

In the Matter of the Petition of

TECHNICIANS, ENGINEERS AND ARCHITECTS  
OF MILWAUKEE COUNTY (TEAMCo)

Case LXXIX  
No. 19641 ME-1243  
Decision No. 14786-B

Involving Certain Employees of

MILWAUKEE COUNTY

Appearances:

Mr. James R. Eaton, appearing on behalf of the Petitioner.

Podell & Ugent, Attorneys at Law, by Ms. Nola J. Hitchcock  
Cross, appearing on behalf of the Intervenor.

Mr. Robert P. Russell, Corporation Counsel, by Mr. Patrick J. Foster, appearing on behalf of the County. 1/

FINDINGS OF FACT, CONCLUSION OF LAW AND  
ORDER DISMISSING PETITION FOR UNIT CLARIFICATION

Technicians, Engineers and Architects of Milwaukee County, a/k/a TEAMCo, having filed a petition on June 21, 1977 with the Wisconsin Employment Relations Commission requesting the Commission to clarify an existing collective bargaining unit represented by TEAMCo so as to include the positions of Engineering Technician; Drafting Technician (Civil Engineering); Drafting Technician (Institutions Engineering); Drafting Technician III (Architectural); Drafting Technician III (Electrical); Drafting Technician III (Civil Engineering); Drafting Technician III (Property Records); and Drafting Technician III (Landscape Architecture); and District Council 48, AFSCME, AFL-CIO, having been permitted to intervene on the basis that it presently represents those positions; and hearing having been held on July 25, September 19, and September 20, 1977, January 5, January 6 and June 14, 1978 in Milwaukee, Wisconsin before Ellen J. Henningsen, Examiner; and the Commission, having considered the evidence 2/ and arguments of the parties and being fully advised in the premises, hereby issues the following Findings of Fact, Conclusion of Law and Order, Dismissing Petition for Unit Clarification.

## FINDINGS OF FACT

1. That Milwaukee County, referred to as the County, is a muni-
- 1/ Mr. Foster appeared at the first day of hearing and indicated that he did not intend to attend the hearing in this matter. He was sent notices of hearing for each hearing date.
- 2/ The parties waived, in writing, the preparation of a transcript and the provisions of Section 227.09, Stats., for the July 25, 1977 hearing. Thus, a verbatim transcript was not made of that hearing although the tape recording of that day was later transcribed. The Examiner required that a verbatim transcript be prepared for the subsequent hearing days and, therefore, the parties revoked their waivers for all but the first day of hearing.

cipal employer with its offices in Milwaukee, Wisconsin, and that it operates various departments wherein, among others, individuals occupying the positions listed in Findings of Fact 4 are employed.

2. That Technicians, Engineers and Architects of Milwaukee County, referred to as TEAMCo, is a labor organization and is the certified bargaining representative of

All Engineers, Environmental Engineers, Engineering Technicians III, IV, and V, Energy Technicians, Architects, Landscape Architects, Architectural Draftsmen, Design Draftsmen, Estimator and Specification Writer, 3/ construction Superintendent, assistant Construction Superintendents and draftsmen III (Civil Engineering) as included within the Engineering Group defined in Section 17.32(2) of the General Ordinances of Milwaukee County, excluding all other employees, supervisory and confidential employees and executives. 4/

that there are approximately 80 employees in the bargaining unit.

3. That District Council 48, AFSCME, AFL-CIO, referred to as District Council 48, is the certified bargaining representative of a unit consisting of

All regular full-time and regular part-time employees of the County of Milwaukee, excluding fire fighting classifications, and other craft employees, registered nurses, and other professional employees, confidential employees, supervisors, department heads and exempt positions. 5/

that there are approximately 6100 employees in this bargaining unit; that among the classifications represented by District Council 48 in that unit are all the positions listed in Finding of Fact 4; that all unit employees were covered by a collective bargaining agreement which, by its terms, was to expire on December 26, 1976; that said agreement was extended on a day to day basis until April 21, 1977, when it was terminated; that a tentative agreement on a successor collective bargaining agreement was reached sometime between April 21 and June 2, 1977; that District Council 48's membership ratified the tentative agreement on June 2, 1977 while the County Board ratified the agreement on June 21, 1977.

