

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF DECEMBER 18, 2019**

Board Members Present: Mr. John S. Kendall, Chairman
Ms. Mazie A. Harris, Vice Chairman
Mr. Donald J. Storino, Secretary

Others Present: Ms. Beverly Sanders, Director of Human Resources
Mr. Ted Kosowski, Assistant Director of Human Resources
Mr. Brian Deitz, Human Resources Manager
Mr. Robert Byrne, Senior Human Resources Analyst
Ms. Cordelia Henry, Human Resources Analyst
Dr. Catherine O'Connor, Director of Engineering
Mr. John Murray, Director of Maintenance and Operations
Mr. Edward Podczerwinski, Director of Monitoring and Research
Mr. James Murray, Head Assistant Attorney
Mr. Joseph Cook, Senior Attorney
Ms. Elizabeth Fragale, Senior Attorney
Ms. Gina Lencioni, Senior Attorney
Mr. Seth Rosenberg, Senior Attorney
Mr. Michael Zigulich, Associate Civil Engineer
Mr. Farhan Qureshi, Respondent
Mr. Kenneth Akins, Jr., Respondent
Ms. Kendra Spearman, Attorney
Mr. Robert Quezada, Appellant
Mr. Eric White, Respondent
Mr. James Thompson, Attorney
Mr. Baron Lewis, Respondent
Mr. Paul Connolly, Police Sergeant
Mr. Robert Biel, Police Officer
Mr. Joseph Buck, Police Officer
Ms. Maureen MacPherson, Police Officer
Mr. Patrick Miller, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board
Ms. Barbara Nybo, Observer
Mr. Simon Gordon, Observer
Ms. Linda White, Observer
Ms. Lorece White, Observer
Ms. Rhonda Thomas, Observer
Ms. Aisha Abid, Observer
Ms. Itina Johnson, Witness
Ms. Hollee Davis, Witness
Mr. Kevin Lee, Witness
Ms. Kaye Heidenreich, Witness
Mr. Kenneth Lawrence, Witness
Ms. Eileen McElligott, Witness
Ms. Kishay Davis, Witness

The meeting was convened at approximately 10:02 AM with Chairman John S. Kendall presiding.

The minutes of the regular meeting of November 13, 2019 were approved.

The minutes of the executive session of November 13, 2019 were approved.

Mr. Michael Zigulich addressed the Board regarding Amendment 487.

Findings and Decisions

Sharad Merchant Discharge (Case No. 18-11) and Appeal (Case No. 18-12) – Findings and Decisions were passed.

The Motion to Preserve and Release Certain Executive Session Minutes was granted.

The preliminary call of hearings revealed:

Nicole Doria Appeal (Case No. 18-14) and Discharge (Case No. 19-02) continued to February 5, 2020 for status.

Rhonda Thomas Continued to January 15, 2020 for status.

Farhan Qureshi Tentatively set for hearing on January 15, 2020. Passed to the end of the call.

Jeffrey Mitchell Continued to February 5, 2020 for status.

The January meeting date was changed to January 22, 2020.

Kenneth Akins, Jr. Passed to the end of the call.

Tarita Stewart Passed to the end of the call.

Robert Quezada Passed to the end of the call.

Gregory Gately Continued to January 22, 2020 for status.

Eric White Set for hearing at 10:15 a.m.

Shao-Kuang Huang Case Nos. 19-11, 19-12 and 19-13 continued to January 22, 2020 for status.

Kathleen Chapman Passed to the end of the call.

Baron Lewis Continued to February 5, 2020 for status.

Mr. Kosowski introduced Amendment 486: 2020 Budgetary Amendment.

Mr. Kosowski introduced Amendment 487: Revise the Minimum Qualification and Promotional Requirements for Engineering Classifications.

There was discussion regarding Amendment 487.

No additional employees offered advice or entered objections to the proposed qualification and promotional requirements in Amendment 487.

Mr. Kosowski reported that since the last meeting of the Board, there had been fifty-two (52) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were six (6) expired eligible lists.

Mr. Kosowski reported that since the last meeting of the Board, there were no terminations of probation.

Farhan Qureshi The Board, Counsel for the District and Mr. Qureshi discussed exhibits and witness lists.

Kenneth Akins, Jr. Continued to January 22, 2020 for status

Robert Quezada Continued to January 22, 2020 for status.

Tarita Stewart Ms. Stewart did not appear. Continued to January 22, 2020 for status.

Kathleen Chapman Recalled and set for hearing on January 22, 2020 at 10:15 a.m.

