



OFFICIAL MINUTES OF:

Meeting of:	Personnel Committee
Date:	June 20, 2007
Time:	10:00 a.m.

MEMBERS PRESENT

Vincent J. Mesoella, Chairman
Angelo Rotella, Vice Chairman
Bruce Campbell, Personnel Chair
Raymond J. Marshall, Executive Director
John MacQueen
Michael Salvadore
Leslie Gray

MEMBERS ABSENT

STAFF AND GUESTS PRESENT

Tom Uva, NBC
Karen Giebink, NBC
Cecille Antonelli, NBC
Sherri Arnold, NBC
Mark Thomas, NBC
Rich Bernier, NBC
Francie Brown, NBC
Kathryn Kelly, NBC
Diane Buerger, NBC
Joseph Pratt, LBG
Joseph Rodgers, House Fiscal Office

Jean-Marie Grossi, NBC
James McCaughey, NBC
Leah Foster, NBC
Anamaria Clarkin, NBC
Francie Brown, NBC
Paul Nordstrom, NBC
Sam Celone, NBC
Daniel Smith, NBC
Brenda Smith, NBC
Richard Burroughs, NBC Commissioner
Harold Gadon, CAC

1. Call to Order

Recognizing a quorum, Personnel Chair Campbell called the June 20, 2007 Personnel Committee meeting to order at 10:20 a.m.

2. Approval of Minutes – April 4, 2007

Personnel Chair Campbell asked if all Committee members had an opportunity to review the minutes of the April 4, 2007 Personnel Committee meeting. Commissioner Thompson motioned to approve the minutes of the April 4, 2007 Personnel Committee meeting as written. Commissioner Gray seconded the motion, and the vote taken by the Personnel Committee was unanimous. The motion carries.

3. Items for Action:

A. Amendments to Organizational Plan

Mr. Marshall stated that there is one personnel action for consideration today. He referred the Committee members to a memo from Tom Uva, NBC's Director of Planning, Policy and Regulation (PP&R), dated May 2, 2008 regarding a recommendation for revision to the PP&R Division's Organizational Chart.

Mr. Marshall stated that staff have re-evaluated the needs within the Pretreatment Section, and as a result of this re-evaluation, staff recommends the reallocation of the existing vacant Pretreatment Engineer position, pay grade 8, to a newly created Senior Pretreatment Technician position, pay grade 7. He noted that this change will provide a path of upward mobility for the Engineering Technicians presently employed at the NBC an important element of our Strategic Plan. It was also noted that this change has been reviewed and approved in-house by the Non-Union Salary Review Committee. He also noted that this change will have no impact on the overall FY2007 budget.

With no comments or questions, Commissioner Gray motioned to approve the proposed revision to NBC's organizational plan as explained by the Executive Director, Raymond Marshall and PP&R Division Director, Thomas Uva. Commissioner Salvadore seconded the motion, and the vote taken by the Personnel Committee was unanimous. The motion carries.

B. Review and Approval of Resolution 2007:23, Approval of Adjustment to Non-Union Salary Ranges Effective June 24, 2007

Mr. Marshall stated the non-union personnel salary ranges consists of 35-hour and 40-hour per week charts which NBC reviews every year, and he passed out the new charts to all Committee members. He noted a correction to the 40-hour chart. He stated that the chart the Commissioners received in the Board Meeting mailing for 40-hour employees went up to 13A, but it should have gone through 14A. The corrected chart was given to all Committee members.

Mr. Marshall stated that every year since June 2000, NBC has asked The Employers Association to evaluate the non-union salary ranges and to recommend whether any changes were warranted. In 2001, 2003 and 2005, the review did not result in any recommended changes. He noted that in 2002, 2004 and 2006, the Personnel Committee and Board of Commissioners approved the recommendation of The Employers Association to adjust the ranges.

Mr. Marshall noted that The Employers Association recently completed their annual evaluation of the NBC's non-union salary ranges, and they recommend a salary range adjustment. The revised schedules allow for current industry standards, and take into account the one-year period that has elapsed since the ranges were last adjusted, and the fact that the ranges would be effective June 24, 2007.

Mr. Marshall further stated that the minimum end of the ranges went up approximately 6%, and consequently the maximum of the ranges were raised to 1.5 times the minimums. This does not mean that the average raise is going to be 6%. He noted that it only means that the ranges have changed. He noted that we always work to keep our employees in their respective salary range. NBC concurs with The Employers Association's recommendation, and we respectfully request your approval of Resolution 2007:23, Proposed Revisions to NBC Non-Union Salary Ranges Effective June 24, 2007.

With no comments or questions, Commissioner Salvadore motioned to approve Resolution 2007:23, Proposed Revisions to NBC Non-Union Salary Ranges Effective June 24,

2007, as described by Mr. Marshall. Commissioner MacQueen seconded the motion, and the vote taken by the Personnel Committee was unanimous. The motion carries.

4. Other Business

None to report.

5. Adjournment

With no further business to come before the Committee, Commissioner Salvadore motioned to adjourn. Commissioner MacQueen seconded the motion, and the vote taken by the Personnel Committee was unanimous. The meeting adjourned at 10:29 a.m.

Respectfully submitted,

A handwritten signature in cursive script, appearing to read "Raymond J. Marshall".

Raymond J. Marshall, *Secretary*