

METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
2018 ANNUAL REPORT
OF THE
CIVIL SERVICE BOARD

The Civil Service Board ("Board") held twelve regular meetings and two special meetings during 2018. Three members serve on the Board. Mr. John S. Kendall served as Chairman from January 1, 2018 through December 31, 2018. Mr. Kendall's term expires January 31, 2020. Ms. Mazie A. Harris served as Vice Chairman from January 1, 2018 through December 31, 2018. Ms. Harris's term expires January 31, 2022. Mr. Donald J. Storino served as Secretary from January 1, 2018 through December 31, 2018. Mr. Storino's term expires January 31, 2024.

At the regular meetings of the Board, 459 requests for leaves of absence were ratified.

During 2018, the District sought the discharge of four employees. Of those four cases, two employees remain on suspension and two employees resigned. Details of these cases are as follows:

- The District suspended one employee pending discharge in February 2018. This case proceeded to hearing before the Board, and pursuant to its May 2018 Order, the employee was reinstated. However, a Motion for Discharge was filed in September 2018. The employee resigned effective September 18, 2018.
- The District suspended one employee pending discharge in June 2018. The employee entered into a stipulation with the District and was reinstated. However, a Motion for Discharge was filed in October 2018. This case is currently pending before the Board.
- The District suspended one employee pending discharge in August 2018. This case is currently pending before the Board.
- The District suspended one employee pending discharge in September 2018. The employee retired October 16, 2018, and the discharge case was stricken from the Board's Agenda on October 17, 2018.

Two discharge cases were carried over from 2017. The Board decided in favor of the District and discharged the employee in one case, while the other case is currently pending before the Board as a result of a remand from the Circuit Court on appeal. Details of these cases are as follows:

- The District suspended one employee pending discharge in September 2017. This case proceeded to hearing before the Board. On April 10, 2018, the Board granted the District's petition to discharge this employee.
- The District suspended one employee pending discharge in February 2017. This case proceeded to hearing before the Board. In its August 2017 Decision, the Board upheld the 30-day suspension and found that an additional six-month suspension but not termination was warranted. The employee returned to work on September 11, 2017. The employee appealed the Decision in Circuit Court. The Circuit Court upheld the Board's Decision except to the extent it imposed additional suspension time after the date of the Decision and remanded the case for further proceedings. This case is currently pending before the Board.

In 2018, employees filed twelve appeals with the Board in which they protested some action regarding their employment with the District, pursuant to Illinois Statutes or the Personnel Rules for the Classified Service. Of those twelve appeals, six are currently pending. One appeal was dismissed with prejudice by Agreed Order. Three of the appeals were stricken due to the employee's resignation. The Board decided against two appellants. Details of these cases are as follows:

- One employee appealed their denial of leave of absence request. After the parties presented an Agreed Order to the Board to dismiss this appeal with prejudice, it was stricken from the Board's Agenda on June 20, 2018.
- One employee appealed a determination denying a claim for vacation credit related to prior employment with another government entity. In its October 17, 2018 Order, the Board granted the District's motion to dismiss this appeal.
- One employee filed three appeals. Two of the appeals related to the employee's performance reviews and the third appeal concerned the employee's 30-day suspension pending discharge. The employee resigned from the District. The employee's three appeal cases were stricken from the Board's Agenda in October 2018.
- One employee appealed a denial of complaint of discrimination. This Board determined it did not have jurisdiction over this appeal. In its August 15, 2018 Order, the Board granted the District's motion to dismiss.
- One employee appealed a decision regarding vacation time. This appeal is currently pending before the Board.
- One employee appealed a 1-day suspension. This appeal is currently pending before the Board.
- One employee appealed the scoring of an examination. This case proceeded to hearing before the Board and was taken under advisement. This appeal is currently pending before the Board.
- One employee appealed a 30-day suspension pending discharge. This appeal is currently pending before the Board.
- One employee appealed a 5-day suspension. This appeal is currently pending before the Board.
- Another employee appealed a 5-day suspension. This appeal is currently pending before the Board.

Five appeals to the Board were carried over from 2017. One appeal was granted, two appeals were denied and two appeals were withdrawn and stricken. The District filed a petition for rehearing in the appeal that was granted by the Board. Details of these cases are as follows:

- One employee appealed being removed from a promotional eligible list in January 2017. This case proceeded to hearing before the Board. The Board granted this appeal, directing that the District restore the employee's name on the promotional eligible list. The District filed a petition for rehearing, which is currently pending before the Board.
- One employee appealed a performance evaluation in March 2017. This case proceeded to hearing before the Board. In its December 12, 2018 Order, the Board denied this appeal.

- One employee appealed a 1-day suspension in March 2017. This case proceeded to hearing before the Board. In its April 10, 2018 Order, the Board denied this appeal. The employee filed a petition for rehearing in May 2018. In its September 5, 2018 Decision, the Board denied the petition for rehearing.
- One employee appealed a 3-day suspension in July 2017. The appeal was withdrawn and stricken from the Board's Agenda in March 2018.
- One employee appealed a 5-day suspension in October 2017. The appeal was withdrawn and stricken from the Board's Agenda in March 2018.

The District presented and requested the Board's approval of five Amendments to the District's Classification Plan and Lines of Promotion, and two Amendments to the Personnel Rules. The Board approved all of the proposed Amendments.



John S. Kendall
Chairman