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JANET KOCH/DEPARTMENT OF
TRANSPORTATION,

Appellant,

v.

Administrator, DIVISION OF
PERSONNEL,

Respondent.

Case No. 81-19-PC

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DECISION
AND
ORDER

A Proposed Decision and Order in the above matter was issued on July 14, 1983. Appellant subsequently filed objections. After consulting with the hearing examiner, the Commission adopts the Proposed Decision and Order with the modifications described below.

FINDINGS OF FACT

The Findings of Fact are amended as follows, with the Commission adopting the remaining findings set out in the Proposed Decision.

7.b. Vernon Fosbinder is classified as a DPOT 2 and works at the Department of Health and Social Services Regional Computing Center. In classifying Mr. Fosbinder at the DPOT 2 level, the respondent understood that Mr. Fosbinder's was the only position within the facility performing teleprocessing network and control functions. According to his position description, some 90% of Mr. Fosbinder's time relates to the following objective:

To set up, operate and control the IMS on-line system. To give guidance and direction to the IMS users and others in the operation and monitoring of the on-line data base applications in a multi-programming environment.

In contrast to the appellant's position, Mr. Fosbinder only handles one data base system (IMS) with a transaction rate that is far lower than at the Hill

Farms facility and utilizes one rather than two central processing units. In addition, persons who fill "help desk" positions actually have the majority of direct user contact.

7.c. Other comparable positions, all of which qualify as shift lead workers under the allocation pattern described in DPOT series are generally classified in accordance with the distinction between small, medium, large and major computer systems as set out in the class description. One example of such a position is the DPOT 4 position filled by Curt Conklin, who serves as the Lead Operator/ Shift Coordinator at the UW-Madison Administrative Data Processing Center. Mr. Conklin performs a network control and operating function as well as directing the work of the various computer operators assigned to the shift and operating the central processing unit console.

7.d. A comparable position is held by Beth Parrell as the "primary end-user and vendor interface for addressing all DHSS Network problems." Ms. Parrell's position is classified at the Management Information Specialist 1 level (Pay Range 1-11). Ms. Parrell's responsibilities run predominantly from the end user down to the IBM 8100 level (in terms of application and hardware problems) in the DHSS computer system and do not include control over that system's CPU. The latter responsibility rests with Mr. Fosbinder.

7.e. A comparison of these positions to the appellant's position in terms of the classification factors set out in the DPOT position standard supports classifying the appellant's position at the DPOT 3 level.

11. Extrapolation from the CO series to the DPOT series supports the classification of the appellant's position at the DPOT 2 level or above.

12. The appellant's position is more appropriately classified at the DPOT 3 level.

CONCLUSIONS OF LAW

The Commission amends Conclusions of Law #3 and #4 as follows:

3. The appellant has met that burden as to the DPOT 3 level but not as to the DPOT 4 level.

4. The respondent's decision to deny reclassification of the appellant's position from DPOT 2 was incorrect and the appellant's position is more properly classified at the DPOT 3 level.

OPINION

The Commission's conclusion that the appellant's position is more properly identified at the DPOT 3 level is based on a variety of factors. As was noted in the hearing examiner's Proposed Decision, the indefinite nature of the DPOT class specifications makes the decision a difficult one.

A comparison of the appellant's position with both the Dux and Conklin positions supports a one rather than a two level distinction. Both Dux and Conklin, as shift lead workers, have a broader range of responsibility than does the appellant. In addition, they both provide direction to subordinate employees while the appellant does not. On the other hand, the record supports the conclusion that the complexity of the batch operation is less than that of teleprocessing. As to the remaining classification factors, the positions appear to be relatively balanced. Therefore, an analysis of the classification factors supports a decision to assign the appellant's position to one level below that of the Dux and Conklin positions.

Evidence regarding the Fosbinder position at DHSS showed that this position was classified based upon a faulty understanding of his duties. It is Ms. Parrell and others assigned to the "help desk" rather than Mr. Fosbinder who have the direct contact with the users of the DHSS system and are also responsible for monitoring the system and responding to application

and hardware problems occurring between the end users and the various IBM 8100 satellite computers. Mr. Fosbinder's responsibilities run only to the approximately 8,000 daily IMS transactions with the system's main computer. In contrast, the respondent's decision to classify Mr. Fosbinder's position at the DPOT 2 level was based on the understanding that the help desk positions only dealt with applications problems and not operational (system and equipment) problems. If the Fosbinder position is analyzed in terms of what its duties were assumed to be by the respondent for classification purposes, then the major distinction with the appellant's position is that Mr. Fosbinder works with only one data base (IMS) while the appellant works with two major data bases and two minor data bases. In addition, the transaction rate at the Wilson Street Facility is significantly lower and there is an additional CPU at HFRC. These distinctions generate a difference in the relative levels of complexity of the two positions and support classification of the appellant's position at one level higher than Mr. Fosbinder's position.

A final comparison to the Parrell position at DHSS acts to undermine the respondent's arguments relating to the Computer Operator series. Respondent argued that the appellant should be classified in the same pay range (1-11) as the CO4 level because many of her duties fit reasonably well into the CO3 definition even though they were somewhat more complex. The record in the present case indicates that Ms. Parrell's position, on the other hand, is classified as a MIS-1 which is also in pay range 1-11. The appellant's position clearly is more complex and has broader scope than Ms. Parrell's position. The distinction is apparent when the appellant's responsibility over the entire HFRC teleprocessing network is compared to Ms. Parrell's responsibility over only that portion of the DHSS network between the

end-users and the IBM 8100's. Therefore, a comparable pay range analysis supports classification of the appellant's position to the DPOT 3 level.

For the reasons outlined above, the Commission enters the following:

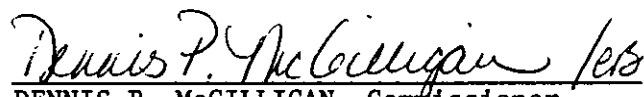
ORDER

The respondent's decision denying the reclassification of the appellant's position to the DPOT 3 level is rejected and this matter is remanded for action in accordance with this decision.

Dated: September 21, 1983 STATE PERSONNEL COMMISSION


DONALD R. MURPHY, Chairperson


LAURIE R. McCALLUM, Commissioner


DENNIS P. MCGILLIGAN, Commissioner

KMS:ers

Parties:

Janet Koch
c/o Barbara Bird
P.O. Box 7910
Madison, WI 53707

Howard Fuller
Secretary, DER*
P.O. Box 7855
Madison, WI 53707

*Pursuant to the provisions of 1983 Wisconsin Act 27, published on July 1, 1983, the authority previously held by the Administrator, Division of Personnel over classification matters is now held by the Secretary, Department of Employment Relations.