jurisdiction B under Section 4d(3) of the Personnel Code, the position shall be directly responsible to:
  1. The Governor, or
  2. A departmental director or assistant director appointed by the Governor, or
  3. A board or commission appointed by the Governor, or
  4. The head of an agency created by Executive Order, or the director or assistant director of an agency carrying out statutory powers, whose offices are created by the Governor subject to legislative veto under Article V, Section 11, of the Constitution of 1970, which agency head, director, or assistant director may themselves be subject to exemption under Section 4d(3), or
  5. In an agency having a statutory assistant director, a deputy director exercising full line authority under the director for all operating entities of the agency, provided the statutory role of assistant director is vacant or is assigned clearly distinct and separate duties from the deputy director and as a colleague to him, or
  6. A line position organizationally located between the director and/or assistant director and a subordinate statutorily exempt position(s), provided the position proposed for exemption has line authority over the statutory exempt position(s), or
  7. The elected head of an independent agency in the executive, legislative, or judicial branch of government.
- b) If a position meets the above criterion, it must, in addition, be responsible for one or more of the following before it shall be approved as exempt:
  1. Directs programs defined by statute and/or departmental, board, or commission policy or possess significant authority when acting in the capacity of a director of programs to bind the agency.
  2. Makes decisions in exercising principal responsibility for the determination or execution of policy which fix objectives or state the principles to control action toward operating objectives of one or more divisions, such decisions being subject to review or reversal only by the director, assistant director, board or commission.
  3. Participates in the planning and programming of departmental, board, or commission activities, integrating the plans and projections of related divisions, and the scheduling of projected work programs of those agencies.

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**C1. Illinois Department of Central Management Services – Proposed Exemption (continued from December 20, 2007)**

Position Number	40070-37-00-010-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Director's Office
Functional Title	Associate Director (BOSSAP, Property Mgmt., BEP)
Incumbent	None
Supervisor	Director
Location	Cook County

**C2. Illinois Department of Central Management Services – Proposed Exemption (continued from December 20, 2007)**

Position Number	40070-37-00-200-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Director's Office
Functional Title	Chief Administrative Officer
Incumbent	None
Supervisor	Director
Location	Cook County

**CMS Recommendation:** “These positions meet the reporting criteria of the Commission Rules and considering the similarities of these requested positions with those of other 4d(3) exempt positions, I recommend 4d(3) exemption.”

**D. Illinois Department of Central Management Services – Proposed Exemption (continued from December 20, 2007)**

Position Number	40070-37-60-000-20-01
Position Title	Senior Public Service Administrator
Bureau/Division	Bureau of Property Management
Functional Title	Chief Operating Officer
Incumbent	None
Supervisor	Deputy Director, Bureau of Property Management who reports to the Director
Location	Sangamon County

**CMS Recommendation:** “This position does meet the reporting criteria of the Commission Rules and considering the similarities of this requested position with those of other 4d(3) exempt positions, I recommend 4d(3) exemption.”

**E. Illinois Department of Corrections – Proposed Exemption**  
**(continued from December 20, 2007)**

Position Number	00502-29-00-700-01-01
Position Title	Administrative Assistant II
Bureau/Division	Director’s Office
Functional Title	Staff Assistant to Chief Legal Counsel and the Chief of Labor Relations
Incumbent	None
Supervisor	Chief Legal Counsel, who reports to the Director
Location	Sangamon County

**CMS Recommendation:** “This position does meet the reporting criteria of the Commission Rules and considering the similarities of this requested position with those of other 4d(3) exempt positions, I recommend 4d(3) exemption.”

**F. Illinois Department of Corrections – Proposed Exemption**  
**(continued from December 20, 2007)**

Position Number	37015-29-00-110-05-01
Position Title	Public Service Administrator
Bureau/Division	Director’s Office
Functional Title	Exec. Staff Assistant to Chief of Intergovernmental Relations
Incumbent	None
Supervisor	Chief of Intergovernmental Relations, who reports to the Director
Location	Sangamon County

**CMS Recommendation:** “This position does meet the reporting criteria of the Commission Rules and considering the similarities of the requested position with those of other 4d(3) exempt positions, I recommend 4d(3) exemption.”

