

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF JUNE 19, 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. Brian Deitz, Human Resources Manager  
Ms. Christian Johnson, Senior 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  
Ms. Rhonda Thomas, Appellant  
Mr. Farhan Qureshi, Respondent  
Mr. Kenneth Akins, Jr., Respondent  
Mr. Victor Gutierrez, Respondent  
Mr. Robert Quezada, Appellant  
Ms. Tiffany Thompson, Union Representative  
Mr. Terry Townes, Union Representative  
Mr. Paul Connolly, Police Sergeant  
Mr. Stephen Cook, Police Officer  
Mr. Juan Saucedo, Police Officer  
Ms. Rhonda Thomas, Police Officer  
Ms. Nina Brody, Clerk of the Civil Service Board  
Mr. Anas Rabah, Witness  
Mr. John Chavich, Witness

The meeting was convened at 10:01 AM with Chairman John S. Kendall presiding.

The minutes of the regular meeting of May 29, 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 July 17, 2019 for status and tentatively set for hearing on September 18, 2019 at 10:15 a.m.
Rhonda Thomas	Passed.
Farhan Qureshi	Passed case to the end of the call.
Rhonda Thomas	Recalled and tentatively set for hearing on October 16, 2019 at

10:15 a.m. and continued to September 18, 2019 for status. Ms. Thomas tendered final witness list.

Jeffrey Mitchell Continued to July 17, 2019 for status.

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

Tarita Stewart Continued to July 17, 2019 for status

Victor Gutierrez Passed to the end of the call

Robert Quezada Continued to July 17, 2019 for status

Ms. Sanders introduced Amendment No. 484: Revise the Minimum Qualification Requirements for the Environmental Chemist

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

Ms. Sanders reported that since the last meeting of the Board, there were two (2) expired eligible lists.

Ms. Sanders reported that since the last meeting of the Board, there were no terminations of probation.

Farhan Qureshi Passed to re-schedule tentative hearing date.

Sharah Merchant The Board, counsel for Mr. Merchant and counsel for the District discussed timing of case and witnesses.

Farhan Qureshi Recalled to tentatively set for hearing on August 21, 2019 at 10:15 a.m., continued to July 17, 2019 for status.

Kenneth Akins, Jr. Recalled regarding possible stipulation. Passed.

The Board recessed the meeting at approximately 10:16 AM.

The Board commenced the hearing at approximately 10:18 AM.

Sharad Merchant The Board, counsel for Mr. Merchant and counsel for the District discussed new discovery request. Mr. Avila, counsel for Mr. Merchant, and Ms. Fragale, counsel for the District, presented their arguments regarding discovery. The Board reserved ruling.

Ms. Fragale, counsel for the District, called Mr. Anas Rabah as a witness. The Board questioned Mr. Rabah.

Kenneth Akins, Jr. Continued to July 17, 2019 for status to consider stipulation.

Victor Gutierrez                      The District and Mr. Gutierrez entered into a stipulation agreement.  
The Board entered an Agreed Order.

The Board recessed the hearing at approximately 11:24 AM.  
The Board resumed the hearing at approximately 11:35 AM.

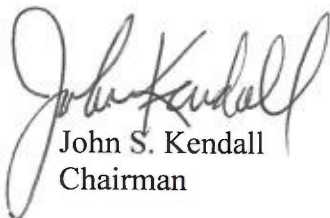
Farhan Qureshi                      Mr. Qureshi's attendance was acknowledged and Mr. Qureshi was  
advised of his status and tentative hearing date.

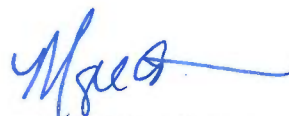
Sharad Merchant                      Mr. Avila, counsel for Mr. Merchant, cross examined Mr. Rabah.


Ms. Fragale, counsel for the District, called John Chavich as a  
witness. Ms. Fragale presented District Exhibit Nos. 2-8 and part of  
the opening statement from the April 10, 2019 transcript. Exhibit  
Nos. 7 and 8 were admitted into evidence. Mr. Avila cross examined  
Mr. Chavich. Ms. Fragale questioned Mr. Chavich on re-direct.

The Board, counsel for Mr. Merchant and counsel for the District  
discussed discovery request. Mr. Avila made a motion to strike Mr.  
Rabah's testimony. Ms. Fragale objected to the motion. The Board  
denied the motion to strike testimony. Further administrative  
matters were discussed.

The Board adjourned the meeting at approximately 1:57 PM.

  
John S. Kendall  
Chairman

  
Mazie A. Harris  
Vice Chairman

  
Donald J. Sterino  
Secretary

Dated: June 19, 2019