

METROPOLITAN WATER RECLAMATION DISTRICT OF GREATER CHICAGO
2021 ANNUAL REPORT
OF THE
CIVIL SERVICE BOARD

The Civil Service Board ("Board") held eleven regular meetings during 2021. One regular meeting was cancelled. Three members served on the Board. Mr. John S. Kendall served as Chairman from January 1, 2021 through December 31, 2021. Mr. Kendall's term expires January 31, 2026. Ms. Mazie A. Harris served as Vice Chairman from January 1, 2021 through December 31, 2021. Ms. Harris's term expires January 31, 2022. Mr. Donald J. Storino served as Secretary from January 1, 2021 through December 31, 2021. Mr. Storino's term expires January 31, 2024.

At its regular meetings, the Board ratified 325 requests for leaves of absence.

During 2021, the District filed termination charges against two employees. Of those two discharge actions, one employee returned to work pursuant to an Agreed Order and Stipulation and one employee remains on suspension. Details of these cases are as follows:

- The District suspended one employee pending discharge in February 2021. Charges were filed in March 2021. The employee entered into a Stipulation with the District and was reinstated. The Board will monitor the employee's compliance with the Stipulation up to and including its June 2022 meeting.
- The District suspended one employee pending discharge in November 2021. Charges were filed in December 2021. This case is currently pending before the Board.

Four discharge cases were carried over from 2019. Seven discharge cases were carried over from 2020. In the 2019 cases, two employees resigned, and two employees were discharged. In the 2020 cases, four employees were discharged, and three employees returned to work pursuant to an Agreed Order and Stipulation, one of which satisfied the terms of the Stipulation. Details of these cases are as follows:

2019 Discharge Cases

- The District suspended one employee pending discharge in December 2018. Charges were filed in January 2019. The employee resigned effective August 18, 2021.
- The District suspended one employee pending discharge in February 2019. Charges were filed in March 2019. The employee resigned effective February 17, 2021.
- The District suspended one employee pending discharge in March 2019. The employee entered into a Stipulation with the District and was reinstated. The District filed a Motion for Discharge in September 2019 alleging the employee violated the terms of the Stipulation. The employee entered into a second Stipulation with the District and was reinstated. The District filed a second Motion for Discharge in September 2020. This case proceeded to hearing before the Board. The Board issued a written decision on November 17, 2021 discharging this employee.
- The District suspended one employee pending discharge in August 2019. The employee entered into a Stipulation with the District and was reinstated. However, the District filed a Motion for Discharge in November 2020. This case proceeded to hearing before the Board. The Board issued a written decision on March 17, 2021 discharging this employee.

2020 Discharge Cases

- The District suspended two employees pending discharge in December 2019. Charges were filed in January 2020. These cases were consolidated and proceeded to hearing before the Board. On October 21, 2020, the Board discharged both employees. On November 11, 2020, one of the employees filed a petition for rehearing. On January 14, 2021, the Board granted an order striking the petition for rehearing because the employee withdrew her petition.
- The District suspended one employee pending discharge in March 2020. Charges were filed in April 2020. The employee entered into a Stipulation with the District and was reinstated. The Board will next monitor the employee's compliance with the Stipulation at its September 2022 meeting.
- The District suspended one employee pending discharge in July 2020. Charges were filed in August 2020. The employee entered into a Stipulation with the District and was reinstated. The Employee satisfied the terms of the Stipulation.
- The District suspended one employee pending discharge in August 2020. Charges were filed in September 2020. This case proceeded to hearing before the Board. The Board issued a written decision on January 18, 2021 discharging this employee.
- The District suspended one employee pending discharge in September 2020. Charges were filed in September 2020. This case proceeded to hearing before the Board. The Board issued a written decision on January 14, 2021 discharging this employee.
- The District suspended one employee pending discharge in November 2020. Charges were filed in December 2020. This case proceeded to a prove-up hearing before the Board. The Board issued an order on March 17, 2021 discharging this employee. On April 9, 2021, the employee sent a letter requesting that the default judgment be vacated. On May 19, 2021, this matter was stricken from the call due to this employee's death.
- The District suspended one employee pending discharge in November 2020. Charges were filed in December 2020. This case is currently pending before the Board. The employee entered into a Stipulation with the District and was reinstated. The Board will next monitor the employee's compliance with the Stipulation at its February 2022 meeting.

In 2021, three employees filed appeals with the Board in which they protested some action regarding their employment pursuant to the District's Statute or the Personnel Rules. Two of these appeals are currently pending. The details of these cases are as follows:

- One employee appealed their performance review. This appeal is currently pending before the Board.
- One employee appealed a counseling. This appeal is currently pending before the Board.
- One employee appealed a one-day suspension. After the submission of written arguments, the Board granted the employee's appeal and reduced the suspension to a written warning.

Five appeals to the Board were carried over from 2018 through 2021. Details of these cases are as follows:

- One employee appealed a 5-day suspension issued in 2018. In February 2019, the District suspended this employee pending discharge. This appeal involves the same subject matter as the 2019 discharge case described above, in which the employee resigned. This appeal was stricken.
- Another employee appealed a 5-day suspension issued in 2018. This case proceeded to hearing before the Board. The Board granted the employee's appeal in part, reducing the suspension to a 2-day suspension. The employee filed a petition for rehearing, which was denied by the Board.
- One employee appealed their performance review. The employee withdrew their appeal on May 21, 2021.
- One employee appealed a 10-day suspension issued in 2019. The hearing on the case has commenced, but this appeal is still pending before the Board.
- One employee filed an appeal requesting additional compensation and for this compensation to be included in retirement benefit calculations. The District filed a Motion to Dismiss the appeal, which the Board granted after the presentation of written and oral arguments. The appeal was dismissed.

The District presented and requested the Board's approval of three Amendments to the District's Classification Plan and Lines of Promotion. The Board approved these proposed Amendments. There was one Amendment to the Personnel Rules, which was approved by the Board.



John S. Kendall
Chairman