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TROY CIVIL SERVICE COMMISSION

Minutes of Meeting April 21, 2015

Present: Commissioners Conroy and Scales, Selena Skiba,
Guests: Irene Sorriento (COT), Marian Drozd (COT), Frank Razzano (COT),
Vincenzo Popolizio (TSD), Kristin Miaski (TSD), John Carmello (TSD),
Dominick Rizzo (TSD), and Spencer Murphy (TSD).

Commissioner Conroy called the meeting to order at 9:01 A.M.

- 1) **Consider the minutes of the March 17, 2015 meeting.** On a motion by Commissioner Scales, seconded by Commissioner Conroy, all voted in favor 2-0.
- 2) **Consider reclassification of position for Senior Personnel Clerk (COT), previously tabled at the March 17, 2015 meeting.** The Commission did not vote to untable this item from last meeting.
- 3) **Consider a revision to the job specification for Fire Captain.** Frank Razzano stated he feels as though the previous Fire Captain job specifications targeted certain people. He also stated he wants the requirements to be fair and equitable, and he has no vested interest in this personally. Commissioner Conroy confirmed with Mr. Razzano that he is looking for consistency and fairness for the guys. The Commission tabled the item due to Commissioner Scales abstaining.
- 4) **Consider a revision to the job specification for Fire Lieutenant.** Mr. Razzano stated he was okay with the job specifications for Fire Lieutenant as submitted, as did Commissioner Conroy. The Commission tabled the item due to Commissioner Scales abstaining.
- 5) **Establish an eligible list for four (4) years for Director of Facilities III (TSD).** Following discussion, on a motion by Commissioner Conroy, seconded by Commissioner Scales, all voted in favor 2-0
- 6) **Consider an MSD-222 to establish a new position tentatively titled Purchasing Manager (TSD).** On a motion by Commissioner Conroy, seconded by Commissioner Scales, all voted in favor 2-0.
- 7) **Consider a revision to the job specification for Building Maintenance Person (TSD).** Dominic Rizzo read a statement on behalf of the union stating that the

union opposes the change of the job specification. He stated that in the past employees would volunteer to do the asbestos training and work, however employees have become concerned about their health and well being. He also stated that the School District was trying to circumvent the union's filing with PERB. John Carmello spoke and stated that the District has old buildings that require minor asbestos abatement, and the District added two night shift Building Maintenance positions so these asbestos issues could be handled without the District incurring overtime costs. He also stated that this needs to be part of their job description in order for the work to be completed, and this is the reason for the change in the job specifications. Mr. Carmello stated several employees decided they were no longer going to do the asbestos abatement after they had been doing it for over a year. Mr. Carmello stated this change will not limit the asbestos removal to just two employees, and it would allow for any Building Maintenance Person to do the work. He also stated that if they are forced to wait and call a company to do the work, they will incur various issues, and if this new language is not added to the job specifications the District would be forced to abolish the Building Maintenance Person positions. Mr. Carmello also stated the District would be paying for the training of the employees. Spencer Murphy stated he has had issues with his respiratory mask not fitting properly. Vincenzo Popolizio stated the District has done everything they can to be sure the respiratory masks fit appropriately. Mr. Rizzo stated that the District has always had trained asbestos employees, but they were always under the impression that the training was done on a volunteer basis. Commissioner Conroy stated that the employees could file an improper practice with NYS Department of Labor and he also stated that the Building Maintenance employees should continue to do what they are supposed to. Mr. Rizzo stated that the labor relations specialist could not attend the meeting. Commissioner Conroy stated that the meeting was not a labor management forum. Irene Sorriento asked if there was something the District could do as far as compensation due to the additional duties. Commissioner Conroy asked if the District and the Union would continue to talk in regards to this issue. Mr. Carmello agreed that the conversation would continue. Commissioner Scaled asked when the work would be done. Mr. Popolizio stated any abatement work needs to be done at night. Commissioner Conroy asked if everyone would be trained and certified, but the work would be done at night. Kristin Miaski stated any planned asbestos removal would be done at night. Commissioner Scales asked if everyone would be certified. Mr. Carmello stated everyone would be certified. Commissioner Conroy asked if they would follow the union contract for who would be eligible for the overtime. Mr. Carmello stated yes. Commissioner Conroy stated that if PERB's decision says differently, then the Commission may need to revise. On a motion by Commissioner Conroy, seconded by Commissioner Scales, all voted in favor 2-0.

- 8) **Consider a revision to the job specification for LEA Coordinator (TSD).** On a motion by Commissioner Conroy, seconded by Commissioner Scales, all voted in favor 2-0.

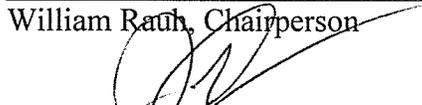
- 9) **Consider a revision to the job specification for School Transportation Coordinator (TSD).** Commissioner Conroy asked if they were simply changing the job specification so that they would have a larger recruitment pool, and Kristin Miaski stated yes. On a motion by Commissioner Conroy, seconded by Commissioner Scales, all voted in favor 2-0.

The meeting was adjourned at 10:05 A.M.

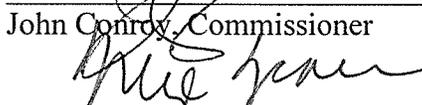
Respectfully submitted,



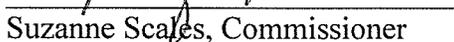
Selena Skiba, Executive Secretary



William Rauh, Chairperson



John Conroy, Commissioner



Suzanne Scales, Commissioner