



# STATE ENGINEERING ASSOCIATION

# SEA View

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

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

## From the President

Bargaining resumed on August 26<sup>th</sup> for the 2003-2005 contract. Normally we start face-to-face meetings at 9:00 a.m., but when OSER was contacted they said they would not be ready until 10:00. Well, they were not ready until 10:30 to meet. OSER went over layoff language we had previously presented to them back in February of 2004. There was some good discussion between both groups and we recessed for lunch at 12:07. It was decided that after lunch we would get back together and they would give us a hard copy of what they had discussed. After lunch we waited for them to get copies of their proposed layoff language, therefore delaying the start of the afternoon session until 3:17. We reviewed their hard copy of the layoff language with them until 4:00. The layoff language had the following changes: removed one sentence, added two sentences and changed the number 14 to 15 in one place. We also decided to exchange possible new bargaining dates the following week.

That was another very disappointing bargaining session. Remember that at the last session on June 20<sup>th</sup>, they offered us a two-year economic package that allowed no pay increases and an IOU to the State for \$200,000 for unpaid health care premiums plus we get to start paying premiums on a health insurance tier system. Now we are back to discussing language and only meet face to face for two hours and 20 minutes. We have had twelve charged bargaining sessions, the State pays an estimated \$10,000 a session for wages and benefits for approximately 20 individuals to meet and bargain. With what we accomplished so far we should be at day three or four, not twelve bargaining sessions. Our website has added example letters you can use to write your Legislators to push OSER to bargain with us in good faith and to conclude the 2003-2005 contract, so we can move on to the next.

We did not have a monthly board meeting in July. As part of our budget and the desire not to raise dues for our members, it was decided to skip a monthly board meeting to save the Association approximately \$3,000 to \$4,000. The board members stayed in contact and continued to work on Association related issues during this time.

This was the last mailed out copy of the SEA View. It was decided by the Board that it would now only be posted on our website ([www.wisea.org](http://www.wisea.org)) with only few exceptions. By doing this we can be more efficient as an organization by having the newsletter available within a couple of weeks, instead of four weeks. We also save approximately \$1,000 on every issue. There will be a reminder sent to you at work that the newsletter is available on our website for your viewing at home. If you do not have access to the website outside of the office, please contact the SEA office or contact your Section Representative and a hard copy will be mailed to your home.

Please get involved in the Association-you can make the difference.

Respectfully,

Mark Klipstein



## **Legislative Update**

By Dave Bohnsack, Second Vice President

The Legislature is in recess until Sept 20, 2005. There are some committee hearings scheduled and a lot of press on proposals being worked on such as a gas tax holiday, a right to carry a concealed gun law, and calls for investigations into price gouging at the gas pumps. Most legislators are at their home districts. Now would be a good time to schedule a meeting with your legislator in your hometown to discuss any important issues.

Rep. Mark Green's run for governor in 2006 could create a few vacancies in public office around the state. State Rep. Terri McCormick, R-Greenville, is considering running for the 8th District seat held by Rep. Mark Green. Assembly Speaker John Gard is running as a Republican for that seat. As these people concentrate on campaigning for a move up the legislative ranks, it leaves them vulnerable to lose their current position. Many constituents see these moves up the legislative ladder as an abandonment of office and opponents are ready to use these moves against the incumbents in the next election.

Because of the Governor's recent flexing of his veto power on the budget bill, a Senate resolution was introduced for consideration of a constitutional amendment that would prohibit the governor from using partial vetoes to create new sentences by combining parts of two or more sentences. A proposed constitutional amendment requires adoption by two successive legislatures, and ratification by the people, before it can become effective.

Assembly Bill 114 was recommended for passage by the Assembly committee in August. The bill would allow public and charter schools to enroll students of only one sex in a school or course, if comparable schools or courses are made available to students of the opposite sex.

Assembly Bill 583, introduced in July, would regulate the sale and redemption of gift cards, gift certificates, and other similar gift obligations. The bill would prohibit the sale of gift obligations that expire or lose value over time, and would require the business that issued the obligation to honor it.

Senate Bill 249 and Assembly Bill 542 propose various changes in the laws concerning election administration. These changes would include: setting up satellite polling places, limiting waiting times for voters to 30 minutes, providing voter registration applications when getting a driver's license, circulating an electronic list of felons barred from voting, and training poll workers.

Assembly Bill 513 proposes to increase the amount of time off employers must allow for employees to be able to vote from three hours to four hours. It would also close state government offices during the November general election day in even numbered years.

Senate Bill 270 would increase the speed limit on freeways and expressways to 75 miles per hour.

Assembly Bill 268 only affects unionized municipal employees. It establishes a process by which a municipal employer can bargain for wages and benefits based on bids received from the private sector. If a low bid is received, regardless of the quality of the work performed or the project overruns, the union is required to match the lower wages and benefits set by the low bid or risk being laid off. This bill will not affect State employees but if passed, it could be a model for a bill that would. A committee hearing on this bill was held on August 31. The minutes for this hearing were not available, but numerous unions representing municipal employees were present to testify against this bill.

The Wisconsin Legislature has approved a contract with WisconsinEYE. The seven-year contract gives WisconsinEYE exclusive rights to mount cameras and wiring in the State Capitol to provide C-SPAN-style coverage of the Legislature at no cost to the state. Broadcasting is expected to begin in January 2006.

If you would like to contact me, I can be reached by email at [dabbohnsack.sea@charter.net](mailto:dabbohnsack.sea@charter.net).



## SEA Loses Two Valued Members



### Steven Severson

Steven R. Severson, age 36, of Eau Claire, Wis., formerly of Dumfries, rural Wabasha, Minn., died as the result of an airplane accident at the Menomonie, Wis., airport Sunday, August 21, 2005.

He was born January 22, 1969, in Eau Claire, the son of Robert and Carol (Schmidt) Severson. He graduated from Wabasha-Kellogg High School in 1987, and then graduated from the University of South Dakota-Brookings with a Bachelor of Science degree in civil engineering in 1992. Since graduation, the State of Wisconsin Department of Transportation has employed him as a civil engineer. He was also a partnered owner of the Third Base Bar in Pepin, Wis. He married Dionne Wallerich October 16, 2002, in Pigeon Forge, Tenn.

