

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF JULY 20, 2016**

Board Members Present: Mr. John S. Kendall, Chairman  
Ms. Mazie A. Harris, Vice Chairman  
Mr. Donald J. Storino, Secretary

Others Present: Ms. Beverly Sanders, Acting Director of Human Resources  
Mr. Ted Kosowski, Assistant Director of Human Resources  
Mr. Robert Byrne, Human Resources Analyst  
Ms. Cordelia Henry, Human Resources Analyst  
Mr. Thomas Soukup, Associate Human Resources Analyst  
Ms. Lisa Goldberg, Head Assistant Attorney  
Mr. James Murray, Principal Attorney  
Ms. Elizabeth Fragale, Senior Attorney  
Ms. Pamela Saindon, Senior Attorney  
Mr. Brian Griffin, Appellant  
Mr. Denis Lawlor, Respondent  
Mr. Daniel Austin, Attorney  
Mr. John Downey, Attorney  
Mr. Brian Keohane, Respondent  
Ms. Edie Holland, Attorney  
Ms. Rhonda Thomas, Appellant  
Mr. Christopher Terzich, Respondent  
Mr. Arthur Ehrlich, Attorney  
Ms. Kaye Heidenreich, Chief of Police  
Mr. Paul Connolly, Police Sergeant  
Mr. Stephen Cook, Police Officer  
Mr. Christopher Blaskey, Police Officer  
Ms. Nina Brody, Clerk of the Civil Service Board  
Mr. Relu Jianu, Witness  
Ms. Karen Steck, Witness  
Sergeant Patrick Kennedy, Witness  
Ms. Debbie Terzich, Observer  
Mr. Shane Lawlor, Observer

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

The minutes of the regular meeting of June 15, 2016 were approved.

The minutes of the executive session of June 15, 2016 were approved.

There was no public comment.

The Findings and Decisions for Brian Griffin are anticipated at the August Meeting.

*The preliminary call of hearings revealed:*

Mary Brand	Continued to August 17, 2016 for status.
James Kaminski	Continued to August 17, 2016 for status.
Geraldine Kimbrough	Tentatively set for hearing on August 17, 2016.
Denis Lawlor	For hearing at 10:15 AM.
Brian Keohane	Passed to the end of the call.
Rhonda Thomas	Passed to the end of the call.
Grace Devereux	Continued to September 14, 2016 for status and tentatively set for hearing on October 19, 2016.
Larry Malone	Continued to August 17, 2016 for status.
Dean Corradino	Continued to August 17, 2016 for status.
Christopher Terzich	Continued to August 17, 2016 for status.
Izabela Kuman	Passed to the end of the call.
Rhonda Thomas	Continued to August 17, 2016 for status.

Mr. Kosowski introduced Amendment 464: Revise the Minimum Qualification Requirements for Electrical Mechanic

Mr. Kosowski introduced Amendment 465: Revise the Substitution for Minimum Qualification Requirements for Applications Analyst, Applications Developer and Senior Applications Developer

Mr. Kosowski reported that since the last meeting of the Board, there have been sixty-one (61) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were eleven (11) expired eligible lists.

Mr. Kosowski reported that since the last meeting of the Board, there was one (1) termination of probation.

Brian Keohane	Mr. Keohane's attorney was not present, this matter was passed to the end of the call.
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Izabela Kuman Ms. Kuman was not present, the matter was passed to the end of the call.

The Board recessed the meeting at 10:14 AM.  
The Board resumed at approximately 10:25 AM.

Brian Keohane After discussion, this matter was continued to August 17, 2016 for status.

Izabela Kuman Ms. Kuman was not present. An Agreed Order was entered by the Board. Continued to August 17, 2016 for status.

The Board recessed the meeting at 10:44 AM  
The Board resumed at 10:45 AM.

Denis Lawlor The Board inquired if there were any administrative matters to discuss. No matters presented

The Board adjourned at 10:46 AM to an executive session.

The Board convened the hearing at 10:57 AM

Denis Lawlor Mr. Murray called Mr. Relu Jianu as a witness. Mr. Austin cross examined Mr. Jianu. Mr. Murray questioned Mr. Jianu on re-direct. Mr. Austin had further questions. Mr. Jianu was excused.

Ms. Fragale called Ms. Karen Steck as a witness. Exhibits 1A and 1B were presented. A discussion ensued regarding the admittance of the exhibits into evidence. The Board reserved ruling until after cross examination. Portions of CDs were played. Mr. Downey cross examined Ms. Steck. Ms. Fragale questioned Ms. Steck on re-direct. Mr. Downey questioned Ms. Steck. Ms Fragale questioned Ms. Steck on re-direct.

The Board recessed the hearing at 1:02 PM.  
The Board resumed the hearing at 1:33 PM.

Denis Lawlor

The Board and counsel discussed the calling of further witnesses. Ms Fragale called Sergeant Patrick Kennedy as a witness. Mr. Downey cross examined Sgt. Kennedy. Sgt. Kennedy was excused.

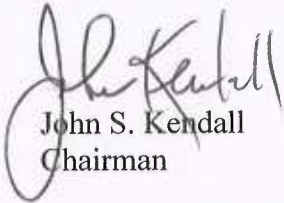
The Board heard arguments regarding the admissibility of Exhibits 1A and 1B. Mr. Downey presented his arguments. Ms. Fragale presented her response.

The Board adjourned at 2:21 PM to an executive session.  
The Board resumed at 2:39 PM

Denis Lawlor

The Board admitted Exhibits 1A and 1B into evidence. Discussion was held between the Board and Counsel regarding witnesses and timing. This matter was continued for Hearing on August 17, 2016.


The Board adjourned the meeting at 2:41 PM



John S. Kendall  
Chairman



Mazie A. Harris  
Vice-Chairman



Donald J. Storino  
Secretary

Dated: July 20, 2016