

State of New Hampshire

86-T-103

PERSONNEL COMMISSION
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PROMOTION APPEAL TRIBUNAL DECISION

In the Matter of:

BETTY AUBERTIN

January 6, 1986

The Promotion Appeal Tribunal met on October 28, 1985 to consider the appeal of Betty Aubertin for her non-selection to the position of Accounting Technician in the Food and Nutrition Services Section of the Department of Education. Ms. Aubertin was represented by Chris Henchey of the State Employees¹ Association. The Department of Education was represented by Charles Marston, Chief, Division of Special Services and Lloyd Littlefield, Director, Food and Nutrition Services.

In his testimony, Mr. Henchey noted that the first choice of the Department was an employee who was still on probationary status and could not be selected. They then went to the second choice who had been permanent by only one week. They did not select Ms. Aubertin who had several years' experience with the state. Mr. Henchey also stated that Ms. Aubertin's interview had been cut short because the people involved "knew each other."

Mr. Marston testified that the selected candidate was the second choice of the selection committee while the appellant was rated 6th out of eight candidates, tied with two others. He further stated that the decision was based on the best qualified applicant for the job in question.

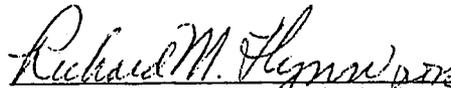
Mr. Littlefield stated that supervisory experience was an important factor in this job selection because there are four clerical employees supervised by the incumbent. The selected candidate had experience supervising many more than four people in work experience prior to her state employment. Ms. Aubertin never mentioned any supervisory experience during the interview and there was no supervisory experience shown on her application.

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Regarding the "short" interview, Mr. Littlefield said all candidates were asked the same questions and the interview may have been shorter due to the answers of the appellant.

It is the finding of the Tribunal that the "Rules of the Department of Personnel" were properly followed by the Department of Education and Ms. Aubertin's appeal is therefore denied.


RICHARD M. FLYNN, Chairman
Promotion Appeal Tribunal

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copy: Charles Marston
Department of Education

Chris Henchey
State Employees' Association of N. H.

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