He enjoyed flying, and he especially loved spending time with his family and friends.

Steve is survived by his wife, Dionne Severson and their son, Jackson Severson, Eau Claire, Wis.; mother, Carol Severson, Dumfries, Minn.; sister and brother-in-law, Shawn and David Huth, Dumfries, Minn.; brother and sister-in-law, Scott and Pamela Severson, Rochester, Minn.; mother-in-law, Darlene Wallerich, Lake City, Minn., and the rest of Dionne's family; aunts, uncles, nieces, nephews and cousins.

His father, Robert Severson; niece, Gabrielle Severson; and father-in-law, Don Wallerich, preceded him in death.

*Reprinted from the August 23, 2005 Leader-Telegram.*



**Rajen Vakharia** (pictured next to former Sec. Bazzell) accepted the 2002 John Brogan Environmental Achievement Award

### Rajen Vakharia

Rajen "Raj" Vakharia, 56, an environmental engineer in the Bureau of Air Management, died Friday, July 8 at home.

Raj joined the DNR in 1978 as an environmental engineer with the Hazardous Waste Management Section. After about six years, he transferred to the Bureau of Air Management, where he served as an air management engineer for the rest of his career.

As a construction permit review engineer, Raj reviewed projects that ranged from small changes in a facility to handling permits for power plants. His knowledge, diligence, dedication, professionalism, and exceptional environmental ethic earned him well-deserved respect from his colleagues in the DNR and the regulated community.

Raj's contributions to the environment were recognized when he was awarded the John Brogan Annual Environmental Achievement Award in 2002.

In addition to his dedication as a permit writer, Raj will be remembered for his kindheartedness and generosity. He is survived by his adult children, Amy (Courtland) Martens, Nathan (Angela) Vakharia and Nicole Vakharia.

*Reprinted from the July 11, 2005 DNR Electronic Digest.*



### Compensation Update

George Mickelson, Compensation Chair and DNR Section  
August 27, Updated September 1, 2005

The following started out as a report to the SEA board for the August 27, 2005 board meeting, but a lot of news came out in the past two months and without a board meeting in July, this report is significantly longer than the norm. For this reason, instead of inclusion in the board meeting minutes, this report is being published as a separate article in the newsletter. This report will also serve as the basis for my report at the annual meeting.

This article was written prior to Katrina coming ashore, except that the data from Hewitt Associates became available on August 31 and was added at that time. Another article in this newsletter discusses economic impacts due to Katrina, which are substantial.

#### SEA Bargaining - 2003-05:

For the first time in 16 months, we bargained again with OSER on June 20. The state made an unimpressive compensation offer. Under their proposal, most SEA members would have seen a reduction in annual take-home pay and loss of length of service payments. SEA politely declined that offer. Compensation was not negotiated at bargaining on August 26.

From OSER's proposal on June 20, it appears that Governor Doyle still thinks that we will be willing to accept a real (adjusted for inflation) pay cut while accepting a reduction in our benefits. We are in a very unusual situation, as going forward we are bargaining for a salary increase for a period of time when we already know what the pay increases in the private sector were for that entire period of time. I do not know if that has ever happened before.

Four bargaining units of WSEU capitulated. But, when you dig into the details of pay range changes and other market adjustments, it is apparent that OSER put some good money on the table for employees within some of their more vocal classifications. The ratification vote by one of the bargaining units almost failed even though many of the employees represented by that unit received market adjustment increases.

Less than 5,000 employees are represented by bargaining units that do not have agreements yet.

#### Non-Represented Employee Compensation Plan - 2005-07:

Non-represented employees got 2.0 percent as of July 24, 2005, will receive 2.0 percent as of June 25, 2006 and

will receive another 1.0 percent as of April 1, 2007. Over two years, the total increase is 5.08 percent  $[(1+0.02)*(1+0.02)*(1+0.01)-1 = 0.0508]$ . While these percentage increases are comparable to across the board pay increases in the private sector over the 2003-05 period as measured by the Employment Cost Index (ECI) average for all private sector occupations, this clearly does not make up for the 0.0 and 1.0 percent increases that non-represented employees were burdened with during the last biennium. This also does not provide for any increase for increased experience, which they did not get during the 2003 to 05 biennium either. And, length of service payments appear to be history. Since length of service payments have been consistently paid for so many years, deleting this annual payment to employees essentially is a cut in pay that is not discussed in the compensation plan.

For non-represented employees, the health care premiums paid by the employee under the tiered system are staying the same in 2006 as the current 2005 rates but will rise by a substantial amount in 2007. These rates are as follows:

#### 2005 & 2006 Health Care Premiums:

	Single	Family
Tier One	\$22.00	\$55.00
Tier Two	\$50.00	\$125.00
Tier Three	\$100.00	\$250.00

#### 2007 Health Care Premiums and Increase in Percent:

	Single	Family
Tier One	\$27.00 (+22.7%)	\$68.00 (+23.6%)
Tier Two	\$60.00 (+20.0%)	\$150.00 (+20.0%)
Tier Three	\$143.00 (+43.0%)	\$358.00 (+43.2%)

The health care premiums paid by SEA members continue to be in accordance with the 90 percent and 105 percent formulae in our contract, but OSER continues to neglect taking payments out of employee pay checks.

The non-represented employee compensation plan includes more vacation for employees that are eligible for the time and a half overtime rate, no additional vacation is in the plan for employees that are not eligible for time and a half.

Mileage rates increased starting August 1. They are closer to reality but are still well below the official IRS reimbursement rate of \$0.405 per mile. Larry Legro's efforts may have had something to do with the improvements in the mileage rate.

**Compensation Update (continued)****SEA Bargaining - 2005-07:**

None.

**Other Compensation Issues:**

In the middle of the night before finalizing the budget bill, the Senate added a pay cut of 1.5 percent for non-represented employees. This pay cut would not have been an official salary cut, but when you take 1.5 percent out of take-home-pay to reduce the state's payments for the retirement plan, it would have the same impact as an official pay cut. No senator has been willing to admit who pushed this into the final package of budget amendments, but one senator produced a press release that took credit for being instrumental for what was touted as a savings for the taxpayers. The Assembly subsequently passed the budget bill with the 1.5 percent cut intact, but it was line-item vetoed in the end.

