

METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
2016 ANNUAL REPORT
OF THE
CIVIL SERVICE BOARD

The Civil Service Board held twelve regular meetings and two special meetings during 2016. Three members serve on the Board. Mr. John S. Kendall served as Chairman from January 1, 2016 through December 31, 2016. Mr. Kendall's term expires January 31, 2020. Ms. C. Victoria Almeida served as Vice Chairman from January 1, 2016 through January 31, 2016. Ms. Almeida's term expired January 31, 2016. Ms. Mazie A. Harris served as Vice Chairman from February 1, 2016 through December 31, 2016. Ms. Harris's term expires January 31, 2022. Mr. Donald J. Storino served as Secretary from January 1, 2016 through December 31, 2016. Mr. Storino's term expires January 31, 2018.

At the regular meetings of the Civil Service Board, 479 requests for leaves of absence were ratified.

During the year, the District sought the discharge of three employees. Of those three cases, one remains on suspension, and two employees were returned to work under a stipulation agreement and remain on stipulation.

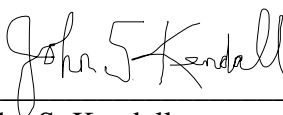
Nine discharge cases were carried over from previous years. One case is currently in settlement negotiations and one case settled and included a resignation. In three cases, employees were returned to work under stipulation agreements, one of these employees remains on stipulation and the other two cases were stricken after the stipulations were met. Decisions, in two cases, were entered granting discharge. One case was stricken due to employee resignation and the remaining case was stricken due to the death of the employee.

In 2016, 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 December 31, 2016, two appeal cases were carried over from 2013, two appeal cases were carried over from 2014 and five appeal cases were carried over from 2015. During the year, the two appeal cases from 2013 were withdrawn and stricken, one appeal from 2014 was dismissed for want of prosecution, one appeal case from 2015 was granted, one appeal case from 2015 was denied and stricken, and one appeal case from 2015 was stricken after a stipulation was met.

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

| | | |
|---------------------------|---|----------------|
| Suspension | 1 | Appeal granted |
| Promotional exam scoring | 1 | Appeal denied |
| Promotional appointment | 1 | Appeal denied |
| Salary/TAM classification | 1 | Appeal denied |
| Performance evaluation | 1 | Appeal denied |

The District presented to the Civil Service Board for approval eight Amendments to the Classification Plan and the Lines of Promotion at the District. There was one amendment to the Personnel Rules.



John S. Kendall
Chairman