



State Engineering Association
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December 16, 2011

Dennis G. Smith, Secretary
Department of Health Services
1 West Wilson Street
Madison, WI 53703

Dear Secretary Smith:

Recently, members of the State Engineering Association (SEA) on DHS staff received a memorandum regarding changes in add-on pay for our members who work in the department. These changes are based on the upcoming compensation plan.

SEA respectfully requests a written or electronic copy of the agency's implementation of this and other discretionary changes under the compensation plan, including whatever written administrative policy DHS develops relating to the agency's particular implementation.

A number of our members have expressed dismay that their 30-cent per hour salary add-on is being taken away, even though they are still obliged to obtain professional certification. This change seems inconsistent with the state's stated goal of rewarding merit, pursuing equity and promoting retention. The loss of the add-on serves as a disincentive that weighs against engineers and technical specialists obtaining additional training at their own expense.

SEA would like to request a meeting with the agency to discuss the mutually beneficial restoration of the traditional and proven add-on system. SEA believes such a change is within the discretion of the agency to grant. In returning to the traditional system of add-ons, the agency would be letting worthy employees know it appreciates the work they do, while continuing to honor a past commitment made by the state during good-faith bargaining.

SEA also is looking for clarity on behalf of our members who receive Professional Development Training benefits in exchange for past salary concessions. Many of our members are concerned that PDT will be lost to them, amounting to a further base-pay decrease. That, it seems to us, would further negate the stated aims of the state to reward workers and pursue equity in compensation planning.

A series of other concerns have been raised by SEA members, who want to know about any planned changes in the turn-down mileage reimbursement policy, stand-by pay and call-back language.

I hope our Association and the agency can work through these questions and issues and gain a better mutual understanding of the changes in SEA member compensation.

Sincerely,

A handwritten signature in black ink, appearing to read "Mark Klipstein", with a stylized flourish at the end.

Mark Klipstein
President