**Employment Cost Index and Trends:**

The ECI for the second quarter was released on July 29. These indices are published by the U.S. Bureau of Labor Statistics and represent national average wage and salary increases in the private sector. These increases can be seen as across the board increases and do not reflect increases for increased experience, thus these understate the actual pay increases that were realized by individuals that gain experience (and compensation for that experience) over time.

Total compensation (including benefits) for all occupations increased by 3.2 percent over the 12 months from June 2004 to June 2005. For white collar occupations, by 3.4 percent and for professional specialty technical occupations (category includes engineers) by 3.9 percent.

For the same 12 month period, the increase in wages and salaries (excluding benefits) for all occupations increased by 2.4 percent, for white collar occupations by 2.4 percent and for professional specialty technical occupations by 2.7 percent for the same period.

Since the ECI data for the second quarter of 2005 represents June 2005 which is essentially the end of the 2003-2005 contract period, we can assess the average two year salary increase that the private sector saw over the period from the second quarter of 2003 to the second quarter of 2005. The average total two year increase in wages and salaries for all occupations increased by 4.99 percent, for white collar occupations by 5.19 percent and for professional specialty technical occupations (category includes engineers) by 5.91 percent for the same period.

Different occupational groupings fare better than others over time depending on conditions in a dynamic economy. For example in the late 1990s when the economy was booming, professional specialty technical occupations (including engineers) saw lower salary increases than the average for all occupations. Why? Employers of employees in service occupations could not find employees and had to pay significant increases to retain and attract employees. Thus, private sector pay increases for occupations in fields like food service, blue collar, retail, etc. were larger than pay increases for professional specialty technical occupations in the late 1990s and into the early part of this decade.

Based on the latest data, that trend has reversed and the private sector is increasing salaries for professional specialty technical occupations by a greater rate than the increases in many other occupational categories. For example, the total two-year wage and salary increase for service occupations from the second quarter of 2003 to the second quarter of 2005 was 3.97 percent and for blue collar occupations was 4.85 percent. Thus the two-year increase of 5.91 percent for the category that includes engineers was significantly greater than increases for some of the other non-professional occupational categories. But, it is unknown if OSER has figured this out yet, as their proposals for the 2003 to 05 biennium have favored the non-professional classifications more than the professional classifications.

**Recent Salary Survey Predictions and Trends:**

A survey of 2,400 companies by WorldAtWork (a nonprofit human resources trade group) that was released at the end of July indicates that the average wage and salary increase in the private sector this year will be 3.7 percent and is expected to rise to 3.8 percent in 2006. A previous survey by the same organization called for average raises of 3.6 percent in 2004.

According to an article published in USA Today on August 2, Mercer Human Resource Consulting reported that employers plan to grant average pay increases in 2005 and 2006 of 3.6 percent for each year. The survey was not yet available for purchase when this was written. A year ago, their survey indicated that average raises would be 3.5 percent in 2004. The Mercer survey includes responses from approximately 1,350 employers and represents approximately 13 million employees. OSER used to obtain salary research data from Mercer, among other sources, but it is unknown if OSER is continuing to perform market research.



## Compensation Update (Continued)

In late August, Hewitt Associates, another human resources consulting firm announced that they had completed a survey of 1,056 large organizations. That survey revealed that salaried exempt employees (exempt meaning that they do not receive time and a half for overtime) can expect base salary increases of 3.6 percent next year, exactly the same as 2005 increases actually received nationally. Hewitt also reported data for several major metropolitan areas. Milwaukee area saw an actual increase of 3.7 percent in 2005 and 3.6 percent is projected for 2006. Around the region, Minneapolis and Chicago both tipped the scale at 3.4 percent in 2005 and a projected 3.6 percent in 2006. Hewitt's actual national data for 2004 was an increase of 3.4 percent, the same as in 2003. For brevity, only salaried exempt employee salary growth data from Hewitt is listed here.

Each of the three surveys, WorldAtWork, Mercer and Hewitt reflect a sampled population of over 1,000 employers. And, when you consider that their national survey results are nearly identical, they essentially confirm the accuracy of each other except that the WorldAtWork survey has a slightly higher bias.

All three surveys suggest an acceleration of pay increases in 2005 by 0.1 to 0.2 percent over 2004 levels. Two of the surveys indicated that 2006 increases would be comparable to the increases in 2005 while the third survey suggested an increase in wage growth in 2006 by an additional 0.1 percent.

The WorldAtWork, Mercer and Hewitt surveys predicted increases in 2004 that were much higher than the increases actually measured by the ECI. This is also the case in prior years. For this reason, I believe that these survey results represent total pay increases that individuals realize, which includes increased pay for increased experience. That is because human resources staff are polled in these surveys for the average increases that the employer expects to pay or has paid to individual employees. The ECI however measures raw salary data for occupational categories and employees that gain responsibilities (as they gained experience) are placed into higher level occupational categories. Thus the increases that they receive for those increased responsibilities are not measured by the ECI. For this reason, it is hard to compare the results of the WorldAtWork, Mercer and Hewitt surveys to data sources like the ECI, as they do not measure the same thing.

### Salary Increases Paid by Other States:

I received a lot of e-mails from SEA members about substantial pay increases for State of Illinois employees. They apparently got a 5.0 percent increase.

Only about 3 percent of engineers are government employees. So, I am not spending very much time looking at other states because I focus my market research on the private sector where most of the jobs are. Furthermore, when SEA members quit and take jobs with other employers, they almost always go to the private sector and not to other states. Therefore, the comparable market is the private sector. The notable exception is the State of Minnesota which has attracted former SEA members, but the State of Minnesota pays their engineers closer to market rates.

But I will look at Illinois and data from other states when the annual *Fiscal Survey of States* is published by the National Association of State Budget Officials this coming winter. That survey has been a very good source of data on salary increases paid by other state governments in the past and presumably will be a good source in the future.

