

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF OCTOBER 15, 2025**

Board Members Present: John S. Kendall, Chairman
Karina Ayala-Bermejo, Vice Chairman
Donald J. Storino, Secretary

Others Present: Ted Kosowski, Director of Human Resources
Robert Byrne, Human Resources Manager
Nina Brody, Human Resources Analyst
Robin Felton, Human Resources Analyst
James Murray, Assistant Head Attorney
Joseph Cook, Principal Attorney
Elizabeth Fragale, Principal Attorney
Gina Lencioni, Senior Attorney
Liam Reardon, Senior Attorney
Seth Rosenberg, Senior Attorney
Margarita Silveyra, Respondent
Wayne Slaughter, Attorney
Tad Arnold, Attorney
Tymarr Hunt, Respondent
Stephen Skinner, Attorney
Thameena Ali-Mathari, Respondent
Dushyant Sharma, Respondent
David Smolin, Attorney
Jerrod Harris, Respondent
Emil Totonchi, Attorney
Jwaun Manning, Respondent
Paul Connolly, Chief of Police
Juan Saucedo, Police Lieutenant
Lemar Phillips, Police Sergeant
Patrick Miller, Police Officer
Scott Simek, Police Officer
Michelle Valdez, Observer
Amanda Fortineaux, Observer
Liz Wiley, Observer
Imeh Ukpog, A/V Analyst
Kevin Gilliam, Witness
Sergeant John Dabrowski, Witness
Erik Gilmore, Witness
Robert Swanson, Witness
Karla Lopez, Witness
Robert Byrne, Witness
Jonathan Grabowy, District Representative
Christina Arvis, Clerk of the Civil Service Board

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

The minutes of the regular meeting of September 17, 2025 were approved.

The minutes of the executive session of September 17, 2025 were approved.

There were no public comments.

Findings and Decisions:

Margarita Silveyra Passed until the end of the call.

The preliminary call of hearings revealed:

Larry Malone Continued until January 21, 2025 for status and tentatively set for hearing on February 18, 2026.

Chentile Jackson Continued until January 21, 2026 for status.

Sergio Senese Sergio Senese was not in attendance, continued until November 19, 2025 for status and tentatively set for hearing on January 21, 2026.

Tymarr Hunt Tymarr Hunt was not in attendance, continued until December 3, 2025.

Thameena Ali-Mathari Continued for status on December 3, 2025.

Dushyant Sharma Set for hearing at 10:15 AM.

Samuel Howard The District and Wayne Slaughter, counsel for Samuel Howard, agreed to exchange discovery and witness lists by November 19, 2025. Continued until December 3, 2025 for status.

Jerrold Harris Set for hearing on November 19, 2025 at 10:15 AM.

Trevor Gatwood Continued until November 19, 2025 for status and tentatively set for hearing on December 3, 2025.

James Southworth IV James Southworth IV was not in attendance, passed until the end of the call.

The attendance and performance review for Jwaun Manning reported that Jwaun Manning was in compliance.

Mr. Kosowski presented Amendment 515: Revise the Minimum Qualification Requirements for the classification of Engineer of Site Remediation.

Mr. Kosowski reported that since the last meeting of the Board, there had been thirty-two (32) 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 five (5) terminations of probation.

Margarita Silveyra The Board denied the District's petition for discharge. Margarita Silveyra will be reinstated to her position.

James Southworth IV James Southworth IV was not in attendance, continued until November 19, 2025 for status.

The Board recessed the meeting at 10:29 AM.
The Board commenced the hearing at 10:33 AM.

Dushyant Sharma The Board, Elizabeth Fragale, attorney for the District, and David Smolin, attorney for Dushyant Sharma discussed administrative matters and stipulated to all District exhibits.

Elizabeth Fragale, counsel for the District, presented opening statements. Davis Smolin, counsel for Dushyant Sharma, presented opening statements.

The Board recessed the hearing at 10:56 AM.
The Board reconvened the hearing at 10:59 AM.

Dushyant Sharma Elizabeth Fragale, counsel for the District called and questioned Kevin Gilliam as a witness via Microsoft Teams, and presented District Exhibit No. 3. David Smolin, counsel for Dushyant Sharma cross examined Kevin Gilliam.

Liam Reardon, counsel for the District, called and questioned Sergeant John Dabrowski as a witness and presented District Exhibit Nos. 3 and 15. David Smolin, counsel for Dushyant Sharma, cross examined Sergeant John Dabrowski and presented District Exhibit No. 3. The Board asked questions of Sergeant John Dabrowski.

Elizabeth Fragale, counsel for the District called and questioned Erik Gilmore as a witness. David Smolin, counsel for Dushyant Sharma, cross examined Erik Gilmore. Elizabeth Fragale, counsel for the District questioned Erik Gilmore on redirect and presented District No. 11.

The Board recessed the hearing at 12:19 PM.
The Board reconvened the hearing at 12:24 PM.

Dushyant Sharma Elizabeth Fragale, counsel for the District called and questioned Robert Swanson as a witness and presented District Exhibit No. 11. David Smolin, counsel for Dushyant Sharma, cross examined Robert Swanson. Elizabeth Fragale, counsel for the District questioned Robert Swanson on redirect.

Dushyant Sharma Elizabeth Fragale, counsel for the District, called and questioned Karla Lopez as a witness and presented District Exhibit Nos. 8, 10, 11, 14 and 18. David Smolin, counsel for Dushyant Sharma, cross examination and presented District Exhibit Nos. 4 and 11. Elizabeth Fragale, counsel for this District questioned Karla Lopez on redirect and presented District Exhibit No. 11.

The Board recessed the hearing at 1:36 PM.
The Board reconvened the hearing at 1:39 PM.

Dushyant Sharma Liam Reardon, counsel for the District, called questioned Robert Byrne as a witness and presented District Exhibit Nos. 7 and 9.

The District rested its case. All District Exhibits were admitted. The District withdrew discipline that was over a year old.

Dushyant Sharma David Smolin, counsel for Dushyant Sharma, called and questioned Dushyant Sharma as a witness and presented District Exhibit Nos. 4, 16 and 18. Elizabeth Fragale, counsel for the District, cross examined Dushyant Sharma and presented District Exhibit Nos. 2 and 11. David Smolin, counsel for Dushyant Sharma, questioned Dushyant Sharma on redirect and presented District Exhibit No. 2. Elizabeth Fragale, counsel for the District, cross examined Dushyant Sharma and presented District Exhibit No. 13. David Smolin, counsel for the Dushyant Sharma, questioned Dushyant Sharma on redirect and presented District Exhibit No. 13.

David Smolin, counsel for Dushyant Sharma, rested his case.

The Board asked questions of Dushyant Sharma and referenced District Exhibit No. 18.

Elizabeth Fragale, counsel for the District, presented closing arguments. David Smolin, counsel for Dushyant Sharma, presented closing arguments.

The Board took this case under advisement.

The Board adjourned the hearing at approximately 3:03 PM.
The Board reconvened the meeting at 3:03 PM.

The Board rescheduled the February 2026 meeting date to February 11, 2026.

The Board adjourned the meeting at approximately 3:04 PM to an executive session.
The Board resumed the meeting at approximately 3:17 PM.

The Board adjourned the meeting at 3:17 PM.



John S. Kendall
Chairman



Karina Ayala-Bermejo
Vice Chairman



Donald J. Storino
Secretary

Dated: October 15, 2025