

State of New Hampshire

PERSONNEL APPEALS BOARD
Edward J. Haseltine, Chairman
Gerald Allard
Loretta Platt



EXECUTIVE SECRETARY
Mary Ann Steele

PERSONNEL APPEALS BOARD
State House Annex
Concord, New Hampshire 03301
Telephone (603) 271-3261

NEW HAMPSHIRE PERSONNEL APPEALS BOARD DECISION

In the Matter Of:

Gary Blake and Donald LaPlante
1986-C-217 1986-C-218
November 3, 1986

At its September 15, 1986 meeting, the Personnel Appeals Board again considered the appeal of Gary Blake and Donald LaPlante concerning their placement in the classified pay scale. The Board again reviewed the record and voted to deny their appeal.

In its review, the Board found that on January 16, 1985 the New Hampshire Hospital requested that two Stock Clerk II position be reviewed for reallocation to the Warehouseman classification. On June 3, 1985, Gary Blake was promoted from the position of Driver, Labor Grade 6, Step Maximum, to Stock Clerk II, Labor Grade 7, Step Maximum. On September 6, 1985, Donald LaPlante was promoted from the position of Driver, Labor Grade 6, Step 1, to Stock Clerk II, Labor Grade 7, Step 1. These two Stock Clerk II positions were the subject of the January 16, 1985 request by New Hampshire Hospital for reallocation. In December, 1985, the Division of Personnel approved an upgrade of these positions to Warehouseman, Labor Grade 9. As a result of these promotions to the class of Warehouseman, Mr. Blake received a 15¢ per hour increase and Mr. LaPlante received a 16¢ per hour increase. On appeal, they argued that PER 304.01(g) was applicable to their promotions and that it required that each be placed one step higher in the Labor Grade assigned to the Warehouseman position.

Upon review, the Board determined that PER 304.01(g) was not applicable to this appeal. The purpose of PER 304.01(g) is to give an increment to an employee whose position is upgraded due to a change in work. The increase is intended to reward an individual who is hired to perform the duties of one position but actually performs more difficult duties in that position because the responsibilities change without a promotion or increment. The rules assumes that an employee was in the position when the duties changed and that reclassification was requested at the same time.

Under the facts giving rise to this appeal, the appellants were promoted to the positions after the work had changed and after the effective date of the reallocation. Thus, it is not necessary to provide a "reward"

NEW HAMPSHIRE PERSONNEL APPEALS BOARD DECISION

In the Matter Of:

Gary Blake and Donald LaPlante

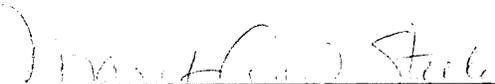
November 3, 1986

page 2

for a "lost" promotion. The appellants are entitled to one increment for their promotions from Driver to Warehouseman. Because there was no change in the actual duties of the Stock Clerk position after the appellants were promoted, the Board found they were not entitled to a second increment.

The Board found there were no material facts in dispute. Based on the documents and information submitted for its review, the Board found that the appellants were properly placed in the Labor Grade 9 steps and therefore denied their appeals.

FOR THE PERSONNEL APPEALS BOARD



MARY ANN STEELE, Executive Secretary
N. H. Personnel Appeals Board

mas

cc: Chris Henchey, Director of Field Operations
State Employees' Association

Virginia Vogel, Director of Human Resources
New Hampshire Hospital

Judy S. Bastian
Director of Personnel