4. That the following incumbents in their respective positions which are alleged by TEAMCo to be professionals, are employed in the following County Departments and divisions:

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3/ The positions of Estimator and Specification Writer were inadvertently omitted from some of the previous Commission orders. There is no dispute about their proper placement in Petitioner's bargaining unit.

4/ Decision Nos. 8765-A, C, E, F and 14786.

5/ Decision No. 7135-Q.

<u>Incumbent</u>	<u>Position Title</u>	<u>Department</u>	<u>Division</u>
Bruce Bohlman	Drafting Technician III (Institutions Engineering)	Institutions	Engineering and Building Maintenance
Randy Crawford	Drafting Technician III (Architectural)	Public Works	Architect and Engineering
Earl Harr	Drafting Technician III (Architectural)	Public Works	Architect and Engineering
Edvins Ritsiks	Drafting Technician III (Electrical)	Institutions	Engineering and Building Maintenance
Gerald Fischer	Drafting Technician III (Property Records)	Treasurer	-
Claude Beaver	Drafting Technician III (Landscape Architecture)	Park Commission	-
David LeBlanc	Drafting Technician III (Civil Engineer- ing) 6/	Public Works	Transportation (Airport)
Andrew Jakus	Engineering Tech- nician	Public Works	Transportation
Mark Koehler	Engineering Tech- nician	Public Works	Transportation (Airport)
Robert Torreano	Drafting Technician III (Civil Engineering)	Public Works	Transportation
Thomas Sericati	Drafting Technician (Civil Engineering)	Public Works	Transportation
David Howard	Drafting Technician (Civil Engineering)	Public Works	Transportation
Don Birschel	Drafting Technician (Civil Engineering)	Public Works	Transportation

6/ The bargaining unit description noted in Findings of Fact 2 includes Draftsmen III (Civil Engineering). (All draftsmen titles have been changed to "drafting technician".) TEAMCo is not claiming that the positions of Drafting Technician III (Civil Engineering) covered by the petition should be included in the unit by virtue of the previous certification. Apparently the Draftsmen III (Civil Engineering) in the bargaining unit description was meant to refer to a specific individual who has since been promoted. The positions of Drafting Technician III (Civil Engineering) covered by the petition have never been included in the TEAMCo bargaining unit but rather have always been included in District Council 48's bargaining unit. The two incumbents in these positions were previously classified as Draftsmen II (Civil Engineering) and were at some time upgraded to IIIs.

Terry Krell	Drafting Technician (Civil Engineering)	Public Works	Transportation
Edward Kupka	Drafting Technician (Civil Engineering)	Public Works	Transportation
Leonard Scherer	Drafting Technician (Civil Engineering)	Public Works	Transportation
Earl Turley	Drafting Technician III (Civil Engineering) 7/	Public Works	Transportation
William Clausing	Drafting Technician III (Civil Engineering)	Public Works	Architect and Engineering
Wesley Gerlach	Engineering Tech- nician	Public Works	Architect and Engineering
Gerald Hackbarth	Engineering Tech- nician	Public Works	Architect and Engineering
Donald Wagner	Engineering Tech- nician	Public Works	Transportation
James Bauer	Engineering Tech- nician	Public Works	Transportation
John Bartley	Engineering Tech- nician	Public Works	Transportation
Jack Klunder	Engineering Tech- nician	Public Works	Transportation

5. That Bruce Bohlman, Randy Crawford and Earl Harr are engaged in work which is predominately intellectual and varied in character and which results in an output which cannot be standardized in relation to a given period of time but that their work does not involve to a sufficient degree the consistent exercise of discretion and judgment; that the majority of Edvins Ritsiks' duties are not sufficiently intellectual and varied in nature as opposed to routine mental, manual or mechanical work; that his work does not involve to a sufficient degree the consistent exercise of discretion and judgment; that the remaining incumbents' work is not predominately intellectual as opposed to routine mental, manual, mechanical or physical work, that their work does not involve to a sufficient degree the consistent exercise of discretion and judgment & that their work does not require knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of a specialized intellectual instruction and study in an institution of higher education.

