



OFFICIAL MINUTES OF:

Meeting of:	Personnel Committee Meeting
Date:	January 23, 2008
Time:	10:00 a.m.

MEMBERS PRESENT:

Vincent Mesoella, NBC Chairman
Angelo Rotella, Vice Chairman
Bruce Campbell, Personnel Chairman
Leslie Gray, III
John MacQueen
Al Montanari
Michael Salvatore

MEMBERS ABSENT:

STAFF AND GUESTS PRESENT

Raymond Marshall, Executive Director/Secretary
Terry Cote, NBC
Thomas Brueckner, NBC
Deborah Samson, NBC
Thomas Uva, NBC
Joseph Roberts, NBC
Jason Galego, NBC
Laurie Horridge, NBC
Karen Giebink, NBC
Steve Whitney, State Senate
George Redman, CAC member

Cecille Antonelli, NBC
Brenda Smith, NBC
Joseph Pratt, Louis Berger Group
Richard Bernier, NBC
Jamie Samons, NBC
Diane Buerger, NBC
Joan Duckworth, NBC
Gloria Borino, NBC
Joanne Maceroni, NBC

1. Call to Order

Recognizing that a quorum was present, Commissioner Campbell, Personnel Chairman called the Personnel committee to order at 10:15 a.m.

2. Approval of Minutes – October 24, 2007 Personnel Committee

Chairman Campbell asked for a motion to approve the Personnel Committee meeting minutes of the October 24, 2007 meeting. Commissioner Rotella moved to approve the minutes of the October 24, 2007 meeting. The motion was seconded by Commissioner Salvatore. The vote taken by the Personnel Committee was unanimous. The motion carries.

3. Items for Action:

A. Amendments to Organizational Plan

i. Interceptor Maintenance Section

This amendment is a reallocation within the NBC's Interceptor Maintenance (IM) section which will complete the change in supervision of the IM staff. This reallocation will upgrade a vacant IM Operator II position to an IM Operator IV position. This position is within the 1033 Union. This is a supervisory position which would be effective in operating the IM section more efficiently. This fiscal year budget will not be affected because there is minimal difference in the rate of pay for these positions. This position will be posted internally which will allow promotion from within the organization.

ii. Legal Section

This amendment is a reorganization of the NBC's Legal Section. As a result of a recent promotion, the General Counsel position is now vacant. Laurie Bissonette recently held the position of General Counsel and has been promoted to the position of Director of Executive Affairs. Due to this promotion, some changes will need to be made to the structure of the Legal Section. Specifically, the section will continue to report to Laurie Bissonette in her new position and due to her long tenure with the NBC, she will continue to perform some of the responsibilities of the now vacant General Counsel position. As a result, the now vacant General Counsel position, grade 16, will be eliminated and a new position, Chief Legal Counsel, will be established, at a grade 14, to take over most of the responsibilities of the previous General Counsel position. Jennifer Harrington, who currently holds the position of Legal Counsel, shall be reallocated to this new position of Chief Legal Counsel. To complete this reallocation and promotion, the General Counsel position, which is a grade 16, shall be downgraded to a Legal Counsel position, grade 10 and advertised at that grade. The overall impact on the fiscal year budget is positive, since we are decreasing the position of General Counsel to the position of Legal Counsel six steps and increasing the new position from Legal Counsel to Chief Legal Counsel, by only four steps.

iii. EMDA Section

This amendment is a reallocation within the NBC's Environmental Monitoring and Data Analysis section. Specifically, upgrading the two remaining Environmental Monitoring Technician positions, pay grade 6, to the position of Monitoring Field Supervisors, pay grade 7. This position will include the existing duties performed by the Environmental Monitoring Technician with the responsible for supervising staff working in the field performing monitoring duties. In 2005, the Board approved the upgrade of a Monitoring Technician position to a Monitoring Field Supervisor and that has proven to be another step towards working more efficiently and effectively in accomplishing the NBC responsibilities within the framework of the organization. It is recommended that the existing Environmental Monitory Technicians, Rebecca Songolo and Jeffrey Tortorella, be upgraded to these positions, since they are thoroughly trained and experienced in all EMDA activities.

Commissioner Montanari questioned if the monies are in the existing budgets. As explained, these items will not affect this fiscal year budget. It is a matter of upgrading and/or filling vacant

positions that are already in place. With regard to the organizational plan, Chairman Mesolella further explained that as part of a strategy team the NBC has discussed adding supervisors to various sections which has been working very well since first initiated back in 2005 and has been an asset to the NBC.

With there being no further discussion, Chairman Mesolella moved to approve the Amendments to the Organizational Plan which includes the NBC's Interceptor Maintenance Section, Legal Section and the Environmental Monitoring and Data Analysis Section within the NBC. This motion was seconded by Commissioner Salvatore. The vote to approve was unanimous.

4. Other Business:

This item pertains to a recent retirement within the NBC's organization. This position was entitled Senior Project Manager. This position was within the NBC's Engineering section as a Grade 11. NBC would like to reallocate and downgrade this Senior Project Manager position and replace it with an Environmental Engineer position at a grade 8. At this time, this position better serves the needs of the NBC's Engineering section and would have a positive impact on the budget within this section.

Commissioner Rotello moved to approve this item. This motion was seconded by Chairman Mesolella. The vote to approve was unanimous.

5. Adjournment:

Commissioner Rotello moved to adjourn. The motion was seconded by Commissioner Salvatore. The vote to adjourn was unanimous. The meeting ended at 10:30 a.m.

Respectfully submitted,



Raymond J. Marshall, P.E.
Executive Director/Secretary