

State of New Hampshire

PERSONNEL APPEALS BOARD

Edward J. Haseltine, Chairman

Gerald Allard

Loretta Platt



EXECUTIVE SECRETARY

Mary Ann Steele

PERSONNEL APPEALS BOARD

State House Annex

Concord, New Hampshire 03301

Telephone (603) 271-3261

APPEAL OF JOSEPH LOVELY and ROBERT MC CLENAGHAN

February 18, 1988

On December 22, 1987 the Personnel Appeals Board, Commissioners Allard, Cushman and Platt sitting, heard the appeal of Joseph Lovely and Robert McClenaghan, Surplus Property Storekeepers I, Salary Grade 9, at the N.H. Distributing Agency, Department of Administrative Services. The appellants, represented by SEA Field Representative Ann Spear, were appealing the Division of Personnel decision denying a request to upgrade their positions from Salary Grade 9 to Salary Grade 11. Edward J. McCann, Classification and Compensation Administrator, represented the Division of Personnel.

Gerald Boucher, Supervisor of the Surplus Distribution Section, communicated with the Board in writing prior to the hearing, indicating he was not versed in the "technical expertise to evaluate jobs in State Government" and therefore felt he need not attend the hearing as he could offer no "testimony to add clarification to the issue."

In their appeal, the appellants argued that the three attributes of Initiative, Personal Relationships and Physical Effort had been improperly rated by the Division of Personnel in its review of their positions. They contended that the attribute of Initiative should be increased from the second to the third degree. Upon review of the evidence presented, the Board concluded that the second degree of the Initiative attribute was applicable to the appellants' positions. The Board found that the appellants' work required the ability to use several procedures in performing routine operations working under close supervision with frequent guidance and check. The Board also found, contrary to the appellants' contentions, that close supervision did not require the immediate presence of a supervisor while the appellants were actually making deliveries.

The Board found the job attribute of Personal Relationships properly rated at the second degree. While the appellants certainly make contacts with others beyond their immediate associates, the Board found that those contacts were of a routine nature for the purpose of giving or obtaining factual information, with little requirement for discussion.

APPEAL OF JOSEPH LOVELY AND ROBERT MC CLENAGHAN

February 18, 1988
page 2

The Board found the job attribute of Physical Effort properly rated at the fourth degree. The Board balanced the amount of time which the storekeepers must spend driving with the physical exertion expended in deliveries and warehousing responsibilities and found that the fourth degree most accurately reflected those responsibilities.

For the foregoing reasons, the Board voted to deny the appeal.

FOR THE PERSONNEL APPEALS BOARD



MARY ANN STEELE
Executive Secretary

cc: Ann Spear, Field Representative
State Employees' Association

Stephen M. Kennedy, Commissioner
Department of Administrative Services

Gerald Boucher, Supervisor
Surplus Distribution Section

Virginia A. Vogel, Director
N.H. Division of Personnel