

considering the appeal of a maintenance classification determination issued by the Department of Human Resources (“DHR”), Division of Classification and Compensation.

This appeal was assigned to the Independent Reviewer (“IR”) hired by the Board for evaluation.² Upon receiving the appeal, the Independent Reviewer (who is trained and experienced in job analysis) reviewed the appeal (including documentation provided therewith), documents provided by the Division of Classification and Compensation on which it relied to reach its determination, the relevant classification specifications, and also interviewed the Appellant.

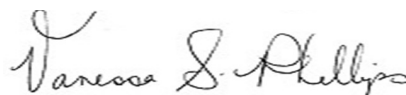
The IR issued his Recommendation finding, “When an employee is regularly performing work that substantially exceeds the current classification, maintaining the existing classification would be inequitable. Based on the totality of the information provided, the appeal to reclassify the position to Senior Administrative Specialist is supported.”

The IR’s recommendation was forwarded to the parties on May 6, 2026. By email dated May 7, 2026, the Appellant accepted the recommendation. The Secretary of DHR also accepted the recommendation by email dated June 3, 2026.

Section 5915(f) states, “ If the findings of the independent reviewer are accepted by the employee and the Secretary, the Board shall also accept the findings.”

WHEREFORE, the Recommendation of the Independent Reviewer is hereby accepted.

SO ORDERED, THIS 18TH DAY OF JUNE, 2026.



VANESSA S. PHILLIPS, CHAIR

² The Board acknowledges there was a delay between the submission of the appeal and issuance of the Independent Reviewer’s decision which was due to the large volume of pending Classification Maintenance Review Appeals.