

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF AUGUST 21, 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
Mr. Thomas Soukup, Associate Human Resources Analyst
Mr. James Murray, Head Assistant Attorney
Mr. Joseph Cook, Senior Attorney
Ms. Elizabeth Fragale, Senior Attorney
Mr. Sharad Merchant, Respondent
Mr. Frank Avila, Attorney
Mr. Farhan Qureshi, Respondent
Ms. Tarita Stewart, Appellant
Mr. Robert Quezada, Appellant
Mr. Gregory Gately, Respondent
Mr. Matt Pierce, Attorney
Ms. Tiffany Thompson, Union Representative
Mr. Terry Townes, Union Representative
Mr. Joseph Notaro, Union Representative
Mr. Kenneth Akins, Jr., Respondent
Mr. Paul Connolly, Police Sergeant
Ms. Maureen MacPherson, Police Officer
Mr. Howard Terry, Police Officer
Ms. Faythe Combest, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board
Ms. Barbara Nybo, Observer
Ms. Rebecca Rose, Witness
Ms. Donna Coolidge, Witness
Mr. Andrew Fefles, Witness

The meeting was convened at approximately 10:00 AM with Chairman John S. Kendall presiding.

The minutes of the regular meeting of July 17, 2019 were approved.

There was no public comment.

The preliminary call of hearings revealed:

Sharad Merchant Discharge (Case No. 18-11) and Appeal (Case No. 18-12) set for hearing at 10:15 a.m.

Nicole Doria Appeal (Case No. 18-14) and Discharge (Case No. 19-02) continued to September 18, 2019 for status.

Rhonda Thomas	Continued to September 18, 2019 for status.
Farhan Qureshi	Passed for scheduling.
Jeffrey Mitchell	Continued to September 18, 2019 for status.
Tarita Stewart	Continued to October 30, 2019 for status. Witness and exhibit lists due September 18, 2019.
Sharad Merchant	Re-called for counsel to discuss scheduling.
Robert Quezada	Continued to October 30, 2019 for status. Discovery to be exchanged by September 18, 2019.
Gregory Gately	Passed to the end of the call.

The attendance and performance review for Kenneth Akins, Jr. reported that Mr. Akins was in full compliance.

Mr. Kosowski reported that since the last meeting of the Board, there had been thirty-eight (38) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were seven (7) expired eligible lists.

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

Farhan Qureshi	Recalled – continued to either September 18, 2019 or October 30, 2019 for status depending on other discharge cases.
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The Board recessed the meeting at approximately 10:14 AM.
The Board commenced the hearing at approximately 10:17 AM.

Sharad Merchant	The Board, counsel for Mr. Merchant and counsel for the District discussed administrative matters.
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Ms. Fragale, counsel for the District, called Ms. Rebecca Rose as a witness. Ms. Fragale presented District Exhibit Nos. 9, 10, 10A, 11A and 11B. Ms. Fragale requested to admit Exhibit Nos. 11A and 11B into evidence. Mr. Avila, counsel for Mr. Merchant, objected.

The Board recessed the hearing at approximately 10:34 AM.
The Board resumed the meeting at approximately 10:34 AM.

Gregory Gately Set for hearing on September 18, 2019 at 10:15 a.m.

Farhan Qureshi Continued to October 30, 2019 for status.

The Board recessed the meeting at approximately 10:37 AM.
The Board resumed the hearing at approximately 10:37 AM.

Sharad Mershant The next hearing date will be October 30, 2019.

Ms. Fragale, counsel for the District, continued to examine Ms. Rose. The Board admitted Exhibit Nos. 11A and 11B into evidence. Ms. Fragale provided a case in support of demonstrative Exhibit No. 10A. The Board took a few moments to consider and admitted Exhibit 10A, as a business record, and admitted Exhibit Nos. 11A and 11B. Ms. Fragale continued her examination of Ms. Rose. Mr. Avila, counsel for Mr. Merchant, cross-examined Ms. Rose.

Mr. Avila requested more documents. The Board denied the request. Mr. Avila requested to strike testimony. The Board denied the request.

The Board recessed the hearing at approximately 11:24 AM.
The Board resumed the hearing at approximately 11:44 AM.

Sharad Merchant Ms. Fragale, counsel for the District, called Ms. Donna Coolidge as a witness. Ms. Fragale presented District Exhibit Nos. 2 and 7. The Board questioned Ms. Coolidge. Mr. Avila cross examined Ms. Coolidge. Ms. Fragale questioned Ms. Coolidge on re-direct. Mr. Avila questioned Ms. Coolidge further.

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

The District closed its case in chief.

The Board recessed the hearing at approximately 12:58 PM.
The Board resumed the hearing at approximately 1:04 PM.


Sharad Merchant Mr. Avila, counsel for Mr. Merchant, called Mr. Andrew Fefles as a witness.

The hearing was continued to October 30, 2019 at 10:15 a.m.

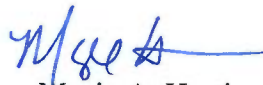
The Board, counsel for Mr. Merchant and counsel for the District discussed administrative matters, including the submission of written closing arguments of 10 pages or less.

The Board recessed the hearing at approximately 1:34 PM
The Board resumed the meeting at approximately 1:34 PM.

The Board adjourned the meeting at approximately 1:34 PM.



John S. Kendall
Chairman



Mazie A. Harris
Vice Chairman



Donald J. Storino
Secretary

Dated: August 21, 2019