### Price Inflation, Predictions and Trends:

A few months ago, I reported to the board that the Consumer Price Index (CPI) and the core CPI (the core CPI is the CPI index excluding the more volatile food and energy components) for March 2005 rose by a substantial amount and that I was concerned about price inflation accelerating. Since then, the increases in the CPI and core CPI have moderated. In April the seasonally adjusted CPI and core CPI month over month increases were 0.52 percent and 0.05 percent (respectively), in May by 0.05 percent and 0.15 percent, in June by 0.00 percent and 0.10 percent and in July by 0.52 percent and 0.15 percent. Between July 2004 and July 2005, the CPI and core CPI annual increases were 3.17 percent and 2.14 percent based on non-seasonally adjusted data. The increase in CPI energy costs from June to July was 3.82 percent and the energy increase from July 2003 to July 2004 was 14.20 percent. Although some auto manufacturers heavily discounted prices in July, the drop in new vehicle prices from June to July was only down by 1.10 percent based on CPI data using seasonally adjusted data.

Continued overall low inflation is good news for people who have not had a pay raise for over two years. That said, please do not send me an e-mail telling me that the data is wrong. I too buy gasoline for my 1989 pickup truck, and one of the sandwich shops that I frequent for

**Compensation Update (Continued)**

lunch recently raised their prices by another 10 percent. That price increase was their second increase since my last pay raise. So, yes, some prices are rising much faster than reflected by the CPI. Also, the biggest energy price increase occurred in August and CPI data for that period was not available when this was written.

As of August, the *Economist* magazine's survey of economists predicted that consumer prices will increase in the U.S. by 2.9 percent in 2005 and by 2.6 percent in 2006. Perhaps we will be lucky and price inflation will remain as low as predicted by these economists. But seven months into the year, price inflation is running higher than this prediction, and I continue to be concerned. Crude oil futures are holding above \$60 per barrel and short term interest rates continue to rise at a steady pace. So, I suspect that the CPI will rise by more than the predicted rates. Even if price inflation holds to the predicted 2.9 percent in 2005 and 2.6 percent in 2006, over two years that is an increase of 5.58 percent  $[(1+0.029)*(1+0.026)-1 = 0.0558]$ .

Therefore, the predicted increase in consumer prices over two years is one half of one percent more than the two year salary increase in the compensation plan of 5.08 percent for non-represented employees. Although the inflation predictions are on a calendar year basis and the

budget biennium is from July 2005 to June 2007, 18 of the 24 months in this comparison overlap. Thus the comparison listed here between predictions for price inflation and the compensation plan is close although not mathematically exact due to slightly differing time periods.

**Summary:**

To summarize:

- Everybody else's raises are increasing faster than Governor Doyle and the Legislature want to increase ours.
- Our benefits are under attack by Governor Doyle and the Legislature.
- The compensation proposal for 2003-05 from OSER would result in a cut in annual take-home pay for most SEA members.
- The prices for goods and services that we purchase are increasing faster than our raises would be if we were covered under the State's compensation plan for non-represented employees for 2005-07.

**Conclusions**

I would like to sound more positive, but that is pretty hard to do given the facts.

**Annual Meeting Entertainment**

If you haven't signed up for SEA's 35<sup>th</sup> Annual Meeting in Madison on October 14<sup>th</sup> and 15<sup>th</sup>, pick up the phone and call in your reservations right away! Information on room availability and the agenda is on the SEA website [www.wisea.org](http://www.wisea.org).

The Planning Committee is pleased to announce an EXTRA SPECIAL guest for Saturday evening's entertainment. Peter Leidy writes and sings songs about Wisconsin, politics, and Wisconsin politics. Never heard of Peter Leidy? You may have heard some of his songs. He appears monthly as a singing commentator on Wisconsin Public Television's "Here and Now" and performs at various events. He wrote and performs "The Fletch and Dana Medley" as heard on the Fletch and Dana Show (WOLX).

He has released three CDs. Some of his songs are original and others are spoofs of songs you recognize. Leidy has written a new state song for Wisconsin and a tribute to Green Bay Packer, Brett Favre

A sampling of his songs include: Leaving On a State Plane (a tribute to former Governor McCallum's travel habits), My Ads Accused You (a song about campaign ads, sung to My Eyes Adored You), Ode to John Gard (a tribute to the Assembly Speaker, sung to Mac the Knife), I Crossed the Line (a reworking of the Johnny Cash classic in honor of Senator Chuck Chvala and the caucus scandals), Scars and Gripes Forever (Mr. Sousa helps out on this song about fireworks at the Capitol during the summer of 2003 budget battle.)

**AND, he is going to write a special song for and about SEA and sing it at the Annual Meeting!!**

How much more exciting can you get than that!!!! See you there!



## Katrina: Economic Impact

George Mickelson, Compensation Chair and DNR Section

September 2, 2005

Other news media have documented the enormous human tragedy, this article is limited to a discussion of economic impacts that I gleaned from the financial news. A few key statistics and facts:

- Roughly one third of one percent of the U.S. population became homeless, those that had been employed became unemployed.
- Insurance losses are estimated to range from \$25 to \$35 billion. On Friday, Risk Management Solutions estimated property loss, including uninsured losses, at \$100 billion.
- Most of the 22 pumping stations that keep the water out of New Orleans are under water and inoperable. On Thursday the Corps of Engineers said that it could take three to six months to pump the water out.
- Federal funding for hurricane control projects in the region has fallen by almost half since 2001, from \$147 million to just \$82 million in the current fiscal year. The White House's budget proposal for the 2006 fiscal year called for a \$71.2 million reduction in federal funding for hurricane and flood prevention projects in the New Orleans district, the largest such cut ever proposed.
- President Bush cut his vacation short by two days and asked Congress to approve \$10.5 billion in aid, \$10 billion to FEMA and \$0.5 billion to the Department of Defense. No money was requested for rebuilding transportation or water infrastructure. FEMA is spending \$500 million per day.
- 25 percent of domestic crude oil production is from the gulf region. As of Thursday, 90 percent of that production is still off line.
- 20 percent of domestic natural gas production is from the region, much of that is also off line.
- Refineries were operating at 97 percent capacity before Katrina. There are eight (some reports say nine) oil refineries down. Some are projected to be in operation within a few weeks, others a few months. The refineries that are down represent 13 percent of the national oil refining capacity.
- Chevron reported that they did not know where almost 3,000 of their gulf region employees are. Some of these employees used to operate their refineries and offshore production platforms. If other oil companies are in the same situation, it could be some time before production is up again.
- On Monday, futures contracts on the New York Mercantile Exchange for September delivery of unleaded gasoline rose by 13.39 cents per gallon, by

41.39 cents on Tuesday and by 14.00 cents on Wednesday.

