

# State of New Hampshire

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



EXECUTIVE SECRETARY  
Mary Ann Steele

PERSONNEL APPEALS BOARD  
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Concord, New Hampshire 03301  
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88-C-122

APPEAL OF WILLIAM FILLION  
September 22, 1988

On July 12, 1988, the Personnel Appeals Board, Commissioners Allard, Cushman and Platt sitting, heard the appeal of William Fillion, a Corrections Corporal in charge of the Canteen at the New Hampshire State Prison. Mr. Fillion was appealing the Division of Personnel's denial of his request to upgrade his position. Mr. Fillion was represented by SEA Field Representative Stephen McCormack. Classification and Compensation Administrator Edward McCann appeared on behalf of the Division of Personnel.

At the hearing and in his submissions to the Board, the appellant argued that his position should be upgraded as the attributes of Supervision and Experience had been underrated. He further contended that no job title existed in the state system which accurately reflected his position responsibilities.

After reviewing all of the evidence presented, the Board found that the appellant's position was properly classified as a Corrections Corporal. The Board found that the appellant's position did not require "supervision and administration from 75% to 100% of the time" but rather "25% to 50% of time supervising other employees" (emphasis added).

In reviewing the appellant's argument that the job attribute of Experience should be increased, the Board found that, although the State is fortunate to have an individual with Mr. Fillion's experience filling this position, an individual with one year's Experience could adequately exercise the responsibilities of the position.

While noting that this appeal was brought by a competent state employee whose responsibilities were not precisely described in the position description, the Board reiterated that a position specification is not a job description. In this case, the Board found that the position description accurately reflected the appellant's responsibilities and therefore voted to deny the appeal.

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The Board voted to grant the Requests for Findings of Fact and Rulings of Law submitted by the Division of Personnel.

FOR THE PERSONNEL APPEALS BOARD

*Mary Ann Steele*

MARY ANN STEELE  
Executive Secretary

cc: Stephen J. McCormack  
SEA Field Representative

Warden Michael Cunningham  
New Hampshire State Prison

Virginia A. Vogel  
Director of Personnel