

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF JANUARY 17, 2024**

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
James Fisher, Human Resources Manager
Sean Kelly, Director of Information Technology
James Murray, Head Assistant Attorney
Joseph Cook, Principal Attorney
Elizabeth Fragale, Principal Attorney
Gina Lencioni, Senior Attorney
Seth Rosenberg, Senior Attorney
Liam Reardon, Senior Attorney
Edward Palmer, Respondent
Nicollette Haines, Attorney
Larry Malone, Appellant
Fernand Fortier III, Appellant
DaQuan Gist, Respondent
Ann Ko, Appellant
Daniel Batrich, Police Sergeant
Patrick Miller, Police Officer
Matthew Murray, Police Officer
Nina Brody, Clerk of the Civil Service Board
Hwayoung Yi, Witness
Robert Biel, Witness
Cory Williams, Witness
Steven Paschall, M.D., Witness
Christian Barcelona, Witness
Robert Byrne, Witness
Kenton Williams, Witness
Christina Arvis, Observer
Deepti Agarwal, Accounting Associate
Ron Jones, Observer

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

The minutes of the regular meeting of December 13, 2023 were approved.

The minutes of the executive session of December 13, 2023 were approved.

There were public comments made by Deepti Agarwal, Accounting Associate.

The preliminary call of hearings revealed:

Edward Palmer Set for hearing at 10:15 a.m.

Cynthia Crump	Continued to February 21, 2024 for status.
Paula Flintroy	Paula Flintroy withdrew her appeal. This matter was stricken from the call.
Phyllis Stopka	Continued to February 21, 2024 for status.
Larry Malone	Larry Malone was not in attendance. Passed to the end of the call.
Fernand Fortier III	Continued to February 21, 2024 for status.
DaQuan Gist	Set for hearing on February 21, 2024.
Thomas O'Donoghue	Thomas O'Donoghue withdrew his appeal. This matter was stricken from the call.
Ramone Adams	Ramone Adams was not in attendance. Passed to the end of the call.
Ann Ko	Continued to February 21, 2023 for status.

Mr. Kosowski presented Amendment No. 505: Revise the Minimum Qualification Requirements, Substitutions, and Promotional Requirement for the classifications of Laboratory Technician and Senior Laboratory Technician.

Mr. Kosowski reported that since the last meeting of the Board, there had been thirty-three (33) 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 were two (2) terminations of probation.

Larry Malone	Continued to February 21, 2024 for status.
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Ramone Adams	Ramone Adams was not in attendance. Continued to February 21, 2024 for status.
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The Board recessed the meeting at approximately 10:19 AM
The Board commenced the hearing at approximately 10:24 AM

Edward Palmer	The Board and Joseph Cook, counsel for the District, and Nicollette Haines, counsel for Edward Palmer, discussed administrative matters. A motion to exclude witnesses was made and approved.
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Edward Palmer

Joseph Cook, counsel for the District, presented opening statements. Nicollette Haines, counsel for Edward Palmer, presented opening statements.

Liam Reardon, counsel for the District, called and questioned Hwayoung Yi. Nicollette Haines, counsel for Edward Palmer, cross examined Hwayoung Yi.

Joseph Cook, counsel for the District, called and questioned Robert Biel and presented District Exhibit No. 12. Nicollette Haines, counsel for Edward Palmer, cross examined Robert Biel. Joseph Cook questioned Robert Biel on re-direct.

Joseph Cook, counsel for the District, called and questioned Cory Williams as a witness. Nicollette Haines, counsel for Edward Palmer, cross examined Cory Williams.

The Board recessed the hearing at approximately 12:22 PM

The Board resumed the hearing at approximately 12:54 PM

Edward Palmer

Liam Reardon, counsel for the District, called and questioned Steven Paschall, M.D. as a witness via video conference. Liam Reardon presented District Exhibit No. 1. Nicollette Haines, counsel for Edward Palmer, cross examined Steven Paschall, M.D.

Liam Reardon, counsel for the District, called and questioned Christian Barcelona as a witness. Nicollette Haines, counsel for Edward Palmer, cross examined Christian Barcelona.

Joseph Cook, counsel for the District, called and questioned Robert Byrne and presented District Exhibit Nos. 1 – 12, which were admitted into evidence. Nicollette Haines, counsel for Edward Palmer, cross examined Robert Byrne. Joseph Cook questioned Robert Byrne on re-direct.

The District rested its case.

Nicollette Haines, counsel for Edward Palmer, called and questioned Kenton Williams as a witness. Liam Reardon, counsel for the District cross examined Kenton Williams. Nicollette Haines questioned Kenton Williams on re-direct.

Nicollette Haines, counsel for Edward Palmer, called and questioned Robert Biel as a witness.

Edward Palmer


Nicollette Haines, counsel for Edward Palmer, called and questioned Edward Palmer as a witness and presented Palmer Exhibit Nos. 1-3, which were admitted into evidence. Joseph Cook, counsel for the District cross examined Edward Palmer and presented Palmer Exhibit No. 3 and District Exhibit No. 11. Nicollette Haines questioned Edward Palmer on redirect.

Nicollette Haines rested Edward Palmer's case.


The Board allowed counsel to submit written closing arguments.

The Board adjourned the hearing at approximately 4:09 PM
The Board resumed the meeting at approximately 4:09 PM

The Board adjourned the meeting at approximately 4:09 PM



John S. Kendall
Chairman



Karina Ayala-Bermejo
Vice Chairman



Donald J. Storino
Secretary

Dated: January 17, 2024