

2721

Administration

Attached Programs

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LFB Summary Items for Which Issue Papers Have Been Prepared

<u>Item #</u>	<u>Title</u>
8	Glass Ceiling Board (Paper #200)
-	Hearings and Appeals Funding Shifts (Paper #201)

Gov Agency: Administration (Attached Programs) – Glass Ceiling Board

Recommendations:

Paper No. 200 Alternative 3

Comments:

The duties of the proposed Glass Ceiling Board appear to be almost identical to those assigned to the current Glass Ceiling Commission. The only real change proposed is to make this body permanent and provide dedicated staffing for the new board.

The proposal of the Governor represents a start once again of creating additional state boards and councils that are not required for the daily operation of government.

It is not necessary to create a statutory entity to ensure the continuation of a separate entity focused exclusively on glass ceiling issues. Subsequent governors and heads of state agencies may establish such councils. Continuation of the existing executive order Glass Ceiling Commission is the appropriate course through which to address these issues.

The current Commission appears to be accomplishing a great deal using the existing resources provided by DWD and the DOA appropriation for special and executive committees.

Prepared by: Deb



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April 20, 1999

Joint Committee on Finance

Paper #200

Glass Ceiling Board (DOA -- Attached Programs)

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CURRENT LAW

There exists a Glass Ceiling Commission created by executive order of the Governor. The Commission is chaired by the Secretary of Workforce Development (DWD) and consists of 25 members selected from both public and private sectors and appointed by the Governor. The Glass Ceiling Commission receives \$1,000 annually from the special and executive committees appropriation. Staff service for the Commission are provided by DWD.

The duties of the Glass Ceiling Commission include: (1) developing a Wisconsin employer compact program to encourage agencies to eliminate barriers and promote advancement of women and minorities to upper ranks of management; (2) developing an annual Governor's Glass Ceiling Award program; (3) disseminating information to employers on glass ceiling issues and programs; (4) identifying businesses and industries that provide better than average advancement opportunities for women and minorities; and (5) promoting the appointment of qualified women and minorities to public and private boards of directors.

GOVERNOR

Create a statutory Glass Ceiling Board to replace the existing Glass Ceiling Commission and provide \$60,500 GPR in 1999-00 and \$75,000 GPR in 2000-01 and 1.0 GPR position to the Women's Council to staff the new Board. The Board would have the following statutory duties: (a) administer an annual "Governor's Glass Ceiling Award Program" to recognize Wisconsin businesses and organizations that advance, or promote the advancement of, women and minority group members to upper-level management positions; (b) conduct outreach and provide other resources to disseminate information to employers on glass ceiling issues and effective programs that have helped eliminate barriers to promotion of women and minority group members to upper-

level management positions; (c) identify businesses and industries that provide exceptional opportunities for women and minority group members to upper-level management positions, and, whenever appropriate, promote the expansion of such businesses and industries in the state; and (d) actively promote the appointment of qualified women and minority group members to public and private governing bodies.

Provide that the Board be attached to DOA for administrative purposes and staffed by the Women's Council. Authorize the Governor to annually choose the Chairperson of the Board. Specify that Board membership shall consist of 25 members as follows: (a) two Senators and two Representatives of the Assembly selected in the same manner as members of standing committees are chosen; and (b) 21 persons holding public or private sector positions, appointed by the Governor to three-year terms.

DISCUSSION POINTS

1. The Glass Ceiling Commission was originally created by Governor Thompson by Executive Order #223 in June of 1994. It has been continued by subsequent executive orders of the Governor.

2. The stated rationale for the Governor's recommendation to make the non-statutory Glass Ceiling Commission into a statutory board is to ensure the continued existence of such a body and raise the profile of the activities of the Commission and the glass ceiling issue in general.

3. The duties of the proposed Board appear to be almost identical to those assigned to the current Commission. It would appear that the only change is to make this body permanent and provide dedicated staffing for the new Board.

4. In recent sessions, the Legislature has been scrutinizing the number of agency boards, councils and commissions that are in existence and/or being newly created. Under provisions of 1995 Wisconsin Act 27, the Lieutenant Governor was directed by the Legislature to review 143 then existing state government boards, councils and commissions to determine if they should be continued, merged with another body or repealed. In 1997 Wisconsin Act 27, based on a report from the Lieutenant Governor the Legislature included provisions eliminating over 50 existing boards, councils or commissions. It could be argued that this proposal of the Governor represents a start once again of creating additional state boards and councils that are not required for the daily operation of government.

