

Chapter 59 of Title 29 of the Delaware Code, Merit System of Personnel Administration, Section 5915, Classification; uniformity; appeal of classification, establishes the process for 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, “The preponderance of the information presented does not support alignment with the Senior Administrative Specialist classification, and the appeal is denied.”

The IR’s Recommendation was forwarded to the parties on May 6, 2026. By email dated May 28, 2026, the Appellant accepted the Independent Reviewer’s Recommendation. By email dated June 2, 2026, the Secretary of the Department of Human Resources also accepted the IR’s Recommendation.

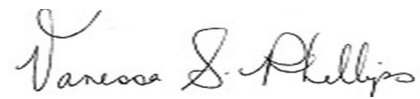
Section 5915(f) states, “ If the findings of the independent reviewer are accepted by the employee and the Secretary, the Board shall also accept the findings.”

WHEREFORE, the Recommendation of the Independent Reviewer to deny the appeal

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.

is hereby accepted.

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



VANESSA S. PHILLIPS, CHAIR