

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF JANUARY 14, 2021**

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

Others Present: Mr. Ted Kosowski, Assistant Director of Human Resources
Mr. Brian Deitz, Human Resources Manager
Mr. James Murray, Head Assistant Attorney
Mr. Joseph Cook, Principal Attorney
Ms. Elizabeth Fragale, Principal Attorney
Ms. Gina Lencioni, Senior Attorney
Mr. Seth Rosenberg, Senior Attorney
Ms. Regina Flowers, Respondent
Mr. Arthur Ehrlich, Attorney
Ms. Rhonda Thomas, Appellant
Mr. Jeffrey Mitchell, Appellant
Ms. Alyssa Busse, Attorney
Ms. Kendra Spearman, Attorney
Mr. Robert Quezada, Appellant
Mr. Erich Werner, Respondent
Mr. George Gertos, Respondent
Mr. Sam Sedaei, Attorney
Mr. Darius Flores Feliciano, Respondent
Ms. Colleen Condon, Police Sergeant
Mr. Lemar Phillips, Police Officer
Ms. Rhonda Thomas, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board
Ms. Jennifer Zylstra, Observer
Mr. Thomas Minarik, Witness
Ms. LaVerne Lewis, Witness
Ms. Heather Sanchez, Witness
Mr. Edward Podczerwinski, Witness
Mr. Nicholas Kollias, Witness

The meeting was convened at approximately 9:29 AM with Chairman John S. Kendall presiding.

The minutes of the regular meeting of December 16, 2020 were approved.

The minutes of the executive session of December 16, 2020 were approved.

The minutes of the second executive session of December 16, 2020 were approved.

There was no public comment.

Findings and Decisions

Regina Flowers Passed to the end of the call.

The preliminary call of hearings revealed:

Nicole Doria Passed to the end of the call.

Rhonda Thomas Passed to the end of the call.

Farhan Qureshi Continued to February 17, 2021 for status and tentatively set for hearing on March 17, 2021.

Jeffrey Mitchell Continued to February 17, 2021 for status.

Kenneth Akins Jr. Continued to February 17, 2021 for status. Response due February 7, 2021 and Reply due February 14, 2021.

Robert Quezada Passed to the end of the call.

Erich Werner Set for hearing on February 17, 2021.

Ann Dangles Ms. Dangles withdrew her petition for rehearing. This matter was stricken from the call.

Thomas Conway Set for argument on February 17, 2021.

George Gertos Set for hearing at 9:45 a.m.

Darius Flores Feliciano Passed to the end of the call.

Michael Zidonis, Jr. Continued to February 17, 2021 for status.

The Attendance and Performance Review for Todd Worth reported that Mr. Worth was in compliance.

The attendance and performance review for Lance Beier reported that Mr. Beier was in compliance.

Mr. Kosowski introduced Amendment 491: Revise the Minimum Qualification Requirements for the Senior Risk Analyst classification.

Mr. Kosowski introduced Amendment 492: Revise the Promotional Requirements for the Senior Public Affairs Specialist classification.

Mr. Kosowski reported that since the last meeting of the Board, there had been thirteen (13) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were two expired eligible lists.

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

Nicole Doria Continued to February 17, 2021 for status.

Rhonda Thomas Continued to February 17, 2021 for status and tentatively set for hearing on March 17, 2021.

Robert Quezada Continued to February 17, 2021 for status.

Erich Werner Presented order. Pursuant to the order, the list of witnesses and exhibits are due February 1, 2021.

Darius Flores Feliciano Continued to February 17, 2021 for status.

Ann Dangles Presented order striking case from the call.

The Board adjourned the meeting at approximately 9:57 AM to an executive session. The counsel for both sides of the Flowers case were present for part of the executive session.

The Board resumed the meeting at approximately 10:32 AM
The Board commenced the hearing at approximately 10:32 AM

George Gertos The Board, counsel for the District and counsel for Mr. Gertos discussed administrative matters. Witnesses were excluded. The District reserved rebuttal time. Witnesses to be called out of order.

Ms. Elizabeth Fragale, counsel for the District, presented opening statements. Mr. Sam Sedaei, counsel for Mr. Gertos, presented opening statements.

Mr. Seth Rosenberg, counsel for the District, called and questioned Mr. Thomas Minarik. Mr. Rosenberg presented District Exhibit Nos. 1, 5 and 6, which were admitted into evidence. Mr. Sedaei, counsel for Mr. Gertos, cross examined Mr. Minarik. Mr. Sedaei presented District Exhibit No. 5. Mr. Rosenberg examined Mr. Minarik on re-direct and presented District Exhibit No. 12.

George Gertos

Mr. Sam Sedaei, counsel for Mr. Gertos, called and questioned Ms. LaVerne Lewis. Ms. Fragale cross examined Ms. Lewis.

Mr. Sam Sedaei, counsel for Mr. Gertos, called Ms. Heather Sanchez. Per discussion with the Board, Ms. Sanchez was excused.

Ms. Elizabeth Fragale, counsel for the District, called and questioned Mr. Edward Podczerwinski. Ms. Fragale presented District Exhibit Nos. 12 and 13, which were admitted into evidence. Mr. Sedaei, counsel for Mr. Gertos, cross examined Mr. Podczerwinski. Ms. Fragale examined Mr. Podczerwinski on re-direct and presented District Exhibit No. 13. Ms. Harris questioned Mr. Podczerwinski.

Ms. Elizabeth Fragale, counsel for the District, called and questioned Mr. Nicholas Kollias. Ms. Fragale presented District Exhibit Nos. 5, 6, 10, 11 and 12. District Exhibit Nos. 10 and 11 were admitted into evidence. Mr. Sam Sedaei, counsel for Mr. Gertos cross examined Mr. Kollias. Ms. Fragale examined Mr. Kollias on re-direct and presented District Exhibit Nos. 5 and 6. Ms. Harris questioned Mr. Kollias.

The District rested its case.

The Board recessed the hearing at approximately 1:48 PM

The Board resumed the hearing at approximately 1:58 PM

George Gertos

Mr. Sam Sedaei, counsel for Mr. Gertos, called Mr. George Gertos as a witness. Mr. Sedaei presented the notification of charges. Ms. Fragale, counsel for the District, cross examined Mr. Gertos. Ms. Fragale presented District Exhibit Nos. 5, 6, 11 and 12. Mr. Sedaei examined Mr. Gertos on re-direct

Mr. Sedaei, counsel for Mr. Gertos, rested his case.

Ms. Fragale, counsel for the District, presented closing statements. Mr. Sedaei, counsel for Mr. Gertos, presented closing statements. Ms. Fragale presented a rebuttal.

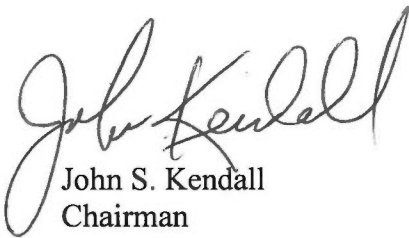
The Board took this matter under advisement.

The Board adjourned at approximately 2:47 PM to an executive session. Counsel for the District counsel for Ms. Flowers and Ms. Flowers were present for part of the executive session.

The Board resumed the meeting at approximately 3:08 PM

Regina Flowers The Board presented an oral decision granting the District's request
for discharge. A written opinion will be presented at a later date.

The Board adjourned the meeting at approximately 3:09 PM



John S. Kendall
Chairman



Mazie A. Harris
Vice Chairman



Donald J. Storino
Secretary

Dated: January 14, 2021