**G. Illinois Department of Human Services – Proposed Exemption**  
**(continued from December 20, 2007)**

Position Number	40070-10-00-520-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Chief Operations Office
Functional Title	Chief of the Bureau of Civil Affairs
Incumbent	Margaret D. LaPorte
Supervisor	Chief Operating Officer, who reports to the Secretary
Location	Cook County

**CMS Recommendation:** “This position does meet the reporting criteria of the Commission Rules and considering the similarities of the requested position with those of other 4d(3) exempt positions, I recommend 4d(3) exemption.”

**H. Illinois Department of Public Health – Proposed Exemption**

Position Number	40070-20-90-000-00-01
Position Title	Senior Public Service Administrator
Bureau/Division	Office of Information Technology
Functional Title	Chief Information Officer
Incumbent	None
Supervisor	Director
Location	Sangamon County

**CMS Recommendation:** “This position does meet the reporting criteria of the Commission Rules and considering similarities of this requested position with those of other 4d(3) exempt positions, I recommend 4d(3) exemption.”

**WILL THE COMMISSION GRANT THE REQUESTS FOR EXEMPTION FROM JURISDICTION B OF THE PERSONNEL CODE FOR THE FOLLOWING POSITIONS?**

- E: Staff Assistant to Chief Legal Counsel & Labor Relations Chief**
- F: Executive Staff Assistant to Chief of Intergovernmental Relations**
- G: Chief, Bureau of Civil Affairs**
- H: Chief Information Officer**

**I. Proposed Rescissions in accordance with Rule 11(c) of the Rules of the Civil Service Commission (continued from December 20, 2007)**

On October 16, 2007, the Executive Director sent notice to the Director of Central Management Services of the proposed rescissions of 35 current 4d(3) exempt positions which may no longer meet the requirements for exemption. Each affected agency director was also provided notice of this proposed action. After resolving a number of issues with many of the proposed rescissions, the following is a list of the positions that were continued from both the November 15, 2007 and December 20, 2007 meetings that have been put forth before the Commission for formal consideration of rescission of their exemption. Rule 11(c) also provides that withdrawal of exemption shall be approved after the Commission has determined that an adequate level of managerial control exists in exempt status positions which will ensure responsive and accountable administrative control of the programs of the agency.

<b>Agenda Item</b>	<b>Agency</b>	<b>Position Number</b>	<b>Functional Title</b>
I1	DPH	26404-20-50-000-00-02	Health Protection
I2	Revenue	40070-25-90-200-20-01	Deputy Director, Lottery-Hispanic Market

**WILL THE COMMISSION RESCIND THE EXEMPTION FROM JURISDICTION B OF THE PERSONNEL CODE FOR THE FOLLOWING POSITIONS?**

- I1: Department of Public Health – Health Protection**
- I2: Revenue – Deputy Director, Lottery-Hispanic Market Office**

**J. Proposed Rescissions in accordance with Rule 11(c) of the Rules of the Civil Service Commission**

On December 17, 2007 the Executive Director sent notice to the Director of Central Management Services of the proposed rescissions of 36 current 4d(3) exempt positions which may no longer meet the requirements for exemption. According to information provided by Central Management Services, these positions were granted exempt status but have been vacant for an extended period of time or the positions have been included in bargaining units certified by the ILRB (J1, J4, J10, J11, J20, and J30) or both (J14). Each affected agency director was also provided with a courtesy notice of this proposed action. After resolving a number of issues with several of the proposed rescissions, the following is a list of the positions that will now be put forth before the Commission for formal consideration of rescission of their exemption. Rule 11(c) also provides that withdrawal of exemption shall be approved after the Commission has determined that an adequate level of managerial control exists in exempt status positions which will ensure responsive and accountable administrative control of the programs of the agency.

