

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF JANUARY 15, 2025**

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

Others Present: Ted Kosowski, Director of Human Resources  
Sean Kelly, Director of Information Technology  
Christopher Belz, Assistant Director of Information Technology  
John Reichling, Assistant Director of Information Technology  
Semaj Wright, IT Support Coordinator  
James Fisher, Assistant Director of Human Resources  
Robert Byrne, Human Resources Manager  
Nina Brody, Human Resources Analyst  
Jay Henderson, 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  
Michelle Valdez, Legal Assistant  
Roe Magnabosco, Respondent  
Larry Malone, Appellant  
Shadae Ashava, Respondent  
Rahul Agarwal, Appellant  
Christopher Almore, Respondent  
Wayne Slaughter, Attorney  
Candace Bays, Respondent  
Daeja Tolbert, Respondent  
Jwaun Manning, Respondent  
Juan Saucedo, Police Lieutenant  
Lemar Phillips, Police Sergeant  
Patrick Miller, Police Officer  
Daniel Long, Police Officer  
Tina Sudduth, Witness  
Robert Byrne, Witness  
Semaj Wright, Witness  
Ron Jones, Observer  
Henderson Banks, Observer  
Elizabeth Lockhart, Observer  
Larry Lockhart, Observer  
Christina Arvis, Clerk of the Civil Service Board

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

The minutes of the regular meeting of December 18, 2024 were approved.

The executive session minutes of the regular meeting of December 18, 2024 were approved.

There were no public comments.

***Findings and Decisions:***

Roe Magnabosco                      Passed until the end of the call.

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

Larry Malone                      (Case No. 23-13) Set for hearing at 12:30 p.m.

Chentile Jackson                      Continued until March 19, 2025 for status.

Sergio Senese                      Continued until February 19, 2025 for status.

Shadae Ashava                      Set for hearing at 10:15 AM.

James Radomski                      Continued until February 19, 2025 for status.

Rahul Agarwal                      Rahul Agarwal was not in attendance. Passed until the end of the call.

Larry Malone                      Larry Malone was not in attendance. Passed until the end of the call.

Christopher Almore                      Continued for status on February 19, 2025.

Matthew Witczak                      Matthew Witczak was not in attendance. Passed until the end of the call.

Candace Bays                      Candace Bays and the District agreed to exchange witness and exhibit lists by February 19, 2025. Continued until February 19, 2025.

Daeja Tolbert                      Continued until February 19, 2025 for status.

The attendance and performance review for Jwaun Manning reported that Jwaun Manning was in compliance.

Mr. Kosowski reported that since the last meeting of the Board, there had been four (4) 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 eligible list.

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

Roe Magnabosco                      Roe Magnabosco retired from the District. The case was stricken from the call.

Rahul Agarwal                        Rahul Agarwal and the District agreed to exchange witness and exhibit lists by February 19, 2025. Continued until April 16, 2025 for status.

Larry Malone                         (Case No. 24-18) Continued until March 19, 2025 for status.

Matthew Witczak                     Matthew Witczak was not in attendance. Continued until February 19, 2025 for status.

The Board adjourned the meeting at approximately 10:24 AM.  
The Board commenced the hearing at approximately 10:28 AM.

Shadae Ashava                        The Board, Liam Reardon, counsel for the District and Shadae Ashava discussed administrative matters.

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

Liam Reardon, counsel for the District, called and questioned Shadae Ashava as a witness. During the testimony of Shadae Ashava, District Exhibit Nos. 1, 2, 3, 4, 5, 6 and 8 were presented. Shadae Ashava testified on her own behalf. The Board asked questions of Shadae Ashava. Liam Reardon, counsel for the District, questioned Shadae Ashava on redirect.

Liam Reardon, counsel for the District, called and questioned Tina Sudduth as a witness and presented District Exhibit Nos. 2, 3, 4, 5, 6, 7, 8, 9, 10 and 11. Shadae Ashava questioned Tina Sudduth on cross examination.

Joseph Cook, counsel for the District, called and questioned Robert Byrne as a witness and presented District Exhibit Nos. 12 and 13. Shadae Ashava questioned Robert Byrne on cross examination. District Exhibit Nos. 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, and 13 were admitted into evidence. The District rested its case.

Shadae Ashava testified on her own behalf.

Liam Reardon, counsel for the District, presented closing statements. Shadae Ashava presented closing statements.

The Board took this case under advisement.

The Board adjourned the hearing at approximately 12:01 PM  
The Board commenced the appeal hearing at approximately 12:01 PM.

Larry Malone (Case No. 23-13) The Board, Larry Malone and Liam Reardon, counsel for the District, discussed administrative matters. Larry Malone presented opening statements. Liam Reardon, counsel for the District, presented opening statements.

Larry Malone called and questioned Semaj Wright as a witness, presenting Appellant Exhibit Nos. 4, 9 and 10. The Board asked questions of Semaj Wright. Larry Malone continued questioning Semaj Wright as a witness and presented Appellant Exhibit Nos. 3, 8, 11, and 13.

The Board recessed the hearing at approximately 1:21 PM.  
The Board resumed the hearing at approximately 1:25 PM.

Larry Malone Liam Reardon, counsel for the District, cross examined Semaj Wright as a witness and presented Appellant Exhibit Nos. 4 and 8, as well as District Exhibit No. 1. Larry Malone questioned Semaj Wright on redirect.

Larry Malone testified on his own behalf.

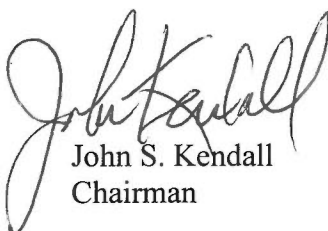
The Board recessed the hearing at approximately 2:20 PM.  
The Board resumed the hearing at approximately 2:28 PM.

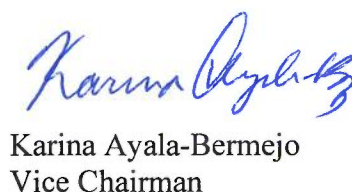
Larry Malone Liam Reardon, counsel for the District, cross examined Larry Malone, as a witness.

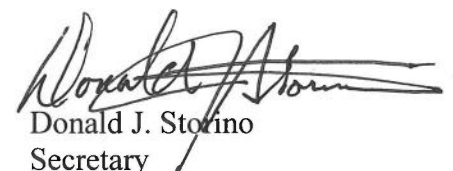
The hearing was continued to February 19, 2025 at 10:15 AM.

The Board adjourned the hearing at approximately 2:51 PM.  
The Board resumed the meeting at approximately 2:52 PM.

The Board adjourned the meeting at 2:52 PM.

  
John S. Kendall  
Chairman

  
Karina Ayala-Bermejo  
Vice Chairman

  
Donald J. Storino  
Secretary

Dated: January 15, 2025