

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF DECEMBER 16, 2015**

Board Members Present: Mr. John S. Kendall, Chairman  
Ms. C. Victoria Almeida, Vice Chairman  
Mr. Donald J. Storino, Secretary

Others Present: Ms. Denice E. Korcal, Director of Human Resources  
Mr. Ted Kosowski, Assistant Director of Human Resources  
Ms. Roxanne Bonner, Human Resources Manager  
Mr. James Fisher, Human Resources Manager  
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. Daniel Austin, Attorney  
Ms. Edith Holland, Attorney  
Mr. Richard Zito, Attorney  
Mr. Ron Jones, Appellant  
Mr. Hector Escobedo, Respondent  
Ms. Geraldine Kimbrough, Appellant  
Mr. Denis Lawlor, Respondent  
Ms. Lucille Oduocha, Appellant  
Mr. Shaka Freeman, Appellant  
Ms. Rhonda Thomas, Appellant  
Mr. Brian Keohane, Respondent  
Mr. Kevin Lee, Police Lieutenant  
Mr. Paul Connolly, Police Sergeant  
Mr. Lemar Phillips, Police Officer  
Mr. Joseph Buck, Police Officer  
Mr. Darren Davidson, Police Officer  
Ms. Nina Brody, Clerk of the Civil Service Board  
Ms. Jennie Harrell, Assistant Clerk of the Civil Service Board  
Ms. Cherrie Gage, Management Analyst III  
Mr. Larry Malone, Systems Support Specialist II  
Dr. James Cavanaugh, Witness

The meeting was convened at 10:05 a.m. with Chairman John S. Kendall presiding.

The minutes of the regular meeting of November 18, 2015 were approved.

The minutes of the executive session of November 18, 2015 were approved.

Mr. Shaka Freeman addressed the Board.

The Findings and Decisions for Ron Jones denied Mr. Jones' appeal.

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

Mary Brand Continued to February 17, 2016 for status.

Hector Escobedo For hearing at 10:15 AM.

James Kaminski	Continued to February 17, 2016 for status.
Geraldine Kimbrough	Both cases were continued to February 17, 2016 for status.
Andrew Seo	Continued to January 13, 2016 for status.
Denis Lawlor	Continued to January 13, 2016 for status.
Sean Myers	Continued to January 13, 2016 for status.
Derrick Coleman	Continued to January 13, 2016 for status. Tentatively set for hearing on February 17, 2016 at 10:15 AM.
Lucille Oduocha	Set for argument on January 13, 2016 at 10:15 AM.
Preston Stover	Continued to January 13, 2016 for status.
Shaka Freeman	Taken under advisement.
Brian Keohane	Continued to February 17, 2016 for status.
Rhonda Thomas	Continued to February 17, 2016 for status.

The following individuals addressed the Board regarding their concerns with Amendment 460:

Ms. Geraldine Kimbrough, Word Processing Coordinator  
Mr. Larry Malone, Systems Support Specialist II

Mr. Kosowski reported that since the last meeting of the Board, there have been twenty-six (26) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were four (4) expired eligible lists.

Mr. Kosowski reported that since the last meeting of the Board, there were two (2) terminations of probation.

The Board adjourned at 10:48 AM to executive session.

The Board resumed at 10:57 PM.

Shaka Freeman	Without Mr. Freeman in attendance, the Board entered an Order denying his request for appeal.
---------------	---

The Board recessed 10:59 AM.


The Board resumed at 11:03 AM.

Hector Escobedo                      Mr. Cook gave opening statements and began to present his case, calling Dr. James Cavanaugh as a witness. Mr. Zito cross-examined Dr. Cavanaugh. The hearing was continued to January 13, 2016 at 10:15 AM.


The Board adjourned the meeting at 12:35 PM.



John S. Kendall  
Chairman



C. Victoria Almeida  
Vice-Chairman



Donald J. Storino  
Secretary

Dated: December 16, 2015