

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF MARCH 15, 2017**

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
Ms. Christian Johnson, Senior Human Resources Analyst
Mr. Thomas Soukup, Associate Human Resources Analyst
Ms. Eileen McElligott, Administrative Services Officer
Ms. Kaye Heidenreich, Chief of Police
Mr. John Sudduth, Director of Information Technology
Mr. Sean Kelly, Assistant Director of Information Technology
Ms. Lisa Goldberg, Head Assistant Attorney
Mr. James Murray, Principal Attorney
Ms. Elizabeth Fragale, Senior Attorney
Mr. Joseph Cook, Senior Attorney
Ms. Pamela Saindon, Senior Attorney
Ms. Geraldine Kimbrough, Appellant
Ms. Edie Holland, Attorney
Ms. Rhonda Thomas, Appellant
Ms. Tia Schrean, Appellant
Ms. Shao-Kuang Huang, Appellant
Mr. Frank Avila, Attorney
Ms. Michelle Valdez, Appellant
Mr. Shannon Flowers, Respondent
Mr. Anthony Feeney, Respondent
Mr. Gregory Bueche, Attorney
Mr. Larry Malone, Appellant
Mr. Stephen Cook, Respondent
Mr. Paul Connolly, Police Lieutenant
Mr. Joseph Buck, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board
Mr. Thomas Smith, Witness
Mr. Patrick Kennedy, Witness
Ms. Gaelyn Thomas, Observer
Ms. Thornia Thomas, Observer
Mr. Jordan Thomas, Observer
Mr. G. Turner, Observer
Mr. George Blakemore, Concerned Citizen

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

The minutes of the regular meeting of February 15, 2017 were approved.

Mr. George Blakemore addressed the Board.

The preliminary call of hearings revealed:

Geraldine Kimbrough	Passed to the end of the call.
Brian Keohane	Continued to April 19, 2017 for status.
Rhonda Thomas	For hearing at 10:15 a.m.
Christopher Terzich	Continued to May 17, 2017 for status.
Tia Schrean	Appeal of Performance Evaluation (Case No. 16-09) was continued to April 19, 2017 for status.
Tia Schrean	Appeal of Determination (Case No. 16-10) was stricken from the call.
Shao-Kuang Huang	Passed to the end of the call.
Michelle Valdez	Passed to the end of the call.
Shannon Flowers	Tentatively set for hearing on April 19, 2017 at 10:15 a.m.
Anthony Feeney	Suspension (Case No. 17-04) and Appeal of Suspension (Case No. 17-06) were consolidated and continued to April 19, 2017 for status.
Larry Malone	Appeal of Performance Appraisal (Case No. 17-06) continued to June 14, 2017 for status.
Larry Malone	Appeal of Suspension (Case No. 17-07) continued to April 19, 2017 for status.

The attendance and performance review for Stephen Cook reported that Mr. Cook was in full compliance. The terms of the Stipulation have been satisfied. This matter has been stricken from the call.

Mr. Kosowski introduced Amendment No. 471: Revise the Minimum Qualification Requirements for the Environmental Chemist

Mr. Kosowski reported that since the last meeting of the Board, there have been twenty-two (22) 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.

Geraldine Kimbrough Passed, waiting for Ms. Kimbrough to appear.

Shao-Kuang Huang Passed, waiting for counsel to appear.

The Board recessed the meeting at approximately 10:33 AM.

The Board convened the hearing at approximately 10:35 AM

Rhonda Thomas Discussion was held between the Board, Ms. Thomas and Counsel for the District regarding video tape. Ms. Thomas presented her opening statement. Ms. Fragale presented the District's opening statement. Ms. Thomas called Chief Kaye Heidenreich as a witness. Ms. Fragale cross examined Chief Heidenreich. The District presented Exhibit 1, which was admitted into evidence. Ms. Thomas questioned Chief Heidenreich on re-direct.

The Board recessed the hearing at 11:40 AM.

The Board resumed the meeting at 11:40 AM

Geraldine Kimbrough The case numbers of the two Appeals, Case Nos. 14-11 and 15-01, were clarified. Tentatively set for hearing on May 17, 2017 at 10:15 a.m.

Shao-Kuang Huang Continued to May 17, 2017 for status.

Michelle Valdez Passed.

The Board recessed the meeting at 12:00 PM

The Board resumed the hearing at 12:00 PM

Rhonda Thomas Ms. Harris examined Chief Heidenreich.

The Board recessed the hearing at 12:05 PM

The Board resumed the meeting at 12:15 PM

Michelle Valdez Continued to May 17, 2017 for Status

The Board resumed the hearing at 12:15 PM

Rhonda Thomas

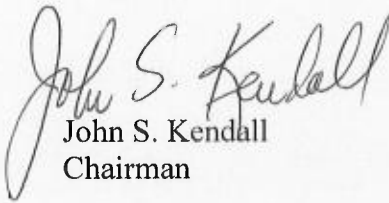
Ms. Thomas called Officer Thomas Smith as a witness. Ms. Fragale cross examined Officer Smith. The District made a motion for a directed finding. The motion was denied by the Civil Service Board. Ms. Fragale called Sergeant Patrick Kennedy as a witness. Ms. Thomas cross examined Sergeant Kennedy. Ms. Fragale examined Sergeant Kennedy on re-direct.

The Civil Service Board took this matter under advisement.

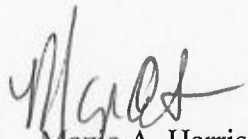
The Board adjourned the hearing at 12:52 PM

The Board adjourned at approximately 12:54 AM to an executive session.

The Board adjourned the meeting at 1:04 PM



John S. Kendall
Chairman



Mazie A. Harris
Vice-Chairman



Donald J. Storino
Secretary

Dated: March 15, 2017