- New Orleans and neighboring shipping facilities constitute the fifth largest shipping port in the U.S. on a volume basis. Shipping infrastructure has been decimated, both land and sea. Cost estimates for highways, bridges and sea transport facilities, if any exist, have not been published.
- Many commodity markets have been disrupted, for example 1.6 million 60 kilogram bags of green (unroasted) coffee beans are (or were) stored in New Orleans, 27 percent of the total inventory in the U.S. Agriculture exports are seriously curtailed.
- Petrochemical plants along the gulf coast are ubiquitous. Presumably their inventories of hazardous substances are widely littered across the landscape creating an environmental nightmare.
- The stock prices jumped for several publicly traded consulting engineering firms in anticipation of a lot of contracts. To name a few, Jacobs Engineering, Shaw Group, Fluor and Foster Wheeler. Shaw gained the most, from the market open on Monday to the close on Friday, the stock rose 32.3 percent.
- Several economists have been quoted in the media as predicting that Katrina will cut Gross Domestic Production (GDP) by anywhere from 0.2 to 0.6 percent.

Considering the number of homeless and unemployed, I think that GDP will suffer a lot more than 0.2 to 0.6 percent. But, the rebuilding effect over the coming quarters will likely provide a boost to GDP as the federal government throws money at the rebuilding process. Even if the victims do not return to the gulf region, they will spend their \$25 to \$35 billion in insurance checks somewhere.

Some economists have been quoted in the media that wage and salary increases will likely be subdued because employers will have to spend more on energy and will trim raises to cut costs. My guess is that about a quarter to a half of a percent can be trimmed off of the predicted salary increases cited in my other article in this newsletter for 2005.

There however could be a shortage of engineers and others in related occupations when rebuilding starts, as these skill sets are critical to the reconstruction.



**August 27, 2005 Board Meeting Summary**  
Meeting held at Best Western East Towne Suites, Madison  
By John Bolka, Secretary

**Attendance:**

**Executive Board:** Mark Klipstein - President, David Bohnsack – 2<sup>nd</sup> Vice President, John Bolka – Secretary, Nick Martin - Treasurer

**Board Members:**

Julie Millard, Wisconsin Rapids President  
Karl Pierce, Southeast President  
Tom Mugan, DNR President  
Larry Jones, CO President  
Robert Pavlik, Green Bay President

Mohammad Hayek, Eau Claire President  
Leroy Stublaski, State Agencies President  
Diane Slick, Superior  
John Lund, Rhinelander President  
Michelle Ellias, Madison President

**Specialists:**

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

**Committee Leader:**

George Mickelson, Compensation Committee

**Meeting Begins:**

Mark Klipstein called meeting to order at 8:38 am. Introductions were made. There were no changes to the agenda.

**Approvals:**

The June 18, 2005 Board Meeting minutes were reviewed. John Lund noted an error regarding approval of the May minutes (Bob Pavlik, not John Lund seconded the motion to approve the May Minutes). There was a motion by Leroy Stublaski to approve as noted. John Lund seconded. Motion carried without opposition.

The Correspondence Report was reviewed. Karl Pierce had questions about items #24, #35 and #38. Item #24 required no action, and the others were questions and comments regarding the contract or bargaining. Mark Klipstein accepted the Correspondence Report.

**H.I.C.:**

Atty Haus said WSEU reached an agreement with the State and apparently found ways to reduce the package to avoid taking money out of people's paychecks. Details are not yet available as OSER has been very slow in responding to several open records requests for contract costing sheets. There are still several bargaining units, including SEA that have not yet reached agreement on the 2003-2005 contracts. One bargaining unit challenged the state regarding the universally implemented expense regulations/rules. The Attorney for the state apparently could not defend the policy and backed off at the hearing. The scientists have backed down from their dispute with the state regarding a dental insurance policy that was promised under their 2003-05 contract. The HIC meetings continue about 1 every 1-2 months.

**Compensation Committee:** *By George Mickelson*

George said there was so much new information on this topic that he has written a 4 page article for the next newsletter and gave the Board a quick overview. He has made Open Records Requests to OSER regarding the costing sheets for the WSEU contracts. In past contracts they have responded in less than 1 hour, currently it has been over 1 month with additional reminders. He will send a follow-up with harsher language.

**2003-2005 Bargaining:**

The SEA Bargaining Team met with OSER on Monday 6/20. OSER had a wage proposal that showed the bargaining unit having a \$250,000 liability carried forward into the next contract. The proposal was rejected. The Bargaining Team met with OSER for a second time on Friday, August 26. Bargaining was moved (by OSER to a 10:00 start time but did not begin until 10:30. We reviewed and discussed proposal and counter proposals regarding layoff language. The meeting was cordial but with no apparent sense of urgency. Little progress was made. Dates will be given for availability over the next 3 months so that other dates may be scheduled.

Atty Haus said there was nothing on the table that if accepted could be considered a move forward. Atty Haus expounded on the entire bargaining process. All bargaining team members present commented on the process and there was extensive discussion from the entire Board regarding bargaining.

**Communication Report:** *By Cara Carper*

Cara handed out a list of tasks she has accomplished in June, July, and August for review and discussion. Media outlets were given information regarding waterslide safety but apparently were uninterested as only 1 contact was made. There was some negative feedback regarding profiling of Board Members in the SEA View.



Board Meeting Summary (continued)

Mark said this will be the last paper issue of the SEA View sent to the entire membership. Members will need to request to remain on the mailing list as we transition to electronic format.

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 Pending (7/19/05).
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-416 (filed 7/16/04) – DOCOM D5 – Unhealthy and safe workplace. Withdrawn.
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.
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. Filed at Step 2.
P-434 (filed 6-10-05) – UW Stout – Termination w/o Just Cause. Filed at Step 3.

Sharon was not present at the meeting so Mark Klipstein presented the report.

- A-416: Withdrawn by grievant.
A-429 => A-432: Consolidated with A-307.
A-373: A hearing (full day) was held for the arbitration of this grievance. Atty Haus briefed the Board regarding the hearing. Briefs still need to be filed and it will be several months before a decision is rendered.
A-428: Board discussed Credit Card Rules/Policies as they are interpreted throughout the state.
P-434: Circumstances behind grievance were discussed.
P-425 & 426 were moved to Step 4 to meet deadlines, Vote regarding expenditure of funds next month.

