

STATE OF WISCONSIN

STATE PERSONNEL BOARD

J. M. TORREY,

Appellant,

v.

JOHN C. WEAVER, President,
University of Wisconsin, and
VERNE KNOLL, Deputy Director,
State Bureau of Personnel,

Respondents.

Case No. 76-134

OFFICIAL

OPINION AND ORDER

Before: DeWitt, Wilson, Morgan, Warren and Hessert, Board Members.

NATURE OF THE CASE

This is an appeal of the denial of appellant's admission to an examination pursuant to s. 16.05(1)(f), Wis. Stats. The parties stipulated to the following issue at the prehearing conference:

"Whether or not the Appellant met the requisite training and experience requirements for examination for the position of Custodial Supervisor 1 with respect to two years of diversified experience in building maintenance (cleaning, sanitation, and preservation) work as of June 18, 1976?"

The parties have agreed to submit this case for decision on the basis of written documents in lieu of evidentiary hearing, and these have been reviewed by the board.

FINDINGS OF FACT

In response to a notice of a competitive promotional examination for Custodial Supervisor 1, appellant submitted an application. She was advised by the U.W.--Green Bay personnel office that she would not be admitted to the examination because she did not meet the minimum training and experience of "two years of diversified experience in building maintenance (cleaning,

sanitation, and preservation) work."

The appellant's experience which was rejected by respondents included work as a telephone operator and as a baking helper (10 months) and as a food packer (7 years). She stated in her written statement with regard to the latter two jobs, and it is found, that "cleaning was not a primary duty, however both were dealing with food type sanitation restrictions and she was involved in doing cleaning while employed at both firms." The appellant also cited approximately 25 years of cleaning, maintenance, and sanitation responsibilities involved in running her own household, and the background involved in "the construction of three houses as a family project, consequently she was expected at an early age to learn and perform many construction, as well as maintenance and cleaning, tasks."

CONCLUSIONS OF LAW

It is concluded that the appellant did not meet the training and experience requirements for this position as set forth above. It was reasonable for respondents to interpret "diversified experience in building maintenance (cleaning, sanitation and preservation) as something more than experience in housekeeping and the incidental cleaning and maintenance tasks related to her other background. The rationale was well stated by the bureau of personnel employe who evaluated the transaction for that agency, and is adopted as conclusions by the board.

"There are certainly parallels between normal household duties and related duties performed in ongoing custodial work to the extent that both obviously do involve cleaning, sanitation and preservation work. However, there are vast differences in terms of time, equipment, chemicals, work schedules, and knowledge of proper methods, materials and equipment used in a wide range of janitorial - custodial work.

"Housework involves limited use of power cleaning equipment; large-scale cleaning in commercial, industrial or public buildings involves

the use of a wide range of power equipment such as stripping and buffing machines, power venitian blind cleaners, ventilating and exhaust fan purging equipment, power wall detergent machines, industrial-type vacuum cleaners, mechanical cleaning aids such as hoists, extension ladders and additional materials and equipment rarely encountered in normal household chores.

"Similarly, cleaning agents and chemicals utilized in custodial and janitorial work are considerably different in composition, strength, applicability and handling (from a safety standpoint) from those normally used in household work.

"There is a substantial difference between cleaning a family bathroom and cleaning several public restrooms. . . . experience gained in custodial or janitorial work, using special equipment and materials, enables a worker to effectively clean several complete restrooms in a normal shift. 'Quantity' work experience can be gained only from actual work experience in this capacity, and this experience deemed necessary for successful performance at the Custodial Supervisor 1 classification level comes from 'two years of diversified experience in building maintenance (cleaning, sanitation and preservation) work,' normally that performed at the Building Maintenance Helper 1 or 2 level, or at work in the private sector of a similar level and scope.

"Entry to the Building Maintenance Helper 1 or 2 positions requires no work experience. After two years experience, we feel the individual has had sufficient large-scale cleaning, sanitation and preservation work to permit his or her entry to the Custodial Supervisor 1 classification and fulfill the duties and responsibilities of the position satisfactorily." Memo, Greenelsh to Wallock, 11/10/76.

ORDER

The actions and decisions of respondents are sustained and this appeal is dismissed.

Dated: August 25, 1977.

STATE PERSONNEL BOARD


Laurene DeWitt, Chairperson