

METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO

**2015 ANNUAL REPORT
OF THE
CIVIL SERVICE BOARD**

The Civil Service Board held twelve regular meetings during 2015 and 1 special meeting. Three members serve on the Board. Mr. John S. Kendall served as Chairman from January 1, 2015 through December 31, 2015. Mr. Kendall's term expires January 31, 2020. Ms. C. Victoria Almeida served as Vice Chairman from January 1, 2015 through December 31, 2015. Ms Almeida's term expires January 31, 2016. Mr. Donald J. Storino served as Secretary from January 1, 2015 through December 31, 2015. Mr. Storino's term expires January 31, 2018.

At the regular meetings of the Civil Service Board, 559 requests for leaves of absence were ratified.

During the year, the District sought the discharge of nine employees. Of those nine cases, three employees resigned, five remain on suspension, and one employee was returned to work under a stipulation agreement and remains on stipulation.

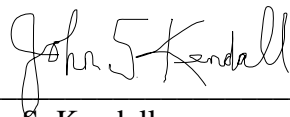
Six discharge cases were carried over from previous years. In two cases, employees were returned to work under stipulation agreements and these two employees remain on stipulation. One case is currently in hearings and three cases were stricken. Of the three cases that were stricken, one was due to a settlement, one was stricken after a stipulation was met and one was stricken due to employee resignation.

In 2015, employees filed seven 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. As of January 1, 2015, one appeal case was carried over from 2012, four appeal cases were carried over from 2013 and seven appeal cases were carried over from 2014. During the year, the appeal case from 2012 was denied and stricken, one appeal case from 2013 was resolved prior to hearing, two appeal cases from 2014 were stricken due to lack of prosecution.

Of the total employee appeal cases, the Civil Service Board reached decisions in six cases, and they fell into the following categories:

Appeal of position reclassification	1
Denial of leave of absence	1
Suspension	2
Performance evaluation	1
Termination of probation	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. In addition, one amendment to the classification plan and the lines of promotion was withdrawn by the Director of Human Resources. There were no amendments to the Personnel Rules.



John S. Kendall
Chairman