

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF JANUARY 16, 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
Ms. Christian Johnson, Senior Human Resources Analyst
Mr. Thomas Soukup, Associate Human Resources Analyst
Ms. Lisa Goldberg, Head Assistant Attorney
Mr. James Murray, Principal Attorney
Mr. Joseph Cook, Senior Attorney
Ms. Elizabeth Fragale, Senior Attorney
Mr. Joseph Kozak, Appellant
Ms. Shao-Kuang Huang, Appellant
Mr. Gregory Bueche, Attorney
Ms. Susan Kenny, Respondent
Ms. Tiffany Thompson, Union Representative
Mr. Robert Quezada, Appellant
Mr. Larry Malone, Appellant
Mr. Sharad Merchant, Respondent
Mr. Frank Avila, Attorney
Mr. James Rogers, Attorney
Ms. Rhonda Thomas, Appellant
Mr. Farhan Qureshi, Respondent
Ms. Colleen Condon, Police Sergeant
Mr. Joseph Buck, Police Officer
Ms. Rhonda Thomas, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board

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

The minutes of the executive session of the special meeting of December 12, 2018 were approved.

The minutes of the regular meeting of December 12, 2018 were approved.

The minutes of the executive session of December 12, 2018 were approved.

There was no public comment.

The Findings and Decisions for Joseph Kozak to be presented at the February 20, 2019 meeting.

The District's Motion to Approve Standing Order was granted.

The preliminary call of hearings revealed:

Shao-Kuang Huang Petition for rehearing was passed to the end of the call for rebuttal.

Anthony Feeney Opinion to be given at the February 20, 2019 meeting.

Susan Kenny Set for hearing at 10:15 a.m.

Robert Quezada Passed, will be recalled to schedule hearing.

Larry Malone Appeal of Performance Appraisal (Case No. 18-08) set for hearing on February 20, 2019 at 10:15 a.m.

Sharad Merchant Passed to the end of the call.

Nicole Doria Decision to be given at the February 20, 2019 meeting.

Rhonda Thomas Continued to February 20, 2019 for status.

Farhan Qureshi Continued to February 20, 2019 for status.

Mr. Kosowski reported that since the last meeting of the Board, there had been eighteen (18) 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.

Shao-Kuang Huang Ms. Huang presented her oral argument against the Petition for Rehearing. Ms. Goldberg presented the District's oral argument in favor of the Petition for Rehearing. An opinion to be given at the February 20, 2019 meeting

Robert Quezada Tentatively set for hearing on March 20, 2019 at 10:15 a.m.

Sharad Merchant Continued to March 20, 2019 for status, set for hearing on April 10, 2019 at 10:15 a.m. and tentatively set for hearing on May 15, 2019 at 10:15 a.m.

Larry Malone Not recalled, set for hearing on February 20, 2019 at 10:15 a.m.

The Board recessed the meeting at approximately 10:28 AM.
The Board convened the hearing at approximately 10:28 AM.

Susan Kenny The Board, Mr. Joseph Cook, counsel for the District, and Ms. Kenny discussed procedural matters.

The Board recessed the hearing at approximately 10:29 AM
The Board resumed the hearing at approximately 10:38 AM

Susan Kenny Ms. Kenny was sworn in. Mr. Cook, counsel for the District, presented the District's opening statement. Ms. Kenny presented her opening statement.

Mr. Cook called Mr. Thomas Soukup as a witness. Mr. Cook presented Exhibit Nos. 1, 2, 3 and 5 during his examination. Exhibit Nos. 1, 2, 3 and 5 were admitted into evidence. The District rested its case.

Ms. Kenny testified on her own behalf.

Mr. Cook presented the District's closing argument.

The Civil Service Board took this case under advisement.

The Board adjourned the hearing at approximately 11:14 AM.
The Board resumed the meeting at approximately 11:14 AM

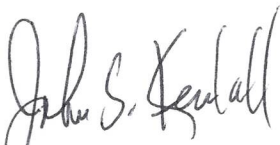
The Board adjourned at approximately 11:14 AM to an executive session.
The Board resumed the meeting at approximately 11:55 AM.

Anthony Feeney The Board affirmed the District's position. The District was directed to prepare an Order.

The Board recessed the meeting at approximately 11:57 AM
The Board resumed the meeting at approximately 12:10 PM

Anthony Feeney The District presented an Order, which the Board entered.

The Board adjourned the meeting at approximately 12:12 PM.



John S. Kendall
Chairman



Mazie A. Harris
Vice Chairman



Donald J. Storino
Secretary