



STATE ENGINEERING ASSOCIATION

SEA View

4510 Regent Street
Madison, WI 53705
www.wisea.org

VOLUME XXXV ISSUE 9
November 2005

(608) 233-4696
FAX (608) 233-6766
wisea@wisea.org

From the President

What's Inside?

Letter from President...	1
Legislative Update.....	2
Last Month's Puzzle.....	2
Who is SEA?.....	3
SEA Song.....	3
Board Meeting.....	4-7
Puzzling Puzzler.....	7
Moving?.....	7
WDC Changes.....	7
WDC Q&A.....	8
Retirement & Health...	9

The 35th annual statewide meeting of the State Engineering Association was held on October 15th in Madison. The night prior to the meeting the Madison section hosted the hospitality reception that included good food, drinks, and conversation with members from around the state. This provided a great start to a very enjoyable weekend.

The next morning the annual meeting was held. The annual state officer and committee reports were shared with the members. Willi updated everyone on the present bargaining situation and projected what might happen in the future. We gathered input from the members who were in attendance. It was proposed that the Association should take a more aggressive approach by running statewide ads in newspapers and on the radio. This approach would temporarily raise dues by \$5 to \$10 or more a month. The ads would be focused on not having a contract for over two years. The Board will vote on this during the December 10th monthly meeting. Please let your section President know what you think on this subject before this meeting. Communication strategy was also discussed and many good suggestions were given and will be discussed at future monthly meetings.

The dinner and entertainment followed the meeting that evening. The food was excellent and the entertainer, Peter Leidy, gave members many laughs including a song that had been written for the Association. The Madison section did an excellent job organizing and hosting this meeting. Next year the Southeast section will have the opportunity to host the annual meeting.

The October 19th bargaining session was cancelled. OSER's lead spokesperson could not attend this meeting, so we mutually agreed to reschedule. The bargaining team will caucus on the 19th and will discuss strategy, current and new proposals. The next bargaining sessions will be held on November 4th and 22nd.

Bob Spoerl's web site coordinator contract was extended. This is good news for the Association; we now know for the next 18 months we will continue to have an updated first class web site.

Please attend the upcoming meetings your administrators will be having across the state. This is a good opportunity for you to share your thoughts and concerns of how your agency is moving forward. You may also want to share with them the reasons why there is such low morale at your offices.

Please continue to maintain your professionalism and get involved in the Association – you can make the difference.

Respectfully,
Mark Klipstein, SEA President



Legislative Update – Health Savings Accounts

By Dave Bohnsack, Second Vice President

Since the open-enrollment period for health insurance is upon us, I thought this would be a good time to inform you about a potential health insurance plan that could be offered in the future. The plan would be tied to a Health Savings Account (HSA). Assembly Bill 341, requires the Group Insurance Board to offer an option to state employees that consists of a HSA.

HSAs were established under a 2003 federal law that set up a prescription drug benefit for Medicare. They were established to help businesses cut healthcare costs and make employees more cost conscious.

Health Savings Accounts, a sort of IRA for current and future healthcare expenses, let people set aside money tax free to pay for medical expenses. They are set up with a health plan that includes a high deductible. HSAs allow participants who accept high-deductible plans of at least \$1000 for individuals and \$2000 for family coverage to save and invest money tax free, as long as the funds are used to pay for qualifying medical expenses. After the deductible is reached, policyholders receive comprehensive coverage. Individuals can deposit money into their accounts to cover the deductible and other medical expenses, and employers can also deposit money for employees. The account earns interest or can be invested in mutual funds.

If an employee leaves his job, the money in his HSA stays with him. These accounts have no “use it or lose it” rule, so funds roll over from year to year. An account holder pays no tax on withdrawn funds as long as they are used to pay for medical expenses. If money is used for any other expenses, it is subject to income tax and a 10 percent penalty.

