



# STATE ENGINEERING ASSOCIATION

# SEA View

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

VOLUME XXXVI ISSUE 4  
April 2006

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

## Table of Contents

Letter from President.....	1
Legislative Update.....	2
Board Meeting.....	3-7
Puzzling Puzzler.....	7
SWIB Meeting.....	8
WCOA Meeting.....	9-10
Last Month's Puzzle.....	10

## From the President

April is the start of spring and time for SEA to get into action! Be sure to mark your calendars for all the activities happening for you to attend in April. First, we have our next bargaining sessions planned for April 3 & 11, 2006 at the Best Western East Towne Suites and we are hoping to get a fair agreement with the state and that we are recognized for our market value and contribution to state business. Several bargaining units have tentatively agreed to 2005-07 agreements and we are watching what these units were offered to ensure we are not left behind. The bargaining team has been working hard to come up with a strategy to get negotiations moving and ensure a positive contract for all members.

April 26, 2006 is SEA Day at the capitol and a special newsletter will be sent to your home with more details. Second VP, Dave Bohnsack is in charge of setting the day up so please contact him with any questions and be sure to read his article. Please make an appointment at your legislator's office or if you cannot join us at the capitol, please be sure to write them an email or letter and express your concerns over contract and/or work issues. The section with the most members to join us will get a \$50.00 bonus for section account.

At the March 18, 2006 board meeting we interviewed two candidates for the Communication Consultant position. After discussion at the board meeting, Ron Legro of Whitefish Bay, WI was selected as our top candidate and has accepted the position.

Ron comes to us with past state publishing and writing experience for the Wisconsin Housing and Economic Development Authority, City of Milwaukee, Wisconsin Energy Corp., Milwaukee Sentinel, and Wisconsin Reports. Ron also has family ties to SEA and it was felt that he would be a great asset to the Association.

Ron will take over writing and publishing our newsletter, creating press releases, distributing information to the legislators, and will continue to work with SEA on other communication strategies. Please welcome Ron to our association and let him know what you think we should be communicating. Ron's email is [rlegro@yahoo.com](mailto:rlegro@yahoo.com) and is listed under the SEA Directors page on the SEA website at [wisea@chorus.net](http://wisea@chorus.net).

April 22, 2006 is the next board meeting at the Best Western InnTowner and The Highland Club at 2424 University Ave. in Madison. For a change in scenery we have changed the location of the board meeting to try to accommodate requests by the board members. Members are welcome to attend. Thank you for your patience and support and I wish all of you and your families a happy spring!

Sharon L. Bremser, P.E.  
SEA President



## Legislative Update

By Dave Bohnsack, Second Vice President

[dbbohnsack.sea@charter.net](mailto:dabbohnsack.sea@charter.net)

A while back, one of Wisconsin's legislators suggested that state employees should compete for work against the private sector. The term many use to describe this is "competitive sourcing". There is a wealth of information on this topic on the Internet. Maybe it is a solution to our bargaining woes.

What is competitive sourcing? It is not the same as outsourcing. Outsourcing is the result of a public-private competition if the private industry wins. Competitive sourcing is about conducting public-private competitions in an attempt to improving performance and efficiency in the government. A competition involves comparing the performance of the government organization with that of a private sector organization using cost, quality and/or other criteria.

Conducting a public-private competition is a highly structured process to ensure that both the private and public sectors compete on a level playing field. The competition determines if agency business requirements can be met at a minimum cost to taxpayers without compromise to quality or performance.

The private sector has found that competitive sourcing has resulted in both improved performance and lower costs. There have been mostly local units of government that are using competitive sourcing such as the city of Indianapolis, IN. The federal government is beginning to implement areas of competitive sourcing mostly in the Defense Department and NASA. As you can imagine, those opposed to this include unions and liberal leaders; those in favor are business owners and conservative leaders.

