

# State of New Hampshire

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



EXECUTIVE SECRETARY  
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PERSONNEL APPEALS BOARD  
State House Annex  
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1987-C-000

## NEW HAMPSHIRE PERSONNEL APPEALS BOARD DECISION

In the Matter Of:

BARBARA LAMARRE and JOAN GROSS

February 9, 1987

On November 25, 1986, the Personnel Appeals Board, Commissioners Allard and Platt sitting, heard the appeal of Barbara Lamarre and Joan Gross, Medical Services Consultants I, Salary Grade 19, of the Division of Public Health. The appellants, represented by SEA Field Representative Stephen J. McCormack, had appealed the decision of the Division of Personnel denying their request to upgrade their positions to Medical Services Consultants II, Salary Grade 21. The Division of Personnel was represented by Edward J. McCann, Classification and Compensation Administrator.

Testifying before the Board were Carol Currier, Judy Nicholson and Edward McCann. Both appellants and the Division of Personnel made written submissions to the Board prior to the hearing.

The appellants contended that the Division of Personnel had not accorded sufficient weight to the job attributes of Experience, Initiative and Supervision in conducting its position review. The Division of Personnel acknowledged that the position description should be revised for these positions but contended that the positions were properly classified as Salary Grade 19.

After considering the testimony given and the supporting documentation presented by the parties, the Board concluded that the appellants' positions should be upgraded to Medical Services Consultants II, Salary Grade 21. The Board found that the job description presently in effect for Medical Services Consultants I was not applicable to the appellants positions and that their positions were more akin to those described as Medical Services Consultants II. The evolving position responsibilities, the experience gained by the appellants during that evolution and their supervision of "field workers" were factors considered by the Board in reaching its decision. The Board also considered the testimony of the appellants' supervisor who supported this request for reclassification with its resultant increase in the weight to the accorded the job attribute of Initiative.

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Based on the foregoing, the Board voted to upgrade appellants' positions to Medical Services Consultants II.

FOR THE PERSONNEL APPEALS BOARD

A handwritten signature in cursive script that reads "Mary Ann Steele".

MARY ANN STEELE  
Executive Secretary

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cc: Stephen J. McCormack  
State Employees' Association

Jan D. Beauchesne, Personnel Officer  
Division of Human Services

Judy S. Bastian  
Director of Personnel