Based on the above Findings of Fact, the Commission issues the following

#### CONCLUSION OF LAW

That the incumbents listed in Finding of Fact 4 are not professional employees within the meaning of Section 111.70(1)(1) of the Municipal Employment Relations Act and therefore will not be placed in the professional bargaining unit represented by Petitioner.

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7/ See footnote 6.

Based on the above Findings of Fact and Conclusion of Law, the Commission issues the following

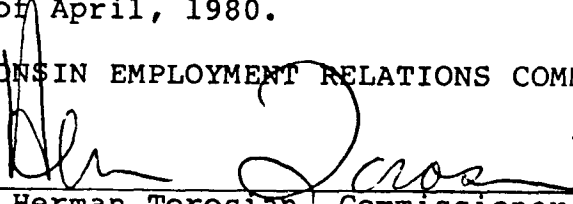
ORDER

That the petition for unit clarification filed in the instant matter be, and the same hereby is, dismissed.

Given under our hands and seal at the City of Madison, Wisconsin this 1st day of April, 1980.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

  
Herman Torosian, Commissioner

  
Gary L. Covelli, Commissioner

MEMORANDUM ACCOMPANYING FINDINGS OF FACT, CONCLUSION OF  
LAW AND ORDER DISMISSING PETITION FOR UNIT CLARIFICATION

TEAMCo, the certified bargaining representative of certain professional employees of the County, contends that the positions covered by the petition (see Finding of Fact 4 for a complete listing of incumbents' names and positions) are professional employees within the meaning of Section 111.70(1)(1)1 or 2 of the Municipal Employment Relations Act (MERA) <sup>8/</sup> and should therefore be included in the bargaining unit it represents. If the Commission determines that any or all of the positions are not professional, TEAMCo states that those positions should remain in District Council 48's unit. The County takes no position in regard to the petition. District Council 48, the certified bargaining representative of numerous employees, including the employees involved in this petition, contends that the instant petition was not timely filed and should therefore be dismissed. Because the petition should have been filed during the 60 day period prior to the date set forth in the contract for the opening of negotiations or during the period between when the contract lapsed, i.e., April 21 through June 20, 1977. The petition was filed June 21, 1977 and thus is untimely. In the alternative, District Council 48 contends that the positions are not professional and should remain in the bargaining unit it represents. Even if found to be professional, District Council 48 argues that the positions should remain in its bargaining unit because they are supervised by members of District Council 48's bargaining unit and because the disputed positions share a community of interest with District Council 48's bargaining unit. District Council 48 finally requests that, if the Commission directs a representation election among the disputed positions, its name be on the ballot.

DISCUSSION:

The Commission has viewed the instant petition as being a petition for unit clarification, not a petition for a representation election. In unit clarification proceedings, there is no requirement that a petition be filed at any particular time and thus a collective bargaining agreement would not bar the proceeding.

Section 111.70(1)(1) defines the term "professional employee" as follows:

1. Any employee engaged in work:
  - a. Predominately intellectual and varied in nature as opposed to routine mental, manual, mechanical or physical work;
  - b. Involving the consistent exercise of discretion and judgment in its performance;
  - c. Of such a character that the output produced or the result accomplished cannot be standardized in rela-

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<sup>8/</sup> At the hearing, Petitioner specifically stated that its claim was based solely on Section 111.70(1)(1)1, not Section 111.70(1)(1)2. However, in its post-hearing brief, Petitioner argues that the individuals were professionals under either of those sections.

tion to a given period of time;

- d. Requiring knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher education or a hospital, as distinguishable from a general academic education or from an apprenticeship or from training in the performance of routine mental, manual or physical process; or
2. Any employee who:
    - a. Has completed the courses of specialized intellectual instruction and study described in subd. 1. d;
    - b. Is performing related work under the supervision of a professional person to qualify himself to become a professional employee as defined in subd. 1.

