

STATE OF ILLINOIS
ILLINOIS LABOR RELATIONS BOARD
STATE PANEL

State of Illinois, Department of Central)	
Management Services,)	
)	
Employer)	
)	
and)	Case No. S-DE-14-028
)	
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);
- 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 effective on April 22, 2013, 37 Ill. Reg. 5901 (May 3, 2013), and the Board promulgated rules

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.

for the same purpose effective on August 23, 2013, 37 Ill. Reg. ____ (collectively referred to as the Board's rules). 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 22, 2013, the American Federation of State, County and Municipal Employees, Council 31 (AFSCME) filed objections to the designation pursuant to Section 1300.60(a)(3) of the Board's Rules. 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 find that the designation was properly submitted, that it is consistent with the requirements of Section 6.1 of the Act, and that the objections fail to raise an issue of law or fact that might overcome the presumption that the designation is proper. 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 any existing inclusion of these positions within any collective bargaining unit.

The following 96 positions are at issue in this designation. All positions are within Central Management Services.

40070-37-00-000-10-01	Vacant	Chief Operating Officer
40070-37-00-000-10-04	Carter, Lynn	Deputy Chief Operating Officer
40070-37-00-000-20-01	Nondorf, Roger, A	Chief Administrative Officer
40070-37-00-000-22-02	Lomanto, Kathleen, J	Personnel Liaison to Governor's Office
40070-37-00-000-22-03	Reed, Denise	Operations Manager
40070-37-00-000-22-05	Vacant	Personnel Liaison to Governor's Office
40070-37-00-000-30-01	Hoots, Diane	Emergency Management Coordinator
40070-37-01-000-00-01	Walker, Will	Deputy Director - Agency Services
40070-37-01-000-40-01	Earl, Billy	Statewide Print Administrator
40070-37-01-000-50-01	Cavanaugh, Michael	I-Cycle/Waste Reduction Manager
40070-37-01-010-00-01	Vacant	Vehicle Ownership Administrator
40070-37-01-200-00-01	Miller, Kenneth, J	Division of Vehicles Manager
40070-37-04-000-00-01	Cerpa, Paul, H	Deputy Director - BEP

40070-37-04-000-01-01	Ngwayah, Elias, R	Associate Deputy Director - BEP
40070-37-10-000-20-01	Vacant-Quinde	IT Policy and Planning Manager
40070-37-10-000-30-01	McGhee, Trey	Enterprise Architect and Strategy Executive
40070-37-10-000-40-01	Lindemulder, Donna, I	Agency Relations manager
40070-37-10-100-00-01	McKneelen, Aaron, B	Software Compliance Manager
40070-37-10-200-00-01	Brent, Jonelle, D	Chief of Staff
40070-37-10-300-00-01	Holloway, Craig, A	IT/Telecom Portfolio Manager-Chicago
40070-37-10-300-20-01	Jackson, Tara, P	Procurement staff
40070-37-10-300-30-01	Ellenberg, James	IT/Telecom Portfolio Manager
40070-37-11-110-00-01	McCarten, Michael, A	Mainframe Manager
40070-37-11-300-00-01	Davidson, John, M	Enterprise Production Manager
40070-37-11-400-00-01	Miller, Ron	Personal Information Management (Email) Manager
40070-37-12-120-00-01	Vacant-Tarr	Enterprise Systems Manager
40070-37-12-130-00-01	Thorpe, Karl, D	Web Services Manager
40070-37-17-000-00-01	Vacant-EPMO	Enterprise Program Management Executive
40070-37-18-000-00-01	Vacant	Chief Customer Officer
40070-37-18-220-00-01	Ibrahim, Bola	Manager of End User Computing team in Chicago
40070-37-20-000-02-01	O'Dell, Deborah	Policy Advisor
40070-37-20-000-10-01	Griffin, Christina, M	Chief of Staff
40070-37-21-000-00-01	McConomy, Stephen, M	Division Manager
40070-37-22-000-00-01	Foster, Cory, L	Division Manager
40070-37-22-200-00-01	Charneco, Carlos	DEP Manager
40070-37-24-000-00-01	Hendricks, Brittany	Division Manager
40070-37-30-000-10-01	Vacant	Budget Manager
40070-37-30-000-20-01	Conrad, Kristie	GHP Fiscal Manager
40070-37-30-000-40-01	Vacant	Medical & Healthcare Portfolio Manager
40070-37-31-000-01-01	Vacant	Division Manager, Group Insurance
40070-37-32-000-00-01	Vacant	Manager, Risk Management
40070-37-32-400-01-01	Vacant	
40070-37-33-000-00-01	Vacant	Division Manager, Deferred Compensation

