

# TROY CIVIL SERVICE COMMISSION

## Minutes of Meeting May 19, 2015

**Present:** Chairperson Rauh, Commissioner Scales, Selena Skiba

**Guests:** Kristin Miaski (TSD), John Carmello (TSD), Dominick Rizzo (TSD), and Linda Hillje (CSEA).

Chairperson Rauh called the meeting to order at 9:09 A.M.

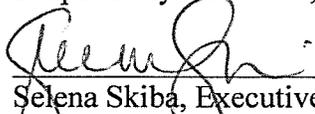
- 1) **Consider the minutes of the April 21, 2015 meeting.** The Commission tabled the item on a motion by Commissioner Scales, seconded by Chairperson Rauh.
- 2) **Consider the minutes of the April 27, 2015 special meeting.** The Commission tabled the item on a motion by Commissioner Scales, seconded by Chairperson Rauh.
- 3) **Establish an eligible list for one (1) year for School Transportation Coordinator (TSD).** On a motion by Commissioner Scales, seconded by Chairperson Rauh, all voted in favor 2-0.
- 4) **Consider an MSD-222A to establish an additional position of Registration Clerk (TSD).** ). On a motion by Commissioner Scales, seconded by Chairperson Rauh, all voted in favor 2-0.
- 5) **Discuss a letter that was sent from Troy School District CSEA president requesting a reverse decision to the special requirements for LEA Coordinator and Building Maintenance Person.** Linda Hillje spoke on behalf of CSEA expressing concern that the change to job specifications could be a long term medical issue for the employees, as well as concern that people could lose their jobs. She also expressed concern that the employees divulging medical issues to their employer could violate HIPPA Law. Ms. Hillje asked the Commission to reconsider and change the approval of the job specifications so that it would only be a requirement of future new hires to the positions. Commissioner Scales said that when it was discussed last month she was of the understanding that the midnight shift was doing the work. Mr. Carmello said they had done the work for over a year, and then the employees refused to do the work. Ms. Hillje disagreed and said that Mr. Carmello was incorrect. Ms. Hillje explained that Mr. Blowers, whom oversees the positions, asked the midnight employees if they would volunteer to become certified and do the asbestos abatement work. Mr. Carmello stated he was not sure why they were here again

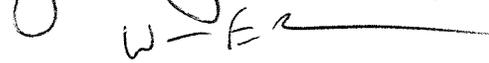
because the Commission already approved this last month. He stated that when he spoke last time he expressed how critically important this change is to the District, and if their own employees can't do it, the District would need to hire an outside company to do it. Mr. Carmello stated that one day the guys decided not to do it anymore after the District had paid for their training. He also stated to the Commission, "Don't make me abolish the position." He proceeded to say that as of right now one person had a medical issue and the District was working with him to get reasonable accommodations to do the job. Ms. Hillje stated that people did not pass the Fit test and that people went in and did the job in unsafe conditions. Ms. Miaski stated that the District was purchasing hoods for everyone instead of respirators because they are safer. She also stated that last month the Commission directed the employee at the meeting to continue doing the work. Commissioner Scales stated she was getting mixed information about the two people hired for midnights. Mr. Carmello provided a letter from CSEA stating they would like additional training. Mr. Carmello also stated that the two people on midnights were hired with the understanding that they were hired with the requirement of asbestos removal. He also stated that the changes to the job specifications would give the district flexibility. Dominick Rizzo stated that he used to do the asbestos abatement work and that he decided he did not want to do it anymore. Mr. Carmello stated that the District can no longer risk this being voluntary anymore. Commissioner Scales stated she has a problem changing the job specification, and that she was inclined to change it moving forward. Mr. Rizzo stated another concern is that the employees may not know what they need until they actually go through the training. Mr. Carmello stated that the District can't afford to have the work done outside, and mentioned the possibility of abolishing the position. Ms. Hillje stated that the asbestos removal must be less than three linear square feet per day in order for it to be considered minimal asbestos removal. Mr. Rizzo stated the union is willing to work with the District to get a stipend for the training. Mr. Carmello stated that three employees had already been trained and there more were beginning training this week. Commissioner Scales made a motion to table, seconded by Chairperson Rauh.

- 6) **Consider an MSD-222A to establish an additional position of Account Clerk in the City of Troy Police Department.** On a motion by Commissioner Scales, seconded by Chairperson Rauh, all voted in favor 2-0.

The meeting was adjourned at 10:06 A.M.

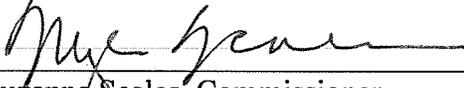
Respectfully submitted,

  
Selena Skiba, Executive Secretary

  
William Rauh, Chairperson

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John Conroy, Commissioner

A handwritten signature in black ink, appearing to read "Suzanne Scales", written over a horizontal line.

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Suzanne Scales, Commissioner