All the criteria found either in subsection 1 or subsection 2 must be present in order to find that a particular employee is professional. 9/

In regard to the contention that the incumbents are professional employees within the meaning of subsection 2, the work the incumbents are performing is not being done in order that they may become professional employees or with the intent that they will become professional employees. Thus, the requirement of Section 111.70(1)(1)2.b. has not been met. The Commission will now consider whether the requirements of subsection 1 have been met.

Bruce Bohlman - Drafting Technician III (Institutions Engineering)

Bruce Bohlman works as a Drafting Technician III (Institutions Engineering) for the County hospital at the institutions administration building in Wauwatosa. His primary responsibility involves remodeling projects requested by hospital staff. He interviews hospital staff concerning their requests and intended use of space, designs and drafts remodeling plans and, when the project is being constructed, visits the site to determine that the contractor's employees are working the hours claimed to have been worked and to determine that the work is being done according to the plans. Bohlman has never found any errors. When designing, Bohlman uses standard materials utilized throughout the institutions and also, in effect, implements the decisions of hospital staff as to desired building materials or the size of for instance, a room or a cabinet. Bohlman's designing and drafting work is reviewed and approved by the Assistant Chief Engineer. In addition to remodeling projects, Bohlman is responsible for maintaining a filing system containing architectural drawings of the present hospital structure. Bohlman has a B.S. degree in architecture from the University of Wisconsin-Milwaukee but he is not a registered architect. The most recent job announcement for the position (July 23, 1974) states that a high school diploma is required with accredited courses in architectural or engineering drafting preferred and that three

- 9/ In Blackhawk Vocational, Technical and Adult Education District No. 5 (13460-A) 9/75, the Commission held that the High School Relations Officer and the Veterans' Information Officer were not professional employees within the meaning of section 111.70(1)(1) of MERA. Although the incumbents met the requirements of section 111.70(1)(1) 1, a, b, and c, they did not meet the requirement of 1.d and thus were deemed not to be professional employees.

years experience as a draftsman under architectural or engineering supervision is required, although accredited college or university training in architecture or engineering may be substituted for the required experience on a year for year basis to a maximum of two years. Bohlman has been in his present position for almost three years.

The Commission has determined that Bohlman is not a professional employe because his work does not involve to a sufficient degree the consistent exercise of discretion and judgment.

Randy Crawford and Earl Harr - Drafting Technician III (Architectural)

Randy Crawford and Earl Harr are employed in the position of Drafting Technician III (Architectural) for the Department of Public Works, Architectural and Engineering Division, Crawford for about a year and Harr for 2 1/2 years. 10/ Work orders for construction of new buildings or remodeling are received by the division from various other County departments, such as the Park Commission or Institutions. Projects are assigned to either Architectural Designers, represented by TEAMCo, or the above Drafting Technicians. In general, the Technicians handle projects which are less complex and costly than the Designers. The Technicians are responsible for designing a project, drafting the construction plans, getting input from people who will use the space, preparing preliminary cost estimates and inspecting the on-site construction work. Their work is reviewed by Designers, Engineers and/or Architects. Both Crawford and Harr work closely with numerous individuals who are represented by TEAMCo.

The most recent job announcement (March 11, 1975) states that the minimum education qualifications are "graduation from high school; accredited college or university training in architecture preferred" and that the minimum experience needed is "four years experience as an architectural draftsman; accredited college or university training in architecture may be substituted for the required experience on a year-to-year basis to a maximum of two years." Crawford has taken architectural courses at Milwaukee Area Technical College while Harr has taken architectural and engineering courses there but neither has a degree.

The Commission has concluded that Crawford and Harr are not professional employes because their work does not involve to a sufficient degree the consistent exercise of discretion and judgment.