The opposition makes some very valid arguments. Performance could deteriorate because industry would focus on profits and not the public needs. Costs would be higher because government employees are paid less than those in the private sector. Currently, government fees charged for services do not begin to cover costs but in the private sector, a company would not be in business very long if the fees charged did not cover the cost of the service. Savings would be hard to determine because of the overhead generated by government, which is entirely a service provider. The loss of a skilled workforce with institutional knowledge should the competitive sourcing result in layoffs. Management would lose significant control if much of their work were contracted out.

Supporters have answers to many of the opposition's arguments. They point to surveys and studies of the local level experiences. These studies indicate that a high percentage of local governments involved were either satisfied or very satisfied with the results of the competitive sourcing. They found none that were dissatisfied. Many found that there was an improvement in service and resulted in savings. Most of the long term studies that the supporters refer to are from the Department of Defense who has been using this since 1978. There results show that cost savings are substantial and sustained over time. They point out that many of the agencies forced to compete, use fewer staff because efficiencies are found when they are forced to compete. They claim that similar results have been found at the state and local levels, as well as in international cases. Another claim is that when competition reveals efficiencies that would require an elimination of a position, there were very few layoffs. These employees are moved to other more critical positions. Supporters also feel that management can better manage and monitor costs, based on the performance measures required in a contract than with government employees.

Maybe the key to improving our importance and value to the state would be to think out side the box when bargaining and introduce the possibility of bonuses and pay based on our competitiveness with private consultants.



**March 18, 2006 Board Meeting Summary**  
Meeting held at Best Western East Towne Suites, Madison  
By John Bolka, Secretary

**Attendance:**

**Executive Board:** Sharon Bremser - President, Nichole Lysne – 1<sup>st</sup> Vice President, David Bohnsack – 2<sup>nd</sup> Vice President, John Bolka – Secretary, Nicholas Martin - Treasurer

**Board Members:**

Julie Millard, Wisconsin Rapids President  
Karl Pierce, Southeast President  
Thomas Muga, DNR President  
John Lund, Rhinelander President  
John Verhyen, Central Office/PSC  
Reiny Yahnke, La Crosse President

Mohamad Hayek, Eau Claire President  
Duane Hubeler, State Agencies President  
Brian Mattson, Superior President  
Michelle Ellias, Madison President  
Bob Pavlik, Green Bay President

**Specialists:**

Mel Sensenbrenner, Health and Retirement  
Sandy Henke, SEA Office

**Committee Leader:**

George Mickelson, Compensation Committee

**Guests:**

Judy Ryan, Madison

---

**Meeting Begins:**

Sharon Bremser called meeting to order at 8:40 am. Introductions were made. Payment of WCOA dues was added to the Agenda under Health and Retirement.

**Approvals:**

The February 18, 2006 Board Meeting minutes were reviewed. There was a motion by Duane Hubeler to approve. Michelle Ellias seconded. Motion carried without opposition.

The Correspondence Report was reviewed. Sharon reviewed item #6 as it related to an administrative rule change. Julie Millard asked if SEA had gotten a response to the letter SEA sent to the gubernatorial candidates. Sharon replied no response has been received from any of the candidates. Sharon accepted the Correspondence Report.

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

Sharon Bremser and George Mickelson met with Bob Kraemer (DOF), and Gina Reese (DOA Deputy Secretary) to discuss ACT 89 (Cost/Benefit Analysis). George provided an example and the point was made that the rules being developed need to have some substance and be a reasonable cost analysis. They were receptive to the comments made. George Mickelson will provide the Board with future updates on this issue.

SEA Day will be held on April 26. We will be meeting in the North Hearing Room at 9:00 AM for about an hour. Members should try to schedule meetings with their legislators in advance. The room is being sponsored by Representative Terese Berceau and Senator Julie Lassa. The SEA Day special newsletter will be mailed the 1<sup>st</sup> week of April. Articles should be to Dave Bohnsack by ASAP and Sandy will need to send it to the printer by March 27<sup>th</sup>. The Board agreed the list of Officers that is inserted in the SEA informational pamphlet should be updated in light of the recent and significant changes in SEA Leadership. Dave will contact Cara for an electronic copy and find details regarding the printing. Dave will also contact Doyle's office to try and schedule a meeting to coincide with SEA Day.