Benefits for the employee are limited. Most benefits affect the young, healthy, and wealthy. The health savings account can be taken with you from job to job – it is the employee’s money. The longer the money can stay in the account without withdrawals, the more money can be accumulated. HSAs can also be used as a tax shelter. HSAs will help retirees pay for a fraction of future healthcare expenses. Also, HSA participants are not restricted to an HMO doctors or bound by referrals to receive medical care. And doctors may be willing to negotiate lower prices for up-front payment because it saves them the trouble of dealing with insurance companies.

There are downsides to these accounts. HSAs do not accumulate a substantial amount for a few years, so if a sudden health expenses occur in the early years of the account, you may not have the funds to cover it in your HSA. That means you are responsible for those out-of-pocket costs. There are ceilings on annual contributions of \$2650 for individuals or \$5250 for families – so even if you deposit the maximum amounts and don’t touch the money to pay for healthcare, you won’t accumulate enough to cover all your medical expenses in your retirement years. Fees charged by the managers of the accounts can eat up balances. Health insurance is based on the fact that there are individuals with all sorts of health issues as well as healthy individuals. A health savings account pulls mostly the healthy individuals away from the standard HMO, which then will cause the rates for those left in the HMO to rise.

If you have any questions or would like to comment, I can be reached at [dbbohnsack.sea@charter.net](mailto:dabbohnsack.sea@charter.net).

Last Month’s Puzzling Puzzler

Q: A large truck weighing 14,000 pounds starts to cross a bridge one mile long. The bridge can only hold 14,000 pounds, which also is the exact weight of the truck. The truck makes it half way across the bridge and stops. A bird lands on the truck. Does the bridge collapse? Give a reason.

A: No, it does not collapse. When the truck traveled the 1/2 mile to the center of the bridge some fuel would have been used. The weight of the fuel that was used should be enough to compensate for the weight of the bird.

Congratulations to **Terry Treutel** who came up with the correct answer first!



Who is SEA?

SEA is **John Bolka**, SEA Board Secretary and active SEA member since 1985. He has served as Southeast Secretary/Treasurer, Vice President, and President; Statewide Treasurer and Secretary (2 terms each).

John is a Civil Engineer for the Department of Transportation (DOT) in the Waukesha office of the Southeast Region.

John is a Bridge Maintenance Engineer in Sys-Ops, a position he hopes to remain in until retirement.

John and his wife Lisa, live in Waukesha with their two children John (9) and Karen (5). John is involved in many activities including Church - counting money and grilling brats at the festival, bicycling, thinking about working on my '48 Willys, and driving to/from any/every sports or recreational activity two children can be involved in. If I have a hobby, I forgot what it was.

SEA: John, what has been your biggest challenge since taking on the role of SEA Board Secretary in 2002?

JB: Trying to make some sense and usable minutes out of some of the babble at the Board Meetings. (Actually, trying to make the minutes as short, readable, interesting, and accurate as possible. Not that those before me didn't do the same things).

SEA: What would your advice be to members who would like to be more involved in SEA?

JB: Get involved at the Section Level first.

SEA: What are your goals for your term as SEA Board Secretary?

JB: See biggest challenge above. Also to make it through the next year.

SEA: What accomplishment are you most proud of through your work as an engineer at DOT?

JB: Not compromising myself professionally.

SEA: What is your most rewarding personal (or community) achievement?

JB: Anytime I'm able to use my time or skills to help someone else. I just built new concrete steps with railings for my Aunt (86).

SEA: Any final thoughts?

JB: I'd rather be Treasurer!