Health and Retirement Report: By Mel Sensenbrenner

There was a SWIB Meeting in August, but none in June or July.

SWIB performance for end of July:

Table with 2 columns: Category, Percentage. Fixed +3.7%, Variable +3.9%

SWIB will be holding an open house on September 9th. A recent Journal-Sentinel article regarding the (Non-partisan) Taxpayers Alliance attack on the state pensions was written w/o any prior communication with ETF prior and lacked numerous facts. Dual Choice books for Health Insurance should be out 10/6 – 10/7. The open enrollment period is 10/14 – 10/28. This has been a record year for retirements. There is a backlog (about 1300) for requests for estimated retirement numbers, which translates into about 6 weeks.



## Board Meeting Summary (continued)

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!

### **Legislative Report:** *By David Bohnsack*

The legislature is currently in recess. The State Budget passed with considerable turmoil regarding the governor's use of vetoes. There is some talk of a lawsuit regarding misuse of veto power and there is a proposal for a constitutional amendment regarding the governor's veto power.

There will be a public hearing held in the capital on August 31<sup>st</sup> regarding AB 268 (relating to: mandatory and permissive subjects of collective bargaining under the Municipal Employment Relations Act). Julie Millard said members were concerned about impacts this bill might have on SEA Members in the future.

### **Section Reports:**

*Madison* — 2 people had reallocations reversed. An ES-Senior was contacted for interview to find background information and circumstances of reclassification. Regionalization continues to cause confusion and generate many questions in the office. Members have questions about On-Call status.

*Southeast* — The Section is requesting the SEA Board to submit an ORR for seniority information and at-risk information for the DNR similar to that received last week for the DOT. (Tom Mugan will send the Sections user friendly Seniority Lists). Both Tom and George Mickelson noted there are no SEA Employees at the DNR at risk at this time. Members continue to ask for Grievance training. SE Region PDS is reorganizing to accommodate SE Freeway work and will include reductions of Project Managers from 3 to 2 per team. The Section Annual Meeting will be held on September 22.

*Green Bay* — No Report.

*Wisconsin Rapids* — Membership continues to express frustration with the lack of contract and bargaining. The travel policy has generated more questions than answers. Members have asked management for clarification of the policy, interpretation of the policy and implementation. A Section Meeting is scheduled for September 6<sup>th</sup> to share news about Bargaining, promote interaction with legislators, and support and promote attendance at the Annual Meeting.

*La Crosse* — There will be free beer and pizza at the Section Meeting on Aug 31.

*Eau Claire* — A Section Member, Steve Severson, was killed in a plane crash last weekend.

*Rhineland* — The travel card continues to be an issue. Members are reluctant to jeopardize credit ratings or divulge personal information such as SS#.

*Superior* — Members have questions about the travel card and travel policy. There are no hotels in Superior on the approved list. 2 CE-Adv positions opened in PDS. Trying to convince members to attend next month's Annual Meeting in Madison.

*Central Office* — Members asking same questions as previously mentioned by other Sections.

*DNR* — As part of the New State Budget, DNR will receive 2 new engineer positions in Storm Water, and also position reductions of 4 engineers by end of biennium.

*State Agencies* — There will be a Section Meeting on September 19<sup>th</sup>. At a meeting held regarding use of corporate credit card, questions were asked regarding what to do if no listed hotel was available within a reasonable distance, and how far is it reasonable to drive to locate one. No answer was given.

### **SEA Office Website:**

Check out the website at [www.wisea.org](http://www.wisea.org) or contact SEA at [wisea@wisea.org](mailto:wisea@wisea.org)

### **Financial & Membership Reports:**

Nick Martin submitted and reviewed the May and June Membership Reports. There was a motion by Nick Martin to accept the May and June Membership Reports. Dave Bohnsack seconded. Motion carried without opposition.

Nick Martin submitted the June and July Treasurers' Reports for review. Nick noted the itemized breakdown of the Corporate Credit Card as previously requested by the Board. There was a motion by Nick Martin to accept the June and July Treasurers' Reports. Dave Bohnsack seconded. Motion carried without opposition.

Nick Martin motioned to pay FY 04 Audit Committee expenses, Tom Mugan seconded. Motion carried without opposition.

Nick said the Audit was nearly complete and expected 1 more meeting once all the Section Audits were received. He also noted Tim Hanley was serving as Audit Committee Chairman.

There was a motion by John Lund to pay expenses for Cara Carper to attend the SEA Annual Meeting. Julie Millard seconded. After some discussion, John Lund amended his motion to pay expenses of Cara, Sandy, Inger, Mel, Atty Haus and Spouses to attend the Annual Meeting. Julie Millard accepted the amendment. Motion carried without opposition.



Board Meeting Summary (continued)

Nick Martin reviewed the vouchers submitted for payment at this Board Meeting.

05-9, 05-13, 05-15, 05-18	
05-20, 05-22 =>05-31	\$1265.54
M-001 => M-011	<u>\$1800.00</u>
	\$3065.54

There was a motion by Nick Martin to accept Board Meeting Vouchers. Dave Bohnsack seconded. Motion carried without opposition.

Nick Martin reviewed Expense Voucher 05-004 (Grievance) for \$15.66. There was a motion by Nick Martin to pay the Voucher. Tom Mugan seconded. Motion carried without opposition.

Audit Committee Expense Vouchers 05-11, 05-14, 05-32 =>05-34 totaling \$499.99 were also reviewed. Approval to pay these expenses was approved earlier in the meeting. Vouchers for expenses incurred for Bargaining (05-10, 05-12, 05-16, 05-17, 05-19, and 05-21) totaling \$282.83 were reviewed. Payment of bargaining expenses was made at the 12/2003 Board Meeting.

Bob Spoerl's contract to continue as SEA Webmaster was reviewed and Mark outlined suggested revisions he would like made. The changes will be incorporated and voted on at the September Board Meeting.

Annual Meeting:

The dates for the 2005 SEA Annual Meeting are October 14-15 at the Double Tree Inn (formerly the Howard Johnson) in Madison. Michelle Elias gave an overview of the weekend's agenda and gave hints as to what door prizes would be given out. Members are encouraged to attend.

