

STATE OF WISCONSIN

STATE PERSONNEL BOARD

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WAYNE RISTAU,

Appellant,

v.

SECRETARY, Dept. of Transportation  
and DEPUTY DIRECTOR, Bureau of  
Personnel,

Respondent.

Case No. 77-141

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CURTIS HELNORE,

Appellant,

v.

SECRETARY, Dept. of Transportation  
and DEPUTY DIRECTOR, Bureau of  
Personnel,

Respondent.

Case No. 77-146

\*\*\*\*\*

Before: James R. Morgan, Calvin Hessert, and Dana Warren, Board Members.

NATURE OF THE CASE

This is an appeal pursuant to §16.05(1)(f), Wisconsin statutes, of a denial of a reclassification request from Drafter 1 to Drafter 2 or Engineering Technician 1.

FINDINGS OF FACT

1. The appellants at all relevant times have been permanent employes in the classified service with positions in the classified service classified as Drafter 1 in the Department of Transportation, Traffic Control Unit, Sign Manufacture Group.

**OFFICIAL**

OPINION AND  
ORDER

2. Appellant Ristau's duties and responsibilities are in summary form approximately as follows:

- 40% A. Lays out or designs highway signs, symbols and markers and prepares other special layouts.
  - A-1. Makes sketches of standard signs and prepares detail drawings according to established standards.
  - A-2. Makes rough sketches of directional signs and prepares detailed dimensional drawings of them for use in signing projects.
  - A-3. Drafts from sketches typical details of sign installations, pavement markings and other detailed layouts for sign projects.
  - A-4. Lays out or designs ponce patterns used to provide letter spacing on directional signs.
  - A-5. Cuts paper and film stencils used in manufacture of standard signs.
- 30% B. Lays out or designs and applies message to State, Federal, and County park signs.
  - B-1. Prepares design sketch to determine specific size and layout.
  - B-2. Applies message to park signs according to prepared design using die cut letters.
- 17% C. Drafts detail drawings of wiring diagrams, parts, and special equipment used on pavement markers or sign truck bodies.
  - C-1. Measure the actual equipment or part, recording the measurement in notes or rough sketches.
  - C-2. Traces wires, hydraulic, or pneumatic lines on equipment, recording his findings in notes or rough sketches.
  - C-3. Drafts final plan sheets showing the equipment, part, or diagram.
  - C-4. Designs truck bodies and other special equipment required in marking and signing activities, working from generalized instructions or sketches.
- 8% D. Prepares cost estimates of materials for special projects.
- 5% E. Miscellaneous work as assigned.

3. Appellant Ristau's work alternatively may be broken down approximately as follows:

Drafting: 51.7%  
Office work, including typing: 13.8%  
Applying cut-out messages to signs: 13.8%  
Shop work, including packing and shipping signs: 13.7%  
Miscellaneous, including field work: 6.3%

4. Appellant Helnore's duties and responsibilities are in summary form approximately as follows:

- 40% A. Prepares various summaries of technical data relating to sign manufacturing and district sign shop inventories and production activities, evaluations of materials, etc.
  - A-1. Gathers and reviews data.
  - A-2. Performs calculations to analyze and compare data.
  - A-3. Produces graphics to illustrate comparisons, trends, etc.
  - A-4. Writes reports describing his findings.
- 30% B. Lays out standard highway signs.
  - B-1. Produces standard sign drawings from sketches conforming to established criteria.
  - B-2. Prepares detail drawings of special signs.
  - B-3. Lays out new markers and symbols for evaluation and approval.
  - B-4. Makes sketches for rough evaluation.
- 10% C. Prepares detail drawings for sign projects to go to contract.
  - C-1. Prepares sketches according to design standards.
  - C-2. Draws detailed dimensional drawings of directional signs.
  - C-3. Drafts typicals of standards for signing and pavement marking.
  - C-4. Produces estimates of quantities needed in the projects.

15% D. Lays out special non standard signs.

D-1. Produces sketches according to standards.

D-2. Prepares detail drawings.

5% E. Other miscellaneous work as assigned.

5. As to both appellants, approximately 5% of their work involves miscellaneous drafting work not directly involving highway signs, such as floor plans for the shop, drawings of various machinery used by the department, etc.