SEA Song

By Peter Leidy

*Thank you committee for having me here
I love a roomful of engineers
I hope you're all enjoying your beer
Hey--Thanks for having me here*

*You state engineers associate
While doing good work all over the state
And you hired me, so you must be GREAT
Way to go SEA*

*The Governor made a campaign pledge
Sent state employees over the edge
Cuttin' state jobs and driving a wedge
Whatcha thinking, Governor Doyle?*

*Contracting out costs a whole lot more
What's our government doing it for?
It's politics, and nothing more
Give it to 'em SEA*

*Well the situation ain't that sunny
With consultants making all that money
It's a joke, but it's not too funny
You GO, SEA*

*The DOT's takin' us for a ride
Mr. Busalacchi had something to hide
And there's a lotta people on your side
On YOUR side, SEA*

*Still no negotiated contract
Now, I'm a peace-loving guy, and that's a fact
But... some people's heads need to be
whacked!!!!!!
You deserve a good contract
You deserve a good contract
You deserve a good contract*

Peter Leidy, singer and songwriter, wrote this song and performed it at the Annual Meeting. If you would like more information about Peter Leidy and his music, check out his website at www.peterleidy.com. He has a new CD coming out soon, with information on the site.



October 14, 2005 Board Meeting Summary
Meeting held at Doubletree Hotel, Madison
By John Bolka, Secretary

Attendance:

Executive Board: Mark Klipstein - President, Sharon Bremser – 1st Vice President, David Bohnsack – 2nd Vice President, John Bolka – Secretary, Nick Martin - Treasurer

Board Members:

Julie Millard, Wisconsin Rapids President
Karl Pierce, Southeast President
Tom Mugan, DNR President
Tina Flater, Rhinelander Trustee
Reiny Yahnke, La Crosse President
Anthony Allard, Green Bay

Mohammad Hayek, Eau Claire President
Duane Hubeler, State Agencies President
Jeff Olson, Superior President
Michelle Ellias, Madison President
Mike Humke, Central Office

Specialists:

Mel Sensenbrenner, Health and Retirement
Cara Carper, Communication Specialist
Willie Haus, Attorney
Sandy Henke, SEA Office

Committee Leader:

George Mickelson, Compensation Committee

Guest:

Tim Hanley

Meeting Begins:

Mark Klipstein called meeting to order at 4:05 pm. Introduction were made. There were no changes to the agenda.

Approvals:

The September 17, 2005 Board Meeting minutes were reviewed. There was a motion by Julie Millard to approve. Sharon Bremser seconded. Motion carried without opposition.

The Correspondence Report was reviewed. Duane Hubeler had a question about item #7 (regarding a written reprimand) and Sharon briefed the Board. Mark Klipstein accepted the Correspondence Report.

Compensation Committee: *By George Mickelson*

George said there was a huge increase in the CPI in September (1.2%). The Core CPI, which excludes Food and Energy, was also up (0.1%). WSEU has been bargaining 4 days /week in October, and are said to be making proposals dealing with Post Retirement Health Insurance Benefits that may include giving up Sick Leave Conversion.

AB 105, also known as SB 56, passed the Senate and did not contain a clause for Annual Reporting by the DOT. OSER responded to an inquiry from Sen. Cowles office regarding bargaining. The response shouldered SEA with the blame for progress in bargaining.

2003-2005 Bargaining:

Atty Haus updated the Board. A scheduled October 19th bargaining date was cancelled by mutual consent after finding out the OSER Chief Spokesperson currently assigned to bargain with SEA would not be available. Dates for November 4th and 22nd were added. Atty Haus briefed the Board on the circumstances regarding the date changes and off-the-record discussions regarding SEA-OSER expectations. The bargaining team will meet internally at Atty Haus' office on October 19.

Communication Report: *By Cara Carper*

Cara reviewed the tasks accomplished for September/October. The SEA View is up and running on the website and Cara asked the Board whether a Single or Double column format is preferred. It was decided to post in both formats to see which is preferred by the membership. To date 17 members have requested paper copies of the newsletter. Use of a chat room setup or password protection for parts of the website were discussed and dismissed. Because there is no post office correction for address changes (a service that SEA was paying for with the paper newsletter), members will have to remember to notify the SEA Office or Section President when an address change occurs. In the later case, Section Presidents must pass the information along to the SEA Office. It is very important to maintain the address list because of the need for mailings such as ratification or election mailings.

