

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF OCTOBER 11, 2023**

Board Members Present: John S. Kendall, Chairman
Donald J. Storino, Secretary

Others Present: Ted Kosowski, Director of Human Resources
Robert Byrne, Human Resources Manager
James Fisher, Human Resources Manager
Richard Demsch, Senior Human Resources Analyst
Cordelia Henry, Senior Human Resources Analyst
Jay Henderson, Human Resources Analyst
James Murray, Head Assistant Attorney
Joseph Cook, Principal Attorney
Elizabeth Fragale, Principal Attorney
Seth Rosenberg, Senior Attorney
Liam Reardon, Senior Attorney
Edward Palmer, Respondent
Nicollette Haines, Attorney
Kevin O'Brien, Appellant
Paula Flintroy, Appellant
Phyllis Stopka, Appellant
Fernand Fortier III, Appellant
Eric Tat, Appellant
Daniel Batrich, Police Sergeant
Thomas Smith, Police Officer
Howard Terry, Police Officer
Nina Brody, Clerk of the Civil Service Board
John Chavich, Witness
Ashley Jesernik, Witness
James Fisher, Witness
Jun Xiao, Witness
Christina Arvis, Observer

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

The minutes of the regular meeting of September 13, 2023 were approved.

There was no public comment.

The preliminary call of hearings revealed:

Edward Palmer	Continued to November 22, 2023 for status.
Kevin O'Brien	Set for Hearing at 10:15 a.m.
Cynthia Crump	Continued to November 22, 2023 for status.

Paula Flintroy	Parties to exchange witness and exhibit lists by November 22, 2023. Continued to November 22, 2023 for status.
Phyllis Stopka	Continued to November 22, 2023 for status.
Larry Malone	Continued to November 22, 2023 for status.
Fernand Fortier III	Continued to November 22, 2023 for status.
Eric Tat	Continued to November 22, 2023 for status.

Mr. Kosowski reported that since the last meeting of the Board, there had been thirty-seven (37) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there was one (1) expired and/or depleted 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 approximately 10:12 AM
The Board commenced the hearing at approximately 10:12 AM

Kevin O'Brien The Board and Liam Reardon, counsel for the District, discussed administrative matters. Motion to exclude witnesses was made and approved.

Kevin O'Brien, appellant, presented opening statements.

Liam Reardon, counsel for the District, presented opening statements.

Kevin O'Brien, appellant, called and questioned John Chavich as a witness and presented Appellant Exhibit A. Elizabeth Fragale, counsel for the District, cross examined John Chavich as a witness. Elizabeth Fragale presented District Exhibit Nos. 4, 6 and 8. Kevin O'Brien questioned John Chavich on redirect and presented District Exhibit Nos. 6 and 8, as well as an April 19, 2021 email in Appellant Exhibit B. Elizabeth Fragale questioned John Chavich further and presented District Exhibit Nos. 6 and 8. The Board questioned John Chavich.

Kevin O'Brien, appellant, called and questioned Ashley Jesernik as a witness. Liam Reardon, counsel for the District, cross examined Ashley Jesernik as a witness and presented District Exhibit No. 8. Kevin O'Brien questioned Ashley Jesernik on redirect.

Kevin O'Brien, appellant, called and questioned James Fisher as a

witness, and presented a June 15, 2022 email from Appellant Exhibit B. Liam Reardon, counsel for the District, cross examined James Fisher as a witness and presented District Exhibit Nos. 1 through 12. District Exhibit Nos. 1 through 12 were admitted into evidence. Kevin O'Brien questioned James Fisher on redirect and presented District Exhibit No. 1.

Kevin O'Brien, appellant, called and questioned Jun Xiao as a witness and presented District Exhibit No. 6. Liam Reardon, counsel for the District, cross examined Jun Xiao. Kevin O'Brien questioned Jun Xiao on redirect.

Kevin O'Brien, moved to admit Appellant Exhibits A and B into evidence. The Board admitted into evidence those emails within the date range of the appeal and that were discussed during witness testimony.

Kevin O'Brien, appellant, delivered a closing statement.

Liam Reardon, counsel for the District, delivered a closing statement.

Kevin O'Brien, appellant, offered a rebuttal.

The Board took this appeal under advisement.

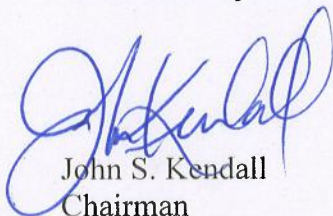
The Board adjourned the hearing at approximately 12:04 PM

The Board resumed the meeting at approximately 12:04 PM


The Board adjourned at approximately 12:04 PM into executive session.

The Board resumed the meeting at approximately 12:11 PM

The Board adjourned the meeting at approximately 12:12 AM



John S. Kendall
Chairman



Donald J. Storino
Secretary

Dated: October 11, 2023