

**STATE OF WISCONSIN  
CLASSIFICATION SPECIFICATIONS**

**MEDICAL TECHNOLOGIST  
CLASSIFICATION SERIES**

**I. INTRODUCTION**

A. Purpose of this Classification Specification

This classification specification is the basic authority under Wis. Admin. Code ER 2.04 for making classification decisions relative to present and future positions performing professional duties related to medical laboratory testing. These positions are located in the University of Wisconsin clinical laboratories, student health centers and family practice clinics; the Wisconsin Veterans Home; and/or at the Department of Health and Family Services and certain institution clinical laboratories. Positions allocated to this series are responsible for performing the professional medical laboratory testing, procedures and related duties which support either human or animal medical services. This classification specification will not specifically identify every eventuality or combination of duties and responsibilities of positions that currently exist, or those that result from changing program emphasis in the future. Rather it is designed to serve as a framework for classification decision-making in this occupational area.

Classification decisions must be based on the “best fit” of the duties within the existing classification structure. The “best fit” is determined by the majority (i.e., more than 50%) of the work assigned to and performed by the position when compared to the class concepts and definitions of this specification or through other methods of position analysis. Position analysis defines the nature and character of the work through the use of any or all of the following: definition statements; listing of areas of specialization; representative examples of work performed; allocation patterns of representative positions; job evaluation guide charts, standards or factors; statements of inclusion and exclusion; licensure or certification requirements; and other such information necessary to facilitate the assignment of positions to the appropriate classification.

B. Inclusions

This series encompasses professional medical technologist positions in the Professional Science Bargaining Unit. All positions allocated to this series must devote a majority of their time and are primarily responsible for performing professional medical laboratory testing and/or related duties. This series includes all positions requiring the use of the theories, knowledge and abilities gained through a recognized degree in medical technology from a college, university or other approved school of medical technology to perform the duties and resolve the problems encountered by the incumbents. Alternate degrees in biological sciences are acceptable provided the applicant has one full year of relevant laboratory experience or appropriate training. This series includes those positions which require that the incumbent be registered and certified as a fully qualified medical technologist.

C. Exclusions

Excluded from this classification series are the following types of positions:

1. "Management" and "Supervisor" positions as defined in s. 111.81(13) and (19), Wis. Stats., and as administered and interpreted by the Wisconsin Employment Relations Commission.
2. Positions that do not perform professional medical laboratory testing and/or related work for a majority of the time;
3. Positions which for a majority of the time, perform duties more appropriately identified by another professional science series such as Chemist or Microbiologist; and
4. All other positions that are more appropriately identified by other series.

D. Entrance and Progression Through This Series

Employees typically enter positions within this classification series by competitive examination. Progression through the series to the senior level will occur through reclassification. Movement to the Advanced level typically will occur through some form of competitive examination.

## II. DEFINITIONS

### MEDICAL TECHNOLOGIST

Positions work under close progressing to limited supervision. Principles and practices have been learned prior to entrance into this classification series. The emphasis is in learning concepts, procedures, techniques and technology for the particular program area necessary to function at the full performance level. Initial work assignments are well defined and short term in duration. Over time the work assignments become long term or short term with the employee expected to exercise independent judgment in determining specifics and priorities, as the objectives are progressively less clear. The positions may be in contact with outside entities and may have assignments which cross program lines depending on where the individual employee's performance level is determined. The supervisor reviews the work to determine the completeness or accuracy and adherence to policy.

### MEDICAL TECHNOLOGIST-SENIOR

This is the full performance level for positions which perform professional level medical technology work. The work assignments the employee is expected to complete include a wide variety of standard laboratory tests (e.g. urinalysis, throat cultures, urine cultures, hemoglobin, hematocrit, etc.) or the full range and scope of testing in a specialty area which requires professional discretion in determining actual test procedures and interpreting results. Positions at this level assist in the training of other staff, students and customers while maintaining current scientific knowledge and technology applications that apply to their unit. Positions at this level make independent decisions under general supervision.

## MEDICAL TECHNOLOGIST-ADVANCED

This is advanced level professional medical technologist work. Positions at this level are located in a institutional clinical laboratory, the State Laboratory of Hygiene, or the Department of Health and Family Services. Positions allocated to this class function as (1) the top level medical technologist in a specialized area of a complex program with statewide responsibilities; or (2) a team leader in one or more specialized area(s). The work performed includes participating in the teaching of university level courses; participating in multi- and cross- specialty areas which often includes policy making responsibilities; participating in court cases as an expert witness; involvement in research projects which include high level outside contacts with public and private agencies, and consultants. The work is performed independently under very general supervision.

### III. QUALIFICATIONS

The qualifications required for these positions will be determined at the time of recruitment. Such determinations will be made based on an analysis of the goals and worker activities performed and by an identification of the education, training, work, or other life experience which would provide reasonable assurance that the knowledge and skills required upon appointment have been acquired.

### IV. ADMINISTRATIVE INFORMATION

This classification series was created effective October 12, 1997 and announced in Bulletin CC/SC-74 to describe positions which perform medical technology work at the Departments of Health and Family Services, Veterans Affairs, and the University of Wisconsin. The creation of this classification series resulted from the Governor's Human Resource Reform Commission recommendation to simplify the classification system. This action resulted in the abolishment of the Medical Technologist classification series (class codes 41101 through 41105).

CAJ  
41161