**Board Meeting Summary (continued)****Grievance Report: By Sharon Bremser**

Note: P-xxx indicates personal grievance

A-xxx indicates an Association grievance

A-307 (filed 5/3/99) —Denied time to take PE exam – Arbitration pending with Bellman. (Date selection)
A-351 (filed 7/19/01) – DOT D4 – RLS exam reimbursement. Consolidated with A-307.
A-352 (filed 6/25/01) – DOT D3 – Initial PE licensing fee reimbursement. Consolidated with A-307.
A-361 (filed 10/30/01) and A-362 (filed 10/31/01) – DOT D1 and D2 – Assignment of scheduled overtime. Arbitration pending (Date selection).
A-369 (filed 1/2/02) – DNR Water – Add-on as part of year-end leave cash out option. Arbitration pending.
A-373 (filed 5/21/02) – DOT D3 – Rescind disciplinary action. Arbitration Hearing Held, Briefings filed.
A-378 (filed 8/14/02) – DOT 1 - Not being paid appropriate mileage rate. Filed at Step 4.
A-389 (filed 5/30/03) – DOT D3 – PE Licensing fee reimbursement. Consolidated with A-307.
A-394 (filed 8/1/03) – DOT D1 – Discipline Reassignment. Filed at Step 4.
A-395 (filed 5/3/03) – DNR NER – PE Exam Reimbursement. Consolidated with A-307.
A-402 (filed 3/25/04) – DOT-DTID – Discipline without just cause. Filed at Step 4.
A-405 (filed 4/5/04) – DOT D5 – PE Exam and licensing fee reimbursement. Consolidated with A-307.
A-409 (filed 7/14/04) – DOCOM D5 – Unhealthy and Un-Safe Workplace. Step 3 Decision on hold.
A-410 (filed 6/29/04) – DNR Water – Granting of Restoration Rights. Filed at Step 4.
A-412 (filed 7/7/04) – DOT D2 – Stalking Incident. Filed at Step 4.
P-414 (filed 11/9/04) – DOT D2 – Administrative Leave/Discrimination. Filed at Step 4.
P-415 (filed 11/17/04) – DOT D2 – Administrative Leave/Discrimination. Filed at Step 4.
A-419 (filed 12/23/04) – DNR Water – Add-on is part of year end cash out option. Filed at Step 4. Consolidate with A-369.
A-420 (filed 1/27/05) – DOT – Turndown Mileage Rate. Filed at Step 4.
P-421 (filed 2/09/05) – DOT D2– Administrative Leave/Discrimination. Moved to Step 4.
P-422 (filed 2/09/05) – DOT D2– Administrative Leave/Discrimination. Filed at Step 4.
P-424 (filed 3/18/05) – DOT D2– Demotion without cause. Moved to Step 4.
P-425 (filed 4/05) – DOT D2– Mental Torture/Investigation Meeting. Filed at Step 4. (Meeting 5/4/05).
P-426 (filed 5-16-05) – DOT D2 – Suspension w/o Just Cause. Filed at Step 4.
P-427 (filed 7-27-05) – DOT D2 – Termination w/o Just Cause. Filed at Step 3.
A-428 (filed 6-23-05) – DOT D5 – Travel Policy/Cards/Hotels. Filed at Step 3, waiting for Step 3 Answer.
A-429 (filed 4-27-05) – DOT D5 – PE Licensing Fee Reimbursement. Filed at Step 2. Consolidated with A-307.
A-430 (filed 4-27-05) – DOT D5 – PE Exam Reimbursement. Filed at Step 2. Consolidated with A-307.
A-431 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Filed at Step 2. Consolidated with A-307.
A-432 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Filed at Step 2. Consolidated with A-307.
P-433 (filed 7-15-05) – DOA-DSF-BAE – ADA Discrimination. Denied at Step 2, Grievant retired, grievance will be dropped.
P-434 (filed 6-10-05) – UW Stout – Termination w/o Just Cause. Filed at Step 3, no response.

