

State of New Hampshire

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



EXECUTIVE SECRETARY
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1986-C-000

NEW HAMPSHIRE PERSONNEL APPEALS BOARD DECISION

In the Matter Of:

DONALD JACOBS

November 4, 1986

On September 23, 1986, the Personnel Appeals Board, Commissioners Haseltine and Platt sitting, heard the appeal of Donald Jacobs, Creative Artist with the Department of Resources and Economic Development. Mr. Jacobs had appealed the decision of the Division of Personnel denying his request to upgrade his position from Salary Grade 24 to Salary Grade 27. The appellant was represented by SEA Director of Field Operations, Chris Henchey. The Division of Personnel was represented by Edward J. McCann.

Testifying before the Board were Donald Jacobs, Richard Antonia and Edward McCann. Both the appellant and the Division of Personnel made written submissions to the Board prior to the hearing. The appellant argued that the Division of Personnel should have given greater weight in its evaluation of his position to the attributes of experience, supervision and working conditions. The appellant also presented several exhibits of his work during the hearing.

After considering the testimony presented and the supporting documentation submitted by both the appellant and the Division of Personnel, the Board voted unanimously to continue the appellant's position at Salary Grade 24. The Board accepted the recommendation of the Division of Personnel to increase the working conditions attribute of the position to the second degree. In considering the Experience attribute, the Board once again emphasized that a job specification cannot be considered a job description. Although the State may benefit from Mr. Jacobs' additional experience gained in his position, the Board simply did not find that the Experience attribute should be increased by three years. While it is difficult to quantify talent, the Board found that a talented Artist with a Bachelor's Degree and seven years' experience would be adequately prepared to perform the work of the Creative Artist .

With respect to the Supervision attribute of the appellant's position, the Board found that the Division of Personnel had correctly assessed that attribute at the fourth degree. The Board found that the appellant

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exercised neither a sufficient amount nor a degree of responsibility to justify a rating at the fifth degree. Accordingly, the Board voted to uphold the current rating at the fourth degree.

For the foregoing reasons, the Board voted to continue the Appellant's position at Salary Grade 24. Mr. Jacobs appeal is, therefore, denied.

FOR THE PERSONNEL APPEALS BOARD



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

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

John T. Flanders, Commissioner
Dept. of Resources & Economic Development

Judy S. Bastian
Director of Personnel