

statutes were complied with. Ms. Wigdahl next wrote to her assemblyman and testified at a legislative hearing.

Following the receipt of the request for investigation the matter was forwarded to the Bureau of Personnel which reached the following conclusions:

1. Ms. Wigdahl does not feel any illegal actions were taken relative to the filling of this position.
2. The University of Wisconsin System complied with all Statutes and Rules when filling the Administrative Assistant 1 position at UW-LaCrosse and followed proper personnel and management practices.
3. There is no evidence of an illegal action or an abuse of discretion in this case.
4. The present Statutes and Rules relative to this case provide for workable personnel practices.

Decision

From the record in this case there seems to be no question but that the position in question was filled in compliance with the civil service laws and the rules of the director. In addition, there are policy considerations involving both employe and managerial flexibility underlying the exemption of certain changes in employment status from competition. A good example of this is the voluntary demotion. This transaction can be a valuable tool which can promote flexibility in management, the realization of the employe's fullest potential, and the retention in state service of valuable employes at levels of maximum effectiveness and value to the state service as a whole. To require employes to engage in competitive examinations on voluntary demotion would deprive the transaction of its essential character and eliminate much of the flexibility it now provides both employer and employe.

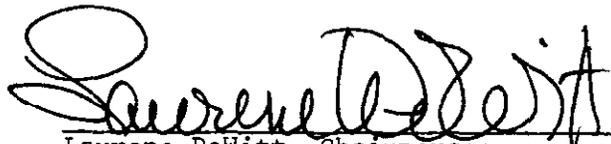
For these reasons no change in this is recommended. However, it is recommended that whenever situations such as this arise that the fullest possible explanation of the circumstances and rationale be provided the effected employes.

Order

This proceeding is dismissed.

Dated July 22, 1977

STATE PERSONNEL BOARD


Laurene DeWitt, Chairperson