6. The class specifications for Drafter 1 contain the following definition section:

This is the first level in the Drafter series where the nature of the work requires some independent performance. Employees in this class prepare drawings, plans, maps and charts, but duties are usually of a routine nature, where little of the technical complexity found in Drafter 2 is required. Although assignments at this level may not be specialized at the outset, they will tend to fall into an area of specialty which may include structural, architectural, map, mechanical, illustration or general drafting.

7. The class specifications for Drafter 2 contain the following definition section:

This is generally considered the objective skill level in the Drafter series. Employees in this class are expected to independently perform a broad range of technical drafting work in a particular area of specialty. Assignments involve complex layout and drawings in connection with the design and construction of buildings and other structures, as well as the drafting of maps, plans and the design of brochures and posters. This is not a supervisory level but employees may function in the training and lead work of lower level Drafters.

8. The position standards for Engineering Technician 1 include the following:

This is the first level in this series where the skills, knowledge and abilities required of the incumbent are considered to be specialized and technical in nature. A number of these duties are in materials plant inspection, construction inspection or specializing in such areas as instrumentation, planning analysis, etc. The required skills necessitate the incumbent having special knowledge and abilities in his area of assignment. He must be able to independently calibrate routine material processing plants, read and interpret basic plans and specifications, operate surveying and testing instruments, and

make use of algebraic equations in a variety of different computations.  
May perform related work as required.

9. The supervision of appellants is limited in nature.
10. The appellants do not have supervisory or lead work functions.
11. The appellants' drafting work is not of sufficiently broad range and complexity to meet the requirements for the Drafter 2 classification.
12. The appellants' work does not require the specialized and technical skills, knowledges and abilities required for the Engineering Technician 1 classification.

#### CONCLUSIONS OF LAW

1. This case is properly before the board pursuant to §16.05(1)(f), Wisconsin statutes.
2. Based on the class specifications and position standards and the appellants' duties and responsibilities, the appellants are more properly classified as Drafter 1 than Drafter 2 or Engineering Technician 1.

#### OPINION

A major factor in this reclassification denial was the limited scope of the drafting work performed by these positions. In reclassification denial appeals the burden of proof is on the appellant to establish by a preponderance of the evidence that he or she should have been reclassified as requested. See, e.g., Aerden v. Wettengel, Wis. Pers. Bd. No. 73-87 (6/2/75). The board is of the opinion that a preponderance of the evidence supports the department's position in this respect. The appellants did produce evidence of drafting work outside the strict area of sign design but these activities accounted for a very small percentage of their work. Their non-drafting work does not qualify them for reclassification at the requested levels.

The appellants' work does not require the specialized and technical skills, knowledges and abilities required by the Engineering Technician series. The appellants argued that their work compares favorably with that performed by the Engineering Technicians in the sign shop. The department argued that these technicians are at the far end of the spectrum of what appropriately could be placed in the engineering technician series and that the positions have limited technical requirements but are classified as Engineering Technicians because of their ties to the engineering or production process.

To the extent that the classification of these positions is justified by their connection to the engineering or production process, this would distinguish these positions from those occupied by appellants. To the extent that justification is lacking, it would appear that these positions are improperly classified in the engineering technician series. Were this the case, however, the erroneous classification of other positions would not entitle appellants to reclassification. See Prissel v. Wettengel, Wis. Pers. Bd. No. 73-174 (6/16/75).

The board recognizes that it is dangerous to generalize about various series or work units on the basis of individual appeals of classification transactions. The parties to such appeals usually address only rather limited issues and may not address broader issues relating to such things comparability among different series and the organization of particular work units. However, the board does note that it appears that this reclassification request was initiated by the appellants' supervisor in an attempt to obtain more equity in the salaries of the employees under his supervision. At least on the record developed in this case, there is a question whether there is equity at the present time. While, again at least on this record, the denial of the requested reclassification was not erroneous, the board suggests the respondents study the question of whether or not there exists

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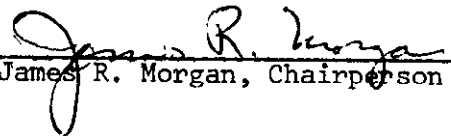
an inequity, and, if so, whether there might be a solution available.

ORDER

The respondents' decision is affirmed and this appeal is dismissed.

Dated: 3-13, 1978

STATE PERSONNEL BOARD

  
James R. Morgan, Chairperson