40070-37-34-000-00-01	King, Nancy, R	Division Manager, Benefit Management
40070-37-41-200-00-01	Sutton, Norma, J	Agency Purchasing Officer
40070-37-41-400-00-01	Coleman, Timothy, J	Portfolio Manager
40070-37-41-410-00-01	Logan, Debra	Equipment Strategic Sourcing Manager
40070-37-41-420-00-01	Traynor, Lance	Commodities Strategic Sourcing Manager
40070-37-41-800-00-01	Johnson, Jacob	Portfolio Manager
40070-37-41-810-00-01	Hawkins, Alesia	Strategic Sourcing Manager-Transportation Services
40070-37-41-820-00-01	Corona, Agueda	Strategic Sourcing Manager-Contractual Labor and Specialty Services
40070-37-50-000-01-01	Vacant	Activity Based Management Director
40070-37-50-100-00-01	Armstrong, Marcia, L	Financial/ Management Director
40070-37-50-200-00-01	Vacant	Comptroller
40070-37-60-000-01-01	Vacant	Manager of Compliance and Accountability
40070-37-60-010-01-01	Wilson, Keith, J	Client Manager
40070-37-60-010-02-01	Marchlewski, Eugene, F	Client Manager
40070-37-60-010-04-01	Solon, Susan, D	Client Manager
40070-37-60-010-07-01	DiLello, Thomas R	Client Manager
40070-37-60-020-00-01	Brown, Jay, M	Facilities Management Portfolio Manager
40070-37-60-020-20-01	Komolafe, Alfred, O	Portfolio Manager Utilities & Prof Svcs
40070-37-60-100-00-11	Kraft, Timothy, J	Facilities Manager - State Fairgrounds
40070-37-60-200-00-01	Scott, Neil, T	Chief Fiscal Officer Bureau of Property Management
40070-37-60-210-00-01	Vacant	Assistant Fiscal Officer Bureau of Property Management
40070-37-61-000-00-01	Bliss, Jeremy, D	Manager of Space Mngmt and Planning
40070-37-61-100-01-01	Vacant	Architect
40070-37-62-000-00-01	Oskroba, James, B	Manager of Transactions & Property Mngmt

40070-37-62-200-00-01	Hernandez, David, R	Manager Transactions Chicago/Northern
40070-37-62-300-00-01	Tie, Bing	Manager Transactions Central/Southern
40070-37-66-000-00-01	Vacant	General Manager of Facilities
40070-37-66-300-00-01	Vacant	Central/Southern Regional Manager of Facilities
40070-37-70-200-10-01	O'Connell, Courtney	Senior Personnel Counsel
40070-37-70-600-02-01	Delcomyn, Michael	Senior BCCS Counsel
40070-37-70-700-10-01	Kaufmann, Philip, C	Senior Procurement Counsel
40070-37-70-800-20-01	Vacant	Senior Property & Claims Counsel
40070-37-80-000-00-01	Vacant	Deputy Dir.
40070-37-80-100-00-01	Roberts, Mary, S	Division Mgr.
40070-37-80-100-01-02	Vacant	Communication Mgr
40070-37-80-100-01-03	Mason, Andrew	Communication Mgr
40070-37-80-100-01-05	Vacant	Communication Mgr
40070-37-80-100-01-09	Vacant	Communication Mgr
40070-37-80-100-01-11	McCloud, Chris, W	Communication Mgr
40070-37-80-100-01-13	Shaer, Thomas	Communication Mgr
40070-37-80-100-01-14	Smith, Edith, J	Communication Mgr
40070-37-80-100-01-17	Arnold, Melaney, A	Communication Mgr
40070-37-80-100-01-20	Vacant	Communication Mgr
40070-37-80-100-01-21	Santiago, Milagros	Communication Mgr
40070-37-80-100-01-22	Vacant	Communication Mgr
40070-37-80-100-01-23	Vacant	Communication Mgr
40070-37-80-100-01-24	Wills, Christopher	Communication Mgr
40070-37-80-100-01-25	Vacant	Communication Mgr
40070-37-80-100-01-27	Lee, Janille	Communication Mgr
40070-37-80-100-01-29	Miller, Sabrina, L	Communication Mgr
40070-37-80-200-00-01	Vacant	Division Mgr.
40070-37-80-300-00-01	Salomonson, Lana, S	Division Mgr.
40070-37-80-400-00-01	Hughes, Jan, P	Division Mgr.

