

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF MARCH 28, 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. Robert Byrne, Senior Human Resources Analyst
Mr. Thomas Soukup, Associate Human Resources Analyst
Mr. John Sudduth, Director of Information Technology
Ms. Lisa Goldberg, Head Assistant Attorney
Mr. James Murray, Principal Attorney
Mr. Joseph Cook, Senior Attorney
Ms. Elizabeth Fragale, Senior Attorney
Ms. Pamela Saindon, Senior Attorney
Mr. Jeffery Waldhoff, Senior Attorney
Ms. Tia Taylor, Respondent
Ms. Shao-Kuang Huang, Appellant
Mr. Frank Avila, Attorney
Ms. Diane Kramer, Appellant
Mr. Eric White, Police Sergeant
Ms. Rhonda Thomas, Police Officer
Mr. Darren Davidson, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board
Ms. Adele De Mooy, Witness
Mr. Jeremy Black, Observer
Mr. Ming-Jer Wang, Observer

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

The minutes of the regular meeting of February 21, 2018 were approved.

The minutes of the executive session of February 21, 2018 were approved.

There was no public comment.

The Findings and Decisions for Larry Malone were continued to April 10, 2018.

The Findings and Decisions for Tia Taylor were continued to April 10, 2018.

The preliminary call of hearings revealed:

Shao-Kuang Huang	Set for hearing at 10:15 a.m.
Farhan Qureshi	Mr. Qureshi withdrew his appeal. This matter has been stricken from the call.
Farhan Qureshi	Mr. Qureshi withdrew his appeal. This matter has been stricken from the call.
Joseph Divizio	Passed to end of call.
Matthew Rogers	Continued to April 10, 2018 for status.
Diane Kramer	Continued to May 16, 2018 for status.

Mr. Kosowski introduced Amendment No. 476: Revise the Promotional Requirements for Supervising Environmental Chemist.

Mr. Kosowski reported that since the last meeting of the Board, there had been forty-four (44) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were ten (10) expired eligible lists.

Mr. Kosowski reported that since the last meeting of the Board, there was one termination of probation.

Diane Kramer	Recalled to change the date the District's reply is due.
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Joseph Divizio	Mr. Divizio failed to appear. Continued to April 10, 2018 for status.
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The Board recessed the meeting at approximately 10:12 AM.
The Board convened the hearing at approximately 10:14 AM.

Shao-Kuang Huang	The Board, Ms. Goldberg, counsel for the District, and Mr. Avila, counsel for Ms. Huang, discussed procedural matters. Ms. Goldberg, counsel for the District, presented the District's argument for their Motion in Limine. Mr. Avila presented Ms. Huang's response.
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The Board adjourned at approximately 10:31 AM to an executive session.
The Board resumed the hearing at approximately 10:32 AM

Shao-Kuang Huang	The Board will hear the testimony of witness Mr. Endzel. The Board has no jurisdiction with respect to discrimination. The new witness of the appellant, Mr. Ming-Jer, is excluded.
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Mr. Avila presented opening statements for Ms. Huang.

Ms. Goldberg presented the District's opening statements.

The Board, counsel for the District and Mr. Avila discussed exhibits and stipulated facts. Ms. Huang's Exhibit Nos. 1-10, 10A and District Exhibit No. 1 were admitted into evidence.

Mr. Avila called Ms. Adele De Mooy as a witness. Mr. Avila questioned Ms. De Mooy. During Ms. De Mooy's examination, Mr. Avila presented Huang Exhibit Nos. 2, 9 and 13.

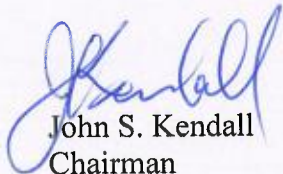
The Board adjourned at approximately 12:05 PM to an executive session.
The Board resumed the meeting at approximately 12:34 PM

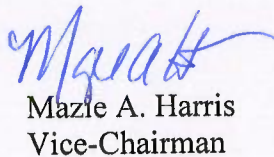
The Board, Mr. Avila and Ms. Goldberg discussed procedural matters.
Mr. Avila resumed his examination of Ms. De Mooy.

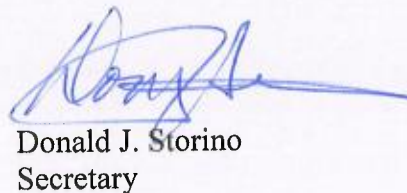
The hearing was continued to April 10, 2018 at 10:15 AM.

The Board adjourned the hearing at approximately 1:41 PM.
The Board resumed the meeting at approximately 1:42 PM

The Board adjourned the meeting at approximately 1:42 PM


John S. Kendall
Chairman


Mazie A. Harris
Vice-Chairman


Donald J. Storino
Secretary

Dated: March 28, 2018