

State of New Hampshire

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APPEAL OF KEVIN HOPKINS
Waste Management Division

January 12, 1988

88-C-127

On Tuesday, November 24, 1987, the Personnel Appeals Board, Commissioners Platt and Cushman sitting, heard the classification appeal of Kevin Hopkins, Waste Management Specialist IV, salary grade 23 of the Waste Management Division of the Department of Environmental Services. Mr. Hopkins was appealing the Division of Personnel decision denying a request to reclassify his position to Waste Management Specialist V, salary grade 25. Testifying on Mr. Hopkins' behalf was John Minichiello, Director of the Division of Waste Management. Edward J. McCann, Classification and Compensation Administrator, represented the Division of Personnel.

The appellant argued that the review of his position had not accorded sufficient weight to the attributes of Complexity of Duties, Experience and Supervision. The appellant noted that he has been given constantly increasing responsibility for quality assurance of testing methods used throughout the Department of Environmental Services and in conjunction with other State agencies. On that basis, the appellant contended that he should be credited with an increase in the Supervision attribute, despite the fact that he is not in fact responsible for direct supervision of employees engaged in such departmental or statewide activities.

For the attribute of Complexity of Duties the appellant requested that the Board increase the point allocation from the 6th degree, or 100 points, to the 7th degree, or 125 points. Upon review of the Evaluation Manual, the Board found this attribute properly rated at the 6th degree in that the appellant is responsible for "analysis of broad problems, the planning of various interrelated activities and sometimes the coordination of effort of more than one division. May work out programs and approaches to major problems, and, in general, perform duties wherein recognized general principles may be inadequate to determine procedure or decision..."

The appellant contended that the Experience attribute for his position should be rated at the 8th degree or 100 points, or 7 to 8 years experience. Upon review of the position specification, however, and the responsibilities outlined by the appellant in his pre-hearing submissions, the Board was not persuaded that an employee at entry level in this position would require 7 or 8 years of experience to perform the position responsibilities following completion of a six month probationary period.

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The last attribute for which the appellant requested reallocation was that of Supervision. The appellant argued that he should be rated at the 5th degree, or 60 points rather than the 4th degree, or 40 points at which his position is currently rated. In support of his argument, the appellant noted both his supervisory responsibilities throughout the Department of Environmental Services, and his responsibility for field work involving both state employees and private contractors. The Board found, however, that the supervisory role described by the appellant was properly defined by the 4th degree.

Based upon the foregoing, the Board found the appellant's position properly classified as a Waste Management Specialist IV. Mr. Hopkins' appeal is, therefore, denied.

FOR THE PERSONNEL APPEALS BOARD



MARY ANN STEELE
Executive Secretary

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cc: Kevin Hopkins, Waste Management Specialist
Bureau of Waste Management

Alden Howard, Commissioner
Department of Environmental Services

Virginia A. Vogel, Director of Personnel
State of New Hampshire