AFSCME objects to the designation of the following seven positions:

40070-37-11-110-00-01	McCarten, Michael, A	Mainframe Manager
-----------------------	----------------------	-------------------

40070-37-11-300-00-01	Davidson, John, M	Enterprise Production Manager
40070-37-11-400-00-01	Miller, Ron	Personal Information Management (Email) Manager
40070-37-12-130-00-01	Thorpe, Karl, D	Web Services Manager
40070-37-18-220-00-01	Ibrahim, Bola	Manager of End User Computing team in Chicago
40070-37-12-120-00-01	Vacant	Enterprise Systems Manager
40070-37-17-000-00-01	Vacant	Enterprise Program Management Executive

CMS’s petition indicates that all the positions qualify for designation under Section 6.1(b)(2) of the Act. CMS filed position descriptions (CMS-104s) for each position and a spreadsheet in support of its petition which indicate that the designated positions hold the Senior Public Service Administrator (SPSA) title.

I. AFSCME’s Objections

AFSCME objects to the designations on both procedural and substantive grounds. Procedurally, AFSCME argues that the Board denied it due process because the Board failed to provide AFSCME adequate time to file objections and likewise failed to provide any means by which AFSCME could obtain information to support its position.

Substantively, AFSCME argues that it is arbitrary of the Board to exclude the designated employees, based on their SPSA status alone, when the parties stipulated to the inclusion of other SPSA Option 3 positions and when the Board added those positions to the unit pursuant to the parties’ stipulation.

Next, AFSCME argues that the Board should not consider the designated positions to be SPSAs within the meaning of the Act, despite their formal classification as such. AFSCME explains the employees who hold those positions now (and those employees who later fill the vacant positions) may perform duties similar to the duties currently performed by bargaining unit employees. As such, the designated positions might be eligible for inclusion in the unit. If the Board did include those positions in the unit, they would not be SPSAs because the CMS class specification document provides that positions “subject to the provisions of a collective bargaining contract” are “specifically excluded” from the SPSA classification.

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 objections to the designation within 10 days, and when it allegedly failed to provide AFSCME an avenue by which it could obtain information to support its objections.

Due process requires notice and an opportunity to be heard. East St. Louis Fed'n of Teachers, Local 1220 v. East St. Louis School Dist. No. 189 Financial Oversight Panel, 178 Ill. 2d 399, 419–20 (1997). Although due process applies to administrative hearings² and requires a “fair hearing” and “rudimentary elements of fair play,” “[a]n administrative agency has broad discretion to reasonably regulate the time periods afforded parties to present evidence.” Clark v. Bd. of Directors of the School Dist. of Kansas City, 915 S.W.2d 766, 772–73 (Mo. App. W.D.1996).

Administrative rules and regulations have the force and effect of law, and must be construed under the same standards which govern the construction of statutes. Northern Ill. Automobile Wreckers and Rebuilders Ass'n v Dixon, 75 Ill. 2d 53 (1979); DeGrazio v. Civil Service Com., 31 Ill. 2d 482, 485 (1964). Like a statute, an administrative rule or regulation enjoys a presumption of validity. Northern Ill. Automobile Wreckers and Rebuilders Ass'n v Dixon, 75 Ill. 2d 53 (1979). A court will set aside an administrative rule only if the court finds it clearly arbitrary, unreasonable, or capricious. Pauly v. Werries, 122 Ill. App. 3d 263 (4th Dist. 1984); Aurora East Public School District No. 131 v. Cronin, 92 Ill. App. 3d 1010 (1981).

Here, the Board's Rules, which specify time limits for filing objections, do not deprive AFSCME of due process because they are reasonable in light of the short statutory time frame in which the Board must process designation petitions and the high volume of such petitions the Board is expected to receive. The Act provides that the Board has a mere 60 days to determine whether the designation comports with the requirements of Section 6.1 of the Act. 5 ILCS 315/6.1(b)(5) (2012). In that 60 days, the Board must allow time (1) for parties to file objections, (2) for an Administrative Law Judge (ALJ) to hold a hearing (if deemed necessary) and to draft, issue, and serve the decision on the parties, (3) for the parties to file exceptions to

² Dep't of Cent. Mgmt. Services/Ill. Commerce Comm'n v. Ill. Labor Rel. Bd., State Panel, 406 Ill. App. 3d 766, 769–70 (4th Dist. 2010) (denial of an “oral hearing” is not necessarily the denial of a “hearing” because written arguments could suffice as a hearing in the administrative context).

the ALJ's Recommended Decision and Order (RDO), (4) for the Board and its staff to review the RDO in light of 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 decision concerning the designation. In addition, the Board expects 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 Board's 10-day time limit for filing objections is reasonable and thus does not deprive AFSCME of due process.

