

**BEFORE THE MERIT EMPLOYEE RELATIONS BOARD
OF THE STATE OF DELAWARE**

IN THE MATTER OF THE CLASSIFICATION MAINTENANCE REVIEW OF:

TANIKA THOMPSON,

Appellant,

and

DEPARTMENT OF HUMAN RESOURCES,

Employer.

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MERB Docket No. 22-05-830C

DECISION AND ORDER

HUMAN RESOURCES SUPERVISOR

After due notice of time and place, this matter came to a hearing before the Merit Employee Relations Board (the “Board”) at 9:00 a.m. on Wednesday, January 21, 2026, at the Delaware Public Service Commission, Silver Lake Plaza, Cannon Bldg., Suite 100, 861 Silver Lake Boulevard, Dover, DE 19904.

BEFORE Jennifer Cohan, Chairperson; Joseph A. Pika, III, Ph.D., Lester E. Johnson, Jr., and Curtis D. Linton, Members; a quorum of the Board under 29 *Del. C.* §5908(a).

The Board considered the Recommendation of the Independent Reviewer, Andrew S. Haines, that, “while the Employee had reasonable grounds to file this appeal, the request for reclassification is not supported so long as the department ensures alignment between duties and classification going forward.”

The Recommendation was forwarded to the Appellant and the Secretary of the Department of Human Resources on October 6, 2025. The Secretary accepted the

Recommendation by email dated October 13, 2025. The Appellant did not respond.

Section 5915 (g) of Chapter 29 of the Delaware Code, Merit System of Personnel Administration, requires that this Board “shall hold a hearing on the employee’s appeal,” when the Recommendation of the Independent Reviewer is ignored by one of the parties.

Upon review of the Recommendation and supporting documentation as required by 29 Del. C. §5915 (i), the Board supports the conclusion reached by the Independent Reviewer.

ORDER

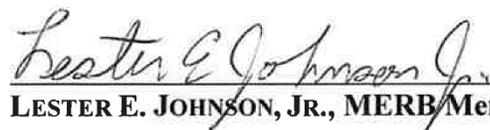
It is this **12th** day of **February, 2026** by a vote of 4-0, the Decision and Order of the Board to deny the appeal of the classification maintenance review.



JENNIFER COHAN, MERB Chairperson



JOSEPH A. PIKA, III, PH.D., MEMBER



LESTER E. JOHNSON, JR., MERB Member



CURTIS D. LINTON, MERB Member