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In the matter of:

Public Service Commission
Investigation

Case No. 75-123-I

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

INTERIM REPORT

OFFICIAL

On October 17, 1975, the Public Service Commission was advised that we were considering conducting an investigation pursuant to S. 16.05(4), Wis. Stats., into the agency's affirmative action policy and practice. We requested a written report including any information which might bear on the question of whether an investigation would be appropriate.

Following this request, the agency submitted copies of various documents it had on file with the State Affirmative Action Coordinator's Office: quarterly reports, 1975-76 Affirmative Action Plan and Balance of Work Force Data, the 1973-74 Plan with long range projections and the 1974 Plan analysis. We also received letters from the Chairperson of the Public Service Commission and the Executive Assistant to the Chairperson. The latter summarized recent progress in the field and commented that while the "numerical history" was not one of which the Commission could be proud, that it was significant that "progress has been made recently by a Commission which is at least two-thirds wholly new within the past year."

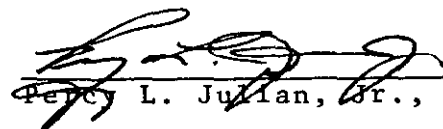
We believe the available data is indeed somewhat negative. The attached copy of the Affirmative Action

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Quarterly Statistical Report for July 1-September 30, 1975, indicates that of 95 executive and professional positions in the agency, there are only eight female and one minority. In light of the factors expressed in the aforesaid letter, we believe that our decision as to further proceedings in this matter should await further observation of the agency's activities in this area. In this regard, we understand the agency will be filling three positions in the near future — Research Analyst 1, Public Service Engineer 1, and Planning Analyst 3. The agency is directed to submit a detailed report to the Board outlining the selection process to be used for each position as soon as possible. The agency is further directed to submit periodic reports to the Board concerning the progress of these selection processes.

Dated February 23, 1976. STATE PERSONNEL BOARD


Percy L. Julian, Jr., Chairperson