5. The Lieutenant Governor's review did not focus on the Glass Ceiling Commission because it only looked at statutory based bodies and the Commission is an executive order entity. However, the Lieutenant Governor did evaluate the Women's Council, which is attached to DOA for administrative purposes, and premised his recommendation for that Council on the assumed continuation of the Commission. The Lieutenant Governor recommended that the Women's Council be sunsetted effective June 30, 1997 and that a Women's Center also be created by executive

order. The report recommended that the new center be combined with and staffed by the Glass Ceiling Commission. The Lieutenant Governor's recommendation regarding the Women's Council was not adopted by the Legislature.

6. In addition to creating a new statutory board to replace an executive order entity that has existed for almost five years, the Governor's recommendation would provide one position and funding of \$60,500 GPR in 1999-00 and \$75,000 GPR in 2000-01 to the Women's Council to provide staffing for the new board. The Women's Council currently has 1.0 position -- a full time director -- and a current annual budget of \$90,400 GPR.

7. The statutory responsibilities of the Women's Council are to: (a) identify barriers which keep women from participating fully and equally in all aspects of life; (b) conduct hearings on issues of concern to women; (c) advise state agencies and authorities on the effect on women of emerging state policies, procedures, laws and administrative rules; (d) work with state agencies, the private sector, and groups concerned with women's issue to develop solutions to women's economic and social inequality; (e) recommend changes to the public and private sectors and propose legislative and other policy changes to further the economic and social equality of women and improve the state's economy; (f) provide information on the status of women; and (g) submit a biennial report to the Governor and the Legislature.

8. If the Committee agrees that there should be, as there is currently, a separate entity focused exclusively on glass ceiling issues, then it may wish to consider whether it is necessary to create a statutory entity to ensure this. However, it could be argued that not only this Governor, but any Governor, can create such councils, commissions, task forces and other entities for the term of his or her office that he or she deems necessary and establish the responsibilities of such entities. Further, the heads of state agencies (such as the Secretary of the Department of Workforce Development) may also establish such nonstatutory advisory councils and committees as they determine necessary in connection with the mission of their agencies. This line of argument would suggest that continuation of the existing executive order Glass Ceiling Commission is the appropriate course through which to address these issues. This alternative would represent an approach that would be in line with the thrust of recent past efforts not to establish by statute entities that can be established through other means.

9. It could be further argued that the current Commission appears to be accomplishing a great deal using the existing resources provided by DWD and the DOA appropriation for special and executive committees. The Commission has awarded the Governor's Diamond award in three of the last five years to recognize Wisconsin businesses, organizations, public agencies and institutions that have made progress in addressing glass-ceiling issues. Approximately one thousand people attended the event last year in Milwaukee. Numerous seminars and speaking engagements are conducted each year to disseminate information and help raise awareness of the glass ceiling issue. In addition, the Commission's has a website that has recently been expanded to also further educate the public. The Commission has also partnered with public and private organizations to try and match qualified individuals for vacant positions on corporate or public boards.

10. However, if the Committee believes that the statutory establishment of such a Board is necessary, one other alternative to the Governor's recommendation would be to statutorily create the Board, but attach it to DWD for administrative purposes and specify that DWD should provide such staff services as the Board requires from its existing staff resources, as it is currently doing for the existing Commission.

ALTERNATIVES

ok 1. Approve the Governor's recommendation to create a statutory Glass Ceiling Board and provide the Women's Council with \$60,500 GPR in 1999-00 and \$75,000 GPR in 2000-01 and 1.0 GPR position to staff the new Board.

2nd 2. Modify the Governor's recommendation by creating a Glass Ceiling Board attached to DWD and delete funding and authorization for additional staff.

<u>Alternative 2</u>	<u>GPR</u>
1999-01 FUNDING (Change to Bill)	- \$135,000
2000-01 POSITIONS (Change to Bill)	- 1.00

3. Maintain current law.

<u>Alternative 3</u>	<u>GPR</u>
1999-01 FUNDING (Change to Bill)	- \$135,000
2000-01 POSITIONS (Change to Bill)	- 1.00

Prepared by: David Worzala

MO# MT 3

BURKE	<u>Y</u>	N	A
DECKER	<u>Y</u>	N	A
JAUCH	<u>Y</u>	N	A
MOORE	<u>Y</u>	N	A
PLACHE	<u>Y</u>	N	A
WIRCH	<u>Y</u>	N	A
COWLES	<u>Y</u>	N	A
PANZER	<u>Y</u>	N	A
GARD	<u>Y</u>	N	A
PORTER	<u>Y</u>	N	A
KAUFERT	<u>Y</u>	N	A
ALBERS	<u>Y</u>	N	A
DUFF	<u>Y</u>	N	A
WARD	<u>Y</u>	N	A
HUBER	<u>Y</u>	N	A
RILEY	<u>Y</u>	N	A

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