

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

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

Others Present: Mr. Ted Kosowski, Assistant Director of Human Resources
Mr. Brian Deitz, Human Resources Manager
Mr. James Fisher, Human Resources Manager
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
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
Ms. Diane Kramer, Appellant
Mr. Gregory Bueche, Attorney
Mr. Larry Malone, Appellant
Mr. Robert Quezada, Appellant
Mr. Joseph Kozak, Appellant
Mr. Sharad Merchant, Respondent
Ms. Nicole Doria, Appellant
Mr. James Rogers, Attorney
Ms. Rhonda Thomas, Appellant; Police Officer
Mr. Paul Connolly, Police Sergeant
Mr. Patrick Miller, Police Officer
Mr. Robert Biel, Police Officer
Mr. Lemar Phillips, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board
Ms. Maureen O'Boyle, Observer
Mr. Mark Lopatka, Witness and District Representative
Mr. John Sudduth, Witness
Mr. Ron Jones, Witness
Mr. Brian Deitz, Witness

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

The minutes of the regular meeting of September 5, 2018 were approved.

The minutes of the executive session of September 5, 2018 were approved.

There was no public comment.

The Findings and Decisions for Shao-Kuang Huang were passed until the end of the call.

The Findings and Decisions for Diane Kramer were passed until the end of the call.

The preliminary call of hearings revealed:

Joseph Divizio	Mr. Divizio resigned. This matter was stricken from the call.
Anthony Feeney	Passed to the end of the call.
Larry Malone	Set for hearing at 10:15 a.m.
Gary Gordon	Mr. Gordon resigned. Mr. Gordon's cases (Case Nos. 18-04, 18-09, 18-13 and 18-15) have been stricken from the call.
Robert Quezada	Passed to the end of the call.
Larry Malone	Appeal of Performance Appraisal (Case No. 18-08) tentatively set for December 12, 2018 at 10:15 a.m.
Joseph Kozak	Passed to the end of the call.
Sharad Merchant	Discharge (Case No. 18-11) and Appeal (Case No. 18-12) continued to November 7, 2018 for status. Order entered waiving 120 days.
Robert Quezada	Set for hearing on December 12, 2018 at 10:15 a.m.
Joseph Kozak	Recalled – set for hearing on November 7, 2018 at 10:15 a.m.
Larry Malone	Recalled – Appeal of Performance Appraisal (Case No. 18-08) set for hearing on February 20, 2019 at 10:15 a.m.
Nicole Doria	Schedule set for filing of motion to dismiss, response and reply. Continued to January 16, 2019 for status.
Rhonda Thomas	Continued to November 7, 2018 for status.

The Attendance and Performance Review for Joseph Divizio was stricken from the call.

Mr. Kosowski introduced Amendment No. 480: 2019 Budgetary Amendment.

Mr. Kosowski introduced Amendment No. 481: Revise the Minimum Qualifications for the Deputy General Counsel classification.

Mr. Kosowski reported that since the last meeting of the Board, there had been fifty-seven (57) 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 two (2) terminations of probation.

Anthony Feeney Passed for counsel to confer.

The Findings and Decisions for Shao-Kuang Huang, Case No. 17-01, granted Ms. Huang's Appeal.

The Findings and Decisions for Diane Kramer, Case No. 18-03, denied Ms. Kramer's Appeal.

Anthony Feeney Continued to November 7, 2018 for status.

Diane Kramer Recalled for submission of Order, which was entered.

Nicole Doria Recalled for submission of Order for signature.

The Board recessed the meeting at approximately 10:45 AM.

The Board convened the hearing at approximately 10:48 AM.

Larry Malone The Board, counsel for the District and Mr. Malone discussed procedural matters.

The Board recessed the hearing at 10:50 AM.

The Board resumed the hearing at approximately 10:57 AM

Larry Malone Mr. Malone and Ms. Saindon, counsel for the District, presented their exhibits, which had been agreed upon prior to the hearing. Mr. Malone presented his opening statement. Ms. Saindon presented the District's opening statement.

Mr. Malone called Mr. Mark Lopatka as a witness. Mr. Malone presented Exhibit Nos. E3, E4 and E5 during his examination. The Board questioned Mr. Lopatka. Ms. Saindon examined Mr. Lopatka. Ms. Saindon presented District Exhibit Nos. 1 and 2. Mr. Malone questioned Mr. Lopatka on re-direct and cross.

The Board recessed the hearing at 12:16 PM.

The Board resumed the hearing at approximately 12:28 PM

Larry Malone Ms. Saindon, counsel for the District, called Mr. John Sudduth as a witness. Ms. Saindon presented District Exhibit No. 2. Mr. Malone cross examined Mr. Sudduth. Ms. Saindon questioned Mr. Sudduth on re-direct. Mr. Malone questioned Mr. Sudduth further. The Board questioned Mr. Sudduth.

Mr. Malone called Mr. Ron Jones as a witness and questioned him on direct. Ms. Saindon cross examined Mr. Jones. Mr. Malone questioned Mr. Jones on re-direct.

Mr. Malone testified on his own behalf.

The District's Exhibit Nos. 1-9 were admitted into evidence. Mr. Malone's Exhibit Nos. E1-E6 were admitted into evidence.

Larry Malone

Ms. Saindon, counsel for the District, recalled Mr. Mark Lopatka. A document was marked as Exhibit No. 10. Ms. Saindon questioned Mr. Lopatka regarding the document. Mr. Malone cross examined Mr. Lopatka. The Board questioned Mr. Lopatka. The Board did not admit Exhibit No. 10 into evidence.

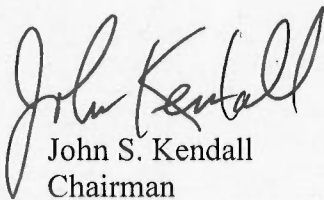
Mr. Malone rested his case.

Ms. Saindon, counsel for the District, called Mr. Brian Deitz as a witness. Ms. Saindon presented District Exhibit Nos. 2 and 3. Mr. Malone cross examined Mr. Deitz. The District rested its case.

The closing arguments to be submitted in writing in five (5) business days.

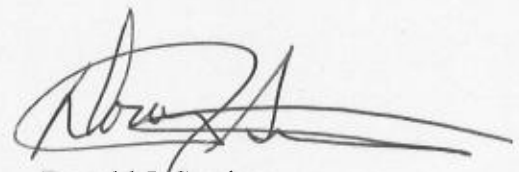
The Board adjourned the hearing at approximately 2:24 PM.
The Board resumed the meeting at approximately 2:24 PM.

The Board adjourned the meeting at approximately 2:25 PM.



John S. Kendall
Chairman

Mazie A. Harris
Vice-Chairman



Donald J. Storino
Secretary

Dated: October 17, 2018