New Business:

Atty Haus and Mark Klipstein have been invited to attend a Labor Management meeting September 7th. They will both be attending.

Mark asked the Board to consider waiving dues collection for members of the Armed Forces while on active duty as some other bargaining units have done. Nick Martin said we are not currently collecting dues from these individuals. No action was needed on this item.

Mark shared correspondence from Larry Legro to a Legislator concerning mileage reimbursement and a bill that was introduced to provide for a higher reimbursement rate for some members. The bill did not pass but was an example of what can happen when legislators are brought into the loop.

The meeting was adjourned at 3:45 PM.

The next meeting dates are September 17 and October 14.

Puzzling Puzzler

The vice-president of a large corporation had an extremely efficient housekeeper. When she left for her vacation, she instructed the housekeeper to forward the mail to her. During July she received no mail, so she phoned her home and asked the housekeeper what had happened. The housekeeper explained that she had forgotten to leave the mailbox key.

The vice-president apologized and promised to mail the key right away. During August, she still received no mail, though the housekeeper told her there was a batch of mail in the box. When she returned home, she immediately fired the housekeeper. Was she right in doing this? Or was she unfair? Why?

Submit your answer to [carperfarm@mhtc.net](mailto: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.

Michelle Ellias Wins Donuts for Her Office

Madison Radio Station WJJO 94.1FM started a new contest called "Danger's Donuts" (after morning show DJ "Johnny Danger"). Listeners needed to sign up on the website telling why their workplace deserved "Danger's Donuts." Here is Ellias's submittal:

"My workplace deserves the donuts because we haven't gotten a raise in three years; the public, newspapers, and politicians use us for whipping posts; and with the way the Governor keeps using the transportation funds for EVERYTHING BUT transportation, we are going to need the donuts to start filling the potholes."

Michelle was the first winner in WJJO's contest. Four dozen donuts (from Daylight Donuts in Janesville) were delivered to her Madison DOT office on Wright Street.



Wisconsin Coalition of Annuitants (WCOA) Meetings

Melvin B. Sensenbrenner, SEA Retirement & Health Insurance Representative

WCOA Meeting - July 20, 2005

Correspondence: Ed Kehl received copies of letters from various member organizations that were sent to the Governor demanding that he line item veto the 1.5% employee pension contribution. WCOA has concern that once again the Republican Legislature bypassed the JSCRS by putting the item in the Budget Bill.

We have to watch any bills involved in the WRS that are not sent to the JSCRS. Some bills currently have been sent to the Labor Committee before the JSCRS. The WCOA chair sent a letter to the legislative leadership and a copy to the co-chairs of the JSCRS that we are concerned that the JSCRS not be ignored, but utilized as the legislation intended.

Ed Kehl proposed that the WCOA provide a gift to WPPA for the monthly use of their conference room. The proposal was for a \$500.00 gift, and the motion was passed.

Dave Stella, Deputy Secretary of ETF, presented all the pros and cons of the Legislature's proposed 1.5% contribution to the WRS by unrepresented employees. The proposal violated several statutes, Chapter 230 (Compensation Plan), the JSCRS bypassed and would modify Chapter 40 for only one of 1400 employers affecting 30,000 of the 265,000 employees, and would defeat the purpose of Chapter 40. This change would also cause tax changes in a retirees annuity and the employees and state of Wisconsin contribution to Social Security.

Bill Ford reported on A.B. 276 and 361. Both bills are sitting with no interest in the JSCRS.

The SWIB performance provided at this meeting is included in the SWIB article in this SEA newsletter.

The next WCOA meeting will be held on August 17, 2005.

Last Month's Puzzling Puzzler

Q: A SEA member goes into the hardware store and asks the clerk the price of an item. The clerk says, "The price of one is twelve cents, the price of thirty is twenty four cents and the price of one hundred forty four is thirty six cents."

What does the SEA member wish to buy?

A: House numbers

Congratulations to Tony Allard who came up with the correct answer first!

WCOA Meeting - August 17, 2005

The 2006 annual conference is tentatively scheduled for May 10, 2006.

Ken Johnson, guest speaker from SWIB, reported on their budget, which was approved and signed by the Governor, which included the new floor budget of 20.4 million and a percentage of their total investments based on a six month average prior to April 30th of each year.

The DOA budget to consolidate all legal and IT staff did not apply to SWIB because of their unique requirements for attorneys and the IT staff.

There is turnover of more staff at SWIB. Keith Johnson, chief attorney who specialized in national corporate governance, is leaving and will teach the subject at the UW Graduate School. Chuck Saunders, the international portfolio manager, is leaving for better pay. Another investor in the small cap area is leaving, and Steve Hillmer, the mid cap portfolio manager, is retiring in September. Some investments will have outside management and there will be an internal promotion also.

Ken Johnson also provided the SWIB performance figures for end of July 2005 which are included in the SWIB article in this SEA VIEW.

SWIB is planning to redo the survey of participants they did five years ago to evaluate whether their communications have improved.

The Milwaukee Journal Sentinel article regarding the state pension system being among the best was discussed in detail. All SEA Section Presidents have copies of the article.

This is another attack on public employees pay, health insurance and retirement by the private business sector using the Taxpayers Alliance analysis of only a limited number of facts.

The WCOA voted to send a letter to the Taxpayers Alliance calling attention to the fact that all the information about the retirement system was not considered in their analysis, and they should have verified the facts with ETF before publishing their report. Also note other articles regarding this subject provided to all SEA Board members.

Bill Ford reported that Representative Vrakas is running for Waukesha County Executive position in September, so we may lose the one good co-chair of the JSCRS. Bill also mentioned that the JSCRS still has not met to consider any WRS bills.

The next WCOA meeting is set for September 21, 2005.



SWIB Meeting – August 10, 2005

Melvin B. Sensenbrenner, SEA Retirement & Health Insurance Representative

SWIB Performance Year to Date (YTD) – July 31, 2005

	May 31 YTD	June 30 YTD	July 31 YTD
Fixed:	+0.4%	+1.4%	+3.7%
Variable:	-0.8%	+0.0%	+3.9%
Fixed:	63.497B	64.132B	65.328B
Variable:	5.999B	6.047B	6.255B
TOTAL:	69.487B	70.179B	71.563B

The meeting was started in the morning at 10:30 a.m. with a panel discussion about Venture Capital Investments in the state of Wisconsin businesses by Mark Bugher, Director of the University Research Park, Dr. Paul Peerey, Dean of the UW Madison College of Engineering, and Tim Keane, who is the current Entrepreneur in Residence at Marquette University in the Graduate School of Business.

