

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF MARCH 17, 2021**

Board Members Present: Mr. John S. Kendall, Chairman  
Ms. Mazie A. Harris, Vice Chairman  
Mr. Donald J. Storino, Secretary

Others Present: Mr. Ted Kosowski, Assistant Director of Human Resources  
Mr. Brian Deitz, Human Resources Manager  
Mr. James Murray, Head Assistant Attorney  
Mr. Joseph Cook, Principal Attorney  
Ms. Elizabeth Fragale, Principal Attorney  
Mr. Seth Rosenberg, Senior Attorney  
Mr. Erich Werner, Respondent  
Mr. Thomas Conway, Appellant  
Ms. Rhonda Thomas, Appellant  
Mr. Jeffrey Mitchell, Appellant  
Mr. Kenneth Akins, Jr., Respondent  
Ms. Kendra Spearman, Attorney  
Mr. Robert Quezada, Appellant  
Mr. Robert Biel, Appellant  
Mr. Sergio Senese, Appellant  
Mr. Michael Zidonis, Jr., Respondent  
Ms. Colleen Condon, Police Sergeant  
Mr. Christopher Blasky, Police Officer  
Ms. Rhonda Thomas, Police Officer  
Ms. Nina Brody, Clerk of the Civil Service Board  
Mr. Garrett Turner, Observer  
Mr. Miguel Vallejo, Witness  
Mr. Ted Kosowski, Witness  
Ms. Kaye Heidenreich, Witness  
Mr. Paul Collins, Witness  
Mr. Robert Quezada, Witness  
Mr. Gregory Nielson, Witness  
Mr. Kevin Lee, Rebuttal Witness

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

The minutes of the regular meeting of February 17, 2021 were approved.

The minutes of the executive session of February 17, 2021 were approved.

There was no public comment.

***Findings and Decisions***

Erich Werner Passed to the end of the call.

Thomas Conway Passed to the end of the call.

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

Rhonda Thomas Set for hearing at 10:15 a.m.

Farhan Qureshi Continued to June 16, 2021 for status.

Jeffrey Mitchell Continued to April 21, 2021 for status.

Kenneth Akins Jr. Mr. Cook, counsel for the District, responded to Response in Opposition to the District's Motion for Discharge. Ms. Spearman, counsel for Mr. Akins responded to the District's oral argument. Counsel for both parties responded and argued their cases. The Board asked questions. The Board denied the motion to dismiss discharge case. This matter was passed to the end of the call for scheduling.

Robert Quezada Passed to the end of the call.

Darius Flores Feliciano Mr. Feliciano was not in attendance. The Board agreed to move forward with the prove-up.

Chentile Jackson Continued to April 21, 2021 for status.

Robert Biel Continued to April 21, 2021 for status.

Sergio Senese Continued to April 21, 2021 for status.

The Attendance and Performance Review for Michael Zidonis, Jr. reported that Mr. Zidonis was in compliance.

Mr. Kosowski reported that since the last meeting of the Board, there had been eleven (11) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were three (3) expired eligible lists.

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

Kenneth Akins, Jr. Continued to April 21, 2021 for status and set for hearing on May 19, 2021 at 10:15 a.m.

- Erich Werner                      The Board granted the District’s request for discharge with prejudice.
- Thomas Conway                      The Board granted the District’s Motion to Dismiss with prejudice.
- Robert Quezada                      Recalled for scheduling. Passed for Mr. Quezada to contact his attorney to determine availability.

The Board and counsel discussed the which they would hear first, the prove-up or the hearing.

- Rhonda Thomas                      The Board, Mr. Cook, counsel for the District, and Ms. Thomas discussed administrative matters regarding the appeal hearing.

The Board recessed the meeting at approximately 11:00 AM  
The Board commenced prove-up at approximately 11:00 AM

- Darius Flores Feliciano                      Mr. Cook, counsel for the District, called and questioned Mr. Miguel Villejo as a witness. Mr. Cook presented Exhibit Nos. 1-5. Mr. Cook counsel for the District, called and questioned Mr. Ted Kosowski as a witness. Mr. Cook presented Exhibit No. 5. Exhibit No. 1-5 were admitted into evidence. The District rested its case. The Board found in favor of the District and granted the District’s request for Discharge.

The Board recessed prove-up at approximately 11:18 AM  
The Board commenced the hearing at approximately 11:29 AM

- Rhonda Thomas                      The Board, counsel for the District and Ms. Thomas discussed administrative matters.

Ms. Thomas presented her opening statements. Mr. Cook, counsel for the District, presented his opening statements.

Ms. Thomas was sworn in.

Ms. Thomas called and questioned Ms. Kaye Heidenreich as a witness. Mr. Cook, counsel for the District, cross examined Ms. Heidenreich. Mr. Cook presented District Exhibit A and Group Exhibit B. Ms. Thomas examined Ms. Heidenreich on re-direct. Mr. Cook cross examined Ms. Heidenreich. The Board questioned Ms. Heidenreich.

The Board recessed the hearing at approximately 12:50 PM  
The Board resumed the hearing at approximately 1:00 PM

Rhonda Thomas                    The Board asked counsel and Ms. Thomas if the remainder of the hearing could proceed with Chairman Kendall and Ms. Harris only. Counsel for the District and Ms. Thomas agreed.

Ms. Thomas called and questioned Mr. Paul Collins as a witness. The Board questioned Mr. Collins.

Ms. Thomas called and questioned Mr. Robert Quezada as a witness. The Board questioned Mr. Quezada.

Ms. Thomas called and questioned Mr. Gregory Nielson as a witness. Mr. Cook cross examined Mr. Nielson.

The Board recessed the hearing at approximately 1:40 PM

The Board resumed the hearing at approximately 1:44 PM

Rhonda Thomas                    Mr. Cook, counsel for the District, called and questioned Ms. Rhonda Thomas as a witness. Mr. Cook presented District Exhibits A-D.

Mr. Cook, counsel for the District, called and questioned Mr. Kevin Lee as a rebuttal witness. Ms. Thomas cross examined Mr. Lee.

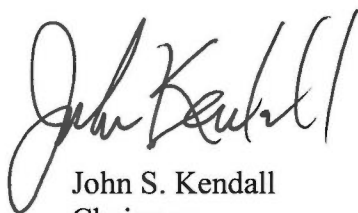
The Board allowed written closing arguments with a 10 page limit.

District Exhibits A-D were admitted into evidence. The Board took judicial notice of District Exhibits E and F.


The Board recessed the hearing at approximately 2:28 PM

The Board resumed the meeting at approximately 2:28 PM

The Board adjourned the meeting at approximately 2:28 PM



John S. Kendall  
Chairman



Mazie A. Harris  
Vice Chairman



Donald J. Storjino  
Secretary

Dated: March 17, 2021