Edvins Ritsiks - Drafting Technician III (Electrical)

Edvins Ritsiks has been employed for about 20 years as a Drafting Technician III (Electrical) for the County institution buildings in Wauwatosa. He has a B.S. in electrical engineering but is not a registered engineer. His primary duty, involving about 60% of his time, consists of drafting detailed drawings of present electrical systems pertaining to each building on the institutions grounds, updating those plans as changes are made due to remodeling or new construction and maintaining a filing system for these plans for use by builders. Ritsiks spends about 15-20% of his time preparing plans for new electrical work relating to the institutions buildings. As

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10/ The petition also involved a third Technician, James Drzewicki. At the end of the hearing, the parties stipulated that Drzewiecki had been promoted to the position of Architectural Draftsman Supervisor, part of Petitioner's bargaining unit, and that his Technician position is vacant.

part of this work, Ritsiks visits job sites to determine if contractors are adhering to his plans. Any dispute between Ritsiks and a contractor is referred to Ritsiks's supervisor, an Electrical Engineer. What's more, Ritsiks in performing his duties seeks the advice of his supervisor on a daily basis. Additional duties assigned to Ritsiks are reading water meters once a month, maintaining an inventory of electrical machinery, and estimating the cost of proposed new lighting fixtures.

The Commission has concluded that Ritsiks is not a professional employee. His duties concerning the plans of the present electrical systems as well as reading meters, maintaining an inventory and estimating the cost of fixtures do not involve sufficiently intellectual and varied, as opposed to routine mental, manual or mechanical work. In addition, his work does not involve to a sufficient degree the consistent exercise of discretion and judgment.

#### Remaining Positions

As noted in Finding of Fact 5, the Commission has reached the conclusion that the remaining positions listed in Finding of Fact 4 are not professional employees for the same reasons, i.e., that their work is not predominately intellectual as opposed to routine mental, manual, mechanical or physical work that their work does not involve to a sufficient degree the consistent exercise of discretion and judgment and that their work doesn't require knowledge of an advanced type in a field of science or learning customarily acquired by a prolonged course of specialized intellectual instruction and study in an institution of higher education. The Commission will set forth individually the various job duties of the positions, although the conclusions will not be repeated since they are identical.

#### Gerald T. Fischer - Drafting Technician III (Property Records)

Gerald T. Fischer works as a Drafting Technician III (Property Records) in the County Treasurer's Department in the County Courthouse. He is responsible for updating the 1100 quarter sectional maps of all real property within the County to reflect the new divisions of property in order that the legal descriptions of property are correct for tax collection purposes. This duty involves checking the legal descriptions found in incoming documents, comparing those descriptions with the quarter sectional maps, obtaining corrections of any errors found in the incoming documents by contacting the responsible party (such as a surveyor or an attorney) and then drawing the new divisions on the quarter section maps. Fischer is also responsible for mathematically determining that the angles, distances, and bearing in legal descriptions in certified survey maps and preliminary subdivision plans are computed properly so that the lines "close". Fischer has a high school diploma and has taken two advanced mathematics courses from a vocational school. He has been in his present position for approximately eight years. The minimum educational requirement for the job is a high school diploma, although at the time of the hearing, supervisory personnel had recommended to the Civil Service Commission that the maximum education requirement be raised to a college degree.

#### Claude Beaver - Drafting Technician III (Landscape Architecture)

Claude Beaver has worked as a Drafting Technician III (Landscape Architecture) for the County Park Commission for seven years. He works with Landscape Architects represented by the Petitioner. Approximately half of Beaver's time is spent turning rough sketches by architects into neat, colored drawings suitable for public presentation. In addition, he draws contour maps of building sites and draws plot plans showing utility easement requests made by municipalities. His

work is checked for accuracy by Landscape Architects. Finally, he spends small amounts of time building scale models of buildings, surveying building sites, and maintaining office supplies. Beaver has a high school education. The most recent job announcement for his position (April 14, 1970) states the minimum education requirements as being "graduation from high school; accredited college or university training in landscape architecture preferred" and the minimum experience requirements as being "three years experience as a landscape architectural draftsman under professional supervisor; accredited college or university training in landscape architecture or civil engineering may be substituted on a year-for-year basis to a maximum of two years of such experience."

