

State of New Hampshire

PERSONNEL APPEALS BOARD
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PERSONNEL APPEALS BOARD
State House Annex
Concord, New Hampshire 03301
Telephone (603) 271-3261

86-7-004

November 25, 1986

Stephen J. McCormack
Field Representative
State Employees' Association of N.H.
163 Manchester Street
Concord, New Hampshire 03301

re: Debbie Fisher

Dear Mr. McCormack:

At its meeting on November 18, 1986, the New Hampshire Personnel Appeals Board reviewed your request for a hearing on behalf of the above-named individual to appeal Personnel Director Judy S. Bastian's decision to deny Ms. Fisher compensation for the period of March 5 - May 15, 1986 as a Switchboard Operator rather than Ms. Fisher's actual title of Clerk I.

The Board reviewed the record in this matter and found the following:

1. The first request for review of Ms. Fisher's work situation was dated July 24, 1986. According to Division of Human Services Deputy Director, Clifton Stickney, in a memo dated September 3, 1986, any additional duties which may have been assigned to the appellant were only assigned until May 15, 1986. Considering that 52 days elapsed between cessation of the alleged additional duties and the date review by the Personnel Director was requested, the appeal cannot be considered timely.
2. There is no indication that Ms. Fisher's situation was ever addressed as a temporary promotion, and further no indication that additional compensation was offered or even considered during that period of time.
3. Employees can only receive "temporary promotions" into existing positions within the organization. The record would not indicate that a position of Switchboard Operator I exists at the Keene District Office.

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4. The duties performed by Ms. Fisher were not outside the scope of the job description for the position of Clerk I which she occupied at the time.

Based on the foregoing, your request is denied and the appeal dismissed.

Very truly yours,

FOR THE PERSONNEL APPEALS BOARD



MARY ANN STEELE
Executive Secretary

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cc: Jan Beauchesne, Personnel Officer
Division of Human Services

Clifton H. Stickney, Deputy Director
Division of Human Services

Judy S. Bastian
Director of Personnel