The following grievances were discussed at the Board Meeting:

A-361: Arbitration meeting tentatively scheduled for August has not been held.

A-373: Briefings were submitted.

A-378: Need to check on status

A-428: Step 3 held a couple of weeks ago, waiting for response.

P-433: Grievant has retired, Step 3 not filed, Grievance will be dropped.

P-434: Unable to contact grievant. Send grievant certified letter requesting response. If no response grievance will be dropped.

Grievance Training is still tentatively scheduled for February.

Health and Retirement Report: By Mel Sensenbrenner

SWIB performance for end of September was not provided although it was noted the funds performed very poorly in the last two weeks, similar to the performance this last spring.

Mel presented an abbreviated report noting the wealth of information that was available in his annual report available at the Annual Meeting on Saturday.

Stay involved a make sure to read Mel's report in the SEA View for more detailed info on this and other Health and Retirement Issues!



Board Meeting Summary (continued)

Legislative Report: *By David Bohnsack*

There have been two recent polls released on next year's governor's race. The on-line poll shows US Representative Green in the lead, the other poll shows Doyle with a lead over both Green and Walker. Typically incumbent governors have a much bigger lead at this point of the race.

Sen. Zein getting \$0.32/mi for using motorcycle, while State employees are receiving less for using personal vehicles for State business.

Dave gave a brief overview of the following bills:

AB 434 - An Act to amend 25.185 (2) of the statutes; relating to the Investment Board and services of minority financial advisers and minority investment firms. Under current law the Investment Board must try to ensure that 5 percent of the total funds expended for financial and investment analysis and for common stock and convertible bond brokerage commission in each fiscal year is expended for the services of minority financial advisers or minority investment firms. This bill increases that amount to 10 percent.

AB 747 - An Act to amend 40.23 (2m) (fm) of the statutes; relating to calculating creditable service for purposes of early retirement under the Wisconsin Retirement System. (Participants in the WRS other than a teacher, librarian, or school administrator). This bill lowers the number of hours worked to qualify from 1428 to 990 hours.

Section Reports:

Madison — Decisions regarding regionalization are slow in coming and are hurting morale and causing a rift between employees.

Southeast — Chesnik visited the district office and was asked for copy of survey regarding CADDs and Surveyors. Recent Section Annual Meeting appearance of Atty Haus seems to have stirred up some activity and militancy among the membership. Karl Pierce looking for direction and ideas on what can be done and what Board is doing.

Green Bay — Four SEA members have left State service (non retirement) within the last 3 months.

Wisconsin Rapids — A local Section Meeting will be held after the Annual Meeting to allow the attending membership to report back to the membership fulfilling their obligation for reimbursement for expenses related to attending the Annual Meeting. Morale continues to be low. Communication continues to be a problem and source of frustration.

La Crosse — Section is seeing an increased usage of Construction Projects staffed with a DOT Project leader and Consultant staffs.

Eau Claire — The Section received a thank you from the Red Cross for donation to Hurricane Katrina Relief effort.

Rhineland — The section has become aware of a LTE that recently received a 30% pay increase.

Superior — No Report.

Central Office — Members are asking questions why no Section Annual Meeting was held. Members also concerned about possible inequities regarding any repayment for health insurance.

DNR — Some members asking questions about status of bargaining. Discovered budget allocated 3 new engineering positions in Storm Water Group, not 2 as previously identified. Management was informed of error and is looking to hire another engineer. Questions continuing about resolving remaining Add-on discrepancies.

State Agencies — Annual Meeting with elections was held on 9/19, 23 members in attendance (down from past meetings). Duane Hubeler was elected Section President and Leroy Stublaski Vice President.