<b>Agenda Item</b>	<b>Agency</b>	<b>Position Number</b>	<b>Functional Title</b>
J1	Aging	00502-47-00-400-01-01	Legislative Liaison
J2	Agriculture	40070-11-40-000-00-01	Manager, Agriculture Industry Regulation
J3	Agriculture	40070-11-01-700-00-01	Mgr., Grants in Aid
J4	CMS	00502-37-06-000-01-01	Legislative Liaison
J5	CMS	00501-37-06-000-01-02	Legislative Liaison
J6	DCEO	40070-42-60-200-00-01	Mgr., High Performance Workplace
J7	DCEO	40070-42-10-700-00-01	Regional Mgr., SE Region
J8	DCEO	40070-42-10-050-00-01	Regional Mgr., NE Region
J9	DCEO	37015-42-00-000-02-01	Associate Executive Assistant
J10	DCFS	13852-16-00-320-00-01	Legislative Liaison
J11	DCFS	13852-16-00-300-10-01	Legislative Liaison
J12	DHFS	40070-33-00-060-00-21	Spec. Ass't., Prescription Drug Prog.
J13	DNR	40070-12-00-900-00-01	Dir., Scientific Research & Analysis
J14	DNR	37015-12-00-500-00-01	Mgr., Nature Preserves Program
J15	DNR	40070-12-40-000-00-01	Mgr., Resource Conservation
J16	DNR	40070-12-20-000-00-01	Mgr., Grant Admin. & Engineering

<b>Agenda Item</b>	<b>Agency</b>	<b>Position Number</b>	<b>Functional Title</b>
J17	DNR	40070-12-00-200-00-01	DD, Land Mgmt. & Others
J18	Gaming	40070-25-61-000-00-01	Mgr., Enforcement/Investigations
J19	IDES	40070-44-00-000-10-01	Chief Staff Assistant to the Director
J20	IDPH	13852-20-02-000-20-01	Legislative Liaison
J21	IDPH	40070-20-20-000-00-81	DD, Health Stats Policy & Planning
J22	Invest. Bd.	40070-50-95-000-00-01	CFO (Accounting & Investments)
J23	IPCB	40070-50-80-000-00-02	Legislative Liaison
J24	IWCC	40070-50-37-500-00-07	Mgr., Arbitration & Support Staff
J25	IWCC	40070-50-37-200-00-01	Assistant Secretary
J26	Labor	40070-15-00-000-00-02	Executive Assistant to the Director
J27	Labor	40070-15-20-100-00-01	Carnival & Amusement Rides
J28	Labor	40070-15-00-000-00-01	Chief Legal Counsel
J29	PTAB	40070-50-48-200-00-01	DD, Des Plaines Office
J30	Revenue	00501-25-04-110-00-02	Legislative Liaison
J31	Revenue	40070-25-03-110-00-02	Mgr., Local Government Services

**WILL THE COMMISSION RESCIND THE EXEMPTION FROM JURISDICTION B OF THE PERSONNEL CODE FOR THE FOLLOWING POSITIONS?**

- J1: Aging – Legislative Liaison**
- J2: Agriculture – Manager, Agriculture Industry Regulation**
- J3: Agriculture – Manager, Grants in Aid**
- J4: CMS – Legislative Liaison**
- J5: CMS – Legislative Liaison**
- J6: DCEO – Manager, High Performance Workplace**
- J7: DCEO – Regional Manager, SE Region**
- J8: DCEO – Regional Manager, NE Region**
- J9: DCEO – Associate Executive Assistant**
- J10: DCFS – Legislative Liaison**
- J11: DCFS – Legislative Liaison**
- J12: DHFS – Special Assistant, Prescription Drug Program**
- J13: DNR – Director, Scientific Research & Analysis**
- J14: DNR – Manager, Nature Preserves Program**
- J15: DNR – Manager, Resource Conservation**
- J16: DNR – Manager, Grant Administration & Engineering**
- J17: DNR – Deputy Director, Land Management & Others**
- J18: Gaming – Manager, Enforcement/Investigations**
- J19: IDES – Chief Staff Assistant to the Director**
- J20: IDPH – Legislative Liaison**
- J21: IDPH – Deputy Director, Health Stats Policy & Planning**
- J22: Investment Board – CFO (Accounting & Investments)**
- J23: Pollution Control Board – Legislative Liaison**