Second, the Board has not deprived AFSCME of due process by failing to provide a means by which AFSCME may obtain information to support its position because it did provide such a means. Indeed, Section 1300.110 of the Board's Emergency 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, the Board's rules do not deprive AFSCME of due process, even though they provide that AFSCME may obtain subpoenas only after an ALJ orders a hearing, because AFSCME already has all the relevant information at its disposal. In this case, the only relevant information concerns the SPSA-classification of the designated positions. Notably, this information is readily discoverable via publically-accessible online databases such as the State of Illinois Transparency & Accountability Portal. In addition, AFSCME could have obtained similar information by making a Freedom of Information Act request.

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

b. Substantive Issues

CMS's designation of the positions is properly made.

As noted above, to qualify for designation under Section 6.1 of the Act, the position in question must fall into one of the three broad categories of designatable positions and must

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).

likewise fall into one of the five categories which describe its classification, title, or characteristics.

As a preliminary matter, the Act provides that any designation made by the Governor “shall be presumed to have been properly made.” 5 ILCS 315 6.1(d) (2012). Accordingly, the following analysis applies to the positions addressed in AFSCME’s objections.

Here, all the positions at issue fall into one of the three broad designatable categories because they are subject to a pending petition as of April 5, 2013. Similarly, all the positions fall within one of the five categories which describe the nature of the positions because they hold the SPSA title.

None of AFSCME’s objections alter this conclusion. First, it is not arbitrary for the Board to exclude the designated positions, even though CMS has agreed to include other SPSA Option 3 positions in the unit because the Board is adhering to its own rules and the plain language of the statute in doing so. “Agency action is arbitrary and capricious only if the agency 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.” Deen v. Lustig, 337 Ill. App. 3d 294, 302 (4th Dist. 2003). For example, an agency’s decision is arbitrary and capricious if it fails to follow its own rules or fails to adhere to the statute at issue. Dep’t of Cent. Mgmt Serv./Ill. Commerce Com’n v. Ill. Labor Rel. Bd., 406 Ill. App. 3d 766, 771 (4th Dist. 2010)(agency must follow its own rules); Crane by Crane v. Indiana High School 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 Board’s decision to permit designation of these positions is reasonable because it has adhered to the language of the statute, which requires the Board to grant the designation petition if the positions meet the statutory criteria, and its own rules, which implement the Act. As discussed above, the designated positions meet the statutory criteria in this case. The mere fact that CMS agreed to the inclusion of some SPSA Option 3 positions does not alter this conclusion. Consequently, the Board’s designation of these positions is reasonable.

Finally, AFSCME’s remaining arguments are inapposite because they focus on the positions’ job duties, and do not address the Board’s sole inquiry in this particular case. Here,

the Board must determine whether the designated positions meet the criteria set forth in Section 6.1 of the Act. Section 6.1(b)(2) provides in relevant part that for a position to be designatable, “it must have a title of ...Senior Public Service Administrator.” In this case, it is clear that all the positions fall into one of the three designatable categories. Similarly, it is undisputed that CMS has classified these positions as SPSA positions. Accordingly, the sole inquiry here is whether CMS erroneously identified these positions as SPSAs. Instead, AFSCME argues that the Board should not consider these positions to be SPSAs, despite their classification as such, based on the job duties that the incumbents and future holders of the positions might perform. For example, AFSCME argues that they might perform bargaining unit work, would be properly included in the unit, would be covered by a collective bargaining agreement, and thus would be excluded from the SPSA classification pursuant to the CMS class specification document. Similarly, AFSCME argues that they might perform bargaining unit work and that their inclusion in the unit might erode non-SPSA bargaining unit work. However, AFSCME’s argument here, based on job duties, is beside the point because the Act unambiguously and unqualifiedly permits designation of SPSA positions based solely on title without regard to job duties. Thus, AFSCME may not divest positions of their SPSA classification based on the positions’ job duties (speculative or not).

In sum, the designations of the vacant position are properly made.