Farhan Qureshi Recalled and tentatively set for hearing on February 5, 2020 and continued to January 22, 2020 for status.

The Board recessed the meeting at approximately 10:45 AM.

Eric White The Board, counsel for Mr. White and counsel for the District discussed administrative matters.

The Board commenced the hearing at approximately 10:54 AM

Eric White Ms. Gina Lencioni, counsel for the District, called and questioned Ms. Itina Johnson as a witness. Mr. James Thompson, counsel for Mr. White, cross examined Ms. Johnson. Ms. Lencioni examined Ms. Johnson on re-direct. Mr. Thompson cross examined Ms. Johnson further.

Eric White Ms. Lencioni, counsel for the District, called and questioned Ms. Hollee Davis as a witness. Ms. Lencioni presented District Exhibit No. 1. Mr. Thompson cross examined Ms. Davis. Ms. Lencioni examined Ms. Davis on re-direct.

Mr. Cook, Counsel for the District, called and questioned Mr. Kevin Lee as a witness. Mr. Cook presented District Exhibit No. 2. Mr. Thompson cross-examined Mr. Lee. Mr. Thompson requested that the Motion to Dismiss be reconsidered.

The Board adjourned at approximately 12:30 PM to an executive session.
The Board resumed the hearing at approximately 12:50 PM

Eric White The Board denied the Motion to Dismiss. However, there would be restrictions to testimony. Mr. Thompson, counsel for Mr. White, continued his cross examination of Mr. Lee. Mr. Cook questioned Mr. Lee on re-direct. Mr. Thompson cross examined Mr. Lee further. The Board questioned Mr. Lee.

Mr. Cook, counsel for the District, requested that District Exhibit Nos. 1-7 be admitted into evidence. The Board admitted District Exhibit Nos. 1-7 into evidence. The District rested its case and reserved the right to call a rebuttal witness.

The Board recessed the hearing at approximately 1:28 PM.
The Board resumed the hearing at approximately 1:35 PM.

The Board requested a copy of the UPODA Statute and the rules regarding the timing of hearings and rulings.

Eric White Mr. Thompson, counsel for Mr. White, called and questioned Mr. Eric White as a witness. Mr. Thompson presented Group Exhibit No. 1. Mr. Cook, counsel for the District, cross examined Mr. White. Mr. Thompson objected to examination.

The Board adjourned at approximately 3:05 PM to an executive session.
The Board resumed the hearing at approximately 3:20 PM

The Board ruled that it would allow the testimony, but reserved the right to strike it later. Mr. Cook tendered a copy of the District service statute regarding the 120-day rule and read a portion of 70 ILCS 2605/4.14 into the record.

Eric White Mr. Cook resumed his cross examination of Mr. White. Mr. Thompson questioned Mr. White on re-direct.

Eric White

Mr. Thompson, counsel for Mr. White, called and questioned Ms. Kaye Heidenreich as a witness. There was no cross examination.

Mr. Thompson, counsel for Mr. White, called and questioned Mr. Kenneth Lawrence as a witness. Ms. Lencioni, counsel for the District, cross examined Mr. Lawrence.

Mr. Thompson, counsel for Mr. White, called and questioned Ms. Eileen McElligott as a witness. There was no cross examination

Group Exhibit No. 1 was admitted into evidence. Mr. Thompson rested Mr. White's case.

Ms. Lencioni, counsel for the District, called and questioned Ms. Kishay Davis as a rebuttal witness. Mr. Thompson, counsel for Mr. White, cross examined Ms. Davis.

District Exhibit No. 8 was admitted into evidence.

Mr. Cook, counsel for the District, presented the District's closing argument. Mr. Thompson, counsel for Mr. White, presented Mr. White's closing argument.

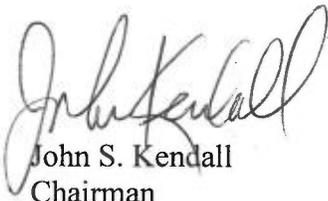
The hearing was concluded.

The Board adjourned at approximately 5:08 PM to an executive session.
The Board resumed the hearing at approximately 5:38 PM

The Board requested more time to render a decision. Respondent, Mr. White, agreed to allow the Board to provide its Decision beyond the 120 days at the January Civil Service Board Meeting.

The Board adjourned the hearing at approximately 5:45 PM.
The Board resumed the meeting at approximately 5:45 PM.

The Board adjourned the meeting at approximately 5:45 PM.



John S. Kendall
Chairman



Mazie A. Harris
Vice Chairman



Donald J. Storino
Secretary

Dated: December 18, 2019