

# 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

### Appeal of Cecilia Pinard

On April 17, 1986, the Personnel Appeals Board, Commissioners Haseltine, Allard and Platt sitting, heard the appeal of Cecilia Pinard, a Medical Stenographer II, Salary Grade 10, at the New Hampshire Hospital. Ms. Pinard had appealed the Division of Personnel's denial of a request to upgrade her position to Administrative Secretary/Supervisor, salary grade 13. Ms. Pinard was represented by Dennis Martino of the SEA.

Testifying before the Board were Ms. Pinard, Diane Langley of the New Hampshire Hospital staff, and Edward J. McCann, Division of Personnel. Both Ms. Pinard and Mr. McCann made written submissions to the Board prior to the hearing.

The appellant argued that four factors should have been accorded greater weight during the review conducted by the Division of Personnel. Specifically, the appellant contended that those job attributes concerning education, errors, personal relationships and supervision should have received greater weight.

After considering all the testimony given and supporting documentation presented by the parties, the Board concluded that greater weight should be given to the errors and personal relationship attributes. The Board, however, concurred with the Division of Personnel's determination that the education and supervision aspects of the job had been accurately assessed. While the Board has some concern that the New Hampshire Hospital may encounter difficulty in filling this position in the future with an individual with a medical background, we note that the Hospital had requested an upgrade to a position not within the medical series. We note also that the SEA concurred with a request to reclassify Ms. Pinard's position to one which required less overall experience. Accordingly, the Board voted unanimously to upgrade Ms. Pinard's position to Executive Secretary/Stenographer, Salary Grade 11.

Date: June 26, 1986

Mary Ann Steele  
Mary Ann Steele,  
Executive Secretary