

METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO

**2011 ANNUAL REPORT
OF THE
CIVIL SERVICE BOARD**

The Civil Service Board held twelve (12) regular meetings during 2011. Three (3) members serve on the Board. Mr. John S. Kendall served as Chairman from January 1, 2011 through December 31, 2011. Mr. Kendall's term expires January 31, 2014. Ms. C. Victoria Almeida served as Vice Chairman from January 1, 2011 through December 31, 2011. Ms. Almeida's term expires January 31, 2016. Mr. Donald J. Storino served as Secretary, from January 1, 2011 through December 31, 2011. Mr. Storino's term expires January 31, 2012.

At the regular meetings of the Civil Service Board, 924 requests for leaves of absence were ratified.

During the year, the District sought the discharge of seven (7) employees. In those seven cases, two (2) employees resigned, and two (2) employees were discharged. In one (1) case, the termination charges were not filed against the employee; he served a 30-day suspension and the case was stricken. One (1) 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. One (1) employee remains on suspension.

Twelve (12) discharge cases carried over from previous years; five (5) of these employees were on stipulation as of January 1, 2010. Of those twelve cases, one (1) employee was discharged, one (1) employee retired, and one (1) employee resigned. In two (2) cases, the employee was returned to work, and two (2) cases were settled (i.e., the employee was released from stipulation). Three (3) employees remain on suspension. One (1) discharge case carried over from 2010 as there was an appeal, which was denied in 2011. In the one (1) remaining case, the employee remains on stipulation.


In 2011, employees filed five (5) 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, 2011, there was a carry-over from 2008 of two appeal cases and from 2010 of seven appeal cases.

There were no appeals carried forward from 2005, 2006, 2007 or 2009. One appeal from 2008 remains open. Of the total employee appeal cases, the Civil Service Board reached decisions in 9 cases, and they fell into the following categories:

Denial of Appointment	2
Denial of Promotion	2
Effective Date of Promotion	1
Placement on Eligible List	1
Revocation of FMLA Leave	1
Scoring of an Examination	1
Warning Notice	1

The District presented to the Civil Service Board for approval five (5) Amendments to the Classification Plan and the Lines of Promotion at the District all of which were approved.


John S. Kendall
Chairman