

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF JANUARY 17, 2018**

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. Ted Kosowski, Assistant Director of Human Resources
Mr. Brian Deitz, Human Resources Manager
Mr. Robert Byrne, Senior Human Resources Analyst
Ms. Christian Johnson, Senior Human Resources Analyst
Ms. Cordelia Henry, Human Resources Analyst
Mr. Thomas Soukup, Associate Human Resources Analyst
Ms. Lisa Goldberg, Head Assistant Attorney
Mr. Joseph Cook, Senior Attorney
Ms. Pamela Saindon, Senior Attorney
Mr. Jeffery Waldhoff, Senior Attorney
Ms. Shao-Kuang Huang, Appellant
Mr. Larry Malone, Appellant
Mr. Gregory Bueche, Attorney
Ms. Tia Taylor, Respondent
Mr. Paul Connolly, Police Sergeant
Mr. Eric White, Police Sergeant
Mr. James Radomski, Police Officer
Mr. Robert Biel, Police Officer
Ms. Rhonda Thomas, Police Officer
Mr. Cupid Steward, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board
Ms. Tykira Taylor, Observer
Ms. Maureen O'Boyle, Observer
Mr. Joseph Cummings, District Representative
Mr. Ramone Adams, Witness
Ms. Robin Felton, Witness
Mr. Michael Kavanaugh, Witness
Mr. William White, Witness
Mr. Charles Svazas, Witness

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

The minutes of the regular meeting of December 20, 2017 were approved.

There was no public comment.

The preliminary call of hearings revealed:

Shao-Kuang Huang Tentatively set for hearing on March 21, 2018 at 10:15 a.m.

Larry Malone Appeal of Performance Appraisal (Case No. 17-06) set for argument
on February 21, 2018 at 10:15 a.m.

Larry Malone Appeal of 1-Day Suspension (Case No. 17-07) set for hearing on February 21, 2018 at 10:15 a.m.

Farhan Qureshi Appeal of 3-Day Suspension (Case No. 17-14) continued to February 21, 2018 for status.

Farhan Qureshi Appeal of 5-Day Suspension (Case No. 17-16) continued to February 21, 2018 for status.

Tia Taylor Set for hearing at 10:15 a.m.

Mr. Kosowski reported that since the last meeting of the Board, there had been fifty-two (52) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were twenty (20) expired eligible lists.

Mr. Kosowski reported that since the last meeting of the Board, there were four (4) terminations of probation.

The Board recessed the meeting at approximately 10:10 AM.
The Board resumed the meeting at approximately 10:20 AM.

The Board recessed the meeting at approximately 10:22 AM.
The Board convened the hearing at approximately 10:23 AM.

Tia Taylor The Board, counsel for the District and Ms. Taylor discussed procedural matters. Mr. Cook, counsel for the District, presented the District's opening statement. Ms. Taylor, presented her opening statement.

Mr. Cook, counsel for the District, called Mr. Ramone Adams as a witness. Mr. Cook presented District Exhibit Nos. 1-5, during his examination. The Districts Exhibit Nos. 1-5 were admitted into evidence. Ms. Taylor cross examined Mr. Adams. Ms. Taylor presented an exhibit. There was no re-direct.

The Board recessed the hearing at 11:47 AM.
The Board resumed the hearing at approximately 12:05 PM

Tia Taylor Mr. Waldhoff, counsel for the District, called Ms. Robin Felton as a witness. Mr. Waldhoff presented District Exhibit Nos. 6 and 7 during his examination, which were admitted into evidence. Ms. Taylor cross examined Ms. Felton. Ms. Taylor presented Taylor Exhibit No. 1. Mr. Waldhoff questioned Ms. Felton on re-direct.

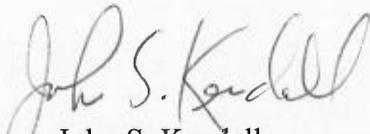
Mr. Waldhoff, counsel for the District, called Mr. Michael Kavanaugh as a witness. Mr. Waldhoff presented District Exhibit Nos. 8-12 during his examination, which were admitted into evidence. The Board questioned Mr. Kavanaugh. Ms. Taylor cross examined Mr. Kavanaugh. Counsel for the District and Ms. Taylor stipulated as to the FMLA facts and forms. Ms. Taylor presented Taylor Exhibit No. 2. There was no re-direct.

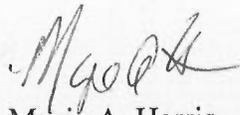
Mr. Waldhoff, counsel for the District, called Mr. William White as a witness. Ms. Taylor cross examined Mr. White. Ms. Taylor presented an exhibit. There was no re-direct.

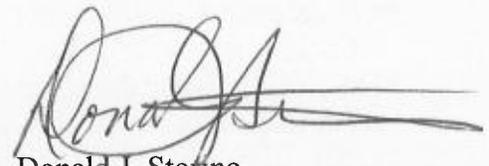
Mr. Waldhoff, counsel for the District, called Mr. Charles Svazas as a witness. Ms. Taylor cross examined Mr. Svazas. There was no re-direct.

The Board, counsel for the District and Ms. Taylor discussed procedural matters. This matter was continued for hearing on January 25, 2018 at 10:00 a.m.

The Board adjourned the hearing at approximately 2:02 PM.
The Board adjourned the meeting at approximately 2:03 PM


John S. Kendall
Chairman


Mazie A. Harris
Vice-Chairman


Donald J. Storino
Secretary

Dated: January 17, 2018