

EXECUTIVE DEPARTMENT

Executive Order # 44

WHEREAS, ss. 111.322 and 111.36, Stats., provide that the State of Wisconsin shall not discriminate on the basis of sex in compensation; and

WHEREAS, the State of Wisconsin needs to develop a system for analyzing its compensation system on the basis of comparable worth to determine if pay inequity on the basis of sex in state service exists; and

WHEREAS, this administration is absolutely committed to improving the status of women in this state;

NOW, THEREFORE, I, ANTHONY S. EARL, Governor of the State of Wisconsin; pursuant to section 14.019, Wis. Stats., and by virtue of the authority vested in me by the Constitution of this state, do hereby order and direct that:

1. There is created a committee which shall be known as the Task Force on Comparable Worth.
2. The Task Force on Comparable Worth shall:
 - a. Review and analyze existing research on comparable worth.
 - b. Research data and programs from other states relating to comparable worth.
 - c. Review the state civil service classification and compensation system.
 - d. Determine and document the extent to which classification and occupational group gender segregation and a disparity between wages paid to men and women exists in state service.
 - e. Develop and recommend to the Governor by May 31, 1984, a budget and staffing plan for a study to develop a system by which state civil service and unclassified academic staff may be evaluated using the principle of equal pay for comparable worth.
 - f. Oversee a study as listed under 2.e. above.
 - g. Oversee the testing of a study as listed under 2.3. above.
 - h. Recommend a timeline, cost estimate and legislation for implementing the system developed under 2.e. above.
 - i. Submit to the Governor and the Legislature a preliminary cost estimate for implementing the system developed under 2.e. above no later than December 14, 1984, and final results and recommendations no later than December 31, 1985.
3. The Task Force on Comparable Worth shall include: legislators representing both major political parties and both Houses of the Legislature; public and private employers; labor; the Wisconsin Women's Council; personnel and legal experts. The Governor shall designate the chair from among the members of the Task Force.

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LEGISLATIVE REFERENCE
BUREAU

UNITED STATES OF AMERICA

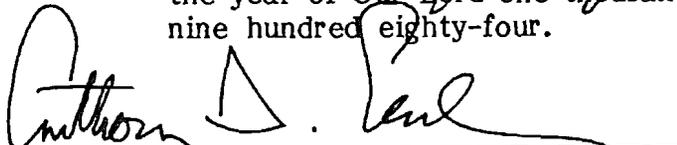
The State of Wisconsin



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4. The Department of Employment Relations and the Department of Administration shall serve as non-voting advisory members of the Task Force.
5. All state agencies shall give full cooperation, information and personnel assistance to the Comparable Worth Task Force, to assist the state in studying the principle of comparable worth.
6. The Department of Employment Relations and the Wisconsin Women's Council shall provide such administrative support as may be needed by the Task Force.

IN TESTIMONY WHEREOF, I have hereunto set my hand and caused the Great Seal of the State of Wisconsin to be affixed. Done at the Capitol in the City of Madison this 25th day of January in the year of Our Lord one thousand nine hundred eighty-four.


ANTHONY S. EARL

By the Governor:


DOUGLAS LA FOLLETTE