The University of Wisconsin is in the top 5 universities in the world in the areas of Science and Industry, as well as in medical emerging markets and technology. The patents were developed through WARF on all campuses across the state with R & D spin-offs to developing companies. The University of Wisconsin and WARF develop 400 patents per year. Currently they have 110 approved this year with 50 more in development stage.

Mark Bugher is in the process of doubling the area of the University Research Park with a land investment of 8 million dollars because of the number of start up companies being developed here in Wisconsin.

Many universities around the U.S. and internationally have been visiting the University of Wisconsin to learn how to develop the system to produce the research and development that is produced here in Wisconsin. The 400 patents per year by WARF is more than all the other universities in this country produced in a year. The problem businesses have is how to keep the developing companies in this state. Most that develop are bought out by large corporations and moved out.

The obstacles encountered are:

- (1) National attitude toward Wisconsin
- (2) Personnel improvement. (Many CEO's of local companies live in other states and commute to Wisconsin.)
- (3) Travel problems in and out of Wisconsin
- (4) Problems with legislative attitudes

Changes of personnel in SWIB: Keith Johnson, Chief Legal Counsel, is leaving SWIB, and Lori Wersal will fill his position and handle the corporate governance program.

When the Governor signed the Budget on July 24<sup>th</sup>, SWIB changes were effective, increasing their floor amount at \$20.4 million, and the outside investment limit increased from 15% to 20% giving them a little more flexibility of investing with external managers.

SWIB is having their annual open house meeting on September 14, 2005.

The next SWIB meeting will be held on September 14, 2005.

**ETF Annuitant Round Table Meeting – August 9, 2005**

Melvin B. Sensenbrenner, SEA Retirement &amp; Health Insurance Representative

We now have a new coordinator for the Round Table replacing Pam Henning. The new person is Sari King and she replaced Julie Reneau as Division Administrator of Retirement Services of ETF. Phone numbers: Toll Free – 1-877-533-5020 – (Ext. 6-0222); Madison – 266-0222.

Vicky Pool reported on the status of legislation.

A.B. 515: Local government's health insurance changes when collective bargaining changes provide.

A.B. 516: ETF is already working on providing it and may oppose it.

A.B. 517: Long term care insurance already provided.

A.B. 519: Disclosure of health insurance.

A.B. 575: Add prison social workers to protective list.

A.B. 254: Add prison educational staff to protective list.

A.B. 430: Add prison food service staff to protective list.

A.B. 590/S.B. 267: An annuity option added to the WRS to delay the 75% reduction for the surviving spouse when the annuitant dies. This option would only be for future retirees after the bill passes.

Kari Jo Zika provided an update on Medicare "D" prescription plan and what participants need to know. For state and local government plans that are creditable coverage as good as or better should NOT pay the Medicare premium for Medicare "D". ETF will be receiving the subsidy from CMS September 30, 2005.

Your Dual Choice books will be available October 6 or 7, 2005, and the dual choice period is set for October 10 through October 28, 2005 for your health insurance coverage for the year 2006.

New payment system update is on schedule. It was reviewed with the consultants who had an opportunity to comment on the new format, and may have another look at the final draft.

The SWIB update is covered in the SWIB article in this SEA VIEW.

ETF has a backlog on retirement estimates of 1300, about 8 weeks. This year they have had 8500 retirements, which is on a record setting pace.

The next ETF Annuitant Round Table meeting is scheduled for November 15, 2005.

**“Love Song for the Wisconsin Legislature”**

(to the tune of "Danny's Song" by Loggins and Messina) by **Peter Leidy**.

(Leidy is performing at the SEA Annual Meeting!)

People smile and tell me I'm a silly guy  
But I just can't hide all my feelings deep inside  
You're my sweet lawmakers under the Dome  
And my love has grown, like Tom Cruise and  
Katie Holmes

And even though you take my money  
Turn around and pull somethin' funny  
Every day I count the ways I love you  
And in the mornin' when I rise  
Jump up and down with delight  
'cause I know you've been working hard all  
night

I love the way you sneak those budget  
amendments in  
at 3 a.m., when nobody is listenin'  
I admire how you do the people's will  
Propose a bill, to ban the morning after pill

And even though you take my money  
Turn around and do somethin' funny  
Oh Legislature, I'm head over heels about you  
The way you thank your special interest friends  
For the checks they send  
By doing what they expect from you

Oh my darling Senate and Assembly  
Led fearlessly by the far right GOP  
The way you make priorities, I am amazed  
God, guns, and gays, I'm glad you gave  
yourselves a raise

And every time you spend our money  
I'm more in love with you honey  
Makin' laws that serve the cause of donors who  
did you right  
And any time you're in a scandal  
I'll stand outside with a candle  
And tell you everything's gonna be all right



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Your Final Paper SEA View

*Unless we hear from you, this will be the final paper copy of SEA View you will receive.* As we mentioned in July's SEA View, to save postage and printing costs, we'd like to send out fewer paper copies of the newsletter. Instead, you will receive email notification **at work** that the latest SEA View is available on the SEA website. Please take some time to read the newsletter from your home (or local library) computer. Members without web access at their homes (and those who prefer paper) may continue to receive a paper copy. *If you would prefer to continue to receive a paper copy of SEA View, email the SEA office at [wisea@chorus.net](mailto:wisea@chorus.net).* We will be happy to send you one as soon as we receive them from the printer. Potential savings for going paperless could be \$800 to \$1375 per month.

Annual Meeting – Additional Incentives to Attend

Remember the SEA Annual Meeting is scheduled for **October 14-15** in Madison. In addition to great information provided at the meeting and terrific entertainment Saturday evening (see page 7), the Madison Section will be giving away Fabulous Door Prizes from State Street Area Merchants (no SEA clothing). Don't worry, SEA clothing will be available to purchase. Ask your Section President if your Section will help defray your meeting expenses.

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