



## Legislative Fiscal Bureau

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April 30, 2007

TO: Senator Glenn Grothman  
Room 20 South, State Capitol

FROM: Bob Lang, Director

SUBJECT: State Agency Positions Related to Affirmative Action

At your request, I have prepared the attached table which identifies positions in state agencies that directly relate to affirmative action. These positions were identified based on the following position classification titles: equal opportunity program officer and specialist, equal opportunity specialist, equal rights officer, equal rights supervisor, and executive equal opportunities specialist. The positions identified perform functions that are generally related to ensuring state agency compliance with state and federal employment regulations. Funding amounts represent base salaries plus fringe benefits at the 2006-07 rate.

In reviewing the table, the following points should be noted:

- Included in the table are 5.0 GPR positions in the Division of Affirmative Action (DAA) in the Office of State Employment Relations (OSER) . Not included in the list is 1.0 GPR division administrator position for the division (\$105,600 GPR).
- OSER's Division of Affirmation Action "is the central affirmative action/equal employment opportunity (AA/EEO) office for Wisconsin state government. DAA issues standards, reviews and approves state agency and UW System affirmative action plans, and monitors agency compliance on an on-going basis. The division prepares annual reports which evaluate state progress in hiring racial/ethnic minorities, women, persons with disabilities, veterans, and Wisconsin Works (W-2) and food stamp customers with dependent children. DAA provides technical assistance; trains new supervisors regarding AA/EEO responsibilities; coordinates the Targeted Opportunities Program - TOPjobs (formerly known as Summer Affirmative Action Intern Program), Cooperative Education Program (CEP) and Information Technology Employment Program for Minority Students (ITEMS); and provides staff service to the State Council on Affirmative Action, a 15-member citizen body appointed by the Governor and legislative leaders to

evaluate the state's progress in achieving statutory affirmative action objectives."

- The Department of Workforce Development's Division of Equal Rights, Civil Rights Bureau, is generally responsible for enforcing the fair employment, fair housing, public accommodations, whistleblower, and family and medical leave laws. There are 42.0 positions (41.5 GPR and 0.5 PR) in the Bureau with a position classification title related to "equal opportunities" or "equal rights" (\$2,777,400 GPR and \$27,400 PR). However, given that these positions are not directly related to state agency affirmative action functions, but rather enforcement activities in a number of different areas, they have been excluded from the table.

You had also requested information regarding affirmative action positions in the University of Wisconsin System. The University is currently in the process of addressing this request. Therefore, when the information is received, it will be forwarded to you.

I hope this information is of assistance.

BL/JR/sas  
Attachment

**ATTACHMENT**

**State Agency Affirmative Action Positions and Funding  
2006-07**

Agency	GPR		PR		FED		SEG		Total	
	Amount	Positions	Amount	Positions	Amount	Positions	Amount	Positions	Amount	Positions
Administration	\$0	0.00	\$143,500	2.00	\$0	0.00	\$0	0.00	\$143,500	2.00
Corrections	199,000	2.00	62,400	1.00	0	0.00	0	0.00	261,400	3.00
Health and Family Services	62,700	1.00	358,800	5.00	0	0.00	0	0.00	421,500	6.00
Natural Resources	0	0.00	0	0.00	79,300	1.00	0	0.00	79,300	1.00
Office of State Employment Relations	340,300	5.00	0	0.00	0	0.00	0	0.00	340,300	5.00
Revenue	60,700	1.00	0	0.00	0	0.00	0	0.00	60,700	1.00
Transportation	0	0.00	0	0.00	436,600	7.05	760,400	10.95	1,197,000	18.00
Veterans Affairs	0	0.00	0	0.00	0	0.00	63,600	1.00	63,600	1.00
Workforce Development	0	0.00	79,000	1.00	264,000	4.00	0	0.00	343,000	5.00
<b>Total</b>	<b>\$662,700</b>	<b>9.00</b>	<b>\$643,700</b>	<b>9.00</b>	<b>\$779,900</b>	<b>12.05</b>	<b>\$824,000</b>	<b>11.95</b>	<b>\$2,910,300</b>	<b>42.00</b>