

The Appellant is the best printer of the Photographer 2's in the central darkroom unit and handles where possible the more demanding and difficult printing and copy work that the department processes. Appellant does not act as a supervisor. He works under the limited supervision of the lead worker in the unit, Mr. Fay, who occasionally passes out and reviews work. However, for the most part the Appellant works on his own, and the feedback on the quality of his work comes from the departments who originate the work.

Appellant is not "responsible for taking and processing specialized types of photographs in black andwhite or color, motion pictures, performing lithographic work, or supervising the work of other photographers."

Finally, we find that there were no personal, political, or other improper influences involved either in the decision to deny Appellant's reclassification or in the assignment of his duties.

CONCLUSIONS OF LAW

The definition section of the class specifications for Photographer 2 include the following description:

This is difficult and complex technical work in taking and processing still and motion pictures. . . . Employes work independently with respect to techniques used in accordance with established procedures and technical standards. Work is assigned by a technical or administrative supervisor who reviews the work for quality and adherence to instructions.

The parallel provisions from the Photographer 3 specifications are:

This is highly skilled technical or responsible supervisory photographic work involving specialized techniques . . . Work is assigned by an administrator to be performed by these employes or delegated to lower level photographers with review by administrators through reports obtained from departments served as to the quality of the finished products.

As a basis for comparison between the two levels, the language is not particularly illuminating: "difficult and complex technical work" (2) vs. "highly skilled technical" (3). The Photographer 3 definition contains a further item of descriptive language: "involving specialized techniques." Within the four corners of the specifications, the meaning of the term "specialized," which is a term of relative comparison, is illuminated by reference to the "examples of work performed."

Of those items listed which are not duplicated in the examples listed under Photographer 1 or 2, the Appellant only is involved in part of the first example:

Takes, develops and prints still or motion pictures which present complicated problems of photographic technique; originates plans and ideas for still pictures in a series.

Appellant does not "take" pictures, nor does he "originate plans and ideas for still pictures in a series." However, he is involved with "complicated problems of photographic technique." Not only is this but one part of one example of the work performed by a Photographer 3, it is a function which is a natural evolution for a Photographer 2 who is developing and improving his skills in that class as a person who "enlarges or reduces still photographs" (2) and becomes competent at "complicated problems of photographic technique." (3)

With respect to the supervisory aspects of the specifications, we conclude that the supervision Appellant receives overlaps the class specifications inasmuch as he receives some limited supervision in the department, although for the most part he works independently. This lack of direct continuing responsibility is to be expected considering Appellant's long tenure and high level of competence. See Meshak v. Weaver, Wisconsin Personnel Board, 74-2, 9/30/75. The supervisory structure is still present even if the quality of the work performed results in its infrequent exercise.

Personnel classification is not an exact science. In appeals of reclassification denials, it is usually the case that the employe's duties and responsibilities overlap in some respects both of the class specifications in question. The employe is not entitled to reclassification because some aspects of his work fall within the higher class. Resolution of the question involves a weighing of the specifications and the actual work performed to determine which classification best fits the position. An exact fit is very rarely possible.

As is set forth above, the Appellant performs only part of one of the examples of work performed that are peculiar to the Photographer 3 classification, and one could expect that a highly competent Photographer 2 with extended tenure would become capable of printing which involves "complicated problems of photographic technique" regardless of any other changes in his duties and the nature of the work he performs. A similar

observation is appropriate with regard to the amount and nature of the supervision he receives. We conclude that the Appellant has failed to discharge his burden of proof that he was incorrectly denied reclassification to Photographer 3.

While we conclude that we must uphold the reclassification denial, we do feel that there are some problems with this series which bear mentioning as an aspect of our general advisory role to the civil service.

The class specifications for the photographer series appear to us to be very broad. The definitional sections tend to cover the photographic process from beginning to end with little consideration given the photographic specialization prevalent in at least the U.W.-Extension photography department, if not in that field generally.

