

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF NOVEMBER 13, 2019**

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

Others Present: Mr. Brian Perkovich, Executive Director  
Ms. Susan Morakalis, General Counsel  
Ms. Lisa Goldberg, Deputy General Counsel  
Mr. John Murray, Director of Maintenance and Operations  
Ms. Beverly Sanders, Director of Human Resources  
Mr. Ted Kosowski, Assistant Director of Human Resources  
Mr. Brian Deitz, Human Resources Manager  
Mr. James Fisher, Human Resources Manager  
Mr. Robert Byrne, Senior Human Resources Analyst  
Ms. Cordelia Henry, Human Resources Analyst  
Mr. Thomas Soukup, Associate Human Resources Analyst  
Ms. Eileen McElligott, Administrative Services Officer  
Ms. Kaye Heidenreich, Chief of Police  
Ms. Lisa Esposito, Police Lieutenant  
Mr. Kevin Lee, Police Lieutenant  
Mr. James Murray, Head Assistant Attorney  
Mr. Joseph Cook, Senior Attorney  
Ms. Elizabeth Fragale, Senior Attorney  
Ms. Gina Lencioni, Senior Attorney  
Mr. Seth Rosenberg, Senior Attorney  
Ms. Rhonda Thomas, Appellant  
Mr. Gregory Gately, Respondent  
Mr. Matt Pierce, Attorney  
Mr. Joseph Notoro, Union Representative  
Mr. Eric White, Respondent  
Ms. Kathleen Chapman, Respondent  
Mr. Erich Werner, Respondent  
Mr. Paul Connolly, Police Sergeant  
Ms. Rhonda Thomas, Police Officer  
Mr. Juan Saucedo, Police Officer  
Mr. Patrick Miller, Police Officer  
Ms. Nina Brody, Clerk of the Civil Service Board  
Mr. Nicholas O'Connor, Observer  
Ms. Barbara Nybo, Observer  
Mr. Simon Gordon, Observer  
Ms. Linda White, Observer  
Ms. Lorece White, Observer  
Ms. Cheritha Ellis, Witness  
Mr. Hollis Hall, Witness  
Mr. Jose Vicario, Witness  
Ms. Earlean Harris, Witness

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

The minutes of the regular meeting of October 30, 2019 were approved.

The minutes of the executive session of October 30, 2019 were approved.

There was no public comment.

***Findings and Decisions***

Sharad Merchant Discharge (Case No. 18-11) and Appeal (Case No. 18-12) closing arguments due December 11, 2019.

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

Nicole Doria Appeal (Case No. 18-14) and Discharge (Case No. 19-02) continued to February 5, 2020 for status.

Rhonda Thomas Continued to January 15, 2020 for status.

Farhan Qureshi Continued to December 18, 2019 for status and tentatively set for hearing on January 15, 2020 at 10:15 a.m.

Jeffrey Mitchell Continued to December 18, 2019 for status.

Kenneth Akins, Jr. Passed to the end of the call.

Tarita Stewart Passed to the end of the call.

Robert Quezada Continued to December 18, 2019 for status.

Gregory Gately Continued to January 15, 2020 for status.

Eric White Set for hearing at 10:15 a.m.

Shao-Kuang Huang Case Nos. 19-11, 19-12 and 19-13 tentatively set for hearing on Motion to Dismiss on February 5, 2020.

Kathleen Chapman Continued to December 18, 2019 for status

The attendance and performance review for Erich Werner reported that Mr. Werner was in full compliance.

Amendment 485 was withdrawn. Therefore, Item 7 (Opportunity for employees to offer advice and enter objections to the proposed qualification and promotional requirements in Amendment 485) was stricken from the call.

Mr. Kosowski reported that since the last meeting of the Board, there had been five (5) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were three (3) expired eligible lists.

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

Kenneth Akins, Jr.                      Mr. Akins did not appear. Continued to December 18, 2019 for status

Tarita Stewart                              Ms. Stewart did not appear. Continued to December 18, 2019 for status.

The Board recessed the meeting at approximately 10:16 AM.

Eric White                                      The Board, counsel for Mr. White and counsel for the District discussed administrative matters and Respondent's Motion to Dismiss. Witnesses were excluded. Oral arguments were presented and there was discussion with the Board regarding the Motion to Dismiss.

The Board adjourned at approximately 10:38 AM to an executive session. The Board called counsel for Mr. White and counsel for the District into the executive session.

The Board resumed the hearing at approximately 11:05 AM.

Eric White                                      The Board asked further questions of counsel. The Board ruled partially in favor of the Respondent, the interviews would not be admitted. The Board denied the rest of the Motion to Dismiss.

The Board recessed the hearing at approximately 11:16 AM.

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

Eric White                                      Mr. Joseph Cook, counsel for the District, presented his opening statements. Mr. James Thompson, counsel for Mr. White, presented his opening statements.

Mr. Cook, counsel for the District, called and questioned Ms. Cheritha Ellis as a witness.

The Board recessed the hearing at approximately 12:10 PM.

The Board resumed the hearing at approximately 12:17 PM.

Eric White Mr. Thompson, counsel for Mr. White cross examined Ms. Ellis. A discussion was held off the record. Mr. Thompson continued his cross examination. Mr. Cook examined Ms. Ellis on re-direct.

The Board recessed the hearing at approximately 1:15 PM.  
The Board resumed the hearing at approximately 1:39 PM.

Eric White Ms. Gina Lencioni, counsel for the District, called and examined Mr. Hollis Hall as a witness. Mr. Thompson cross examined Mr. Hall.

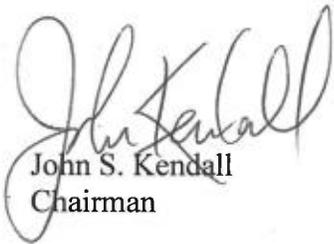
Ms. Lencioni, counsel for the District, called and examined Mr. Jose Vicario as a witness. Mr. Thompson cross examined Mr. Vicario.

Ms. Lencioni, counsel for the District, called and examined Ms. Earlean Harris as a witness. Mr. Thompson cross examined Ms. Harris.

The hearing was continued to December 18, 2019 at 10:15 a.m.

The Board adjourned the hearing at approximately 2:39 PM.  
The Board resumed the meeting at approximately 2:40 PM.

The Board adjourned the meeting at approximately 2:40 PM.



John S. Kendall  
Chairman



Mazie A. Harris  
Vice Chairman



Donald J. Storino  
Secretary

Dated: November 13, 2019