

**METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
MINUTES OF THE CIVIL SERVICE BOARD MEETING OF SEPTEMBER 14, 2016**

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. Tove Powell, Human Resources Analyst
Mr. Sean Farris, Intern – Human Resources
Mr. John Sudduth, Director of Information Technology
Ms. Cherrie Gage, Management Analyst III
Ms. Eileen McElligott, Administrative Services Manager
Ms. Kaye Heidenreich, Chief of Police
Ms. Lisa Goldberg, Head Assistant Attorney
Mr. James Murray, Principal Attorney
Mr. Joseph Cook, Senior Attorney
Ms. Elizabeth Fragale, Senior Attorney
Ms. Pamela Saindon, Senior Attorney
Mr. Brian Griffin, Appellant
Mr. Dean Corradino, Appellant
Ms. Geraldine Kimbrough, Appellant
Mr. Denis Lawlor, Respondent
Mr. Daniel Austin, Attorney
Mr. John Downey, Attorney
Ms. Rhonda Thomas, Appellant
Mr. Bryan Diemer, Attorney
Mr. Christopher Terzich, Respondent
Mr. Arthur Ehrlich, Attorney
Ms. Izabela Kuman, Respondent
Mr. Paul Connolly, Police Sergeant
Ms. Maureen MacPherson, Police Officer
Mr. William Coffey, Police Officer
Ms. Nina Brody, Clerk of the Civil Service Board
Ms. Denice Korcal, Witness
Mr. Robert Terzich, Jr., Observer
Mr. Dane Placko, Observer
Cameraman, Observer

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

The minutes of the regular meeting of August 17, 2016 were approved.

There was no public comment.

The Findings and Decisions for Brian Griffin denied Mr. Griffin's appeal.

The Findings and Decisions for Dean Corradino will be given on October 19, 2016.

The preliminary call of hearings revealed:

Mary Brand	Continued to October 19, 2016 for status.
James Kaminski	Continued to October 19, 2016 for status.
Geraldine Kimbrough	Continued to October 19, 2016 for status.
Denis Lawlor	For hearing at 10:15 AM.
Brian Keohane	Continued to October 19, 2016 for status.
Rhonda Thomas	Continued to October 19, 2016 for status and tentatively set for hearing on November 9, 2016.
Grace Devereux	Continued to October 19, 2016 for status and tentatively set for hearing on November 9, 2016.
Larry Malone	Continued to November 9, 2016 for status.
Christopher Terzich	Continued to October 19, 2016 for status.
Izabela Kuman	The attendance and performance review for Izabela Kuman reported that Ms. Kuman was in compliance with the EAP, however, the District had concerns. The Civil Service Board stressed that Ms. Kuman needs to be vigilant in adhering to the terms of the Stipulation Agreement.

Mr. Kosowski reported that since the last meeting of the Board, there have been forty-six (46) requests for leaves of absence, which the Board ratified.

Mr. Kosowski reported that since the last meeting of the Board, there were three (3) expired eligible lists.

Mr. Kosowski reported that since the last meeting of the Board, there were no terminations of probation.

The Board recessed the meeting at 10:18 AM.

The Board convened the hearing at 10:21 AM

Denis Lawlor Ms. Fragale, District counsel, called Chief Kaye Heidenreich as a witness. The District presented Exhibit 2 and Exhibits 5 through 9, which were all admitted into evidence. Mr. Downey, Mr. Lawlor's counsel, cross examined Chief Heidenreich. There was no re-direct.

The Board recessed the hearing at approximately 12:15 PM.
The Board resumed the hearing at 12:32 PM.

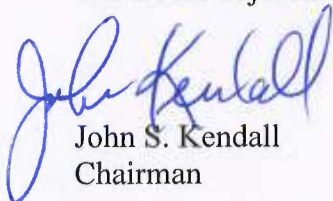
Denis Lawlor Mr. Murray, District counsel, called Ms. Denice Korcal as a witness. The District presented Exhibits 10 through 11, 13 through 15, and 17 through 22, which were all admitted into evidence. District Exhibit 12 was conditionally admitted into evidence. District Exhibit 16 was presented and later re-marked as District Exhibits 16A and 16B. Exhibit 16A was admitted into evidence, but Exhibit 16B was not admitted into evidence.

Ms. Korcal was cross examined by Mr. Austin, Mr. Lawlor's counsel. Mr. Austin presented two exhibits during cross examination of Ms. Korcal, which were admitted into evidence pending indentifying them with exhibit numbers.

The District conditionally rested its case, subject to the full admission of District Exhibit 12.

Discussion was held between the Board and Counsel regarding witnesses, a possible special hearing on September 28, 2016 and other administrative matters. This matter was continued for Hearing on October 19, 2016.

The Board adjourned the meeting at 3:10 PM



John S. Kendall
Chairman



Mazie A. Harris
Vice-Chairman



Donald J. Storino
Secretary

Dated: September 14, 2016