

METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO

**2012 ANNUAL REPORT
OF THE
CIVIL SERVICE BOARD**

The Civil Service Board held twelve regular meetings during 2012. Three (3) members serve on the Board. Mr. John S. Kendall served as Chairman from January 1, 2012 through December 31, 2012. Mr. Kendall's term expires January 31, 2014. Ms. C. Victoria Almeida served as Vice Chairman from January 1, 2012 through December 31, 2012. Ms. Almeida's term expires January 31, 2016. Mr. Donald J. Storino served as Secretary, from January 1, 2012 through December 31, 2012. Mr. Storino's term expired January 31, 2012, and he was appointed to another six-year term by the Board of Commissioners at its January 5, 2012 meeting. Mr. Storino's new term expires January 31, 2018.

At the regular meetings of the Civil Service Board, 777 requests for leaves of absence were ratified.

During the year, the District sought the discharge of five employees. In those five cases, one employee resigned, and one employee entered into a stipulation between the District and the employee, wherein the Board will monitor the employee's progress during the coming year. If that employee does not abide by the stipulation into which he or she entered with the District, that employee could be discharged immediately. Three employees remain on suspension; charges were reinstated for one of these employees for violating his stipulation.

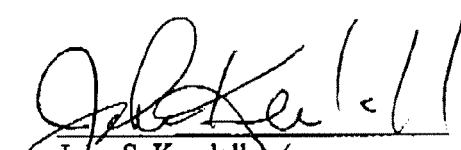
Six discharge cases carried over from previous years; one of these employees was on stipulation as of January 1, 2012. Of those six cases, one employee was discharged, and one employee resigned. Two cases were settled (i.e., the employee was released from stipulation). In the two remaining cases the employees remain on suspension.

In 2012, employees filed twenty-two appeals to the Board in which the employees protested some action regarding their employment with the District pursuant to Illinois Statutes or the Personnel Rules for the Classified Service. Of these 22 appeals, two were stricken because the appeal was moot; two were withdrawn by the appellant and in one case, the employee resigned. In three cases, the District's motion to dismiss was granted. As of January 1, 2012, there was a carry-over from 2011 of four cases. All four of these appeals were closed in 2012: one appeal was withdrawn, and one was denied. In two cases, the District's motion to dismiss was granted. One appeal from 2008 remains open, and fourteen appeal cases from 2012 remain open.

During 2012, the Civil Service Board reached decisions in six cases, and they fell into the following categories:

Denial of Appointment	1
Denial of Compensation	1
Denial of Transfer Request	1
Denial of Participation in Examination	1
Improper Shift Assignment	1
Performance of Duties outside Classification	1

The District presented to the Civil Service Board for approval nine Amendments to the Classification Plan and the Lines of Promotion at the District; all were approved.



John S. Kendall
Chairman