From: Jenkins, Lorri </O=STATE OF ILLINOIS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=LORRI.JENKINS>
Sent: Thursday, August 30, 2012 4:58 PM
To: Irving, Toni <Toni.Irving@Illinois.gov>
Subject: RE: Jenkins and ICJIA

Good morning Toni,

Jack and I have been unable to come to an agreement regarding the NRI/ICJIA transition. Jack's best offer includes: a *possible* 5% increase, which based upon Jack and Barbara's discussions wouldn't apply to me or a couple other staff members due to minor increases previously received; classification as criminal justice specialists for staff; and PSA status for me, rather than SPSA.

Jack's counter offer is unacceptable. We are all clearly being paid below market value based upon education, experience and job requirements. Jack's associate director makes considerable more than I and to my knowledge, has less professional experience and most probably fewer agencies to manage. Further, union status isn't necessarily an issue for staff but the union dues are. A *potential* 5% increase would be consumed, in large part, by union dues for those who were eligible for the increase and result in lower net pay for those who are not.

I am puzzled by Jack's position on this matter. Funding is clearly not an issue, as Barbara has indicated that IVPA has sufficient NRI funding to sustain NRI and SNW staff until February of 2013. ICJIA also has FY13 funds on hand. My request to Jack provided a win-win situation for ICJIA and NRI. Jack's offer only benefits ICJIA.

This position is problematic and really makes me question whether ICJIA would be a viable option for me. (I won't speak for NRI staff but they have also indicated that they will not agree to Jack's terms.) Please know that I value our relationship and want to be as helpful as possible to you and the Governor's Office. I have agreed to follow up with Jack this afternoon but wanted to share this information with you first. Please call me if you have questions or suggestions. Thanks for your continued support; it is greatly appreciated!

Warm regards,
Lorri

Lorri Jenkins
NRI Program Director
Illinois Violence Prevention Authority (IVPA)
100 W. Randolph Street
Suite 4-750
Chicago, Illinois 60601
312 814 8247 DL
lorri.jenkins@illinois.gov

From: Lorri
Sent: 8/18/2012 8:10 AM
To: toni.irving@illinois.gov
Subject: Jenkins Follow Up

Good morning,
Thanks again for your time. As promised, my proposal to Jack is listed below. Please accept my apologies for sending this email to you on Saturday. I have reviewed ICJIA's website and could not locate an organization chart. However, the new person to whom you referred is an associate director for the grants team. That said, I have based my proposal to Jack for my position at ICJIA on the requirements for this position, keeping in mind ICJIA's existing pay scale. Please let me know your thoughts.

Thanks,
Lorri

- Classification as a Senior Public Service Administrator w/salary of $87K
- Autonomy to set my own work hours/days as long as 24 hours met for ICJIA
- Autonomy to set and attend meetings within the community with NRI participants
- Agreement to transition over at least 5 SNW and NRI staff members by Sept. 30th (shared time between IVPA and ICJIA)
- Permission to increase staff salaries by at least 15% at time of transition (grants managers make approx. $45K w/graduate degrees. Salaries are too low.)