

# State of New Hampshire

PERSONNEL APPEALS BOARD  
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Gerald Allard  
Loretta Platt



EXECUTIVE SECRETARY  
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PERSONNEL APPEALS BOARD  
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## APPEAL OF MELVIN WHITCOMB

01/18/88

On Tuesday, December 8, 1987, the Personnel Appeals Board, Commissioners Platt, Allard and Cushman sitting, heard the classification appeal of Melvin Whitcomb, an employee of the New Hampshire Department of Transportation. The appellant was represented by SEA Field Representative Ann Spear. Edward J. McCann, Classification and Compensation Administrator, represented the Division of Personnel. Both the appellant and the Division of Personnel submitted written arguments prior to the hearing for the Board's review. The appellant also presented a brief video program to exhibit some of his graphic arts projects.

The appellant had requested on March 19, 1987 that the Division of Personnel reclassify his position in the Graphic Arts/Mapping Section from Cartographer III, salary grade 21 to Creative Artist, salary grade 24. The position classification questionnaire submitted as part of that review was also provided in the appeal materials as SEA Exhibit V.

The majority of the information provided by the appellant on his position classification questionnaire in support of his request for reclassification to the title Creative Artist had to do with graphic arts projects for other departments in State government such as Division of State Police, Department of Health and Welfare, Department of Safety, Department of Personnel, Civil Defense (Emergency Management Planning), and the Governor's Office. The Board, while impressed with the appellant's level of skill and creativity, did not find that his job function in the Graphic Arts/Cartography Section required reclassification to the title Creative Artist.

The Board, in review of a position, must look at the requirements of that position in relationship to agency function and organization, not the abilities or talents of the person occupying the position under appeal. The State is indeed fortunate to have access to the unique talents and abilities of employees such as the appellant. Those abilities, however, and the employee's willingness to provide access to those skills, cannot form the basis for a classification decision. The Board instead must look at a position in terms of the agency's goals and objectives, and determine the position classification required in order to meet those objectives.

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After review of the testimony and materials presented, the Board voted unanimously to deny the appeal.

FOR THE PERSONNEL APPEALS BOARD

*Mary Ann Steele*  
MARY ANN STEELE  
Executive Secretary

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cc: Ann Spear, Field Representative  
State Employees' Association of New Hampshire

Raymond Lemieux, Personnel Officer  
Department of Transportation

Virginia Vogel, Director of Personnel  
State of New Hampshire