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- J24: WCC – Manager, Arbitration & Support Staff**
- J25: WCC – Assistant Secretary**
- J26: Labor – Executive Assistant to the Director**
- J27: Labor – Carnival & Amusement Rides**
- J28: Labor – Chief Legal Counsel**
- J29: Property Tax Appeal Board – Deputy Director, Des Plaines Office**
- J30: DOR – Legislative Liaison**
- J31: DOR – Manager, Local Government Services**

V. CLASS SPECIFICATIONS

**The following class titles were submitted for creation, revision, and abolishment by the Director of Central Management Services:**

A. Current Position Titles

- Fire Prevention Inspector Trainee (new)
- Fire Prevention Inspector 1 (revise)
- Fire Prevention Inspector 2 (revise)

Classification Analysis

“The new Fire Prevention Inspector Trainee classification has been developed to provide an alternate entry point into the Fire Prevention Inspector series. The class is patterned after the old Fire Prevention Trainee, which was abolished in March 1980.

“The class requirements are similarly being revised for the Fire Prevention Inspector 1 and 2 to identify the trainee in the requirements at the 1-level, and to afford greater emphasis in preferentially selecting candidates with a background more closely related to fire prevention inspection work, and requiring certification of skills needed in this occupational area. The agency has provided updated information to better reflect work performed, such as the need for basic computer skills in preparing inspection reports.”

**WILL THE COMMISSION APPROVE THE CREATION AND REVISION OF THE FOLLOWING CLASS TITLES TO BE EFFECTIVE FEBRUARY 1, 2008?**

- Fire Prevention Inspector Trainee (new)**
- Fire Prevention Inspector 1 (revise)**
- Fire Prevention Inspector 2 (revise)**

B. Current Position Titles

Site Superintendent 1 (new)  
Site Superintendent 2 (new)  
Site Superintendent 3 (new)  
Agricultural Executive (new)  
Agricultural Land & Water Resources Supervisor (new)  
Natural Resources Education Program Coordinator (new)  
Natural Resources Grant Coordinator (new)  
Natural Resources Manager 1 (new)  
Natural Resources Manager 2 (new)  
Natural Resources Manager 3 (new)  
Natural Resources Site Manager 1 (new)  
Natural Resources Site Manager 2 (new)  
Plant & Pesticide Specialist Supervisor (new)  
Veterinary Consumer Safety Officer (new)  
Veterinary Pathologist (new)  
Veterinary Supervisor 1 (new)  
Veterinary Supervisor 2 (new)  
Warehouse Examiner Supervisor (new)  
Site Superintendent (abolish)  
Public Service Administrator (revise option 5 only)

Classification Analysis

“This study was prompted by the collective bargaining inclusion of the Site Superintendent and all Public Service Administrator (PSA) positions in exam option 5, into the RC-056 supervisory bargaining unit. There are 40 Site Superintendents, and 3,716 PSA filled positions, of which 134 are in examination option 5. The option 5 examination option will be withdrawn with implementation of the new, occupationally specific classifications.

