

from the position of Management Information Specialist 4 to that of Management Information Specialist 5.

3. At the time appellant was reviewed during the fall, 1979 re-allocation survey, his duties as expressed in respondent's exhibit number two were as follows:

"Under limited supervision leads team in development, testing, implementation and maintenance of various systems. Assesses the needs and situation before recommending functions and procedures to be established or changed. Determines cost benefits and feasibility of projects. Communicates with all levels of personnel affected by system projects. Performs computer programming duties."

Forty percent of his time was spent coordinating complex data processing projects. Beginning some eight or nine months before the reallocation survey, this mainly involved coordinating data processing for the Trade Readjustment Act (TRA), a federal program which supplemented unemployment insurance and other similar benefits to claimants.

4. The TRA system is a complex data processing project. It ranks favorably in terms of size, scope, technical complexity, impact sensitivity and design complexity with the CETA and WIN systems, and is in contrast to the very complex Unemployment Compensation (UC) benefits system.

5. Complexity factors including internal and external impact; internal and external coordination; number of system variables; security and privacy requirements; are more significant, of a larger number and of a higher degree in the UC benefits system than the TRA system.

6. The duties performed by the appellant do not compare favorably with Management Information Specialist 6 functions in that the TRA system,

which appellant coordinates, among other things, does not involve the number of claimants, frequency of runs, complexity of keying data, on-line processing, level of internal/external impact and coordination present in such positions.

7. Positions at the Management Information Specialist 6 (MIS 6) level are responsible for coordinating and directing, as project leader, several positions on a very complex data processing project as exemplified by the UC benefits and redesign projects.

8. Appellant's position, at the time of the fall, 1979, reallocation survey, did not demonstrate a complexity of duties, responsibilities and functions as found on a very complex data processing exemplified by UC benefits and redesigned projects and necessary to obtain the Management Information Specialist 6 level.

CONCLUSIONS OF LAW

1. This appeal is properly before this Commission pursuant to §230.44(1)(a), Wis. Stats.

2. The burden of proof is on the appellant to establish that respondent's decision to reallocate his position from MIS 4 to MIS 5 instead of MIS 6 was incorrect.

3. The appellant has failed to satisfy that burden.

OPINION

The appellant's allegations that he was incorrectly reallocated to a Management Information Specialist 5 (MIS 5) position instead of a Management Information Specialist 6 (MIS 6) position are not supported by the evidence. No evidence was presented by the appellant providing a comparison between his duties and level of responsibility, and duties and responsibilities at the MIS 6 level. It is doubtful whether the appellant met the initial burden of persuasion. This examiner believes that he did not meet that evidentiary requirement.

The respondent presented un rebutted testimony showing various grades or strengths of positions rated within the MIS 5 classification. These positions were compared with MIS 6 positions. It was clear from such evidence that not all MIS positions in the unemployment compensation benefits and redesign projects are rated as high as MIS 6, but it is equally apparent that the level of responsibilities and functions exemplified by such projects is required to obtain a MIS 6 classification.

It is unequivocal, on the basis of the record, that the appellant was correctly classified by the respondent.

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ORDER

The respondent's motion for dismissal is granted, respondent's
reallocation decision is affirmed, and appellant's appeal is dismissed.

Dated Dec. 8, 1980

STATE PERSONNEL COMMISSION

Charlotte M. Higbee
Charlotte M. Higbee
Chairperson

Donald R. Murphy
Donald R. Murphy
Commissioner

Gordon H. Brehm
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