

**STATE OF ILLINOIS
ILLINOIS LABOR RELATIONS BOARD
STATE PANEL**

State of Illinois, Department of)	
Central Management Services)	
(Department of Children &)	
Family Services),)	
)	
Petitioner)	
)	
and)	Case No. S-DE-14-029
)	
American Federation of State, County)	
and Municipal Employees, Council 31,)	
)	
Labor Organization-Objector)	

**DECISION AND ORDER OF THE ILLINOIS LABOR RELATIONS BOARD
STATE PANEL**

On September 4, 2013, Administrative Law Judge Michelle Owen issued a Recommended Decision and Order finding that designations made on behalf of the Governor by the Illinois Department of Central Management Services pursuant to Section 6.1 of the Illinois Public Labor Relations Act, 5 ILCS 315/6.1 (2012), were properly made. The petition designated 92 positions at the Illinois Department of Children and Family Services on the basis that they were titled “Senior Public Service Administrator” and therefore designable under Section 6.1(b)(2). No individual employees filed objections pursuant to Section 1300.60 of the Rules and Regulations of the Illinois Labor Relations Board promulgated to implement Section 6.1, 80 Ill. Admin. Code Part 1300, but the American Federation of State, County and Municipal Employees, Council 31 (AFSCME) did, and upon the Administrative Law Judge’s issuance of her Recommended Decision and Order, AFSCME also filed exceptions pursuant to Section 1300.130 of the Board’s Rules.

All issues raised by the exceptions were addressed in the cases recently decided by the Illinois Labor Relations Board, State Panel, in Consolidated Case Nos. S-DE-14-005 etc. For the reasons expressed in that decision, and for the reasons articulated in the Administrative Law Judge’s Recommended Decision and Order, we accept the recommendation, and find that the

designations comport with the requirements of Section 6.1. Consistent with that finding, we direct the Executive Director to certify that the positions designated be certified as excluded from the collective bargaining rights under Section 6.

BY THE STATE PANEL OF THE ILLINOIS LABOR RELATIONS BOARD

/s/ John J. Hartnett
John J. Hartnett, Chairman

/s/ Paul S. Besson
Paul S. Besson, Member

/s/ James Q. Brennwald
James Q. Brennwald, Member

/s/ Michael G. Coli
Michael G. Coli, Member

/s/ Albert Washington
Albert Washington, Member

Decision made at the State Panel's public meeting in Springfield, Illinois, on October 8, 2013; written decision issued at Springfield, Illinois, October 8, 2013.

**STATE OF ILLINOIS
ILLINOIS LABOR RELATIONS BOARD
STATE PANEL**

State of Illinois, Department of Central)	
Management Services,)	
)	
Employer)	
)	
and)	Case No. S-DE-14-029
)	
American Federation of State, County)	
and Municipal Employees, Council 31,)	
)	
Labor Organization-Objector)	

**ADMINISTRATIVE LAW JUDGE'S
RECOMMENDED DECISION AND ORDER**

Section 6.1 of the Illinois Public Labor Relations Act, 5 ILCS 315/6.1 (2012) *added by* Public Act 97-1172 (eff. April 5, 2013), allows the Governor of the State of Illinois to designate certain public employment positions with the State of Illinois as excluded from collective bargaining rights which might otherwise be granted under the Illinois Public Labor Relations Act. There are three broad categories of positions which may be so designated: 1) positions which were first certified to be in a bargaining unit by the Illinois Labor Relations Board on or after December 2, 2008, 2) positions which were the subject of a petition for such certification pending on April 5, 2013 (the effective date of Public Act 97-1172), or 3) positions which have never been certified to have been in a collective bargaining unit. Only 3,580 of such positions may be so designated by the Governor, and, of those, only 1,900 positions which have already been certified to be in a collective bargaining unit.