“With both predecessor classifications in the broad-banded ‘BBR’ salary plan, it was necessary to add level progressions in the form of a class series for some new class developments to accommodate the range of work levels in evidence. For example, the Site Superintendent classification its present form defines a manager of a site of limited scope, or an assistant manager with full supervisory responsibilities. In addition, position records describe managers with oversight of satellite sites of substantial size and scope reporting to a large site manager. Three levels were developed to properly define these relationships. Level progressions are also exhibited in the proposed Natural Resources Manager series, Natural Resources Site Manager series, and Veterinary Supervisor series.

“Other classes have been developed to reflect the clear occupational backgrounds necessary to perform work, such as the supervisory veterinarians in Agriculture. These classes were designed to make the test of occupational fitness relate more closely to the actual requirements needed for the work performed. This is the intent for several positions grouped within the PSA exam option 5. Exam option 5 was

assigned to positions with an agricultural or conservation focus. It can be noted through review of the proposed class specifications that the skill sets required to be a Veterinary Pathologist and a Warehouse Examiner Supervisor are radically different, though both positions were previously classified as Public Service Administrators exam option 5. Technically both positions fit within the agriculture/conservation occupational category under the present guidelines. This example illustrates the disparate programmatic functions and responsibilities that can exist within this particular option of the PSA class. Furthermore, these positions were found to exist at various levels within the organizational hierarchy of the respective agencies. Thus, it was necessary to draft several new class specifications to recognize the discrete characteristics of these positions.

“The Public Service Administrator class will be retained for examination options other than option 5. The Site Superintendent class will be abolished and the positions reclassified within the proposed new three level Site Superintendent series. This proposal’s intent is to improve the Classification Plan by providing more definitive class specifications than were previously available for the positions and the improved structure should facilitate the position reporting and classification processes.”

**WILL THE COMMISSION APPROVE THE CREATION, REVISION, AND ABOLISHMENT OF THE FOLLOWING CLASS TITLES TO BE EFFECTIVE FEBRUARY 1, 2008?**

- Site Superintendent 1 (new)**
- Site Superintendent 2 (new)**
- Site Superintendent 3 (new)**
- Agricultural Executive (new)**
- Agricultural Land & Water Resources Supervisor (new)**
- Natural Resources Education Program Coordinator (new)**
- Natural Resources Grant Coordinator (new)**
- Natural Resources Manager 1 (new)**
- Natural Resources Manager 2 (new)**
- Natural Resources Manager 3 (new)**
- Natural Resources Site Manager 1 (new)**
- Natural Resources Site Manager 2 (new)**
- Plant & Pesticide Specialist Supervisor (new)**
- Veterinary Consumer Safety Officer (new)**
- Veterinary Pathologist (new)**
- Veterinary Supervisor 1 (new)**
- Veterinary Supervisor 2 (new)**
- Warehouse Examiner Supervisor (new)**
- Site Superintendent (abolish)**
- Public Service Administrator (revise option 5 only)**

**WILL THE COMMISSION DISAPPROVE ANY CLASS SPECIFICATIONS RECEIVED BY THE COMMISSION STAFF NOT CONTAINED IN THIS REPORT TO ALLOW ADEQUATE STUDY?**

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VI. MOTION TO GO INTO EXECUTIVE SESSION

**PURSUANT TO SUBSECTIONS 2(c)(1), 2(c)(4), AND 2(c)(11) OF THE OPEN MEETINGS ACT, WILL THE COMMISSION HOLD AN EXECUTIVE SESSION TO CONSIDER APPEALS FILED WITH THE COMMISSION, LITIGATION, AND/OR SPECIFIED EMPLOYMENT MATTERS?**

VII. RECONVENE MEETING

VIII. 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 Department of Central Management Services' Consecutive Non-Merit Appointment Reports.