Representative Mark Gottlieb will be replacing convicted felon Scott Jensen on the Joint Finance Committee. The legislature is currently out of session but will be in session from 4/25 – 5/4 and then will not be expected to meet again until 2007.

**Health and Retirement Report:** *By Mel Sensenbrenner*

Mel indicated it was time to pay our dues as part of the (WCOA) Wisconsin Coalition of Annuity. Sharon Bremser motioned to pay the \$50 Annual Dues for the WCOA. Dave Bohnsack seconded the motion and the motion carried without opposition. At the last Coalition meeting, Dave Mills and Dale Hansen of the Investment Board explained the details of the bonus system in place for investment staff that surpass benchmarks. Mel also said he had heard the legislature passed several hundred bills on to the governors' desk for signing.

**Board Meeting Summary (continued)**

There was also discussion regarding TABOR or the Taxpayer Protection Act and its impact. Opinions were stated that Big Business is spending a lot of money lobbying and flooding the media trying to get this bill passed. If passed this will likely have a detrimental impact on benefits members of SEA and all state employees receive. See your Section President for more information.

SWIB performance at the end of February: Fixed +3.4%, Variable +4.0%. Total retirement funds are \$76.22 Billion; Total funds invested are \$82.869 Billion.

Woody Brock, Economist, appeared before the Investment Board to talk about numerous varying issues. See Mel's article in this newsletter for more details on his talk. 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!

**Grievance Report: By Nichole Lysne**

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. Arbitrator granted grievance (win).
- 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-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 4.
- 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.
- A-434 (filed 6-10-05) – UW Stout – Termination w/o Just Cause. Filed at Step 3.
- A-435 (filed 11-30-05) – PE Exam and licensing fee reimbursement. Filed at Step 3 – Consolidated with A-307.
- A-436 (filed 11-18-05) – PE Exam and licensing fee reimbursement. Filed at Step 3.
- A-437 (filed 11-15-05) – Letter of Reprimand. Moved to Step 4
- A-438 (filed 1-5-06) – Poor Review. Filed at Step 2.
- A-439 (filed 11-29-05) – Extra Mileage. Filed at Step 4.
- A-440 (filed 11-09-05) – Lunch Money. Filed at Step 4.
- A-441 (filed 1-19-06) – Reinstatement. Settled at Step 1.

Good feedback has been received on the Grievance Training that was held 2/25 in Madison. Nichole is trying to update the list of Grievance Officers and passed around a list asking the Board to take a moment to review and mark needed corrections.



### Board Meeting Summary (continued)

Duane Hubeler had some questions about some grievances that he expected would be filed in the near future.

The following grievances were discussed at the Board Meeting:

A-437: Nichole motioned to move to Step 4. Tom Mugan seconded. After some discussion the motion carried without opposition.

A-438: Karl Pierce gave a brief update.

A-441: A settlement was reached at Step 1.

A-442: Denied at Step 1, Karl Pierce gave an update on the circumstances and extensive discussion ensued. Moved to Step 2.

There is a new grievance from the DOT D7 regarding the (CRT) Critical Response Team. Management has directed members of the CRT team to respond to DOT building alarms (which so far have been the result of a malfunctioning alarm system, 3 -4 times per week). Team members are required to lead police, with weapons drawn, into the building.

There was also an Association Grievance filed in DOT D2 regarding management implementing retroactive wage and benefit changes to at least two individuals promoted to non-rep positions, over a time period they were under the Association Contract. This Grievance is at Step 2 and a meeting is being scheduled.

There was a hearing held for possible discipline to a member which Atty Haus was asked to attend. Nichole Lysne motioned to pay expenses for Atty Haus attendance at that meeting on 2/26/06. Michelle Ellias seconded and the motion carried without opposition.