Moreover, to be properly designated, the position must fit one of the following five categories:

- 1) it must authorize an employee in the position to act as a legislative liaison;
- 2) it must have a title of or authorize a person who holds the position to exercise substantially similar duties as a Senior Public Service Administrator, Public Information Officer, or Chief Information Officer, or as an agency General

Counsel, Chief of Staff, Executive Director, Deputy Director, Chief Fiscal Officer, or Human Resources Director;

- 3) it must be designated by the employer as exempt from the requirements arising out of the settlement of Rutan v. Republican Party of Illinois, 479 U.S. 62 (1990), and be completely exempt from jurisdiction B of the Personnel Code, 20 ILCS 415/8b through 8b.20 (2012), see 20 ILCS 415/4 through 4d (2012);
- 4) it must be a term appointed position pursuant to Section 8b.18 or 8b.19 of the Personnel Code, 20 ILCS 415/8b.18, 8b.19 (2012); or
- 5) it must authorize an employee in that position to have “significant and independent discretionary authority as an employee” by which the Act means the employee is either
 - (i) engaged in executive and management functions of a State agency and charged with the effectuation of management policies and practices of a State agency or represents management interests by taking or recommending discretionary actions that effectively control or implement the policy of a State agency; or
 - (ii) qualifies as a supervisor of a State agency as that term is defined under Section 152 of the National Labor Relations Act, 29 U.S.C. 152(11), or any orders of the National Labor Relations Board interpreting that provision or decisions of courts reviewing decisions of the National Labor Relations Board.

Section 6.1(d) creates a presumption that any such designation made by the Governor was properly made. It also requires the Illinois Labor Relations Board to determine, in a manner consistent with due process, whether the designation comports with the requirements of Section 6.1, and to do so within 60 days.¹

As noted, Public Act 97-1172 and Section 6.1 of the Illinois Public Labor Relations Act became effective on April 5, 2013, and allow the Governor 365 days from that date to make such designations. The Board promulgated emergency rules to effectuate Section 6.1, which became

¹ Public Act 98-100, which became effective July 19, 2013, added subsections (e) and (f) to Section 6.1 which shield certain specified positions from such Gubernatorial designations, but none of those positions are at issue in this case.

effective on April 22, 2013, 37 Ill. Reg. 5901 (May 3, 2013), and the Board promulgated permanent rules for the same purpose which became effective on August 23, 2013, 37 Ill. Reg. ___. These rules are contained in Part 1300 of the Board's Rules and Regulations, 80 Ill. Admin. Code Part 1300.

On August 9, 2013, the Illinois Department of Central Management Services (CMS), on behalf of the Governor, filed the above-captioned designation pursuant to Section 6.1 of the Act and Section 1300.50 of the Board's Rules. On August 26, 2013, the American Federation of State, County and Municipal Employees, Council 31 (AFSCME) filed timely objections to the designation pursuant to Section 1300.60(a)(3) of the Board's Rules.² Based on my review of the designations, the documents submitted as part of the designation, the objections, and the documents and arguments submitted in support of those objections, I have determined that AFSCME has failed to raise an issue that would require a hearing. I find the designation to have been properly submitted and consistent with the requirements of Section 6.1 of the Act and consequently I recommend that the Executive Director certify the designation of the positions at issue in this matter as set out below and, to the extent necessary, amend any applicable certifications of exclusive representatives to eliminate the existing inclusion of these positions within any collective bargaining unit.

The petition designates 92 positions at the Department of Children and Family Services for exclusion from the self-organization and collective bargaining provisions of Section 6 of the Act. The petition indicates that the 92 positions qualify for designation under Section 6.1(b)(2) because each position is classified as a Senior Public Service Administrator (SPSA). In support of its petition, CMS provided a spreadsheet showing the classification of each designated position and indicating that each position is currently not represented for the purposes of collective bargaining. CMS submitted CMS-104s for each position, each of which indicates that the position is classified as an SPSA. All 92 positions are subject to pending petitions for certification.

² On August 15, 2013, AFSCME filed a motion for an extension of time to file objections in this case. On August 16, 2013, the Board's General Counsel issued an order denying the extension of time in this case, and noting that the time for filing objections remained August 26, 2013.