<b>Agency</b>	11/30/07	<b>12/31/07</b>	12/31/06
Agriculture	0	<b>0</b>	2
Arts Council	0	<b>0</b>	1
Central Management Services	4	<b>4</b>	2
Children and Family Services	6	<b>4</b>	7
Healthcare and Family Services	4	<b>6</b>	9
Historic Preservation	3	<b>2</b>	0
Human Services	2	<b>3</b>	3
Natural Resources	13	<b>23</b>	21
State Retirement Systems	0	<b>0</b>	1
Transportation	5	<b>45</b>	45
Veteran's Affairs	0	<b>1</b>	3
<b>Totals</b>	37	<b>88</b>	94

IX. PUBLICLY ANNOUNCED DECISIONS RESULTING FROM APPEAL

- **DISCHARGE**

**DA-7-08**

Employee	Carl N. Akers	Appeal Date	8/20/07
Agency	DOR	Decision Date	1/04/08
Type	Discharge	ALJ	Andrew Barris
Charge(s)	Misuse of e-mail system and conduct unbecoming	Recommended Decision	Charges are proven and warrant 90-day suspension.

**DOES THE COMMISSION AFFIRM AND ADOPT THE RECOMMENDED DECISION IN THE ABOVE MATTER?**

- **RULE VIOLATION**

**RV-10-08**

Employee	Erika Raymond	Appeal Date	09/27/07
Agency	DHS/CMS	Decision Date	12/21/07
Type	Rule Violation	ALJ	Andrew Barris
Charge(s)	Alleges violation of Personnel Rules Section 310.420(a) in denying annual merit bonus	Proposed Finding	Employee proved by preponderance of the evidence that DHS violated Section 310.420(a) of the Personnel Rules.

**DOES THE COMMISSION AFFIRM AND ADOPT THE PROPOSED FINDING IN THE ABOVE MATTER?**

X. **APPEALS TERMINATED WITHOUT DECISION ON THE MERITS**

- **DISMISSED**

**S-17-08**

Employee	Patrick Freed	Appeal Date	11/15/07
Agency	DOC	Decision Date	12/11/07
Type	Suspension	ALJ	Andrew Barris
Charge(s)	Unauthorized absence	Recommended Decision	Dismissed subject to approval of Commission; withdrawn.

**DOES THE COMMISSION AFFIRM AND ADOPT THE RECOMMENDED DECISION IN THE ABOVE MATTER?**

- **DISMISSED**

**D-20-08**

Employee	Siretha M. Ruff	Appeal Date	12/03/07
Agency	DCEO	Decision Date	12/24/07
Type	Demotion	ALJ	Daniel Stralka
Charge(s)	Involuntary reduction-certified status (demotion while still serving probationary period)	Recommended Decision	Dismissed subject to approval of Commission; withdrawn.

**DOES THE COMMISSION AFFIRM AND ADOPT THE RECOMMENDED DECISION IN THE ABOVE MATTER?**

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- **DISMISSED**

**DA-22-08**

Employee	Susan L. Nooks	Appeal Date	12/10/07
Agency	DVA	Decision Date	12/26/07
Type	Discharge	ALJ	Daniel Stralka
Charge(s)	Violated last chance agreement by refusing mandatory overtime on 10/02/07	Recommended Decision	Dismissed subject to approval of Commission; withdrawn.

**DOES THE COMMISSION AFFIRM AND ADOPT THE RECOMMENDED DECISION IN THE ABOVE MATTER?**

- **DISMISSED**

**DA-28-08**

Employee	Leisa A. Graves	Appeal Date	12/14/07
Agency	DCFS	Decision Date	1/03/08
Type	Discharge	ALJ	Daniel Stralka
Charge(s)	Employee resigned prior to charges being issued	Recommended Decision	Dismissed subject to approval of Commission; withdrawn.

**DOES THE COMMISSION AFFIRM AND ADOPT THE RECOMMENDED DECISION IN THE ABOVE MATTER?**

XI. **STAFF REPORT**

XII. **ANNOUNCEMENT OF NEXT MEETING**

**The next regular meeting is to be held on Thursday, February 21, 2008 at 9:00 a.m. in the Commission's Chicago office.**

XIII. **MOTION TO ADJOURN**