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WILLARD W. SYLKE,

Appellant,

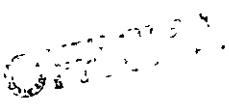
v.

C. K. WETTENGEL, Director,  
State Bureau of Personnel,

Respondent.

Case No. 73-94

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OPINION AND ORDER

Before JULIAN, Chairperson, AHRENS, SERPE, STEININGER and WILSON.

OPINION

I. Findings of Fact

Appellant was a permanent employee, classified as a Mechanician 2 (SR 3-10). As a result of a survey conducted by the Bureau of Personnel in the spring of 1973, the Locksmith series was developed. Effective April 29, 1973, Appellant was reallocated to Locksmith 3 (SR 3-10). Appellant received notice of the reallocation on May 16, 1973. Appellant wrote a letter dated May 23, 1973, contending he should have been reallocated to Locksmith 4 (SR 3-11) instead of Locksmith 3 (SR 3-10).

Appellant directed and worked with in performing various locksmith duties Arthur Williams, co-worker who was classified as a Buildings and Grounds Repairman. While Appellant devoted his entire work day to locksmith duties, Mr. Williams put only part of his working time toward such duties. His remaining time was spent performing the duties of a Building and Grounds Repairman. In addition, Mr. Williams was under the direct supervision of Leonard Skodinski, a maintenance supervisor, who supervised Appellant as well.

## II. Conclusions

The Personnel Board has jurisdiction over a case questioning the propriety of a reallocation. (Sec. 16.05(1)(f)). The appeal was timely filed under Sec. 16.05(2). Appellant received notice of the change on May 16, 1973, and filed an appeal on or before May 30, 1973.

Was the reallocation of Appellant from Mechanician 3 (SR 3-10) to Locksmith 3 (SR 3-10) instead of Locksmith 4 (SR 3-11) proper?

Respondent as Director is empowered to develop new classifications as the need for them arises. He then determines the specifications for these jobs. He can reallocate personnel to fit the positions. (Chapt. 16.07(1), (2)(a)).

The essential difference between the Locksmith 3 and Locksmith 4 positions rests in the amount of responsibility each position holds for directing other locksmiths. While it is true a Locksmith 3 may be responsible for directing and instructing subordinates in proper work techniques and procedures, this specification is not essential for the classification. Primarily the job is "locksmith work involving the fabrication, repair, replacement, and adjustment of lock and door hardware." (Locksmith 3 Class Description.)

A Locksmith 4 by definition, however, is responsible for guiding and directing a crew of locksmiths, specifically locksmiths 3. "The employe in this class is responsible as a staff consultant for a complex locking and keying system." (Locksmith 4 Class Description.)

Appellant contends that he fits the job specifications of a Locksmith 4. Appellant in performing his present duties does not meet the specifications set forth in the Locksmith 4 job description. He does not have the responsibility for guiding a crew of locksmiths. The one man whom Appellant purported to direct was not under his supervision and only worked with him part time. Mr. Williams was not even classified as a locksmith.

Neither the quality of Appellant's work at his present level nor his potential ability to handle a more responsible lead locksmith position is at issue. Appellant simply does not perform the duties of a Locksmith 4.

Therefore, the Board finds that the reallocation of Appellant's position to the Locksmith 3 classification was correct, and accordingly affirms Respondent's action.

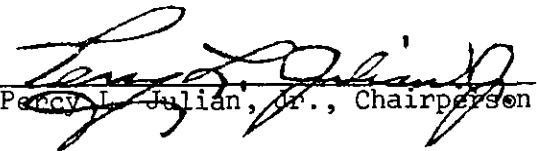
ORDER

IT IS ORDERED that the action of Respondent is affirmed.

Dated May 28, 1975

STATE PERSONNEL BOARD

By

  
Percy L. Julian, Jr., Chairperson