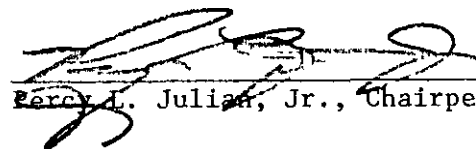
Further, the descriptive language tends to be quite general. While one can and should make reference to the examples of work performed and other parts of the specifications to illuminate the adjectives used in the definitions, the terminology should have some independent utility to justify its use. To reiterate, we find little meaning in a comparison between "difficult and complex technical work," (Photographer 2) and "highly skilled technical . . . work" (Photographer 3). This type of general language coupled with very broad definitions of work performed make classification more difficult and encourages appeals. We urge the Bureau to consider a survey of this series.

ORDER

IT IS HEREBY ORDERED that the action of the Respondents appealed from is affirmed and this appeal is dismissed.

Dated November 28, 1975.

STATE PERSONNEL BOARD


Percy J. Julian, Jr., Chairperson

Photographer I

SR1-06

Class DescriptionDefinition:

This is technical work in taking and finishing ordinary still photographs. An employe in this class is responsible for taking and processing still pictures for records, legal, and publicity purposes where only average problems of lighting and arranging are involved. Work is performed independently with respect to techniques used, but in accordance with established procedures or from detailed instructions. Supervision is received from a higher level photographer or an administrator who makes assignments and examines the completed work for clarity and adherence to instructions.

Examples of Work Performed:

Photographs articles, buildings and persons where only average problems of lighting and arranging are involved.
 Prepares photographic solutions.
 Assists in developing films.
 Washes, fixes, dries, trims, mounts and sorts prints.
 Corrects imperfections in the negatives.
 Assists in retouching and toning negatives.
 Enlarges or reduces still photographs and makes prints for publications, newspaper cuts, or salon prints.
 Makes lantern slides, maintains film, plate and print files.
 Maintains and cares for dark room, photographic equipment and laboratory supplies.
 Keeps records and makes reports.
 Performs related work as required.

QualificationsRequired Knowledges, Skills and Abilities:

Knowledge of equipment, techniques and supplies used in taking, developing and printing still photographs.
 Knowledge of chemicals and developers and errors which may occur because of worn out or bad chemicals.
 Skill in the operation of cameras and other equipment used in taking and finishing still pictures.
 Skill in photo finishing.
 Ability to enlarge and produce satisfactory prints.
 Ability to make corrections.
 Ability to perform simple repairs to equipment.
 Ability to follow oral and written instructions.

Training and Experience:

Such training and experience as may be gained through high school graduation with one year of experience in photographic work or one year of additional schooling in the photographic arts; or any equivalent combination of training and experience.

Photographer 2

SR1-08

Class DescriptionDefinition:

This is difficult and complex technical work in taking and processing still and motion pictures. Employees in this class are responsible for the production of black and white and some color still pictures; motion picture production and processing; and technical tasks in microfilming; X-ray and photostat photography for publicity and instructive as well as legal and record purposes. Employees work independently with respect to techniques used in accordance with established procedures and technical standards. Work is assigned by a technical or administrative supervisor who reviews the work for quality and adherence to instructions.

Areas of Specialization:

General Photographer
 Portraiture
 Motion Picture Processing
 Microfilming

Examples of Work Performed:General Duties:

Prepares photographic solutions.
 Washes, fixes, dries, trims, mounts and sorts prints.
 Corrects imperfections in negatives.
 Stains and tones negatives.
 Enlarges or reduces still photographs.
 Takes colored photographs and moving pictures.
 Makes minor repairs to photographic equipment.
 Keeps records and makes reports.
 Performs related work as required.

In Portraiture:

Takes portraits of students, faculty, and state officials.
 Poses subject with regard to capturing their best characteristics.
 Takes, develops and prints still pictures where difficult problems of lighting and arranging are involved.

