

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF DECEMBER 13, 2023**

Board Members Present: John S. Kendall, Chairman
Karina Ayala-Bermejo, Vice 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
James Murray, Head Assistant Attorney
Joseph Cook, Principal Attorney
Elizabeth Fragale, Principal Attorney
Gina Lencioni, Senior Attorney
Seth Rosenberg, Senior Attorney
Liam Reardon, Senior Attorney
Nicollette Haines, Attorney
Phyllis Stopka, Respondent
Frank Avila Jr., Attorney
Eric Tat, Appellant
DaQuan Gist, Respondent
Lemar Phillips, Police Sergeant
Oneal Carter, Police Officer
Patrick Miller, Police Officer
Jose Peralta, Police Officer
Nina Brody, Clerk of the Civil Service Board
John Chavich, Witness
John McNamara, Witness
Christina Arvis, Observer
Deepti Agarwal, Observer

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

The minutes of the regular meeting of November 22, 2023 were approved.

There was no public comment.

The Motion to Preserve and Release Certain Executive Session minutes was approved.

The preliminary call of hearings revealed:

Edward Palmer Set for hearing on January 17, 2024.

Cynthia Crump Continued to February 21, 2024 for status.

Paula Flintroy Paula Flintroy was not in attendance. Continued to January 17, 2024 for status.

Phyllis Stopka Phyllis Stopka waived her 120 days. Discovery, witness lists and exhibit lists should be exchanged by both parties by February 2, 2024. Continued to February 21, 2024 for status.

Larry Malone Continued to January 17, 2024 for status.

Fernand Fortier III Continued to January 17, 2024 for status.

Eric Tat Set for hearing at 10:15 AM.

DaQuan Gist Continued to January 17, 2024 for status and tentatively set for hearing on February 21, 2024.

Mr. Kosowski withdrew Amendment No. 504: Revise the Minimum Qualification Requirements and/or Promotional Requirements for the classification of Accounting Associate, Financial Analyst, and Accounting Manager.

Mr. Kosowski reported that since the last meeting of the Board, there had been fifteen (15) requests for leaves of absence, which the Board ratified.

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

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

The Board recessed the meeting at approximately 10:14 AM
The Board commenced the hearing at approximately 10:20 AM

Eric Tat The Board and Elizabeth Fragale, counsel for the District, discussed administrative matters. Motion to exclude witnesses was made and approved.

Eric Tat, appellant, presented opening statements. Elizabeth Fragale, counsel for the District, presented opening statements.

Eric Tat, appellant, called and questioned John McNamara. Eric Tat presented Appellant Exhibit Nos. 1, 3 and 5. Eric Tat was sworn in. Elizabeth Fragale, counsel for the District, cross examined John McNamara.

Eric Tat, appellant, testified on his behalf and presented Appellant Exhibit No. 6. Elizabeth Fragale, counsel for the District, cross examined Eric Tat and presented District Exhibit No. 6. Eric Tat rested his case.

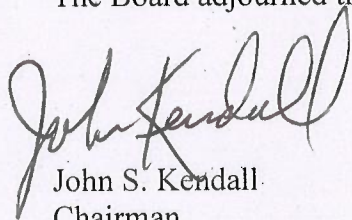
Eric Tat Elizabeth Fragale, counsel for the District, made an oral motion for a directed verdict.

The Board adjourned the hearing at approximately 11:21 AM to an executive session.
The Board resumed the hearing at approximately 11:29 AM

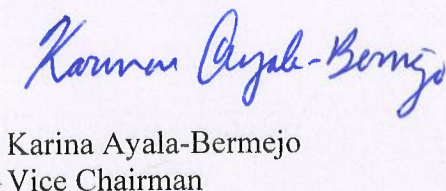
Eric Tat The Board granted the District’s motion for a directed verdict and denied Eric Tat’s appeal case.

The Board adjourned the hearing at approximately 11:30 AM
The Board resumed the meeting at approximately 11:30 AM

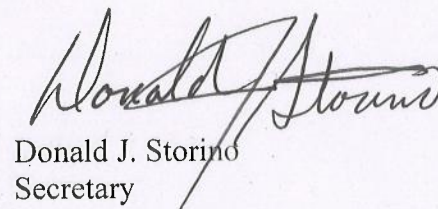
The Board adjourned the meeting at approximately 11:30 AM



John S. Kendall
Chairman



Karina Ayala-Bermejo
Vice Chairman



Donald J. Storino
Secretary

Dated: December 13, 2023