

* * * * *

JAMES R. HOLSTEIN, *

Appellant, *

v. *

VERNE KNOLL, Deputy Director, *

State Personnel Board, *

Respondent. *

Case No. 75-115 *

* * * * *

OFFICIAL OPINION AND ORDER

Before: DEWITT, Chairperson, WILSON, MORGAN, WARREN and HESSERT, Members.

Nature of the Case

This case is an appeal of a denial of a reclassification request from Stock Clerk 2 to Broadcast Engineering Technician 1 or Maintenance Mechanic 1 or 2.

Findings of Fact

Appellant has been employed in the classified service as a Stock Clerk 2 in the Media Development Center at the University of Wisconsin, Eau Claire, since November 16, 1969, and continues to be so employed at present.

At the prehearing conference the parties agreed to the following statement of issue for the hearing:

"Should Appellant's position be classified as Stock Clerk 2 or Broadcast Technician 1 or Maintenance Mechanic 1 or 2?"

At the time of Appellant's reclassification request, Appellant's work consisted of the following:

- 49% store operations, including inventory work, scheduling of facility use, ordering and maintaining supplies.
- 27% audio-visual equipment operation, including set up, installation, actual operation and training of student assistants in the operation of the equipment. The equipment consists of various tape recorders, movie and slide projectors and amplifiers, used as audio-visual accompaniment to the activities taking place at the university.

22% preventive maintenance and minor trouble shooting on the various pieces of audio visual equipment under his control.

2% miscellaneous related duties.

Conclusions of Law

In appeals of reclassification denials, the burden is on the Appellant to prove that the action of the Director denying his or her reclassification request was incorrect. In other words, Appellant must prove that the denial of his reclassification request was incorrect.

Job classification is not an exact science, and a particular job rarely if ever fits exactly within any given position standard. The classification is correct if the particular job fits best within the designated classification.

In this case, the parties have stipulated that Appellant's job be considered in light of four different classifications.

Appellant's job does not fall within the position standards for Maintenance Mechanic 1 or 2. These standards cover jobs performing mechanical maintenance and repair work. Positions classified in the Maintenance Mechanic series perform maintenance and repair to specialized equipment such as swimming pools, bowling alleys and food service units. They are responsible for heating and cooling systems, and electrical and plumbing systems.

The qualifications for this series include knowledge of the operation, maintenance, and repair of electric, plumbing, heating and air conditioning systems commonly used in office and institutional buildings and complexes.

Appellant's job does not in any way fit within the Maintenance Mechanic series.

The position of Broadcast Engineering Technician 1 is expected to perform:

"routine technical work in the broadcast operation of a variety of radio and television equipment used for recorded or live, studio or remote broadcasting.

Appellant's work in the audio-visual field does not concern broadcasting. His work involves the presentation of audio-visual programs to various groups at the University.

It is true that some of Appellant's tasks are tasks which would be performed by a Broadcast Engineering Technician, such as connecting and testing microphones and recorders, training student assistants and related maintenance and repair work. However, just because one performs certain tasks which fall within a higher classification, one is not entitled to be reclassified to the higher position. These tasks constitute only a small portion of Appellant's total work.

Half of Appellant's work is directly concerned with store operations, inventory, supplies and scheduling. This work is completely within the position standard for Stock Clerk 2.

A Stock Clerk 2 is expected to maintain supplies, assist in inventory work and to perform related work.

The Stock Clerk 2 position does not provide for the operation of audio-visual equipment, nor for performing preventive maintenance or trouble shooting on such equipment. There is no classification in the system at this time which related directly to audio-visual work.

However, half of Appellant's work falls squarely within the position standard for Stock Clerk 2, and that portion of his work which does not fall within the Stock Clerk 2 standard is not so complex nor so technical that it would require his being reclassified on the basis of that work.

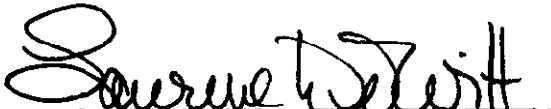
In light of the evidence presented at the hearing, Appellant has failed to sustain his burden of proving the action of the Director incorrect. Accordingly, the Appeal must be dismissed.

Order

IT IS ORDERED that the action of the Deputy Director of the State Bureau of Personnel appealed from is affirmed and this appeal is dismissed.

Dated June 16, 1977

STATE PERSONNEL BOARD


Laurene DeWitt, Chairperson