I. OBJECTIONS

AFSCME objects to the designation petition on both procedural and substantive grounds. Procedurally, AFSCME argues that it has been denied due process because the Board failed to provide AFSCME with an adequate period of time to file objections and the General Counsel denied AFSCME's motion for an extension of time to file objections. Next, AFSCME argues that the Board denied it due process when it failed to provide any procedure to obtain additional information to support its objections. Finally, AFSCME argues that these factors, combined with CMS's decision to file over one-third of all the allowable designations within less than a week, deprived AFSCME of due process.

Substantively, AFSCME specifically objects to the designation of position number: 40070-16-09-230-00-01 (SPSA, Option 3, vacant). AFSCME argues that it is arbitrary to exclude this position from collective bargaining, when other SPSA, Option 3 positions with similar job duties have been previously certified in a bargaining unit. Additionally, AFSCME argues that it is arbitrary to exclude this position based on SPSA status alone.

Next, AFSCME argues that all of the designated positions are improperly classified as SPSAs because the SPSA class specification states that positions subject to the provisions of a collective bargaining agreement are not properly SPSA positions. AFSCME argues that positions with the same duties and responsibilities as the designated positions are properly part of and have been certified into bargaining units, and accordingly the designated positions should not be classified as SPSA positions.

II. DISCUSSION AND ANALYSIS

A. Procedural Issues

The Board did not deny AFSCME due process when it applied its rules, which required AFSCME to file its objections within 10 days, and when the General Counsel denied AFSCME's motion for an extension of time to file objections.

An administrative proceeding is governed by the fundamental principles and requirements of due process. Abrahamson v. Ill. Dep't of Prof'l Regulation, 153 Ill. 2d 76, 92 (1992). Due process is a flexible concept, and calls for procedural protections as principles of justice and the particular situation demand. E. St. Louis Fed'n of Teachers, Local 1220 v. E. St. Louis School Dist. No. 189 Fin. Oversight Panel, 178 Ill. 2d 399, 419 (1997); Abrahamson, 153

Ill. 2d at 92; Scott v. Dep't of Commerce & Cmty. Affairs, 84 Ill. 2d 42, 51 (1981). Fundamentally, due process requires (1) adequate notice and (2) a meaningful opportunity to be heard. E. St. Louis Fed'n of Teachers, 178 Ill. 2d at 419-20; Peacock v. Bd. of Trs. of Police Pension Fund, 395 Ill. App. 3d 644, 654 (1st Dist. 2009), citing Goldberg v. Kelly, 397 U.S. 254, 267-68 (1970) and Abrahamson, 153 Ill. 2d at 92. The second requirement is satisfied if a party affected by the proceedings is afforded a meaningful procedure to assert its claim prior to the deprivation or impairment of a right. Peacock, 395 Ill. App. 3d at 654, citing Matthews v. Eldridge, 424 U.S. 319, 32 (1976) and Wendl v. Moline Police Pension Bd., 96 Ill. App. 3d 482, 486 (3rd Dist. 1981).

The Board did not deny AFSCME due process when it required AFSCME to file its objections within 10 days, because in doing so, the Board was following its own rules which specify the time limits for filing objections. Dep't of Cent. Mgmt. Servs./Ill. Commerce Comm'n v. Ill. Labor Relations Bd., 406 Ill. App. 3d 766, 771 (4th Dist. 2010) (agency must follow its own rules). Further, the Board did not deny AFSCME due process when the General Counsel denied AFSCME's motion for an extension of time to file objections because this decision was reasonable in light of the short statutory time frame in which the Board must process the designation petitions and the high volume of such petitions the Board expects to receive. The Act states that the Board has 60 days to determine whether a designation comports with the requirements of Section 6.1 of the Act. 5 ILCS 315/6.1(b)(5) (2012). During those 60 days, the Board must allow time (1) for the parties to file objections; (2) for an Administrative Law Judge (ALJ) to hold a hearing, if necessary, and to draft, issue, and serve a Recommended Decision and Order (RDO) on the parties; (3) for the parties to file exceptions to the ALJ's RDO; (4) for the Board and its staff to evaluate the exceptions; (5) for the Board to set an agenda for the Board meeting pursuant to the requirements of the Open Meetings Act;³ and (6) for the Board to rule on the ALJ's RDO concerning the designation. Moreover, the Board is expected to receive a high volume of these petitions because the Governor is statutorily permitted to designate up to 3,580 positions for exclusion. Taken together, these factors demonstrate that the General Counsel's denial of an extension of time to file objections, and thus requiring AFSCME

