

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF NOVEMBER 7, 2018**

Board Members Present: Mr. John S. Kendall, 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  
Mr. Robert Byrne, Senior 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  
Mr. Larry Malone, Appellant  
Mr. Gregory Bueche, Attorney  
Mr. Joseph Kozak, Appellant  
Mr. Sharad Merchant, Respondent  
Mr. Frank Avila, Attorney  
Ms. Tiffany Thompson, Union Representative  
Mr. Terry Townes, Union Representative  
Mr. Paul Connolly, Police Sergeant  
Mr. Robert Biel, Police Officer  
Mr. Darren Davidson, Police Officer  
Ms. Rhonda Thomas, Police Officer  
Ms. Nina Brody, Clerk of the Civil Service Board  
Mr. Jonathan Grabowy, Witness  
Ms. Beverly Sanders, Witness  
Ms. Adele De Mooy, Witness and District Representative

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

The minutes of the regular meeting of October 17, 2018 were approved.

There was no public comment.

The Findings and Decisions for Larry Malone were continued to December 12, 2018.

***The preliminary call of hearings revealed:***

Anthony Feeney Passed to the end of the call for counsel to confer.

Susan Kenny Passed to the end of the call.

Robert Quezada Set for hearing on December 12, 2018.

Larry Malone Appeal of Performance Appraisal (Case No. 18-08) set for hearing on February 20, 2019 at 10:15 a.m.

Joseph Kozak	Set for hearing at 10:15 a.m.
Sharad Merchant	Discharge (Case No. 18-11) and Appeal (Case No. 18-12) continued to December 12, 2018 for status.
Nicole Doria	Continued to January 16, 2019 for status.
Rhonda Thomas	Continued to December 12, 2018 for status.

The Attendance and Performance Review for Susan Kenny was passed to the end of the call.

Mr. Kosowski reported that since the last meeting of the Board, there had been fifteen (15) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were no expired eligible lists.

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

Anthony Feeney	Continued to December 12, 2018 for status and briefing.
Susan Kenny	Passed until after the hearing, Ms. Kenny and her representatives were not in attendance.

The Board recessed the meeting at approximately 10:14 AM.  
The Board convened the hearing at approximately 10:20 AM.

Joseph Kozak	The Board, Mr. James Murray, counsel for the District and Mr. Kozak discussed procedural matters.  Mr. Kozak presented his opening statement. Mr. Murray, counsel for the District, waived presenting an opening statement.  Mr. Kozak presented his exhibits. There was a joint motion to admit exhibits. Mr. Kozak was sworn in. Mr. Kozak presented his Exhibits, Exhibit Nos. 1, 2, 3, 4, 5, 6, 6A, 7, 8, 10, 11, 12, 13, 14, 15, 15A, 16, 17, 18, 18A, 19 and 20. The Board questioned Mr. Kozak.  Mr. Murray examined Mr. Kozak. Mr. Murray presented District Exhibit Nos. 1, 5 and 7 and Kozak Exhibit Nos. 8, 10, 11 and 13. Mr. Kozak presented a rebuttal.
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The Board recessed the hearing at approximately 11:14 AM.  
The Board resumed the hearing at approximately 11:19 AM

Joseph Kozak

Mr. Kozak called Mr. Jonathan Grabowy as a witness. Mr. Kozak presented Kozak Exhibit Nos. 3 and 20 during his examination. Mr. Murray cross examined Mr. Grabowy. Mr. Murray presented District Exhibit No. 5. Mr. Kozak questioned Mr. Grabowy on re-direct and presented Kozak Exhibit 15A. The Board questioned Mr. Grabowy

Mr. Kozak called Ms. Beverly Sanders as a witness. Mr. Kozak presented Kozak Exhibits 11 and 15A.

Mr. Murray, counsel for the District, called Ms. Adele De Mooy as a witness. Mr. Murray presented District Exhibit Nos. 1, 3, 5, 6, 13 and 15. Mr. Kozak cross examined Ms. De Mooy. Mr. Kozak presented District Exhibit No. 5 and Kozak Exhibit Nos. 5, 7 and 8. The Board questioned Ms. De Mooy.

The hearing was continued to December 12, 2018 at 10:15 a.m.

The Board adjourned the hearing at approximately 12:50 PM.  
The Board resumed the meeting at approximately 12:50 PM.

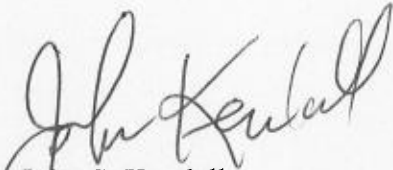
Robert Quezada

Set for hearing on December 12, 2018 at 11:30 a.m.

Susan Kenny

Continued to December 12, 2018 for status.

The Board adjourned the meeting at approximately 12:50 PM.



John S. Kendall  
Chairman



Donald J. Storino  
Secretary

Dated: November 7, 2018