

State of New Hampshire

PERSONNEL APPEALS BOARD
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NEW HAMPSHIRE PERSONNEL APPEALS BOARD DECISION

In the Matter Of:

Training and Development Therapists - Laconia State School

February 17, 1987

On January 13, 1987, the Personnel Appeals Board, Commissioners Allard, Beaulieu and Platt sitting, heard the appeal of Training and Development Therapists, Salary Grade 15, of the Laconia State School and Training Center. The appellants, represented by SEA Field Representative Ann Spear, were appealing the Division of Personnel's denial of their request to upgrade their positions to Salary Grade 18. Edward McCann represented the Division of Personnel.

Testifying before the Board were Mary Divers, Sue Ann Merrill, Cynthia Beem and Edward McCann. The Board received written submissions on behalf of the appellants and the Division of Personnel prior to the hearing. The appellants contended that the Division of Personnel should have given greater weight in its evaluation of their positions to the attributes of Complexity of Duties, Supervision, Physical Effort and Working Conditions.

After considering the testimony presented and the supporting documentation submitted by both the appellants and the Division of Personnel, the Board voted unanimously to uphold the recommendations of the Division of Personnel, maintaining the appellants' positions at Salary Grade 15. The Board found that the Complexity of Duties attribute was properly rated at the fifth degree as their positions are not supervisory in nature and the coordination of effort which they exercised was not in response to complex problems. The Board found that the Supervision attribute was properly classified at the second degree given the limited supervision which they exercised over direct care staff. The Board found that although the appellants did exercise some direction over direct care staff, they were not responsible for the assignments and approval of leave and attendance of these direct care staff.

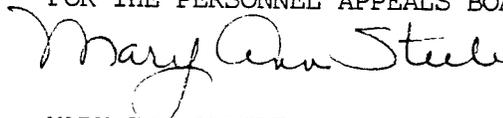
The Board also found that the Physical Effort exercised by Training and Development Therapists was accurately rated at the third degree, in light of both the assistance provided by direct care staff and the

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duties of coordinating and scheduling activities which the appellants described. The Board similarly found that the Working Conditions of the appellants were accurately rated at the third degree as appellants were not continuously exposed to work involving disagreeable elements. Accordingly, the Board voted to deny the appeal and continue appellants' classification at Labor Grade 15.

FOR THE PERSONNEL APPEALS BOARD



MARY ANN STEELE
Executive Secretary

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cc: Ann Spear, Field Representative
State Employees' Association

Harold Kelleher
Laconia State School & Training Center

Judy S. Bastian
Director of Personnel

Richard Crocker, Superintendent
Laconia State School & Training Center