

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF OCTOBER 30, 2019**

Board Members Present: Mr. John S. Kendall, Chairman
Ms. Mazie A. Harris, Vice 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. James Fisher, Human Resources Manager
Mr. Robert Byrne, Senior Human Resources Analyst
Ms. Susan Morakalis, General Counsel
Ms. Lisa Goldberg, Deputy General Counsel
Mr. James Murray, Head Assistant Attorney
Mr. Joseph Cook, Senior Attorney
Ms. Elizabeth Fragale, Senior Attorney
Ms. Gina Lencioni, Senior Attorney
Mr. Sharad Merchant, Respondent
Mr. Frank Avila, Attorney
Mr. Farhan Qureshi, Respondent
Mr. Jeffrey Mitchell, Appellant
Ms. Angie Hamada, Attorney
Ms. Tarita Stewart, Appellant
Mr. Robert Quezada, Appellant
Mr. Eric White, Respondent
Mr. Erich Werner, Respondent
Mr. Victor Gutierrez, Respondent
Mr. Paul Connolly, Police Sergeant
Ms. Maureen MacPherson, Police Officer
Mr. Robert Biel, Police Officer
Mr. Patrick Miller, Police Officer
Mr. Lance Beier, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board
Mr. Simon Gordon, Observer
Ms. Barbara Nybo, Observer
Ms. Linda White, Observer
Ms. Lorece White, Observer

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

The minutes of the regular meeting of September 18, 2019 were approved.

There was no public comment.

The preliminary call of hearings revealed:

Sharad Merchant Discharge (Case No. 18-11) and Appeal (Case No. 18-12) set for hearing at 10:15 a.m.

Nicole Doria	Appeal (Case No. 18-14) and Discharge (Case No. 19-02) continued to February 5, 2020 for status.
Rhonda Thomas	Continued to November 13, 2019 for status.
Farhan Qureshi	Passed to the end of the call.
Jeffrey Mitchell	Passed to the end of the call.
Tarita Stewart	Continued to November 13, 2019 for status.
Robert Quezada	Continued to December 11, 2019 for status.
Gregory Gately	Continued to November 13, 2019 for status.
Eric White	Passed to the end of the call.
Shao-Kuang Huang	Continued to January 15, 2020 for hearing on Motion to Dismiss.
Erich Werner	The District and Mr. Werner entered into a stipulation agreement. The Board entered an Agreed Order.
Kathleen Chapman	Continued to November 13, 2019 for status

The attendance and performance review for Victor Gutierrez reported that Mr. Gutierrez was in full compliance.

Mr. Kosowski introduced Amendment No. 485: Revise the Minimum Qualification and Promotional Requirements for Engineering Classifications.

Mr. Kosowski reported that since the last meeting of the Board, there had been fifty-eight (58) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were eight (8) expired eligible lists.

Mr. Kosowski reported that since the last meeting of the Board, there were no terminations of probation.

Farhan Qureshi	Continued to December 11, 2019 for status and tentatively set for hearing January 15, 2020 at 10:15 a.m.
Shao-Kuang Huang	Hearing on Motion to Dismiss rescheduled to February 5, 2020.
Jeffrey Mitchell	Continued to December 11, 2019 for status.

Kenneth Akins, Jr. Mr. Akins did not appear. Continued to November 13, 2019 for status.

Eric White Respondent's Motion to Dismiss was provided to counsel for the District and the Board for review.

The Board recessed the meeting at approximately 10:29 AM.
The Board resumed the meeting at approximately 10:46 AM.

Eric White Mr. Cook, counsel for the District, presented his oral argument. Mr. Thompson, counsel for Mr. White, argued in favor of Motion to Dismiss. Mr. Cook responded to counsel's arguments. Mr. Thompson responded to the District's arguments. Mr. Cook responded further.

The Board adjourned at approximately 11:07 AM to an executive session.
The Board resumed the meeting at approximately 11:15 AM.

Eric White The Board denied the Motion to Dismiss and will consider the Motion in Limine during the hearing. Set for hearing on November 13, 2019 at 10:15 a.m.

The date of the December meeting was changed from December 11, 2019 to December 18, 2019.

The Board adjourned the meeting at approximately 11:16 AM.
The Board commenced the hearing at approximately 11:17 AM.

Sharad Merchant The Board, counsel for Mr. Merchant and counsel for the District discussed administrative matters.

Mr. Avila, counsel for Mr. Merchant, called Mr. Sharad Merchant as a witness. Mr. Avila presented Merchant Exhibit Nos. 1 and No. 2.

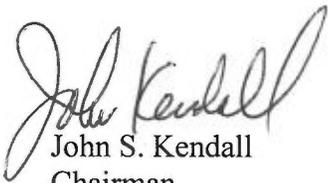
The Board recessed the hearing at approximately 12:30 PM.
The Board resumed the hearing at approximately 12:38 PM.

Sharad Merchant Mr. Avila continued his examination of Mr. Merchant. Ms. Fragale, counsel for the District, cross examined Mr. Merchant. Ms. Fragale presented an excerpt of evidence already produced and Exhibit Nos. 0008, 0009 and 0011. Mr. Avila examined Mr. Merchant on re-direct. Ms. Fragale further questioned Mr. Merchant. Mr. Avila asked further questions of Mr. Merchant.

The Board, counsel for Mr. Merchant and counsel for the District discussed administrative matters, including the admission of Merchant Exhibit No. 3.

Mr. Avila, counsel for Mr. Merchant, closed his case in chief.
Written closing arguments of 10 pages or less due December 11,
2019. Mr. Merchant's Exhibit Nos. 1-3 were admitted into evidence.

The Board recessed the hearing at approximately 1:55 PM



John S. Kendall
Chairman



Mazie A. Harris
Vice Chairman



Donald J. Storino
Secretary

Dated: October 30, 2019