

# PERSONNEL APPEALS BOARD

## Division I Budget Presentation March 3, 2025

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### **ABOUT the Personnel Appeals Board**

The Personnel Appeals Board was established in 1986 as a qualified, independent panel appointed by Governor and Council under the provisions of RSA 21-I:45 and RSA 273-D to hear such appeals.

The Board conducts hearings on appeals from classified state employees who wish to challenge adverse disciplinary actions taken by appointing authorities such as letters of warning, suspensions, and terminations. In addition to conducting hearings, management of these cases also includes communications with party representatives, conducting pre-hearing conferences, deliberating motions and concluded hearings, responding to Supreme Court and RTK requests, and conducting periodic business meetings.

The Board is a quasi-judicial body that requires the chairperson and vice chairperson to be members of the NH Bar Association. The other members provide experience in labor relations, personnel management, and human resources administration. Each Board member must have the knowledge, experience, and expertise to conduct sound hearings and render thoughtful and fair decisions. Many cases that come before the Board involve complex facts, arguments, and legal issues that require days of testimony followed by thoughtful and time-consuming deliberation among the Board members.

The Board receives 25-35 new cases annually. Some cases are resolved relatively quickly, while more complex cases live on for a few years.

## **FY 2026/27 Budget Request**

Historically, the PAB has been a component of the Division of Personnel. SB487, 2024 established the PAB as an independent State agency. Thus, we are coming before you with our first operating budget. This budget is consistent with the fiscal note attached to that Senate Bill.

FY 2026 Budget Request: \$353,421 100% GF

FY 2027 Budget Request: \$334,707 100% GF

The PAB budget request includes routine operating costs, such as office supplies, equipment, utilities, and I.T. licenses.

**Staffing**: CL 50 includes two part-time personnel to manage the Board's operations: a program director and a paralegal. These two part-time positions are new positions, created to make the PAB an independent agency as the legislature intended. CL 50 also includes funding for Board members to conduct hearings.

**Startup Costs**: FY 2026 includes one-time expenses such as office furniture, computers, and a case management system.

## **Efficiency Budget Measures**

- Basic operating budget.
- Part-time staff vs. full-time staff.
- Funding for four Board members vs. authorized five members.
- Searching for available State-owned office space and hearing room space.
- Purchase of an online case management system.
- Efficiencies in hearing processes:
  - Stipulation of agreed upon facts,
  - Joint exhibits,
  - Working with parties to keep hearings to one day rather than multiple days.

For more info about the Personnel Appeals Board: **PAB.NH.GOV**