
CHARLES BEAVER,
JOHN CHROBAK,
KAROL JANKOWSKI and
LOREN KOHEL,

Appellants

v.

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

Respondent.

Case No. 74-55

OFFICIAL

OPINION AND ORDER

Before JULIAN, Chairperson, STEININGER, AHRENS, SERPE AND WILSON

OPINION

I. Findings of Fact

Appellants were permanent employes, classified as Craftsmen Foremen. Their requests to be reallocated into Shop Supervisor positions were formally denied May 23, 1974. Notice was received by them June 4, 1974. Appellants appealed the action in a letter received by this Board on June 10, 1974.

The reallocation to Shop Supervisor would involve a substantial decrease in Appellants' pay.

The new class specifications for Shop Supervisor were drafted by Robert Belongia, Personnel Analyst, State Bureau of Personnel, and were adopted by the Personnel Board on April 29, 1973. These are the only current class specifications for this position.

An initial request for a job survey to be conducted was signed by Appellant Beaver and dated 3-29-72. Each Appellant filed a subsequent request for reallocation. Each request was dated April 28, 1974.

Appellants directly supervise craftsmen. It appears Appellant Kohel supervises more than one trade in performance of his present duties.

II. Conclusions

The Personnel Board has jurisdiction over an appeal from a decision denying a requested reallocation. (Sec. 16.05(1)(f)). The appeal was timely filed under sec. 16.05(2). Notice of the denial was received on June 4, 1974, and the appeal letter was received on June 10, 1974.

Should Appellants be Classified as Craftsman Foremen or Shop Supervisors?

The April 1973 Shop Supervisor class specification must be the one used to determine the proper classification level. It details the current requirements of the position and was in effect at the time the request for reallocation was made and the May 1974 job surveys were conducted.

The distinction between positions identified by the Craftsman Foreman class specification and the Shop Supervisor class specification is the amount of direct supervision of craftsmen which is involved. The class specification for Craftsman Foreman states:

This is technical work in the supervision of a moderate number of journeyman craftsmen and helpers. Employees in this class supervise and occasionally participate in the work of craftsmen in the installation, repair and maintenance of structures and equipment found in a building trade, metal trade, or combination of trades at a state-owned institution and buildings.

On the other hand, the Shop Supervisor by definition is "responsible for planning, laying out and assigning work to personnel through subordinate levels of work direction." (Shop Supervisor Class Specifications)(Emphasis added) This position is fully administrative with little direct technical supervision of craftsmen. The Shop Supervisor guides and directs Craftsman Foremen who in turn direct the Craftsmen.

Appellants do not supervise the personnel through subordinate levels of work direction (formally recognized supervisory positions) as is required for identification at the Shop Supervisor classification level. It is not the number of crafts supervised which controls but rather the fact that the Shop Supervisor is strictly an administrative position.

Therefore, the Board finds Appellants are properly classified as Craftsman Foremen, and accordingly affirms the action of the Director, State Bureau of Personnel.

ORDER

IT IS ORDERED that the action of the Director is affirmed.

Dated May 28, 1975

STATE PERSONNEL BOARD

BY Percy L. Julian, Jr.
Percy L. Julian, Jr., Chairperson