³ The Open Meetings Act provides that "an agenda for each regular meeting shall be posted at the principal office of the public body and at the location where the meeting is to be held at least 48 hours in advance of the holding of the meeting." 5 ILCS 120/2.02 (2012).

to file objections within the time limit specified in the Rules, is reasonable, and thus comports with the Board's obligation to provide the parties affected by its decision with due process.

Also, the Board did not deprive AFSCME of due process when it allegedly failed to provide a procedure by which AFSCME could obtain information to support its position. Section 1300.110 of the Rules provides that a party may ask the Board to issue subpoenas for witnesses and documents. See 80 Ill. Admin. Code 1300.110. While this subpoena power is only available to the parties after the ALJ determines that there are issues of fact for an oral hearing, the subpoena power available to the parties is identical to that available to the parties in all other proceedings before the Board and thus does not deprive AFSCME of due process. Compare 80 Ill. Admin. Code 1300.110 with 80 Ill. Admin. Code 1200.90.

Furthermore, it is not clear what additional relevant information AFSCME would seek through any discovery procedures in this case. Notably, AFSCME does not dispute that the positions at issue in this case are classified as SPSAs, nor does it dispute that the positions at issue are not currently represented in a unit. Since the central issue in this case is whether the designated positions have been properly identified as SPSAs and are not currently represented for the purposes of collective bargaining, the lack of additional discovery procedures has not deprived AFSCME of due process.

Finally, the Board's procedures did not deprive AFSCME of due process in this case, even though CMS filed a high volume of cases in a short period of time, because many of these cases, including this one, sought exclusion based solely on the positions' title, and therefore they did not present complex issues of fact which require extensive discovery. Thus, the volume of the cases CMS filed did not greatly hinder AFSCME's ability to file objections, even in light of the Board's time limits.

In sum, the Board did not deprive AFSCME of due process in applying its rules in this case.

B. Substantive Issues

The designation comports with the requirements of Section 6.1(d) and AFSCME's objections do not overcome the presumption that the Governor's designation was properly made.

A position is properly designatable if: (1) it has never been certified into a collective bargaining unit, and (2) it has the title of SPSA. 5 ILCS 315/6.1 (2012). The Act presumes that

any designation made by the Governor under Section 6.1 is properly made. 5 ILCS 315/6.1(d) (2012). Here, CMS's filings indicate that all 92 designated positions are the subject of a petition for certification pending on April 5, 2013. The filings also indicate that all of the 92 designated positions hold the title of SPSA. AFSCME has alleged neither that the designated positions have previously been certified into a collective bargaining unit nor that the positions are not actually classified as SPSAs. Thus, all 92 designated positions are designatable under Section 6.1.

None of AFSCME's objections alter this conclusion. First, it is not arbitrary for the Board to permit the exclusion of position number 40070-16-09-230-00-01, even though other SPSA, Option 3 positions have been included in a bargaining unit because the Board is adhering to its own rules and the plain language of the statute in doing so. For this same reason, it is not arbitrary to exclude the position based on SPSA title alone.

Administrative regulations carry the same presumption of validity as statutes, and accordingly will be set aside if they are arbitrary, unreasonable, or capricious. City of Chi. v. Ill. Labor Relations Bd., Local Panel, 396 Ill. App. 3d 61, 73 (1st Dist. 2009), citing Granite City Div. of Nat'l Steel Co. v. Ill. Pollution Control Bd., 155 Ill. 2d 149, 162 (Ill. 1993). An agency's action is arbitrary and capricious if the agency fails to follow its own rules, fails to adhere to the statute at issue, contravenes the legislature's intent, fails to consider a crucial aspect of the problem, or offers an explanation which is so implausible that it runs contrary to agency expertise. Ill. Commerce Comm'n., 406 Ill. App. 3d at 771; Crane by Crane v. Ind. High Sch. Athletic Ass'n., 975 F.2d 1315, 1320 (7th Cir. 1992) (agency acts arbitrarily and capriciously when it fails to follow its own rules); Steinhouse v. Ashcroft, 247 F. Supp. 2d 201, 210 (D. Conn. 2003) (agency's failure to adhere to statute at issue is arbitrary and capricious), citing Yousefi v. INS, 260 F.3d 318, 328 (4th Cir. 2001).

