

State of New Hampshire



PERSONNEL APPEALS BOARD
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APPEAL OF ROSEMARIE PREBLE

DOCKET #96-C-4

Treasury Department

June 12, 1997

The New Hampshire Personnel Appeals Board (Bennett, Johnson and Rule) met on Wednesday, February 26, 1997, to hear the classification appeal of Rosemarie Preble, an employee of the Treasury Department. Ms. Preble was represented at the hearing by Peta Chandler, Deputy State Treasurer. Michael McAulay, Classification Supervisor, appeared on behalf of the Division of Personnel. The appeal was made on offers of proof by the representatives of the parties. The record in this matter consists of the audio tape recording of the hearing, documents submitted by the parties prior to the hearing, and evidence received by the Board (without objection) at the hearing.

Certain facts are not in dispute:

On December 14, 1996, the Treasury Department requested reclassification of Ms. Preble's position from Supervisor I, salary grade 16, to Supervisor VI, salary grade 26. The Division of Personnel conducted a review of the position, and on February 9, 1996, issued a decision reclassifying Ms. Preble's position to Supervisor III, salary grade 22. On February 16, 1996, the Department requested reconsideration of that decision, asserting that contrary to the Director's findings, the appellant was responsible for planning, analyzing and evaluating program objectives, identifying staff training needs and supervising the implementation of program objectives, thereby qualifying her for reclassification to Supervisor VI. The Director responded by letter dated March 12, 1996, denying the request. In her letter, Ms. Lamberton stated that while the position review did support an

increased assessment in the factors of Skill, Impact, Communication, Complexity and Independent Action, and did support an increase from salary grade 18 to salary grade 22, they did not support an increase to the level of Supervisor VI.

In approving reclassification of Ms. Preble's position, the Division of Personnel approved increases from 45 to 65 points in the "Skill" factor, from 20 to 40 points in the "Impact" factor, from 35 to 55 points in the "Communications" factor, from 50 to 80 points in the "Complexity" factor, and from 30 to 55 points in the "Independent Action" factor. Neither the appellant nor the Division of Personnel offered the point evaluation factors which the appellant would have proposed changing in order to support reclassification to Supervisor VI.

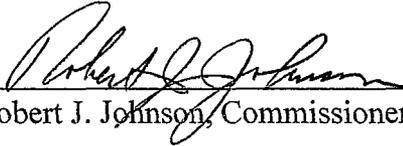
Ms. Chandler argued that the Division of Personnel did not give sufficient weight in its classification decision to the extent of Ms. Preble's supervisory and administrative responsibilities. Ms. Preble's current classification of Supervisor III compensates her for providing "direct supervision of programs or of employees doing work which differs from the supervisor, including disciplining employees, solving personnel problems, recommending hiring and firing employees and developing work methods." That description accurately describes the supervisory tasks reported in Ms. Preble's classification questionnaire, and, on the evidence offered, does not require further adjustment. With respect to the administrative tasks associated with Ms. Preble's assignments in the Abandoned Property Division, the Supervisor III classification describes "Communication" responsibilities as, "...reviewing summaries and reports and making management level decisions to solve problems or to achieve work objectives as well as articulating and expressing those solutions and goals. This level also requires formal presentations of solutions and goals to employees and the general public to increase the responsiveness of the agency toward the demands of its client system." The "Independent Action" factor, "Requires objective assessment in analyzing and developing new work methods and procedures subject to periodic review and in making decisions according to established technical, professional or administrative standards." Again, these descriptions appears to adequately address Ms. Preble's duties with respect to administration of the Abandoned Property Division, and the appellant failed to present evidence to support an assertion that either factor warranted further adjustment.

On the evidence, argument and offers of proof, the Board found that there was insufficient evidence of substantial or material change which had not been considered in the original reclassification to Supervisor III which would warrant further upgrading of the position. Accordingly, the Board voted to deny Ms. Preble's appeal.

THE PERSONNEL APPEALS BOARD



Mark J. Bennett, Chairman



Robert J. Johnson, Commissioner



Lisa A. Rule, Commissioner

cc: Virginia A. Lamberton, Director of Personnel.
Peta Chandler, Deputy Treasurer, New Hampshire Treasury Department