SEA Office Website:

Check out the website at www.wisea.org or contact SEA at wisea@wisea.org



Board Meeting Summary (continued)

Financial & Membership Reports:

No Treasurer or Membership Reports were available for review at the meeting.

Nick Martin motioned to pay the vouchers submitted at this Board Meeting.

Board Meeting Vouchers:

05-51,54,55,57,59,61,63,64,67,69, 71,72,74,76,78, & 81	\$1078.11
M-022 => M-033	<u>\$1950.00</u>
	\$3028.11

Annual Meeting Vouchers:

05-52,53,56,58,60,62,64,66,68,70, 71,73,75,77,79,82, & 83	\$1101.99
--	-----------

Grievance Voucher: \$192.76

Mohamad Hayek seconded. Motion carried without opposition.

In light of difficulties resolving audits of local section treasuries, Nick felt it would be beneficial to require all local section treasurers to attend mandatory training. Mohamad Hayek also felt this cost should be paid by the local sections. This issue will be discussed further at another Board Meeting.

Annual Meeting:

Mike Humke briefed the Board regarding this weekend's activities and events in the Madison area.

The 2006 SEA Annual will be hosted by the Southeast Section.

New Business:

Sharon said a Grievance Training school is tentatively scheduled for February 2006.

The meeting was adjourned at 6:38 PM.

The next meeting date is December 10.

Puzzling Puzzler

(submitted by Larry Legro, "Father of the SEA Puzzling Puzzler")

Larry ordered a large pizza for lunch. The pizza had a diameter of 18 inches, and was cut into 8 pieces. Larry ate 4 full pieces. But he only ate 1/4 of the fifth piece. Later on, Larry felt very ill and went to see a doctor. The doctor couldn't help Larry unless he knew the exact amount of pizza in his patient's stomach. What should Larry tell his doctor?

Hint: Don't round the decimals of pi...the doctor needs to know the exact amount!

Submit your answer to carperfarm@mhtc.net. The answer and name of the person who came up with the correct answer first will be published in next month's SEA View

Moving?

Since we no longer send many copies of SEA View through the mail, it is difficult to track if members have moved. If you have a new address, please contact the SEA office so we can continue to send you ratification, election, and other mailings.

Thank your for your assistance!



Wisconsin Deferred Compensation Program Changes Contractors

By Dale Mitchell, State Agencies Section

For the third time since 1983, the face of Wisconsin Deferred Compensation is changing. The policy and program management will remain the same, but participants need to keep in mind some key facts and dates to weather this transition.

WDC program and policy decisions will continue to be made by a 5 member board assisted by Employee Trust Funds staff. The WDC Board includes 2 members who represent "us" - Marty Beil, WSEU union head, and a recent new member represents fire fighters who contribute to the fund. Two other members have State Investment Board experience in managing funds. WDC Board members, meeting agendas and minutes can be accessed via the Employee Trust Funds website.

Shelly Schueller, ETF's Deferred Compensation Director, stresses participants need to know about the "Quiet Period" scheduled to happen 11/26 through 12/12. No non-automatic fund transfers and account changes can be made during this time. Automatic payroll deferrals (contributions) will continue to be made, and those with Schwab Personal Accounts can still trade within the Schwab account.

This "Quiet Period" will be used to physically transfer files and transition from the current administrator Nationwide Retirement Services (NRS) to Great-West Retirement Services (GWRS). Participants will receive paper work closing out account activity with NRS effective 11-30-05, and then a letter from GWRS with a new PIN and current investment allocations for payroll deferrals (contributions).

Ms. Schueller provided the following clarifications, when contacted for more information, about the contract period, criteria considered in selecting the current administrator, and possible benefits to participants and the WDC.

Q: What is the contract period for the new WDC Administrator?

A: The contract with GWRS is set to run for 3 years, from December 1, 2005 until November 30, 2008, with 2 one-year renewals possible through to November 30, 2010. The Board felt this would provide the new Administrator with enough time to demonstrate capabilities, yet allow the WDC to change if the Administrator is not meeting contract requirements.