Here, the decision to permit designation of position number 40070-16-09-230-00-01 is not arbitrary, unreasonable, or capricious because in doing so the Board is adhering to the language of the statute, which requires the Board to grant the designation petition if the position meets the statutory criteria, and to its own rules, which implement the Act. As previously stated, the designated position meets the statutory criteria in this case. The fact that other SPSA, Option 3 positions have been previously included in a bargaining unit does not alter this conclusion.

Further, finding that this position is properly designable based on SPSA title alone is not arbitrary, when that finding is exactly what the Act requires in this case. If the Board were to find otherwise, it would be failing to adhere to the Act or its own Rules, and thus would be acting arbitrarily. Section 6.1(b)(2) provides in relevant part that for a position to be designable, “it must have a title of ...Senior Public Service Administrator.” Thus, the Act, unambiguously and without qualification permits the designation of this position based solely on its SPSA title, without regard to the position’s actual duties. It is undisputed that CMS has classified position number 40070-16-09-230-00-01 as an SPSA position, and therefore it is properly designable.

ASCME’s final argument is that all of the positions at issue are not properly classified as SPSAs because of the language in the SPSA class specification, which states that positions subject to the provisions of a collective bargaining agreement are not properly SPSA positions. This argument is not relevant to the determination of whether the positions are designable under Section 6.1 of the Act. The Act does not require that a position is properly classified as an SPSA. It only requires that a position is actually classified as an SPSA. Thus, the inquiry here is whether CMS has in fact classified the positions as SPSAs. As noted previously, AFSCME does not contest that the positions at issue are classified as SPSAs. Thus, this argument does not overcome the presumption that the designation was properly made.⁴ In sum, I find that the Board provided AFSCME due process and that the designation comports with the requirements of Section 6.1.

III. CONCLUSION OF LAW

The Governor’s designation in this case was properly made.

IV. RECOMMENDED ORDER

Unless this Recommended Decision and Order Directing Certification of the Designation is rejected or modified by the Board, the following positions with the Department of Children

⁴ Related to this argument, AFSCME argues that although the Board may decide to permit the exclusion of the SPSA positions in this case, that decision will not address issues regarding the erosion of bargaining unit work. AFSCME notes that issues regarding the erosion of bargaining unit work will “involve interpretation of a collective bargaining agreement and will need to be determined pursuant to the terms of those agreements.” Since I need not determine whether these positions are properly classified as SPSAs in order to evaluate this designation, I will not address this argument. AFSCME remains free to file grievances and/or unfair labor practice charges regarding its concern over the erosion of bargaining unit work.

and Family Services are excluded from the self-organization and collective bargaining provisions of Section 6 of the Illinois Public Labor Relations Act:

<u>Position Number</u>	<u>Name of Incumbent</u>	<u>Working Title</u>
40070-16-00-000-20-01	Gregg, Bobbie	Confidential Assistant to the Director
40070-16-00-000-50-01	Vacant	Exec Asst for Media and Public Relations
40070-16-00-200-00-01	Gonzales, Denise	Chief of Staff
40070-16-00-227-00-01	Gibbs, Edmund	Juvenile Justice Administrator
40070-16-00-230-00-01	Chasey, Larry	Deputy Chief of Staff-Downstate
40070-16-00-231-00-01	Jones, Michael	Placement Resources Administrator
40070-16-01-000-10-01	Caldwell, Denise	Deputy Assistant-Internal Audits
40070-16-03-210-00-01	Quinn, John	Administrator, Court Services
40070-16-05-000-00-01	Dyer, Debra	Affirmative Action Chief
40070-16-05-600-00-01	Blackwell, Robert	External Permanency Affairs Liaison
40070-16-08-300-00-01	Teeple, Kara	Statewide QA & Improvement Director
40070-16-08-320-00-01	Vacant	Downstate Program Review Administrator
40070-16-08-370-00-01	Hatcher, Michael	Admin, Federal Planning & Program Funding
40070-16-08-500-00-01	Foltz, Richard	Management Systems Administrator
40070-16-09-230-00-01	Vacant	Statewide Admin, Application Development
40070-16-09-300-00-01	Vacant	Research and Development Administrator
40070-16-09-400-00-01	Vacant	Assoc Deputy Director, Functional Mgt