#### **Communication Specialist:**

Two candidates to fill the position for Communication Specialist presented themselves before the Board. Both candidates had excellent qualifications, educational backgrounds, and work histories. After the candidates were excused, the Board discussed each candidate and selected Ron Legro for the position. Nichole Lysne motioned that Sharon be charged with negotiating the Contract with Ron Legro under the same conditions and terms that had been given to the former Communications Consultant.

The Motion was seconded by Dave Bohnsack and carried without opposition. The contract will be set up for renewal in December after installation of SEA Officers.

John Bolka will prepare the March Newsletter and articles are due to him by March 27<sup>th</sup>.

#### **Section Reports:**

*Madison* — A staff meeting was held two weeks ago in attempt to convince regional staff to become one big happy family. The Office formerly known as D1 feels it has become the ugly stepchild of the reorganization. SW Region Annual Meeting will be held 5/9 at the Kalahari Resort in Wisconsin Dells.

*Southeast* — Karl Pierce brought “We Want A Fair Contract” buttons to meeting. They are for sale at \$0.50/ea. Proceeds will go towards purchase of a new button maker. Section has organized a letter writing campaign to legislators. So far about 23 letters have been sent. Regions Annual Meeting was held without any barbeque event. Members asked Secretary Busalacchi to get involved in negotiations. Staff is continuing to leave district for more lucrative jobs. Additional departures from the high profile Marquette Interchange Project.

*Green Bay* — High level Department staff failed to show up for the Regional Annual Meeting on March 9. Section Meeting will be held on 3/29 for election of Officers.

*Wisconsin Rapids* — The 2/28 meeting with Senator Julie Lassa, OSER representative Karen Timberlake, and SEA Members was cancelled. Ms. Timberlake was unable to keep her commitment. A member sent a letter to Senator Lassa expressing concern about the loss of Central Wisconsin jobs and a chart displaying projects assigned to consulting firms outside of the Central Wisconsin area.

Members concerns about temporary assignments and the safety glasses/sun glasses policy were discussed with Region Director Dan Grasser and Operation Manager Jerry Mentzel. Management meeting minutes will include more detail about vacant positions and plans to temporarily fill or assign portions of the positions duties. Staff is encouraged to review these minutes, posted on the DOT NET and the current org chart and talk to their supervisor about their interest in any openings or temporary assignments. More information about safety glasses process will be provided.

Following solicitation for interest in completing the Local Sections’ Secretary’s’ term, the Local Board accepted Ginnie Oliver’s offer to fill our Secretary Position until elections in December. Thank You Ginnie!  
Region’s Annual meetings will be held on 4/4 in Wisconsin Rapids and 4/6 in Rhinelander.



### Board Meeting Summary (continued)

*La Crosse* – Section Meeting will be held on 4/12 and will include election of Officers (President, Vice-President, Secretary/Treasurer and Trustees). The Absence of a fair contract is the number one issue among staff. No raises for 3+ years trump any reorganization concerns. The Region Director did not realize the contract was such a big issue.

*Eau Claire* — No Report.

*Rhineland* – No Report.

*Superior* — DOT Region Annual Meeting will be held in Rice Lake on 4/13. Attendance is mandatory.

*Central Office* — Sharon Bremser attended a Trustee meeting on 3/3 and reviewed progress of negotiations. Many staff are considering leaving state service. Section is trying to encourage members to attend SEA Day. Statewide Bureaus' Annual Meeting will be held on 4/12. A second Trustee meeting is scheduled for 4/13.

*DNR* — There are currently a number of reorganizations underway within the DNR, including the Water Division. The Section is watching position changes closely. The Section Annual Meeting will be held on 4/25 and will include election of Officers. Members are concerned and asking about progress of bargaining.

*State Agencies* — PTA Web (System used to report time) that was developed by DOA several years ago for statewide use, lists SEA Classifications as Exempt, not eligible for Night/Weekend pay differential. Duane asked if in the absence of OT are we allowed to Flex from week to week in a two week pay period. Sharon said this was allowed under the administrative rules. Extensive discussion followed.

