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 JANET HEISSE  
 INVESTIGATION  
 Case No. 75-97-I  
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**OFFICIAL**

DECISION ON  
 REQUEST FOR  
 INVESTIGATION

Before: JULIAN, Chairperson, SERPE, STEININGER, WILSON and DEWITT, Board Members.

On August 14, 1975 Janet Heisse requested that the Personnel Board conduct an investigation into "the appointing and firing practices of the Department of Industry, Labor and Human Relations, Equal Rights Division." Ms. Heisse based her request on her own personal experiences and observations.<sup>1</sup>

On August 22, 1975 the Bureau of Personnel objected to the Board conducting an investigation for the following reasons:

- 1.) Respondent Bureau of Personnel has already assigned a Personnel Management Review Coordinator to review the personnel performance of all the agencies. The Department of Industry, Labor and Human Relations' personnel system will be given a thorough review within the near future.
- 2.) The implementation by the Bureau of Personnel of mandatory position analysis and the revised oral examination procedure will correct earlier problems experienced in the recruitment and examination process.
- 3.) DILHR management is looking into problems in their agency relative to the inappropriate handling of personnel transactions by their managers.

After the exchange of several more letters, the Board requested in late December that the Bureau of Personnel submit a copy of the results of the review of the personnel performance of the Department of Industry, Labor

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<sup>1</sup>. Ms. Heisse had filed an appeal in November, 1974 after she was denied admission to an examination for a position which she had been filling as a limited term employee. A settlement was reached in her case. She subsequently withdrew her appeal and simultaneously filed her request for an investigation. (See Heisse v. Wettengel and Lerman, Case No. 74-123, August 29, 1975.)

and Human Relations (hereinafter called the Department). Further, the Board requested that the Department submit a copy of the goals and objectives for the handling of personnel matters by the Equal Rights Division and its Administrator.

The Bureau of Personnel has advised the Board that the review of the Department would not take place until mid-summer. This would indicate that any action taken as a result of the review would not occur until late summer at best.

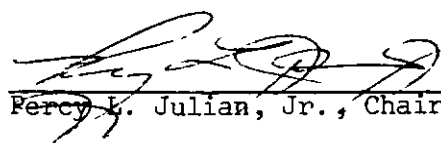
The Department responded with fairly detailed information on the goals and objectives as developed and implemented through early August, 1975. This information indicates that the Department is aware that there are problems in the area of personnel management including appointment practices.

Under Section 16.05(4), Wis. Stats., we may exercise a power of investigation. Further, we may issue recommendations and/or an enforceable order based on the results of an investigation.

From the information which we have already received and reviewed, we feel that further action in this case needs to be taken. Therefore, we conclude that we will conduct an investigation into the appointing and firing practices of the Department of Industry, Labor and Human Relations, Equal Rights Division. As an initial step, we request that within 14 calendar days of the date of this decision the Department update to the present all the information contained in the various correspondence and memoranda already supplied to the Board.

Dated March 22, 1976.

STATE PERSONNEL BOARD

  
Percy L. Julian, Jr., Chairperson