

State of New Hampshire

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



EXECUTIVE SECRETARY
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1987-C-000

NEW HAMPSHIRE PERSONNEL APPEALS BOARD DECISION

In the Matter Of:

Mildred Piper

March 10, 1987

On February 10, 1987, the New Hampshire Personnel Appeals Board, Commissioners Allard and Platt sitting, heard the appeal of Mildred Piper, EDP Peripheral Equipment Operator for the Special Education Bureau. Ms. Piper was appealing the Division of Personnel's decision to not upgrade her position from its current title, salary grade 10, to Computer Operator II, salary grade 12.

The appellant was represented by SEA Field Representative Jean Chellis. Also testifying on her behalf was Robert T. Kennedy, Director of the Special Education Bureau. Edward J. McCann, Classification and Compensation Administrator, represented the Division of Personnel. Both the Division and the appellant made written submissions for the Board's consideration prior to the hearing.

According to testimony, Ms. Piper's position is not "supervisory" in that she does not directly supervise any other classified State employees. However, due to decentralization of the computer system used by the appellant, she is required to provide substantial amounts of technical assistance to data entry personnel employed by the school districts in "remote" locations, since most data entry operations are performed at school district offices.

The Division of Personnel supported its original position that the appellant's duties and responsibilities were not sufficiently similar to those of a Computer Operator to warrant reclassification to that title. Mr. McCann did, however, testify that a position in the Data Control Clerk series might be more appropriate in light of the assignments Ms. Piper is responsible for completing. Additionally, Mr. McCann testified that the Division tries to maintain a level of flexibility in determining proper titles, appropriate position specifications, and point spread allocations. In Ms. Piper's case, for example, he said that the supervisory responsibilities might be compensated for by the increased degree of personal contact and technical assistance made outside of the Department by the appellant.

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Having reviewed the specification for Ms. Piper's current position and for positions in the Data Control Clerk series, the Board voted to grant the appeal in part. The Board therefore orders that Ms. Piper's position be reallocated to Data Control Clerk III, Salary Grade 11.

FOR THE PERSONNEL APPEALS BOARD



MARY ANN STEELE

Executive Secretary

enc.

cc: Jean Chellis, Field Representative
State Employees' Association

Robert T. Kennedy, Director
Special Education Bureau