III. Conclusions of Law

The Governor’s designation in this case is 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 are excluded from the self-organization and collective bargaining provisions of Section 6 of the Illinois Public Labor Relations Act:

40070-37-00-000-10-01	Vacant	Chief Operating Officer
40070-37-00-000-10-04	Carter, Lynn	Deputy Chief Operating Officer
40070-37-00-000-20-01	Nondorf, Roger, A	Chief Administrative Officer

40070-37-00-000-22-02	Lomanto, Kathleen, J	Personnel Liaison to Governor's Office
40070-37-00-000-22-03	Reed, Denise	Operations Manager
40070-37-00-000-22-05	Vacant	Personnel Liaison to Governor's Office
40070-37-00-000-30-01	Hoots, Diane	Emergency Management Coordinator
40070-37-01-000-00-01	Walker, Will	Deputy Director - Agency Services
40070-37-01-000-40-01	Earl, Billy	Statewide Print Administrator
40070-37-01-000-50-01	Cavanaugh, Michael	I-Cycle/Waste Reduction Manager
40070-37-01-010-00-01	Vacant	Vehicle Ownership Administrator
40070-37-01-200-00-01	Miller, Kenneth, J	Division of Vehicles Manager
40070-37-04-000-00-01	Cerpa, Paul, H	Deputy Director - BEP
40070-37-04-000-01-01	Ngwayah, Elias, R	Associate Deputy Director - BEP
40070-37-10-000-20-01	Vacant-Quinde	IT Policy and Planning Manager
40070-37-10-000-30-01	McGhee, Trey	Enterprise Architect and Strategy Executive
40070-37-10-000-40-01	Lindemulder, Donna, I	Agency Relations manager
40070-37-10-100-00-01	McKneelen, Aaron, B	Software Compliance Manager
40070-37-10-200-00-01	Brent, Jonelle, D	Chief of Staff
40070-37-10-300-00-01	Holloway, Craig, A	IT/Telecom Portfolio Manager-Chicago
40070-37-10-300-20-01	Jackson, Tara, P	Procurement staff
40070-37-10-300-30-01	Ellenberg, James	IT/Telecom Portfolio Manager
40070-37-11-110-00-01	McCarten, Michael, A	Mainframe Manager
40070-37-11-300-00-01	Davidson, John, M	Enterprise Production Manager
40070-37-11-400-00-01	Miller, Ron	Personal Information Management (Email) Manager
40070-37-12-120-00-01	Vacant	Enterprise Systems Manager
40070-37-12-130-00-01	Thorpe, Karl, D	Web Services Manager
40070-37-17-000-00-01	Vacant	Enterprise Program Management Executive
40070-37-18-000-00-01	Vacant	Chief Customer Officer
40070-37-18-220-00-01	Ibrahim, Bola	Manager of End User Computing team in Chicago
40070-37-20-000-02-01	O'Dell, Deborah	Policy Advisor
40070-37-20-000-10-01	Griffin, Christina, M	Chief of Staff
40070-37-21-000-00-01	McConomy, Stephen, M	Division Manager

40070-37-22-000-00-01	Foster, Cory, L	Division Manager
40070-37-22-200-00-01	Charneco, Carlos	DEP Manager
40070-37-24-000-00-01	Hendricks, Brittany	Division Manager
40070-37-30-000-10-01	Vacant	Budget Manager
40070-37-30-000-20-01	Conrad, Kristie	GHP Fiscal Manager
40070-37-30-000-40-01	Vacant	Medical & Healthcare Portfolio Manager
40070-37-31-000-01-01	Vacant	Division Manager, Group Insurance
40070-37-32-000-00-01	Vacant	Manager, Risk Management
40070-37-32-400-01-01	Vacant	
40070-37-33-000-00-01	Vacant	Division Manager, Deferred Compensation
40070-37-34-000-00-01	King, Nancy, R	Division Manager, Benefit Management
40070-37-41-200-00-01	Sutton, Norma, J	Agency Purchasing Officer
40070-37-41-400-00-01	Coleman, Timothy, J	Portfolio Manager
40070-37-41-410-00-01	Logan, Debra	Equipment Strategic Sourcing Manager
40070-37-41-420-00-01	Traynor, Lance	Commodities Strategic Sourcing Manager
40070-37-41-800-00-01	Johnson, Jacob	Portfolio Manager
40070-37-41-810-00-01	Hawkins, Alesia	Strategic Sourcing Manager- Transportation Services
40070-37-41-820-00-01	Corona, Agueda	Strategic Sourcing Manager- Contractual Labor and Specialty Services
40070-37-50-000-01-01	Vacant	Activity Based Management Director
40070-37-50-100-00-01	Armstrong, Marcia, L	Financial/ Management Director
40070-37-50-200-00-01	Vacant	Comptroller
40070-37-60-000-01-01	Vacant	Manager of Compliance and Accountability
40070-37-60-010-01-01	Wilson, Keith, J	Client Manager
40070-37-60-010-02-01	Marchlewski, Eugene, F	Client Manager
40070-37-60-010-04-01	Solon, Susan, D	Client Manager
40070-37-60-010-07-01	DiLello, Thomas R	Client Manager
40070-37-60-020-00-01	Brown, Jay, M	Facilities Management Portfolio Manager

