

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF JULY 18, 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  
Ms. Christian Johnson, Senior Human Resources Analyst  
Ms. Cordelia Henry, 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. Shao-Kuang Huang, Appellant  
Mr. Frank Avila, Attorney  
Mr. Gregory Bueche, Attorney  
Mr. Larry Malone, Appellant  
Ms. Diane Kramer, Appellant  
Mr. Gary Gordon, Appellant  
Mr. Thomas Soukup, Appellant  
Ms. Susan Kenny, Respondent  
Ms. Tiffany Thompson, Union Representative  
Mr. Terry Townes, Union Representative  
Mr. Robert Quezada, Appellant  
Mr. Joseph Kozak, Appellant  
Mr. Paul Connolly, Police Sergeant  
Ms. Wendelle Combest, Police Officer  
Mr. Patrick Miller, Police Officer  
Ms. Nina Brody, Clerk of the Civil Service Board  
Mr. Jordan Russell, Intern  
Ms. Maureen O'Boyle, Observer  
Mr. Ming-Jer Wang, Observer

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

The minutes of the regular meeting of June 20, 2018 were approved.

There was no public comment.

*The preliminary call of hearings revealed:*

Shao-Kuang Huang	Set for hearing at 10:15 a.m.
Anthony Feeney	Continued to August 15, 2018 for status.
Larry Malone	Appeal of Performance Appraisal (Case No. 17-06) passed to the end of the call.
Larry Malone	Appeal of 1-day Suspension (Case No. 17-07) set for oral argument on August 15, 2018 at 10:15 a.m.
Diane Kramer	Taken under advisement.
Gary Gordon	Case No. (18-04) continued to August 15, 2018 for status.
Thomas Soukup	Set for oral argument on August 15, 2018 at 10:30 a.m.
Gary Gordon	Appeals of Performance Appraisals (Case Nos. 18-04 and 18-09) both continued to August 15, 2018 for status.
Susan Kenny	Passed to the end of the call.
Robert Quezada	Passed to the end of the call.
Larry Malone	Appeal of Performance Appraisal (Case No. 17-06) tentatively set for hearing on September 5, 2018 at 10:15 a.m. Appeal of 1-day Suspension (Case No. 17-07) set for oral argument on August 15, 2018 at 10:15 a.m. Appeal of 1-day suspension (Case No. 18-08) continued to September 5, 2018 for status.
Joseph Kozak	Continued to August 15, 2018 for status.

Mr. Kosowski introduced Amendment No. 479: Amend Personnel Rule 6 Examinations and Rule 7 Employment List.

Mr. Kosowski reported that since the last meeting of the Board, there had been eighty-three (83) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were five (5) expired eligible lists.

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

Susan Kenny Passed to finalize documents.

Robert Quezada Continued to August 15, 2018 for status.

The Board recessed the meeting at approximately 10:27 AM.  
The Board convened the hearing at approximately 10:28 AM.

Shao-Kuang Huang The Board, Mr. Avila, counsel for Ms. Huang, and Ms. Goldberg, counsel for the District, discussed administrative matters. Mr. Avila called Beverly Sanders as a witness. Mr. Avila presented Exhibit Nos. 1/A, 6, 8, 17 and 32.

The Board recessed the hearing at approximately 11:12 AM.

The Board had an off-record discussion.

The Board resumed the meeting at approximately 11:22 AM.

Susan Kenny The District and Ms. Kenny entered into a stipulation agreement.  
The Board entered an Agreed Order.

The Board recessed the meeting at approximately 11:25 AM.  
The Board re-convened the hearing at approximately 11:25 AM.

Shao-Kuang Huang The Board granted the District's Motion in Limine. Mr. Avila continued his examination of Ms. Sanders. Mr. Avila presented the Buyer original examination announcement and the Buyer promotional examination announcement (Exhibit No. 2). Ms. Goldberg cross-examined Ms. Sanders. Ms. Goldberg presented Exhibit No. 2. District Exhibits 1 and 2 were admitted into evidence. All Exhibits, except Exhibit Nos. 24, 25, 26, 29, 30, 31 and 33 were admitted into evidence. Mr. Avila rested Ms Huang's case.

Ms. Goldberg moved for findings at the close of Appellant's case, which the Board denied. The District rested their case.

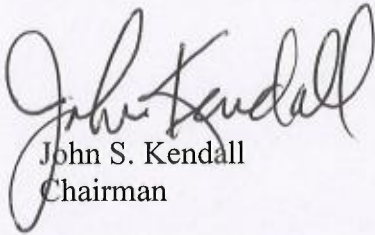
Mr. Avila presented closing arguments for Ms. Huang. Ms. Goldberg presented the District's closing argument.

The Civil Service Board took Case No. 17-01 under advisement.

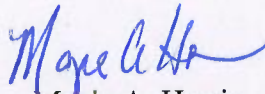
The Board adjourned the hearing at approximately 12:16 PM.  
The Board resumed the meeting at approximately 12:16 PM.

The Board adjourned at approximately 12:16 PM to an executive session.  
The Board resumed the meeting at approximately 12:31 PM.


The Board adjourned the meeting at approximately 12:31 PM.



John S. Kendall  
Chairman



Mazie A. Harris  
Vice-Chairman



Donald J. Storino  
Secretary

Dated: July 18, 2018