

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO  
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF JANUARY 31, 2020**

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. Robert Byrne, Senior Human Resources Analyst  
Ms. Cordelia Henry, Human Resources Analyst  
Ms. Robin Felton, Human Resources Analyst  
Mr. Thomas Soukup, Associate Human Resources Analyst  
Ms. Lisa Goldberg, Deputy General Counsel  
Ms. Kaye Heidenreich, Chief of Police  
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  
Mr. Sharad Merchant, Respondent  
Mr. Frank Avila, Attorney  
Mr. Eric White, Respondent  
Mr. James Thompson, Attorney  
Ms. Rhonda Thomas, Appellant  
Mr. Farhan Qureshi, Respondent  
Mr. Robert Quezada, Appellant  
Mr. Gregory Gately, Respondent  
Mr. Matt Pierce, Attorney  
Mr. Joseph Notaro, Union Representative  
Ms. Shao-Kuang Huang, Appellant  
Ms. Kathleen Chapman, Respondent  
Ms. Claudia Mroczkowski, Respondent  
Ms. Ann Dangles, Respondent  
Mr. Carlos Perez, Union Representative  
Mr. Victor Gutierrez, Respondent  
Mr. Paul Connolly, Police Sergeant  
Mr. James Radomski, Police Officer  
Mr. Howard Terry, Police Officer  
Ms. Rhonda Thomas, Police Officer  
Ms. Nina Brody, Clerk of the Civil Service Board  
Ms. Joyce Dangles, Observer  
Mr. Chris Dangles, Observer  
Mr. Simon Gordon, Observer  
Ms. Dorothy Mroczkowski, Observer  
Ms. Barbara Nybo, Observer  
Ms. Sheila Porter, Observer  
Ms. Dawn Walker, Observer  
Ms. Lorece White, Observer

Mr. George Blakemore, Concerned Citizen  
Mr. Robert Byrne, Witness  
Ms. Darlene LoCascio, Witness  
Mr. Stanley Bachusz, Witness

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

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

The minutes of the executive session of December 18, 2019 were approved.

The minutes of the second executive session of December 18, 2019 were approved.

The minutes of the third executive session of December 18, 2019 were approved.

Mr. George Blakemore addressed the Board.

***Findings and Decisions***

Sharad Merchant Discharge (Case No. 18-11) and Appeal (Case No. 18-12) – passed to the end of the call.

The Findings and Decisions for Eric White, Case No. 19-10, denied the District's request for Discharge. The Board's written opinion will be provided on or before February 19, 2020.

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

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

Rhonda Thomas Tentatively set for hearing on March 18, 2020.

Farhan Qureshi Set for hearing on April 22, 2020.

Jeffrey Mitchell Continued to February 19, 2020 for status.

Kenneth Akins, Jr. Continued to February 19, 2020 for status.

Tarita Stewart Ms. Stewart did not appear. The Board entered an order dismissing this case. Ms. Stewart was given 30 days to reinstate the case or the order will become final.

Robert Quezada Continued to February 19, 2020 for status.

Gregory Gately Set for hearing on February 19, 2020.

Shao-Kuang Huang            Case Nos. 19-11, 19-12 and 19-13 set for oral argument on February 19, 2020.

Kathleen Chapman            Set for hearing at 10:15 a.m.

Baron Lewis                    Continued to February 19, 2020 for status.

Claudia Mroczkowski        Continued to February 19, 2020 for status.

Ann Dangles                    Continued to February 19, 2020 for status.

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

Mr. Kosowski introduced Amendment 488: Revise the Promotional Requirements for the Senior Environmental Chemist and Senior Instrumentation Chemist Classifications.

Mr. Kosowski reported that since the last meeting of the Board, there had been thirty-nine (39) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there was one (1) expired eligible list.

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

The Findings and Decisions for Sharad Merchant, Case Nos. 18-11 and 18-12, granted the District's request for discharge. The Board's written opinion will be provided on or before February 19, 2020.

The Board recessed the meeting at approximately 10:26 AM.

The Board commenced the hearing at approximately 10:31 AM

Kathleen Chapman            Witnesses were excluded. Ms. Gina Lencioni, counsel for the District, presented her opening statements. Ms. Chapman presented her opening statements

Ms. Lencioni, counsel for the District, called and questioned Mr. Robert Byrne as a witness. Ms. Lencioni presented District Exhibit Nos. 1-9, which were all admitted into evidence. Ms. Chapman cross examined Mr. Byrne.

Ms. Lencioni, counsel for the District, called and questioned Ms. Darlene LoCascio as a witness. Ms. Lencioni presented District Exhibit Nos. 5-7 and 10. District Exhibit No. 10 was admitted into evidence. Ms. Chapman cross examined Ms. LoCascio.

The Board adjourned the hearing at approximately 11:48 AM to return to the meeting.

Sharad Merchant Mr. Avila appeared requesting the written decision in this case. The Board rendered an oral decision granting the District's request for discharge. A written ruling will be provided on or before the next meeting date.

The Board adjourned the meeting at approximately 11:49AM  
The Board resumed the hearing at approximately 11:49 AM

Kathleen Chapman Ms. Lencioni, counsel for the District, called and questioned Mr. Stan Bachusz as a witness. Ms. Lencioni presented District Exhibit Nos. 11-13. District Exhibit Nos. 12 and 13 were admitted into evidence. Ms. Chapman cross examined Mr. Bachusz. Ms. Lencioni examined Mr. Bachusz on re-direct. Ms. Chapman questioned Mr. Bachusz further.

The Board recessed the hearing at approximately 12:14 PM.  
The Board resumed the hearing at approximately 12:24 PM.

Kathleen Chapman The District rested its case.


Ms. Chapman was sworn in. Ms. Chapman read her statement.  
Ms. Chapman rested her case.

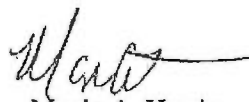
Ms. Lencioni presented the District's closing arguments.  
Ms. Chapman presented her closing arguments. Ms. Lencioni presented a rebuttal.

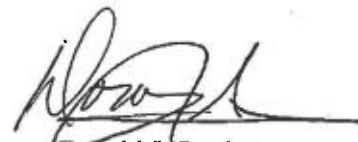
The Civil Service Board took this case under advisement.

The Board adjourned the hearing at approximately 12:49 PM to an executive session.  
The Board resumed the meeting at approximately 12:56 PM

The Board adjourned the meeting at approximately 12:56 PM.

  
John S. Kendall  
Chairman

  
Mazic A. Harris  
Vice Chairman

  
Donald J. Storino  
Secretary

Dated: January 31, 2020