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 AUGUST SPRINGSTUBE,

 Appellant,

 v.

 JOHN C. WEAVER, President,
 University of Wisconsin, and
 C. K. WETTENGEL, Director,
 State Bureau of Personnel,

 Respondents.

 Case No. 73-115

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OFFICIAL

OPINION AND ORDER

Before: JULIAN, STEININGER, and WILSON

NATURE OF THE CASE

This is an appeal of a third step grievance concerning a personnel evaluation.

FINDINGS OF FACT

Appellant is a permanent employee in the classified service employed as an Electronics Technician 2 at the Physical Science Lab, University of Wisconsin-Madison. Edwin Wille, an Electronics Technician 3 - Supervisor, at the laboratory has been evaluating Appellant for a number of years and evaluated him most recently, insofar as it is relevant to this appeal, on April 30, 1973. At the time of this evaluation, Mr. Wille was classified only as an Electronics Technician 3 and as such was part of the same bargaining unit as Appellant.

The class specifications for Electronics Technician 3 include, in pertinent part, the following definition:

(1) Positions allocated to this class perform highly skilled Electronics Technician work organizing and leading the work of other technicians . . . This employe leads other Electronics Technicians on a day to day basis by considering capabilities, assigning work, training subordinates, and providing technical assistance . . . This classification does not include positions which perform administrative functions in addition to technical duties. Rather this position must be actually responsible for the work of others through daily contact.

"Examples of Work Performed" includes:

Supervises and trains Electronics Technicians on a daily basis on both a technical and administrative basis.

The classification of Electronics Technician 3 - Supervisor was created on June 4, 1973. This is within the same pay range as Electronics Technician 3. The only substantive difference in the class specifications effected by the change was the addition of the following language under "Examples of Work Performed:"

Effectively recommends the hiring, transfer, suspension, layoff, recall, promotion, discharge, assignment, evaluation, discipline, and adjustment of grievances of subordinate employees.

CONCLUSIONS OF LAW

SCOPE OF THE ISSUES BEFORE THE BOARD ON APPEAL

The Appellant contends not only that Mr. Wille should not have conducted the evaluation nor performed other supervisory duties but also that the performance evaluation is inaccurate. In an interim Opinion and Order entered February 22, 1974, attached hereto, we restricted the issues to those related to Appellant's first contention, on the grounds that the second contention was never raised in the grievance procedure, Board's Exhibits 1, 2, and 3. We reaffirm the interim Opinion and Order and the rationale therefore.

PROPRIETY OF WILLE'S
SUPERVISORY FUNCTIONS

Appellant contends that because Mr. Wille was a bargaining unit employee prior to his reclassification to Electronics Technician 3 - Supervisor he therefore lacked the authority to perform supervisory duties including the personnel evaluations of Appellant.

Appellant first argues that Wille's supervisory functions were outside the scope of his class specifications as Electronics Technician 3. Laying to one side the question of whether the Appellant has any standing to raise this, we find that the class specifications quoted above are not inconsistent with the performance of supervisory functions, including personnel evaluations. Rather, the examples of work performed explicitly set forth the supervisory nature of this position.

Appellant further argues that pursuant to Wis. Adm. Code S. Pers. 20.04, only the appointing authority has the power to evaluate employees for the purpose of merit increases, and since Wille is not an appointing authority the evaluation was improper. We find that S. 20.04 does not compel this result. This section provides for performance review by the appointing authority. It does not preclude the utilization of performance evaluations conducted by other persons.

Appellant argues that Wille did not have the necessary qualifications to conduct personnel evaluations. This argument is based on the fact that Wille never has had formal training in employee evaluation. Lack of formal training in employee evaluation does not necessitate a conclusion that Wille was not qualified to perform evaluations.

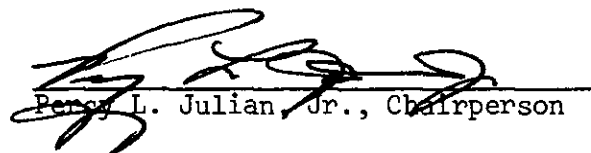
Inasmuch as none of Appellant's contentions are persuasive, we must affirm the Respondents' position on this grievance

ORDER

IT IS HEREBY ORDERED that Respondents' position on this grievance
be affirmed.

Dated August 29, 1975.

STATE PERSONNEL BOARD


Percy L. Julian, Jr., Chairperson