

STATE OF WISCONSIN

STATE PERSONNEL BOARD

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 RALPH ROLKE,
 Appellant,
 v.
 DEPUTY DIRECTOR, Bureau of
 Personnel and SECRETARY, Department
 of Administration,
 Respondents.
 Case No. 77-45
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OFFICIAL

OPINION AND ORDER

Before: James R. Morgan, Calvin Hessert and Dana Warren, Board Members.

OPINION

NATURE OF THE CASE

This is an appeal from the denial of appellant's request for reclassification of his position from Fiscal Supervisor 3 to Fiscal Supervisor 4.

FINDINGS OF FACT

1. At the prehearing conference the following issue was agreed to by the parties:

Is Appellant's position properly classified as Fiscal Supervisor 1, Fiscal Supervisor 2, Fiscal Supervisor 3, Fiscal Administrative Officer 1, Fiscal Administrator Officer 3?

At the commencement of the hearing it was agreed to by the parties that the Fiscal Administrative Officer series was not applicable to this case.

2. Appellant's position is presently classified as Fiscal Supervisor 3.

3. He is the accounting officer for the Department of Administration.

He is "responsible for managing and supervising the complete accounting services program for the Department of Administration and the associated agencies that it serves." (See Respondent's Exhibit #1.) The associated agencies are boards, commissions and various task forces which are attached to DOA for administrative

purposes. In theory appellant's duties and responsibilities do not include consultation with agencies for which he has no program responsibility. In practice he frequently does consult with and give advice to other departments and agencies. It is clear on the record that appellant is a very well qualified employe who is highly respected by his peers.

4. There is only one position in state government which is classified as Fiscal Supervisor 4. That position, chief of accounting section in the Bureau of Financial Operations, is filled by Harry Schmidt. According to the personnel specialist who testified at the hearing, the reason Mr. Schmidt's position was classified at the higher level was because its duties and responsibilities affect not only DOA but all state agencies. Mr. Schmidt reports to the director of the Bureau of Financial Operations who in turn reports to the administrator of the Division of Executive Services.

5. On the bases of size of budget and number of personnel DOA is not a major department as that term is generally used in class specifications. However, because DOA is a unique department in the type of program responsibility it has, it is equated with a major or large department as the terms are used in class specifications.

6. Appellant's direct line supervisor is the administrator of the Division of Administrative Services.

CONCLUSIONS OF LAW

1. The Personnel Board has jurisdiction to hear this appeal under Section 16.05(1)(f), Wis. Stats., 1975.

2. In cases of this nature appellant has the burden of proof.

3. Appellant failed to sustain his burden of proof. His position is most properly classified as Fiscal Supervisor 3.

OPINION

The definitions for Fiscal Supervisor 3 and Fiscal Supervisor 4
are:

Fiscal Supervisor 3:

This is responsible administrative and supervisory professional accounting work. Employees in this class are either 1) responsible for supervising the total accounting program for a major state department, 2) responsible for supervising a major section in the state's central accounting operation, or 3) responsible for supervising a significant section within the central accounting operation of the largest of state agencies. The work involves the design, installation and maintenance of accounting systems and the development and evaluation of important accounting policy as well as the supervision of a number of professional and non-professional employees engaged in the maintenance of accounting records or the pre-audit of financial transaction. The work is performed under administrative direction and employees are expected to exercise considerable professional judgment in carrying out work assignments.

Fiscal Supervisor 4:

This is highly responsible administrative and advanced supervisory professional accounting work. Employees in this class are responsible for supervising the total accounting program of the largest of state departments. The work involves the design, installation and maintenance of large scale accounting policy as well as the supervision of a number of professional and non-professional employees engaged in the maintenance of accounting records or the pre-audit of financial transactions. The work is performed under administrative direction and employees are expected to exercise considerable professional judgment in carrying out work assignments.

When looking at appellant's duties and responsibilities, it cannot be concluded that his position fits within the definition of Fiscal Supervisor 4. DOA is considered a large or major department because of its program responsibilities. It is not one of "the largest of departments."

It is true that appellant has the additional responsibilities of providing accounting services for various boards, commissions and task forces which are attached to DOA for administrative purposes. However, these do not sufficiently broaden his fiscal responsibility to come within the definition of the Fiscal Supervisor 4.

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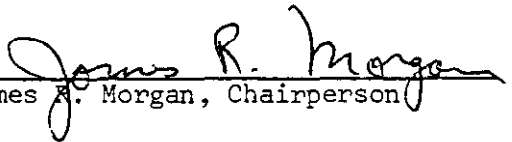
In addition, the position does not have as wide an application as Mr. Schmidt's position has. The latter position has fiscal responsibility to all state agencies including those within appellant's purview. The Bureau under which Mr. Schmidt works has the responsibility of fiscal health for all state agencies. This apparently is the major distinction between the two positions. We do not pass on the appropriateness of the classification of Mr. Schmidt's position. However, we do conclude that appellant's position has less wide application and effect on all state agencies. We conclude also that appellant's position does not meet the requirements of the class specifications of Fiscal Supervisor 4.

ORDER

IT IS HEREBY ORDERED that Respondent's action is affirmed and this appeal is dismissed.

Dated: May 18, 1978

STATE PERSONNEL BOARD


James R. Morgan, Chairperson