#### **2003-2005 Bargaining:**

The Bargaining Team met with OSER on February 27<sup>th</sup>. OSER and SEA Exchanged economic proposals and Sharon explained the details to the Board. The Bargaining Team met internally on 3/13 for a strategy meeting. The strategy details were shared in confidence with the Board. We are currently exchanging dates with OSER and it looks like several dates will be arranged in early April.

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

George attended both legislative hearings for the BBQ Bill and testified in support on SEA's Behalf. George noted there are no details available on the recent '05 – 07 tentative agreements with WSEU units and he did not expect the costing sheets would be available until the agreements are presented to JOCER. George reviewed the last OSER economic proposal and outlined the SEA Counter Proposal in detail. Board Members were reminded that details are to be kept confidential until the proposals are exchanged.

No new salary surveys or other data became available this past month.

Fidelity Investments has estimated that it will cost \$200,000 for the average couple's health care costs in retirement. George suggested that SEA members don't waste their sick leave so they can apply it to the sick leave conversion later. And, he also said that if you take early retirement, your post retirement health care costs will likely be higher than the norm.

Sharon noted there were 5 HAM hires recently in DOT (Entry Engineers) and 1 HAM hire in DOCOM (Advance Engineer).

#### **SEA Office Website:**

Check out what's new at 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 passed out the December Membership Report for review. Nick motioned to accept the December Membership Report. Mohamad Hayek seconded. The motion carried without opposition.

Sharon asked Section Presidents to identify the Fair Share Members and contact them about signing a card. She asked that Nick aide the effort by identifying these individuals.

Sharon asked that Nick forward copies of the Membership reports to Bob Spoerl for use in updating the email list.



**Board Meeting Summary (continued)**

Nick passed out the February Treasurer' Report for review. Nick motioned to accept the February Treasurer' Report. Tom Mugan seconded. The motion carried without opposition.

Nick noted there was a last minute printer problem that resulted in hard copies of the Budget not being available for review today. Sharon Bremser motioned to delay approval of the Proposed 2006 budget until the April Board Meeting. John Lund seconded. Motion Carried without Opposition.

Nick submitted the Board Meeting Vouchers for approval:

05-240 => 05-257, & 259	\$1597.70
M-69 => M-80	<u>\$1950.00</u>
	\$3547.70

Nick motioned to pay the Board Meeting Vouchers. Duane Hubeler seconded. The motion carried without opposition. Nick noted the Tax forms have been sent to the IRS and submitted Voucher 05-258, (\$9.02) for postal fees associated with filing the tax return. Nick motion to pay that voucher, Mohamad Hayek seconded, motion carried without opposition.

**Annual Meeting:**

**The 2006 SEA Annual will be hosted by the Southeast Section. The meeting will be October 20 – 21, at the Olympia Resort in Oconomowoc. Check out the Olympia Resort at [www.olympiaresort.com](http://www.olympiaresort.com).**

**New Business:**

John Bolka passed out copies of the Association By-Laws (Article 7, Section 6) dealing with the filling of vacancies on the Board, and asked for any suggestions or proposed changes. No changes were brought forward.

The Bargaining team notified the Board of Directors it was recommending Atty Haus file a prohibitive practice claim with the WERC concerning the implementation of retroactive wage and benefit changes to at least two individuals promoted to non-rep positions, over a time period they were under the Association Contract. John Bolka motioned to pay a any expenses associated with the filing of this claim. Julie Millard seconded and the motion carried without opposition

Sharon notified the Board that future Board Meetings may be held at a different location. This change was a result of discussions with the Executive Board. Board Representatives are alerted to watch for a location change on the next meeting notice.

The meeting was adjourned at 2:15 PM.

Upcoming Board Meeting dates are: April 22; May 20; June 24; August 19; September 23.