40070-16-13-000-00-01	Murray, Denice	Deputy Director, Regulation & Monitoring
40070-16-13-100-00-01	Kennedy, Deborah	Monitoring Services Director
40070-16-13-150-00-01	Brown, Norman	Residential Monitoring Administrator
40070-16-13-500-00-01	Vennikandam, George	Associate Deputy Director, A& I Licensing
40070-16-13-600-00-01	Vacant	Associate Deputy Director, Day Care Licensing
40070-16-15-100-00-01	Cottrell, Diane	Associate Deputy Director-ACR
40070-16-15-200-00-99	Hernandez, Edgar	Associate Deputy Director, Specialty Services
40070-16-15-330-00-01	Champagne, Vincent	Health Policy Administrator
40070-16-15-600-00-01	Vacant	Statewide Admin, Integrated Assessment
40070-16-15-700-00-01	Vacant	Administrator, Clinical Assessment Services
40070-16-15-800-00-01	Missel, Craig	Associate Deputy Director-Training & Dev Svcs
40070-16-18-000-00-01	Vacant	Deputy Bureau Chief-Child Protection
40070-16-18-100-00-01	Mc Daniels, Valerie	Assoc Dep Bureau Chief-Cook Co Inv Practice
40070-16-18-300-00-01	Welcher, Lori	Assoc Dep Bureau Chief-Downstate Inv Practice
40070-16-18-420-00-01	Harmes-Pavelski, Nora	SCR Administrator
40070-16-18-422-00-01	Holloway, Wanda	Deputy SCR Administrator
40070-16-20-000-00-01	Morris, Charles	Deputy Director, Budget and Finance (CFO)
40070-16-20-100-00-01	Vacant	Manager, Office of Financial Management
40070-16-20-120-00-01	Vacant	Fiscal Operations Administrator

40070-16-20-130-00-01	Handlin, Ronald	Admin, Central Vouchering & Business Ofc
40070-16-20-200-00-01	Herman, Kristine	Mgr, Medicaid Certification & Program Svcs
40070-16-20-300-00-01	Melbourne, Hilary	Manager, Federal Financial Participation
40070-16-20-500-00-01	Vacant	Chief, Budget Development
40070-16-20-510-00-01	Vacant	Mgr, Purchase of Service Budget Development
40070-16-20-800-00-01	Tucker, Sarah	Budget and Payroll Manager
40070-16-24-000-00-01	Vacant	Deputy Director, Office of the Guardian
40070-16-24-100-00-01	Robinson, Lisa	Assistant Guardianship Administrator
40070-16-28-000-00-01	Clarkin, Dave	Deputy Director, Communications
40070-16-31-100-00-01	Green, Marilyn	Area Administrator
40070-16-31-800-00-01	Marmion, James	Area Administrator
40070-16-32-100-00-01	Smith, Catherine	Area Administrator
40070-16-32-300-00-01	Norman, Jane	Area Administrator
40070-16-33-000-00-01	Arnold, Marilyn	Regional Administrator-Northern
40070-16-33-300-00-01	Gold, Anne	Area Administrator
40070-16-33-400-00-01	Durpetti, David	Area Administrator
40070-16-33-500-00-99	Navarro, Francisco	Area Administrator
40070-16-33-600-00-01	Ruzicka, Carole	Area Administrator
40070-16-33-700-00-01	Carlisle, Alexis	Area Administrator
40070-16-35-000-00-01	Ruppe, Michael	Regional Administrator-Central
40070-16-35-300-00-01	Jensen, Susan	Area Administrator
40070-16-36-100-00-01	Miller, Maria	Area Administrator

