

STATE OF WISCONSIN

PERSONNEL COMMISSION

\* \* \* \* \*

DAVID COFFEY, \*

Appellant, \*

v. \*

President, UNIVERSITY OF \*

WISCONSIN SYSTEM (Madison - \*

Physical Plant) and Secretary, \*

DEPARTMENT OF EMPLOYMENT \*

RELATIONS, \*

Respondents. \*

Case No. 86-0141-PC \*

\* \* \* \* \*

DECISION  
AND  
ORDER

NATURE OF THE CASE

This is an appeal, pursuant to §230.44(1)(b), Stats., of a decision by respondents to deny appellant's request for the reclassification of his position.

FINDINGS OF FACT

1. At all times relevant to this matter, appellant has been employed in a position classified as a Maintenance Supervisor 1 (MS 1) at the University of Wisconsin-Madison Physical Plant.

2. On March 16, 1986, appellant filed a request for the reclassification of his position from MS 1 (PRI-10) to MS 2 (PRI-11). Such request was denied by respondent UW in a memo dated June 16, 1986. Appellant filed a timely appeal of such denial with the Commission.

3. Appellant supervises the operation of the UW-Madison Physical Plant's Machine Shop. The machine shop is primarily responsible for the maintenance, repair, and fabrication of equipment. The repair responsibilities involve the most complex repairs (including dismantling the

equipment, diagnosis of the problem, repair of the problem, machining of replacement parts, and reassembly of the equipment) of a variety of equipment (including, but not limited to, grounds keeping equipment including mowers, athletic equipment, scientific apparatus, electric motors up to 300 horsepower, heating and ventilating equipment, carpentry shop equipment, plumbing shop equipment, electrical shop equipment, sheet metal shop equipment, and laundry equipment) located throughout the campus. The fabrication responsibilities involve the design of, selection and ordering of materials for, assembly of, and testing of a variety of complex equipment, including scientific apparatus. The machine shop also requisitions parts and materials, maintains an inventory of spare parts, does preventive maintenance and repair of heating and ventilating equipment for certain locations, and provides advice upon request to other campuses in the UW System. Appellant supervises 13 employees including 6 Mechanician 2s, 1 Mechanician 1, 5 Instrument Makers, and 1 Maintenance Mechanic 1.

4. Positions offered for comparison purposes in the record include:

A. Lee Loveall/Jerry Deischer - MS 2 - these positions are assigned to the UW-Madison Physical Plant's Heating and Air Conditioning unit and supervise the performance of repair and preventive maintenance work on large mechanical systems. The repair work includes identifying heating, ventilating, and, to a limited extent, electrical problems and performing routine and minor repairs not requiring specialized tools. The preventive maintenance work includes lubricating equipment, replacing belts, replacing thermostats and adding chemicals to cooling towers. These positions each supervise one Maintenance Mechanic 3 and 10 Maintenance Mechanics 2s.

B. William Critchley - MS 1 - this position supervises the UW-Madison Physical Plant's Locksmith Shop. This shop is responsible for the maintenance and repair of locks, safes, vaults, exit hardware, door closers, and other related equipment throughout the campus. This position orders and maintains an inventory of parts and supplies and provides advice upon request to other campuses and state agencies regarding security systems, keying policies, keying schedules, and lock maintenance. This position supervises three Locksmith positions.

5. The position standard for the MS 1 classification states, in pertinent part:

Definition:

This is a responsible maintenance and repair work in the supervision of a crew engaged primarily in mechanical maintenance and repair and custodial services. Employees in this class are responsible for the day-to-day activities of a crew involved in carrying out a variety of maintenance tasks in an assigned area which includes a building or complex of buildings such as a student center, food service operation or residence halls complex. Positions may also be allocated to this class on the basis of functioning as a line assistant to a Maintenance Supervisor 3. Work at this level is generally performed under the direct supervision of higher level maintenance personnel.

6. The position standard for the MS 2 classification states in pertinent part:

Definition:

This is very responsible supervisory maintenance and repair work. Employees in this class direct: 1) the entire maintenance and repair program of a facility with major program emphasis on the mechanical maintenance and repair operation; 2) a segment of a complex physical plant operation, with responsibility for a variety of maintenance and repair activities in areas such as mechanical, automotive and appliances; or 3) the entire mechanical maintenance program including the power plant operation of an institution, such as the Wisconsin School for the Blind. Work is generally performed under the direction of a Superintendent of Buildings and Grounds.