40070-37-60-020-20-01	Komolafe, Alfred, O	Portfolio Manager Utilities & Prof Svcs
40070-37-60-100-00-11	Kraft, Timothy, J	Facilities Manager - State Fairgrounds
40070-37-60-200-00-01	Scott, Neil, T	Chief Fiscal Officer Bureau of Property Management
40070-37-60-210-00-01	Vacant	Assistant Fiscal Officer Bureau of Property Management
40070-37-61-000-00-01	Bliss, Jeremy, D	Manager of Space Mngmt and Planning
40070-37-61-100-01-01	Vacant	Architect
40070-37-62-000-00-01	Oskroba, James, B	Manager of Transactions & Property Mngmt
40070-37-62-200-00-01	Hernandez, David, R	Manager Transactions Chicago/Northern
40070-37-62-300-00-01	Tie, Bing	Manager Transactions Central/Southern
40070-37-66-000-00-01	Vacant	General Manager of Facilities
40070-37-66-300-00-01	Vacant	Central/Southern Regional Manager of Facilities
40070-37-70-200-10-01	O'Connell, Courtnay	Senior Personnel Counsel
40070-37-70-600-02-01	Delcomyn, Michael	Senior BCCS Counsel
40070-37-70-700-10-01	Kaufmann, Philip, C	Senior Procurement Counsel
40070-37-70-800-20-01	Vacant	Senior Property & Claims Counsel
40070-37-80-000-00-01	Vacant	Deputy Dir.
40070-37-80-100-00-01	Roberts, Mary, S	Division Mgr.
40070-37-80-100-01-02	Vacant	Communication Mgr
40070-37-80-100-01-03	Mason, Andrew	Communication Mgr
40070-37-80-100-01-05	Vacant	Communication Mgr
40070-37-80-100-01-09	Vacant	Communication Mgr
40070-37-80-100-01-11	McCloud, Chris, W	Communication Mgr
40070-37-80-100-01-13	Shaer, Thomas	Communication Mgr
40070-37-80-100-01-14	Smith, Edith, J	Communication Mgr
40070-37-80-100-01-17	Arnold, Melaney, A	Communication Mgr
40070-37-80-100-01-20	Vacant	Communication Mgr
40070-37-80-100-01-21	Santiago, Milagros	Communication Mgr
40070-37-80-100-01-22	Vacant	Communication Mgr
40070-37-80-100-01-23	Vacant	Communication Mgr

40070-37-80-100-01-24	Wills, Christopher	Communication Mgr
40070-37-80-100-01-25	Vacant	Communication Mgr
40070-37-80-100-01-27	Lee, Janille	Communication Mgr
40070-37-80-100-01-29	Miller, Sabrina, L	Communication Mgr
40070-37-80-200-00-01	Vacant	Division Mgr.
40070-37-80-300-00-01	Salomonson, Lana, S	Division Mgr.
40070-37-80-400-00-01	Hughes, Jan, P	Division Mgr.

V. Exceptions

Pursuant to Section 1300.90 and 1300.130 of the Board's Rules and Regulations, 80 Ill. Admin. Code Parts 1300,⁴ parties may file exceptions to the Administrative Law Judge's recommended decision and order, and briefs in support of those exceptions, not later than 3 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 to ILRB.Filing@illinois.gov. Each party shall serve its exceptions 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.

Issued at Chicago, Illinois this 29th day of August, 2013

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

/s/ Anna Hamburg-Gal

**Anna Hamburg-Gal
Administrative Law Judge**

⁴ Available at <http://www.state.il.us/ilrb/subsections/pdfs/Section%201300%20Illinois%20Register.pdf>.