

## STATE OF WISCONSIN

## PERSONNEL COMMISSION

\* \* \* \* \*

BERNARD BOROWSKI,

Appellant,

v.

Administrator, DIVISION OF  
PERSONNEL, and Secretary,  
DEPARTMENT OF ADMINISTRATION,

Respondents.

Case No. 79-278-PC

\* \* \* \* \*

DECISION  
AND  
ORDER

**OFFICIAL**

This is an appeal of a denial of a reclassification request. The appellant, Bernard Borowski, a Facility Repair Worker 1 believes, contrary to the respondents, Administrator, Division of Personnel and Secretary, Department of Administration, that he more appropriately should be classified as a Facility Repair Worker 2.' The hearing was held on December 18, 1980. The following are findings of fact, conclusions of law, opinion and order recommended by the examiner.

FINDINGS OF FACT

1. The appellant has worked for the State of Wisconsin for twenty-five years. He has held several classified civil service positions including Maintenance Mechanic 1, Building Services Engineer, Boiler Operator 1 and Fireman. At the time of this appeal, the appellant was employed as a Facility Repair Worker 1 at the Department of Administration, Bureau of Facilities Management, Section of Property Management, Hill Farms State Office Complex.

2. In February, 1980, a Personnel Specialist of the respondent Department of Administration reviewed appellant's position. The review included a job audit with the appellant, the appellant's supervisor, a review of Facility Repair Worker 1 and 2 class specifications, and reviews of other positions at the appellant's level and higher and lower levels. The audit portion of the review was on the site and took approximately one half-day. Subsequently, pursuant to a memorandum from the department's personnel director to appellant's supervisor, the appellant was advised that his request for reclassification from Facilities Repair Worker 1 to Facilities Repair Worker 2 was denied.

3. At the time of the audit in February, 1980, appellant's primary responsibilities were building maintenance and minor repairs. His duties included: repair venetian blinds, baseboards, carts, tile, carpet, and wastebaskets; repair furniture which includes minor welding on chairs, desks, tables; install and repair locks and door closures; hang bulletin boards, pictures, signs; and miscellaneous shop work. In addition, the appellant did a minimal amount of cement patchwork, paint touch-up work, repair of loading ramps and ground maintenance.

4. The general definition for work done under the Facilities Repair Worker 1 classification is general buildings and grounds maintenance and repair work. This definition compares favorably with the duties performed by the appellant. In addition, the appellant's duties are of the same type and skill level of those performed by other employees classified as Facilities Repair Worker 1.

5. The Facilities Repair Worker 2 classification requires work of greater variety, complexity, and skill level than that performed by the appellant.

6. The appellant is more appropriately classified as a Facilities Repair Worker 1.

#### OPINION

It is clear, based upon the record in this case, that appellant was correctly classified as a Facilities Repair Worker 1. The concerted testimony of the witnesses confirmed that appellant carried out a variety of maintenance and minor repair work in buildings A and B of the Hill Farms State Office complex. These duties are well-defined within the class specifications for a Facilities Repair Worker 1.

Conversely, it is equally recognizable from the record that persons employed in representative Facilities Repair Worker 2 positions perform more complex duties than the appellant. Both testimony and documents were presented, which enabled comparisons to be made between appellant's work and duties required in representative Facilities Repair Worker 1 and 2 positions. Upon examination of this evidence it is plain that appellant's work is less complex than that required in a Facilities Repair Worker 2 position and that it compares favorably with other Facilities Repair Worker 1 positions.

CONCLUSIONS OF LAW

1. This Commission had jurisdiction to hear the matter before it.
2. The appellant has the burden of proving respondent's decision to be incorrect.
3. The appellant has failed to sustain that burden.
4. The decision of the respondent was correct.

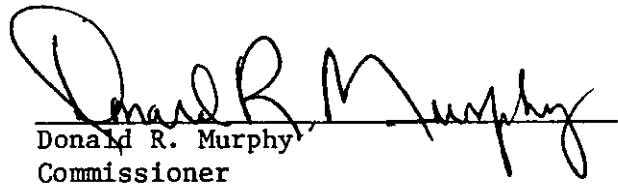
ORDER

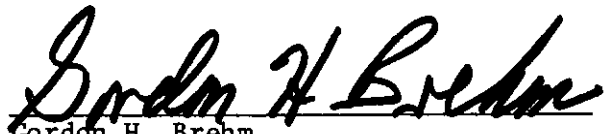
The respondent's decision is hereby affirmed and this appeal is dismissed.

Dated March 2, 1981

STATE PERSONNEL COMMISSION

  
Charlotte M. Higbee  
Chairperson

  
Donald R. Murphy  
Commissioner

  
Gordon H. Brehm  
Commissioner

DRM:mek

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