

ILLINOIS STATE POLICE MERIT BOARD

MINUTES

SPECIAL BOARD MEETING – June 3, 2019

Present were Reeve Waud, Chairman; Jim Riley, Board Member; Richard Porter, Board Member; Jack S. Garcia, Executive Director; Daniel Dykstra, Chief Legal Counsel; and Emily Fox, Program Administrator. Also in attendance was Mr. Andrew Berlin.

The meeting was held at the James R. Thompson Center, 100 W Randolph, Chicago, Illinois.

Board Chairman Reeve Waud opened the meeting at 1:00 PM.

Chairman Waud asked the Board Members to introduce themselves.

Emily Fox updated the Board on the Applicant Process.

Emily Fox updated the Board on the 2019 Promotional Process.

The Board voted to go into closed session.

The Board discussed personnel matters.

Emily Fox updated the Board on the Discipline Report.

The Board voted to go out of closed session and return to open session.

The Board voted unanimously to renew Director Garcia's contract for three additional years. The Merit Board has taken note of recent comments and initiatives by the Governor, the Governor's office, and legislators to attract, keep, and fairly compensate top talent to serve in State Government:

"Many critical positions — including those that protect our safety and security — no longer have competitive salaries and we are moving to bring them in line with their peers around the country to attract talent" – Governor JB Pritzker

"We cannot fix Illinois; we cannot fix the things that are wrong with the state if we do not have the top talent to do so. The bottom line is that the salaries we have right now are simply not competitive" – Christian Mitchell, Deputy Governor and former State Representative for the 26th District

"These middle managers do a lot of the work day in and day out. We're having a hard time attracting talented people not just into the director's positions, but into lower positions as well." – Tim Butler, State Representative for the 87th District

In light of these goals, the Board has reviewed the performance of Director Garcia from the start of his tenure as Director and in particular since his most recent performance review in October 2018. The Board continues to be impressed by the excellent job Director Garcia has done in overseeing the day-to-day operations of the Board and its staff. Director Garcia's experience as a police officer and his unique relationship with the Illinois State Police are invaluable to the Merit Board.

The Board reviewed the recommendations of Director Garcia regarding the compensation for Emily Fox. Ms. Fox has taken on additional responsibilities in the absence of former Merit Board employees Krista Grant and Julie Webster following their departures in June 2017 and May 2018, respectively. Ms. Fox is currently responsible for the applicant certification process, sworn promotion process, and sworn discipline process that were previously Ms. Webster's responsibility. In addition, Ms. Fox provides executive assistance to Director Garcia.

In order to compensate Ms. Fox for performing these additional duties while the Merit Board works to fill the vacancies left by Ms. Grant and Ms. Webster, the Board voted unanimously to approve the recommendation of Director Garcia to increase Ms. Fox's salary.

The Board voted unanimously to adjourn the meeting.



Jim Riley, Secretary