Q: What were the criteria for a successful bid?

A: The criteria included specific WDC Program needs and company qualifications. Firms needed to demonstrate that they could provide all the features the WDC currently provides, at the best value for WDC members. Four individuals made up the primary evaluation team, and ETF staff assisted in evaluating technical portions of the responses. Evaluators used a standard evaluation tool and scored the responses independently, then met to discuss the results and obtain clarification from the vendors prior to rendering their final scores. Department staff reviewed the vendor qualifications and ranked proposals based on cost.

Q: Was Great-West the low bidder, or were other elements valued over low bid?

A: The new contract was awarded to the firm that successfully demonstrated throughout the selection and interview process that it can provide the best value for WDC members. GWRS offered additional services, such as longer customer service hours (7 am to 7 pm, Monday through Friday) and additional field staff (two additional, total of 10) than other firms responding.

Q: Are there benefits or enhancements for ETF and the WDC Board?

A: Having additional staff in Wisconsin dedicated to WDC will help in furthering financial education efforts valued by the Board. In addition, we expect to have access to internet-based reporting and data querying, and perhaps more in-depth analysis of investment option performance on a quarterly basis.

Q: Will participant plan fees be staying the same, or will plan fees be expected to increase for the "enhancements"?

A: The participant fee structure is not directly affected by the change to GWRS. The WDC Board reviews the participant fee structure annually at the November board meeting. The current fee structure has been in place since calendar year 2000 and preliminary analysis by accountants suggests no changes will be made this year. Should the Board decide to modify the administrative fee structure, all participants will be notified.

Note: Information is currently available about the change to Great West Retirement Services (GWRS) at a transition website, accessible from the Wisconsin Deferred Compensation program current website.



Retirement and Health Insurance Information

Melvin B. Sensenbrenner, SEA Retirement & Health Insurance Representative

SWIB (State of Wisconsin Investment Board)

SWIB is responsible for investing the assets of the Wisconsin Retirement System and several other trust funds.

If you have questions regarding:

- . Investment performance
. Types of investments
. General information about the Investment Board

Write: State of Wisconsin Investment Board
P. O. Box 7842
Madison, WI 53707-7842

Email: info@swib.state.wi.us

Call: Beneficiary Hotline (800) 424-7942
Madison area (608) 267-0957

Visit: Website - www.swib.state.wi.us

ETF (Employee Trust Funds)

ETF is responsible for managing the Wisconsin Retirement System and individual accounts for active and retired employees.

If you have questions regarding:

- . Your retirement account or health and life benefits
. Changing home and bank address or tax withholding
. Fixed dividend and variable adjustment process

Write: Department of Employee Trust Funds
P. O. Box 7931
Madison, WI 53707-7931

Call: Toll Free (877) 533-5020

Local Madison (608) 266-3285

Appointments: Madison (608) 266-5717
Milwaukee (414) 227-4294

TTY: (608) 267-0676

Visit: Website - etf.wi.gov

Excerpt From Mel Sensenbrenner's Retirement and Health Insurance Annual Report

Educational Information for other State Employee Benefits

Note the following ETF Fact Sheets:

- A. Wisconsin Retirement System
B. Group Health Insurance
C. Accumulated Sick Leave Conversion Credit Program (ASLCC) and Supplemental Health Insurance Conversion Credit Program (SHICC)
D. Wisconsin Deferred Compensation Program
E. Wisconsin Group Life Insurance
F. Wisconsin Income Contribution Insurance
G. Wisconsin Employee Reimbursement Accounts Program

It is necessary that all employees educate themselves on each and every benefit in order to take advantage of them!

Table with 2 columns: Acronym and Full Name. Includes WRS, MRA, ETF, GIB, SWIB, WCOA, WREA, WRC, UMPERSA, ORP, GPR, DOA, WEAC.