

STATE OF WISCONSIN

STATE PERSONNEL BOARD

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GEORGE THOMAS REQUEST FOR INVESTIGATION

Case No. 76-37-I

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OFFICIAL

INTERIM
OPINION AND ORDER

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

This case combined an appeal of an examination with a request for investigation into certain management practices of DILHR relating to the assignment and other personnel management practices relating to management level black employees. In an interim opinion and order entered July 22, 1977, the Board made certain determinations regarding the various facets of the request for investigation, and declined to conduct further investigation on certain points. However, the respondent DILHR was directed to reply to Mr. Thomas's allegation that there has been a practice of racial discrimination in the concentration of black supervisory employees in the WIN component of job service where they do not get as comprehensive experience as in job service offices, thus depriving them of the opportunity to advance to higher level positions because they are deprived of the requisite experience.

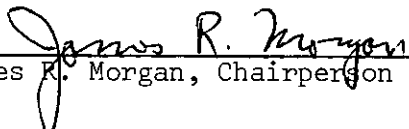
The respondent has replied that although job service black supervisory employees are concentrated in the WIN program in Milwaukee, this concentration has not been intentional and it is denied that these employees get less comprehensive experience. It is alleged that WIN is a new program and that a totally new staff was hired when the program was started, at a time when the job service was making a concerted effort to hire minorities. This enhanced the agency's opportunity to staff with minorities. It is further alleged that WIN program supervisors are trained in traditional job service activities as well as in WIN activities

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The agency response in this matter, while certainly plausible, was also somewhat conclusory. There are no statistics on the agency's affirmative action hiring patterns subsequent to the initial staffing, of the WIN program. The Board will keep this file open while it orders that the agency file, within 45 days of the date this order is signed, statistics on affirmative action personnel practices with respect to job service supervisors in and out of WIN since the initial staffing of the WIN program.

Dated: April 11, 1978

STATE PERSONNEL BOARD


James R. Morgan, Chairperson