In Motion Picture Processing:

Operates various makes of cameras for motion pictures.
 Develops and prints motion picture film using automatic film processors such as a Houston Model 22.
 Inserts titles and reassembles in proper sequence.
 Edits films to meet time considerations and quality of work.
 Incorporates sound on magnetic and optical tracks.
 Makes copies and carries on negative and reversal processing of black and white motion picture film.
 Takes color motion pictures.
 Makes black and white prints of color film.
 Makes still prints from all types of moving picture film.

In Microfilming:

Microfilms documents with planetary or portable cameras.

Relates types of pictures and procedures to needs of the department.

Performs technical tasks in microfilm, X-ray and photostat photography.

Performs specimen photography and microphotography.

Qualifications

Required Knowledge, Skills and Abilities:

Considerable knowledge of modern methods, materials, processes and equipment used in taking still pictures, motion pictures, and microfilms.

Considerable knowledge of such fundamentals of physics and chemistry as are necessary for photographic laboratory work.

Considerable knowledge of posing, lighting, negative processing, and printing.

Knowledge of motion picture film production, films, resolving power of films, chemical balances and editing of motion pictures.

Knowledge of optical or magnetic sound tracks.

Knowledge of variable area and variable density sound tracks.

Ability to use cameras, lights or other standard photographic equipment used in taking still or motion pictures.

Ability to select and compose subjects having artistic appeal.

Ability to follow oral or written instructions.

Training and Experience:

Such training and experience as may be gained through high school graduation and three years of pertinent experience or schooling beyond high school including one year of work experience in the area of specialization; or any equivalent combination of training and experience.

Photographer 3

SRI-10

Class DescriptionDefinition:

This is highly skilled technical or responsible supervisory photographic work involving specialized techniques encompassing all areas of photography. Employees in this class work independently and are responsible for taking and processing specialized types of photographs in black and white or color, motion pictures, performing lithographic work, or supervising work of other photographers. Work is assigned by an administrator to be performed by these employees or delegated to lower level photographers with review by administrators through reports obtained from departments served as to the quality of the finished products.

Examples of Work Performed:

* Takes, develops and prints still or motion pictures which present complicated problems of photographic technique; originates plans and ideas for still pictures in a series.

Performs technical tasks in microfilm, X-ray photography.

Performs still and motion picture bedside photography of medical, surgical and orthopedic cases in hospitals.

Supervises the work of other photographers.

Develops motion pictures and photographic plates.

* Washes, fixes, dries, trims, mounts and sorts prints.

Corrects imperfections in negatives.

Stains and tones negatives.

* Enlarges or reduces still photographs.

Performs specimen photography and microphotography.

* Makes lantern slides.

Cuts motion picture film into sections.

Inserts titles and reassembles in proper sequence.

Supervises the maintenance of film, plate and print files.

Designs and constructs photographic apparatus.

* Operates and maintains still and motion picture cameras, projection devices, enlargers and other equipment used.

Takes color photographs.

Performs lithographic work.

Keeps records and makes reports.

Performs related work as required.

QualificationsRequired Knowledge, Skills and Abilities:

Thorough knowledge of modern methods, materials, processes and equipment used in taking still and motion pictures.

Considerable knowledge of such fundamentals of physics and chemistry as are necessary for photographic laboratory work.

Ability to use cameras, lights or other standard photographic equipment used in taking still and motion pictures.

Ability to develop and compare negatives and prints.

Ability to maintain index records and files of prints and negatives.

Ability to select and compose subjects having artistic appeal.

Ability to set up difficult photographic subject matter to best advantage.

Ability to take and process still or motion pictures under difficult conditions and obtain good results from work.

Ability to counsel departments and write orders for work brought in.

Training and Experience:

Such training and experience as may be gained through graduation from high school and five years of varied experience in professional photography work; or any equivalent combination of training and experience.

768