



OFFICIAL MINUTES OF:

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| Meeting of: | Personnel Committee Meeting |
| Date: | June 18, 2008 |
| Time: | 10:00 a.m. |

MEMBERS PRESENT:

Vincent J. Mesoella, NBC Chairman
Bruce Campbell, Committee Chairman
John MacQueen
Al Montanari
Angelo Rotella
Michael Salvatore

MEMBERS ABSENT:

Leslie Gray, III

STAFF AND GUESTS PRESENT:

Raymond J. Marshall, Executive Director
Thomas Uva, NBC
Rich Bernier, NBC
Karen Giebink, NBC
Paul Nordstrom, NBC
Deborah Samson, NBC
Jennifer Harrington, NBC
Brenda Smith, NBC
Cecille Antonelli, NBC
Karen Musumeci, NBC
Laurie Horridge Bissonette

Diane Buerger, NBC
Mark Thomas, NBC

1. Call to Order

Recognizing that a quorum was present Chairman Campbell called the June 18, 2008 Personnel Committee Meeting to order at 9:45 a.m.

2. Approval of Minutes –May 21, 2008 Personnel Committee

Chairman Campbell asked for a motion to approve the minutes of the May 21, 2008 Personnel Committee meeting as written. Commissioner Salvatore moved to approve the minutes of the May 21, 2008 Personnel Committee as written. Commissioner MacQueen seconded the motion. The vote taken by the Personnel Committee was unanimous. The motion carries.

3. Items for Action

A. Amendments to the Organization Plan

Chairman Campbell stated that the Committee has before them a request for an Amendment to the NBC Organizational Plan. He turned the meeting over to Executive Director Raymond Marshall to explain the Amendment.

Mr. Marshall stated that the first page of the Memorandum that the Personnel Committee has before them details the changes that were discussed at the meeting of the Ad Hoc Compensation Committee earlier this morning. Based on a recommendation by The Employers Association NBC's internal Committee met in accordance with the Non-Union Salary Administration Manual and reviewed a number of positions that need to be re-graded.

Mr. Marshall advised he would review the proposed changes with the Committee and if they are acceptable the approval for the changes can be made with one motion. Mr. Marshall noted that the upgrades are mostly in the mid to lower level positions.

The Executive Division-Public Affairs Specialist, grade 6 be reallocated to Environmental Education Coordinator, grade 8, the responsibilities of this position include the handling of NBC's environmental science education curriculum that services the children throughout the district.

Administration and Finance Division- there are several upgrades within the IT department, the positions are Applications System Supervisor, Senior Database Administrator, Senior Systems Administrator and Network & Communications Administrator, upgrade all from grade 10 to 11. Senior Systems Programmer and the Systems Administrator from grade 9 to grade 10, Principal Systems Design Programmer grade 10 be reallocated to Solutions Architect, grade 12. It was also recommended that the Senior Financial Analyst, grade 10 be reallocated to Budget Manager, grade 11.

In the Operations Division it is recommended that the Maintenance Supervisor, grade 7A, would be upgraded to a Senior Maintenance Supervisor, grade 8A, this position is a 40 hour position as opposed to the previous which are 35 hours. This position assumes the responsibilities of the Maintenance Manager in his absence. The last paragraph is just a reminder of the reallocations approved last month in Operations and Engineering Division. The actions were part of the committee minutes approved today and are included in this Memorandum so all changes will be reflected in one document.

Policy, Planning and Regulation recommendation is made for the Laboratory Technician positions and the Environmental Compliance Technical Assistant be upgraded from a grade 5 to a grade 6, and a title change only for the Environmental Monitoring Assistants to Environmental Monitor with no change in the salary grade.

Mr. Marshall asked for the Committee's approval and stated that all of the proposed changes are in compliance with the Non-Union Salary Administration Manual. Further any salary impacts have been factored into the FY 2009 budget.

After a brief discussion between the Commissioners a motion was made by Commissioner Rotella to accept the changes as presented. The motion was seconded by Commissioner Salvatore. The vote to approve was unanimous. The motion carries.

4. Other Business

There was no other business to report.

5. Adjournment

A motion to adjourn was made by Commissioner Rotella, seconded by Commissioners Mesolella and Montanari and the Personnel Committee meeting adjourned at 9:55 a.m.

Respectfully submitted,



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