

STATE OF WISCONSIN

STATE PERSONNEL BOARD

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ANNABEL KENDALL, et al.,
 Appellants,

v.

GARY E. ROHDE, Secretary,
 Department of Agriculture, and
 VERNE H. KNOLL, Deputy Director,
 State Bureau of Personnel,
 Respondents.

Case No. 76-39

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OFFICIAL
 ORDER

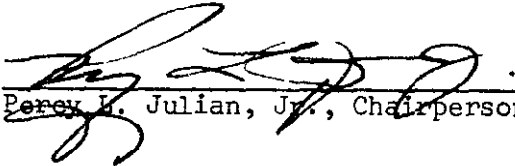
Before: JULIAN, Chairperson, SERPE, and DEWITT, Board Members.

ORDER

WHEREAS the parties to this appeal have agreed to a Stipulation which is hereby incorporated by reference and attached hereto and which is a complete settlement of all remaining issues in this appeal,

NOW, THEREFORE, IT IS ORDERED that this appeal is dismissed.^{1/}

Dated December 21, 1976. STATE PERSONNEL BOARD



 Percy H. Julian, Jr., Chairperson

^{1/} We note that we played no role in the negotiation of this settlement and by the entry of this order express no opinion on the merits of the settlement.

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vs.

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ROHDE & KNOLL.

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STIPULATION

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It is agreed by the undersigned parties that the following stipulations shall be effective beginning with the 1977 Alice in Dairyland program:

(1) In order to further the Department of Agriculture's goal of a balanced work force in all employment classifications, as expressed in its Affirmative Action Plan and Equal Employment Opportunity policy, eligibility for the Alice in Dairyland position will be limited to females.

(2) Eligibility shall not be denied because of marital status.

(3) Eligibility shall be extended to applicants who are at least age 18 but not over 30 years old as of March 1.

(4) The job announcement for the position shall in substance declare that the applicant:

(a) Be knowledgeable in the domestic arts and sciences, and Wisconsin agriculture and industry.

(b) Possess ability to communicate with the public and effectively utilize the media to promote the state's interests in

agriculture, industry and the domestic arts and to advertise Wisconsin and its agricultural products.

(c) Be knowledgeable about Wisconsin's history and resources.

(d) Present an image appropriate to "Alice" as a representative of Wisconsin and its standing as a major agricultural and industrial state.

(e) Has an interest in public relations work.

(f) Has demonstrated an interest in state service.

(g) Be willing and able to travel extensively throughout the state and nation.

(4) The selection process shall consist of:

(a) Written application realistically designed to reveal the applicant's qualifications for the position.

(b) Group and individual interviews prior to the final selection proceedings. All questions are to be submitted to the Bureau of Personnel and shall not include any inquiry concerning the candidate's religious or political persuasion.

(c) The final selection proceedings shall not include any criterion unrelated to job qualifications.

(5) The Center for Public Representation shall review the 1977 Alice in Dairyland brochure prior to publication.

(6) All finalists shall be considered members of a recruitment pool for one year for administrative and para-professional positions.

(7) All recruitment brochures shall be published by the Department of Agriculture under its own name.

(8) The Department of Agriculture's Affirmative Action policy shall reflect the spirit of this agreement.

It is further stipulated that this agreement represents a complete settlement of all remaining issues in the above-captioned proceeding, and upon acceptance thereof by the Personnel Board, this proceeding will be considered as terminated and closed.

It is also stipulated and agreed by and between the Center for Public Representation and the Department of Agriculture that this agreement is also determinative of all issues raised in a complaint filed with the Equal Rights Division of the Department of Industry, Labor and Human Relations by Eugene F. O'Neill, III and William Baker, and that such complaint be withdrawn by the Center for Public Representation upon conclusion of the present proceeding before the Personnel Board.

Dated this 11th day of November, 1976.

Louis S. Trubel
For the Appellants

Gene H. Knall
For the Bureau of Personnel

S. G. Schaefer, Counsel
For the Department of Agriculture