David LeBlanc - Drafting technician III (Civil Engineering)

Davis LeBlanc works as a Drafting Technician III (Civil Engineering) in the Department of Public Works, Division of Transportation. He works at the County airport. He spends about half of his time drafting construction plans developed by Engineers. This involves translating survey information into a drawing and also following Engineers' instructions concerning the project. His work is carefully reviewed by the Engineer involved in the particular project. In addition, LeBlanc spends about 45% of his time drawing charts and graphs concerning the airport. On occasion he serves as a member of a survey crew. LeBlanc has an associate degree in architectural design and has taken some coursework toward a B.S. degree. He has held his present position for eight years. The most recent job announcement for the position (January 6, 1970) states the minimum education and experience requirements for the job as follow:

Possession of an associate degree from a technical college accredited by the appropriate professional or regional accrediting agency with specialization in civil engineering preferred . . .

Four years' experience as a civil engineering draftsman under professional civil engineering supervision; accredited college or university training in civil or structural engineering may be substituted on a year-for-year basis to a maximum of two years of such experience.

Andrew Jakus and Mark Koehler - Engineering Technicians

Andrew Jakus and Mark Koehler are employed at the airport as Engineering Technicians in the Department of Public Works, Division of Transportation. Their primary duty consists of serving as inspectors of construction projects performed by outside contractors. Generally, the projects are a part of a larger project which is overseen by a civil engineer. The Projects involve the paving of roads and runways. The Engineering Technician records the weather, the number of workers, and amount of work performed and also ascertains whether the work being performed meets the specifications for the job. If the contractor disputes the Technicians' decision concerning the quality of work or if the Technician is not certain if the specifications are being met, the dispute is referred to civil engineer working on the same project. As part of their inspection duties, the Engineering Technicians run standardized tests on materials used in the construction; some of the tests take several days to complete. In addition to their inspection duties, Jakus and Koehler on occasion serve as members of survey crews. They also spend about 25% of their time drafting construction plans based on designs formulated by Civil Engineers. A small part of their drafting work includes original design work such as designing the lay-out for runway lights; this design work is performed under the close supervision of a Civil Engineer.

Jakus does not have any degrees while Koehler has 80 credits toward his B.S. in civil engineering. Jakus and Koehler have both been in their present positions for 8 years.

The record does not indicate the education or experience requirements for the position of Engineering Technician. The position is a new position which was created when the positions of Engineering Technician I and II were abolished. The position of Engineering Technician I required

Graduation from high school; major work in mathematics preferred; training in civil engineering or civil engineering desired.

Experience with a field engineering crew desired.

The position of Engineering Technician II required

Graduation from high school; school or university training in civil engineering or civil engineering technology preferred.

Two years experience as an Engineering Technician I in County service. Possession of an associate degree in civil engineering technology may be substituted for one year of the required experience.

Thomas Sericati, David Howard, Don Birschel, Terry Krell, Edward Kupka and Leonard Scherer - Drafting Technicians (Civil Engineering)  
Robert Torreano - Drafting Technical III (Civil Engineering)

The incumbents occupying the position of Drafting Technician (Civil Engineering) in the Department of Public Works, Division of Transportation are Thomas Sericati, David Howard, Don Birschel, Terry Krell, Edward Kupka and Leonard Scherer. Their work station is in the County courthouse annex. Performing similar work, although of a more complex nature, is Robert Torreano, who is classified as a Drafting Technician III (Civil Engineering). He works in the same room as the above Drafting Technicians. Torreano substitutes for their immediate supervisor in his absence. Because of the similarity of the work of these Drafting Technicians and the Drafting Technical III, their duties will be described together as the work of Technicians.

The Technicians spend about 40% of their time preparing detailed construction plans for freeway and highway construction based on the notes and rough sketches of Engineers. In addition, half of the Technicians' work involves art work such as drawing renderings (colored drawings of proposed construction used for public display, drawing charts, preparing drawings to be made into slides for use by television stations and preparing maps. The remainder of their time is spent conducting field surveys of, for instance, bus patrons, running errands and filing plans. The Technicians' work is reviewed by their immediate supervisor and the Engineers who requested the work.

A high school education is required for these jobs, with some college or an associate degree preferred. Three of the Technicians hold associate degrees in either Architectural Technology or Mechanical Technology while the rest have taken courses in the civil engineering field but do not have a degree. All have had several years of drafting experience.