40070-16-36-400-00-01	Seggebruch, Elizabeth	Area Administrator
40070-16-36-500-00-01	Silva, Desiree	Area Administrator
40070-16-37-000-00-01	Hobson, Derek	Regional Administrator-Southern
40070-16-37-300-00-01	Dennis, Vendetta	Area Administrator
40070-16-38-100-00-01	Palmer-Thomas, Debbie	Area Administrator
40070-16-38-400-00-01	Rose, Donald	Area Administrator
40070-16-38-500-00-01	Cain, Robert	Area Administrator
40070-16-47-000-00-01	Bright, Jacqueline	Regional Administrator-Cook North
40070-16-47-100-00-01	Barry, Michael	Area Administrator
40070-16-47-200-00-01	Marakis, Ann	Area Administrator
40070-16-47-300-00-01	Johnson, Jacqueline	Area Administrator
40070-16-48-000-00-01	Hall, Joyce	Regional Administrator-Cook Central
40070-16-48-100-00-01	Jordan, Yolanda	Area Administrator
40070-16-48-200-00-99	Montalvo, Roi	Area Administrator
40070-16-49-100-00-01	Minter, Steven	Area Administrator
40070-16-49-200-00-01	Steele, Donna	Area Administrator
40070-16-49-300-00-01	Vacant	Area Administrator
40070-16-49-400-00-01	Vacant	Area Administrator
40070-16-60-000-00-01	McCarrel, Deborah	Bureau Chief-Operations
40070-16-60-200-00-01	Kerrick, Rachael	Deputy Bureau Chief-Permanency
40070-16-60-220-00-01	Gammon-Bond, Kamara	Permanency Practice Administrator
40070-16-60-230-00-01	McIntire, Cheryl	Adoptions Administrator
40070-16-60-400-00-01	Bloom-Ellis, Brice	Deputy Bureau Chief, Support Services

40070-16-60-430-00-01	Fitzgerald, Daniel	Youth and Family Development Administrator
40070-16-60-431-00-01	Savas, Theodora	Education and Transition Services Administrator
40070-16-60-440-00-01	Garrett, Lorne	Child Intake and Recovery Administrator
40070-16-64-000-00-01	Matlock, Debra	Deputy Director/APO
40070-16-64-100-00-01	Vacant	Associate Agency Procurement Officer
40070-16-64-200-00-01	Vacant	Statewide Contract Compliance Admin
40070-16-64-300-00-01	Washington, Douglas	Manager, Office of Contracts
40070-16-64-400-00-01	Bell-Stampley, Adrienne	Associate Deputy Director, Field Audits
40070-16-65-000-00-01	Donathan, Greg	Deputy Director, Policy and Advocacy
40070-16-65-100-00-01	Vacant	Chief, Ofc of Child and Family Policy
40070-16-65-300-00-01	Vacant	Chief, Advocacy Office

V. EXCEPTIONS

Pursuant to Section 1300.90 and Section 1300.130 of the Board's Rules and Regulations, 80 Ill. Admin. Code Part 1300,⁵ parties may file exceptions to the Administration Law Judge's recommended decision and order, and briefs in support of those exceptions, not later than three days after service of the recommended decision and order. All exceptions shall be filed and served in accordance with Section 1300.90 of the Board's Rules. Exceptions must be filed by electronic mail sent to ILRB.Filing@Illinois.gov. Each party shall serve its exception on the other parties. If the original exceptions are withdrawn, then all subsequent exceptions are moot. A party not filing timely exceptions waives its right to object to the Administrative Law Judge's recommended decision and order.

⁵ Available at <http://www.state.il.us/ilrb/subsections/pdfs/Section%201300%20Illinois%20Register.pdf>

Issued at Chicago, Illinois, this 4th day of September, 2013

**STATE OF ILLINOIS
ILLINOIS LABOR RELATIONS BOARD
STATE PANEL**

/s/ Michelle Owen

**Michelle Owen
Administrative Law Judge**