

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF NOVEMBER 19, 2025**

**Board Members Present:** Karina Ayala-Bermejo, Vice Chairman  
Donald J. Storino, Secretary

**Others Present:** Ted Kosowski, Director of Human Resources  
Sean Kelly, Director of Information Technology  
James Fisher, Assistant Director of Human Resources  
Robert Byrne, Human Resources Manager  
Cordelia Henry, Senior Human Resources Analyst  
Nina Brody, Human Resources Analyst  
Robin Felton, Human Resources Analyst  
James Murray, Assistant Head Attorney  
Joseph Cook, Principal Attorney  
Elizabeth Fragale, Principal Attorney  
Gina Lencioni, Senior Attorney  
Liam Reardon, Senior Attorney  
Seth Rosenberg, Senior Attorney  
Wayne Slaughter, Attorney  
Daniel Kelley, Attorney  
Jerrod Harris, Respondent  
Trevor Gatwood, Respondent  
Emil Totonchi, Attorney  
Clement Cherian, Appellant  
Garrett Stone, Respondent  
Paul Connolly, Chief of Police  
Juan Saucedo, Police Lieutenant  
Lemar Phillips, Police Sergeant  
Patrick Miller, Police Officer  
Matthew Murray, Police Officer  
Amanda Fortineaux, Observer  
Liz Wiley, Observer  
Imeh Ukpog, A/V Analyst  
Jane Schipma, Witness  
Manuel Borowiec, Witness  
Erik Hendrickson, Witness  
Vicara Czajkoski, Witness  
Katarzyna Gamaj, Witness  
Robert Byrne, Witness  
Anthony Venuso, Witness  
Brian Kaunelis, Witness  
Brett Krogstad, Observer  
John Joiner, Observer  
Christina Arvis, Clerk of the Civil Service Board

The meeting was convened at approximately 10:00 AM with Vice Chairman Karina Ayala-Bermejo presiding.

The minutes of the regular meeting of October 15, 2025 were approved.  
The minutes of the executive session of October 15, 2025 were approved.

There were no public comments.

***Findings and Decisions:***

Dushyant Sharma                      Dushyant Sharma was not in attendance. The Board granted the District's petition for discharge.

***The preliminary call of hearings revealed:***

Larry Malone                              Continued until January 21, 2026 for status and tentatively set for hearing on February 11, 2026.

Dushyant Sharma                      The Board also denied Dushyant Sharma's appeal of his 30 day suspension.

Chentile Jackson                      Continued until January 21, 2026 for status.

Sergio Senese                              Set for hearing on January 21, 2026.

Tymarr Hunt                              Continued until December 3, 2025 for status.

Thameena Ali-Mathari                      Continued until December 3, 2025 for status.

Samuel Howard                              The District and Wayne Slaughter, counsel for Samuel Howard, agreed to exchange discovery and witness lists by December 2, 2025. Continued until December 3, 2025 for status.

Jerrold Harris                              Set for hearing at 10:15 AM.

Trevor Gatwood                              The District and Trevor Gatwood entered into a Stipulation Agreement. The Board entered an agreed order.

James Southworth IV                      James Southworth IV was not in attendance. This matter was set for hearing on December 3, 2025.

Clement Cherian                              The District will file a motion to dismiss by December 17, 2025. Clement Cherian will have until January 7, 2026 to respond to the motion. Continued until January 21, 2026 for status.

The attendance and performance review for Garrett Stone reported that Garrett Stone was in compliance.

Mr. Kosowski presented Amendment 516: 2026 Information Technology Budgetary Amendment.

Mr. Kosowski reported that since the last meeting of the Board, there had been fifty-three (53) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were four (4) expired eligible lists.

Mr. Kosowski reported that since the last meeting of the Board, there were two (2) terminations of probation.

The Board recessed the meeting at 10:19 AM.

The Board commenced the hearing at 10:24 AM.

Jerrod Harris

The Board, Liam Reardon, attorney for the District, and Jerrod Harris, respondent, discussed administrative matters.

Liam Reardon, counsel for the District, presented opening statements.  
Jerrod Harris, respondent, presented opening statements.

Liam Reardon, counsel for the District called and questioned Katarzyna Gamaj as a witness, and presented District Exhibit Nos. 4, 9 and 23. Jerrod Harris, respondent, cross examined Katarzyna Gamaj. Liam Reardon, counsel for the District questioned Katarzyna Gamaj on redirect.

Liam Reardon, counsel for the District, called and questioned Vicara Czajkoski as a witness and presented District Exhibit Nos. 4, 14 and 19. Jerrod Harris, cross examined Vicara Czajkoski and presented Respondent Exhibit Nos. 3, 4, and 5.

Liam Reardon, counsel for the District called and questioned Manuel Borowiec as a witness and presented District Exhibit No. 15. Jerrod Harris examined Manuel Borowiec and presented Respondent Exhibits No. 3 and 4.

Liam Reardon, counsel for the District called and questioned Jane Schipma as a witness and presented District Exhibit Nos. 5, 10, 11, 13, 15, 18 and 20. Jerrod Harris, cross examined Jane Schipma.

Elizabeth Fragale, counsel for the District, called questioned Robert Byrne as a witness and presented District Exhibit Nos. 1, 2, 3, 6, 12, 16, 17, 21 and 22.

District Exhibit Nos. 1 through 23 were admitted into evidence.

Jerrod Harris                      Jerrod Harris, Respondent, cross examined Robert Byrne and presented Respondent Exhibit No. 8. Elizabeth Fragale, counsel for the District, questioned Robert Byrne on redirect.

The District rested its case.

The Board recessed the hearing at 12:36 PM.  
The Board reconvened the hearing at 12:49 PM.

Jerrod Harris                      Jerrod Harris, Respondent, called and questioned Erik Henderson as a witness.

Jerrod Harris, Respondent, called and questioned Anthony Venuso as a witness and presented Respondent Exhibit Nos. 3, 4, 10 and 14.

Jerrod Harris, Respondent, called and questioned Brian Kaunelis as a witness and presented Respondent Exhibit Nos. 2 and 14. Liam Reardon, counsel for the District cross examined Brian Kaunelis.

Jerrod Harris, Respondent, testified on his own behalf. Liam Reardon, counsel for the District, cross examined Jerrod Harris. Jerrod Harris, Respondent, provided further testimony.

Jerrod Harris, Respondent, rested his case.

Liam Reardon, counsel for the District, presented closing arguments. Jerrod Harris, Respondent, presented closing arguments.

The Board took this case under advisement.

The Board adjourned the hearing at approximately 1:36 PM.  
The Board reconvened the meeting at 1:36 PM.

The Board adjourned the meeting at approximately 1:37 PM to an executive session.  
The Board resumed the meeting at approximately 1:48 PM.

The Board adjourned the meeting at 1:48 PM.



Karina Ayala-Bermejo  
Vice Chairman



Donald J. Storino  
Secretary

Dated: November 19, 2025