Earl Turley - Drafting Technical III (Civil Engineering)

Earl Turley works as a Drafting Technician III (Civil Engineering)

in the Department of Public Works, Transportation Division, Structural Design Section. His work station is in the Courthouse annex, in a room near the work stations of the six Drafting Technicians (Civil Engineering) and the one Drafting Technician III (Civil Engineering), discussed above. Turley spends all of his time drafting detailed construction plans of bridges, retaining walls and box culverts based on rough sketches or a design created by an engineer. Turley's finished projects are reviewed by his immediate supervisor, a civil engineer. Turley has a high school diploma and has taken one drafting course; he has nine years of experience as a Drafting Technician III (Civil Engineering). The education and experience requirements of the job are set forth in the previous description of LeBlanc's position.

William Clausing - Drafting Technician III (Civil Engineering)

William Clausing has been classified as a Drafting Technician III (Civil Engineering) for seven years in the Department of Public Works, Architectural and Engineering Division. Most of the work in that division is performed for the County Park Commission. Clausing is responsible for drafting detailed construction plans of such things as tennis courts, sewer lines and roads based on plans created by or instructions of Civil Engineers. When Clausing uses Engineer's plans as the basis of his drafting, he is basically tracing the plan and adding ink. Most often, Clausing is given instructions from an engineer which he uses to draft a detailed, finished construction plan. In that case, Clausing uses either standard dimensions or makes certain engineering decisions such as how to warp a tennis court's surface to achieve the best drainage. His work is reviewed by two Civil Engineers. As part of his drafting responsibilities, Clausing checks the mathematical calculations done by Engineers in connection with a specific drafting assignment. On occasion, Clausing serves on a survey crew, runs errands and retrieves from files building plans for contractors. He has an associate degree in Mechanical Engineering Technology. The education and experience requirements of the job are set forth in the previous description of LeBlanc's position.

Wesley Gerlach, Gerald Hackbarth, Donald Wagner and James Bauer - Engineering Technicians

Wesley Gerlach and Gerald Hackbarth work as Engineering Technicians in the Department of Public Works, Architectural and Engineering Division. Donald Wagner and James Bauer work as Engineering Technicians for the Department of Public Works, Transportation Division. All four work in the field as members of a survey crew. Gerlach has a high School diploma and has taken 23 credits toward his B.S. He has 10 and 1/2 years of experience as an engineering Technician. Wagner apparently does not have a high school diploma and has ten years of experience as an Engineering Technician. The record does not indicate Hackbarth's or Bauer's educational background. Bauer has eight years of experience as an Engineering Technician. The education and experience requirements of the position are set forth in the above description of the jobs of Jakus and Koehler.

John Bartley and Jack Klunder - Engineering Technicians

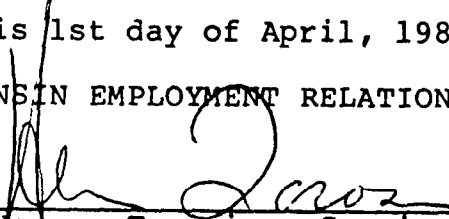
John Bartley and Jack Klunder are Engineering Technicians in the Department of Public Works, Transportation Division, Design and Planning Section. That section is responsible for planning the building and improving of county trunk highways. Bartley and Klunder spend about half their time drafting construction plans based on survey data, computer print outs containing additional data such as land elevations and rough sketches from engineers. All plans are carefully reviewed by County and State Engineers. The remainder of Bartley's and Klunder's duties involve writing legal descriptions in order to acquire


right-of-ways, drawing right-of-way slats from quarter section slats and legal descriptions, photographing proposed construction sites, determining the underground location of utilities by using utility plans, occasionally inspecting construction projects which includes insuring that the construction meets the project specifications and occasionally serving as members of survey crews. Bartley has an associate degree in civil engineering technology, while Klunder has an associate degree in civil engineering. Each has seven years of experience as an Engineering Technician. The education and experience requirements of the job are set forth in the above description of Jakus and Koehler for information concerning.

Dated at Madison, Wisconsin this 1st day of April, 1980.

WISCONSIN EMPLOYMENT RELATIONS COMMISSION

By

  
Herman Torosian, Commissioner

  
Gary L. Covelli, Commissioner