

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF DECEMBER 16, 2020**

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. Robert Byrne, Senior Human Resources Analyst
Mr. James Murray, Head Assistant Attorney
Ms. Elizabeth Fragale, Principal Attorney
Mr. Seth Rosenberg, Senior Attorney
Mr. George Gertos, Respondent
Mr. Sam Sedaei, Attorney
Ms. Regina Flowers, Respondent
Mr. Arthur Ehrlich, Attorney
Mr. Eric White, Police Sergeant
Mr. Mark Doneske, Police Officer
Mr. Lemar Phillips, Police Officer
Ms. Rhonda Thomas, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board
Mr. Essam El-Naggar, Witness
Mr. Albert Cox, Witness
Mr. Thomas Minarik, Witness
Mr. Edward Podczerwinski, Witness
Mr. James Rivera, Witness

The meeting was convened at approximately 9:32 AM with Chairman John S. Kendall presiding.

The minutes of the regular meeting of October 21, 2020 were approved.

There was no public comment.

The Motion to Preserve and Release Certain Executive Session Minutes was approved.

The preliminary call of hearings revealed:

Nicole Doria	Continued to January 14, 2021 for status.
Rhonda Thomas	Continued to January 14, 2021 for status.
Farhan Qureshi	Continued to January 14, 2021 for status.
Jeffrey Mitchell	Continued to January 14, 2021 for status.
Kenneth Akins Jr.	Continued to January 14, 2021 for status.
Robert Quezada	Continued to January 14, 2021 for status.

Erich Werner Continued to January 14, 2021 for status.

Ann Dangles Continued to January 14, 2021 for status.

Thomas Conway Continued to January 14, 2021 for status.

George Gertos Continued to January 14, 2021 for hearing.

Regina Flowers Set for hearing at 9:30 a.m.

Darius Flores Feliciano Continued to January 14, 2021 for status.

The Attendance and Performance Review for Todd Worth was continued to January 14, 2021 for status.

Mr. Kosowski introduced Amendment 490: 2021 Budgetary Amendment

Mr. Kosowski reported that since the last meeting of the Board, there had been eighty-five (85) 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 three terminations of probation.

The Board recessed the meeting at approximately 9:40 AM

The Board commenced the hearing at approximately 9:40 AM

Regina Flowers The Board, counsel for the District and counsel for Ms. Flowers discussed administrative matters. Witnesses were excluded. The District reserved rebuttal time. Counsel stipulated to District Exhibit No. 14.

Ms. Elizabeth Fragale, counsel for the District, presented opening statements. Mr. Arthur Ehrlich, counsel for Ms. Flowers, reserved opening statements and made a statement regarding amended charges and new evidence. Ms. Fragale argued to include additional dates and additional evidence and presented a statute in support.

The Board adjourned the hearing at approximately 10:13 AM to an executive session.

The Board resumed the hearing at approximately 10:24 AM

Regina Flowers The Board ruled that it would allow the new evidence. However, the Board did not make a ruling on the applicability of the statute presented by District counsel.

Regina Flowers

Mr. Seth Rosenberg, counsel for the District, called and questioned Mr. Essam El-Naggar as a witness. Mr. Rosenberg presented District Exhibit Nos. 1, 2 and 9. District Exhibit Nos. 2 and 9 were admitted into evidence. Mr. Ehrlich, counsel for Ms. Flowers, cross examined Mr. El-Naggar. Mr. Rosenberg examined Mr. El-Naggar on re-direct and presented District Exhibit No. 2.

Ms. Elizabeth Fragale, counsel for the District, called and questioned Mr. Albert Cox. Ms. Fragale presented District Exhibit Nos. 9 and 14. Mr. Ehrlich, counsel for Ms. Flowers, cross examined Mr. Cox. Mr. Ehrlich presented Flowers Exhibit No. 10, which was admitted into evidence, and District Exhibit No. 9. Ms. Fragale questioned Mr. Cox on re-direct and presented Flowers Exhibit No. 10.

The Board recessed the hearing at approximately 12:10 PM
The Board resumed the hearing at approximately 12:20 PM

Regina Flowers

Mr. Seth Rosenberg, counsel for the District, called and questioned Mr. Thomas Minarik. Mr. Rosenberg presented District Exhibit Nos. 1, 2, 4, 15, 16, 17, 18, 19, and 20. District Exhibit Nos. 1, 4, 15-20 were admitted into evidence. Mr. Ehrlich, counsel for Ms. Flowers, cross examined Mr. Minarik. Mr. Ehrlich presented District Exhibit Nos. 4, 18 and 20. Mr. Rosenberg examined Mr. Minarik on re-direct. The Chairman questioned Mr. Minarik

Ms. Elizabeth Fragale, counsel for the District, called and questioned Mr. Edward Podczerwinski. Ms. Fragale presented District Exhibit Nos. 5, 6, 7, 9, and 12. District Exhibit Nos. 5-7 and 12 were admitted into evidence. Mr. Ehrlich, counsel for Ms. Flowers, cross examined Mr. Podczerwinski. Mr. Ehrlich presented District Exhibit Nos. 2, 10, 11 and 12. District Exhibit Nos. 10 and 11 were admitted into evidence. Ms. Fragale examined Mr. Podczerwinski on re-direct.

Counsel for the District moved that all exhibits be admitted.
The District rested its case.

Mr. Arthur Ehrlich, counsel for Ms. Flowers, called Mr. James Rivera as a witness. Mr. Rosenberg, counsel for the District, cross examined Mr. Rivera.

Mr. Arthur Ehrlich, counsel for Ms. Flowers, called Ms. Regina Flowers as a witness. Mr. Ehrlich presented Flowers Exhibits 1-9. Ms. Fragale, counsel for the District, cross examined Ms. Flowers. Ms. Fragale presented District Exhibit Nos. 2, 9, 14, 19 and 20. Mr. Ehrlich examined Ms. Flowers on re-direct and presented Flowers Exhibit Nos. 4, 7 and 8. Ms. Harris questioned the witness.

Regina Flowers

Mr. Ehrlich, counsel for Ms. Flowers, rested his case.

Ms. Fragale, counsel for the District, presented closing statements.
Mr. Ehrlich, counsel for Ms. Flowers, presented closing statements.
Ms. Fragale presented a rebuttal.

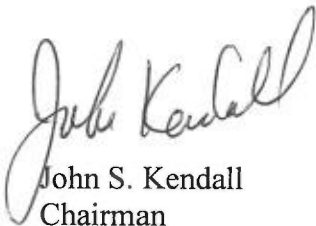
District Exhibit Nos. 1-7, 9-12, and 15-20 were admitted into evidence. Flowers Exhibit Nos. 4 and 7-10 were admitted into evidence.

The Board took this matter under advisement.


The Board recessed the hearing at approximately 3:46 PM
The Board resumed the meeting at approximately 3:46 PM

The Board adjourned at approximately 3:46 PM to an executive session.
The Board resumed the meeting at approximately 4:15 PM

The Board adjourned the meeting at approximately 4:15 PM



John S. Kendall
Chairman



Mazie A. Harris
Vice Chairman



Donald J. Storino
Secretary

Dated: December 16, 2020