

State of New Hampshire

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



EXECUTIVE SECRETARY
Mary Ann Steele

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NEW HAMPSHIRE PERSONNEL APPEALS BOARD DECISION

In the Matter Of:

Appeal of Heavy Equipment Mechanics

October 15, 1986

On September 23, 1986, the Personnel Appeals Board, Commissioners Haseltine, Allard and Platt sitting, heard the appeal of the Heavy Equipment Mechanics of the Department of Transportation. The appellants were contesting the Division of Personnel's denial of a request to upgrade their positions from Salary Grade 13 to Salary Grade 15. The appellants, who were comprised of two groups, agreed to consolidate their appeal and were represented by SEA Field Representative, Ann Spear and Attorney Richard Molan.

Testifying before the Board were Commissioner Wallace Stickney, Fred Conlon, Jeff Grady and Thomas Jelley of the Department of Transportation and Edward McCann of the Division of Personnel. Both the appellants and Mr. McCann made written submissions to the Board prior to the hearing. The appellants also presented a slide show at the time of the hearing. The appellants argued that the Division of Personnel should have given greater weight in its evaluation of the position to the job attributes of Complexity of Duties, Initiative and Personal Relationships.

After considering the testimony presented and the supporting documentation submitted by both the appellants and the Division of Personnel, the Board found that insufficient weight had been given to the Complexity of Duties and Initiative attributes of the position. The Board found that the job attribute of Personal Relationships had been adequately rated at the first degree. In reaching this decision, the Board considered the testimony presented by the appellants and by the Department of Transportation management staff that a Heavy Equipment Mechanic Foreman is not required to exercise greater initiative than the Heavy Equipment Mechanic and that the Foreman's duties are no more complex than that of the Mechanic. The Board also considered the Salary Grade currently assigned to Safety Automotive Mechanics.

The Board found that the appellants performed work generally governed by broad instructions, objectives and policies which usually involved frequently changing conditions and problems. Based on the evidence

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presented, the Board also found that the appellants were required to exercise considerable initiative, modifying procedures to meet new conditions in their position.

The Board therefore found that the positions of the appellants should be upgraded to Salary Grade 15.

FOR THE PERSONNEL APPEALS BOARD



MARY ANN STEELE

Executive Secretary

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cc: Judy S. Bastian
Director of Personnel

Raymond Lemieux, Personnel Officer
Department of Transportation

Commissioner Wallace Stickney
Department of Transportation

Ann Spear, S.E.A.

Richard E. Molan, Esquire