7. Appellant's position is more appropriately classified at the MS 2 level than at the MS 1 level.

#### CONCLUSIONS OF LAW

1. This matter is appropriately before the Commission pursuant to §230.44(1)(b), Stats.

2. The appellant has the burden of proving that respondents' decision denying the reclassification of appellant's position from MS 1 to MS 2 was incorrect.

3. The appellant has met that burden of proof.

4. Respondent's decision denying appellant's reclassification request was incorrect.

#### DECISION

The MS 1 position standard requires responsibility for the "day-to-day activities of a crew involved in carrying out a variety of maintenance tasks in an assigned area which includes a building or a complex of buildings such as a student center, food service operation or residence halls complex." In Critchley v. UW & DER, Case No. 86-0037-PC, (1987), the Commission interpreted this language broadly to include a position which is responsible for a narrow range of maintenance and repair tasks, not a variety of such tasks, throughout a large University of Wisconsin campus, not in a smaller area such as a building or complex of buildings. In view of this interpretation, the language of the MS 1 position standard could describe the duties and responsibilities of appellant's position which involve a variety of maintenance, repair and fabrication tasks performed on a campus-wide basis.

Appellant's position is a significantly stronger position than the Critchley position which was the subject of the above-cited appeal and

which is described in finding of fact 4 above. Although the Critchley decision concluded that the duties and responsibilities of the two positions were comparable, this conclusion was based on the limited description of the duties and responsibilities of appellant's position contained in the Critchley appeal's hearing record. The record in the instant appeal indicates that, in addition to appellant supervising a significantly larger number of subordinate employes than the Critchley position, appellant's subordinates have much more varied and complex maintenance, repair, and fabrication responsibilities than the Critchley position's subordinates. The operation supervised by the Critchley position is responsible solely for routine and nonroutine maintenance and repair of locks whereas appellant's position is responsible for the routine maintenance of certain heating and ventilating equipment and the non-routine repair and fabrication of equipment ranging from scientific apparatus to 300 horsepower electric motors. Both positions have campus-wide responsibility, after-hours responsibility, and serve as consultants for other campuses, although it appears from the record that the Critchley position's consulting duties consume a greater percentage of time than appellant's.

The only allocation of the MS 2 position standard which could apply to the duties and responsibilities of appellant's position is the second allocation which requires that a position direct "a segment of a complex physical plant operation, with responsibility for a variety of maintenance and repair activities in areas such as mechanical, automotive, and appliances."

The Loveall/Deischer positions (see Finding of Fact 4) are classified at the MS 2 level. These positions each supervise one fewer position than appellant's position; supervise the maintenance and repair of only heating, ventilating, and air conditioning equipment; and supervise the performance

of only routine repairs to such equipment. Although appellant's position is responsible for the more limited maintenance of certain heating and ventilating equipment, it is also responsible for the repair and fabrication of a much greater variety of equipment, and performs complex, not routine, repairs on such equipment. Appellant's position is also responsible for the fabrication of complex equipment which does not appear from the record to be a responsibility of the Loveall/Deischer positions.


Although respondent offered for comparison purposes MS 2 positions other than those discussed above, none of these involve the application of the second MS 2 allocation. They were, therefore, of limited usefulness in deciding the issue presented in the instant appeal.

The duties and responsibilities of appellant's position could be described by the language of the MS 1 or MS 2 position standard. However, the comparison of the duties and responsibilities of appellant's position with those of the positions described in Finding of Fact 4 indicates that appellant's position is significantly stronger than the MS 1 Critchley position and as strong or stronger than the MS 2 Loveall/Deischer positions. On this basis, the Commission concludes that appellant's position is more appropriately classified at the MS 2 level.

ORDER


The decision of respondents to deny the subject reclassification request is reversed and this matter is remanded for action in accordance with this decision.

Dated: July 22, 1987 STATE PERSONNEL COMMISSION

  
DENNIS P. MCGILLIGAN, Chairperson

LRM:jmf  
RK2/2

  
DONALD R. MURPHY, Commissioner

  
LAURIE R. McCALLUM, Commissioner

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