**Puzzling Puzzler**

Due to changes in personnel, the SEA Puzzling Puzzler is temporarily unavailable. We hope to resume this feature next month in the May SEA View. Thanks for your patience.



Important Retirement and Health Insurance Information

Melvin B. Sensenbrenner, SEA Retirement & Health Insurance Representative

SWIB MEETING – MARCH 8, 2006

Performance YTD:

	Dec. 31, 2005	Jan. 31, 2006	Feb. 28, 2006
Fixed Core:	+8.6% (+8.0 B.M.)	+3.2% (+2.8% B.M.)	+3.4% (2.9% B.M.)
Variable:	+8.3% (+8.0B.M.)	+4.0% (+4.0% B.M.)	+4.0% (4.1% B.M.)
Core:	67.581B	69.683B	69.718B
Variable:	6.400B	6.519B	6.502B
TOTAL:	73.981B	76.202B	76.220B

The guest speaker for SWIB was Horace “Woody” Brock, PHD Founder and President of Strategic Economic Decisions, Inc. Dr. Horace “Woody” Brock specializes in applications of the modern economics of uncertainty to forecasting and risk assessment in the international economy and its asset markets.

His agenda was as follows:

1. Impact of avian flu on income stability and debt.
2. The Greenspan legacy—a post-mortem.
3. A new take on monetary policy and its limits.
4. The yield curve “Conundrum”.
5. “It’s the labor market, stupid”—the immigration crisis.
6. The consumer and the economy.

Impact of avian flu. Three pre-conditions are required for a virus to cause a pandemic:

1. Must possess a new surface protein to which there is little existing immunity in the human population.
2. Must be able to cause illness in humans.
3. Must have the ability for sustained transmission from person to person.

The impact on Main Street: income instability and debt, in particular.

Debts in America now exceed 100% of incomes; therefore, a pandemic would cause income stability to explode, cause a cascade of bad debts and make it difficult for the Federal Government to intervene. No one has been able to control Inflation.

“It’s the labor market, stupid”. The inter-related problems of immigration, jobs and justice.



Important Retirement and Health Insurance Information (continued)

Prospects for U.S. economy 2006 increasing or decreasing? What are the prospects for fiscal policy by Republicans, and the trade deficit, and our 9 trillion funding deficit? "Woody" Brock's opinion is that our economy is living on steroids! The question is, how long can it continue?

DIVIDENDS TO BE APPROVED BY THE ETF BOARD ON 3-30-06:

Investment Returns	Active Employee Accounts	Dividends for 2005
Core Fund: +8.6%	+6.5%	+0.8%
Variable: +8.3%	+9.0%	+3.0%

The next SWIB meeting is set for April 12, 2006.

Wisconsin Coalition of Annuity (WCOA) Meeting – March 15, 2006

We are still reviewing and updating the WRS Talking Points by Jim Skiles. He warned us they were not for publication yet and the deadline for comment is April 1, 2006.

Dave Mills, SWIB Director, and Gail Hanson, Deputy Director, were the guest speakers and provided the investment performance data for February 28, 2006. Note the same data provided in the SWIB article in this SEA View.

Dave Mills then presented the investment staff bonus system and the excess value added (EVA) to both the Fixed Fund and the Variable Fund by the investment staff. The EVA, which is the accumulated amount above the benchmarks over five years through December 31, 2005, has amounted to \$2.738 billion EVA. In one year, 2005, 77% of benchmarks were beaten, which provided an EVA of 432 million dollars for SWIB.

The incentive compensation approved amount is \$2.35 million, or 0.6% of the 2005 EVA. Bill Ford reported on legislative bills on retirement. Last Friday, March 10, 2006, the Legislature was very active and closed the session having sent 300 bills to the Governor for signature. There may be another session at the end of April or early May.

Acronyms Used in Mel Sensenbrenner's Articles	
WRS	Wisconsin Retirement System (State & local public employee system except for City of Milwaukee & Milwaukee County)
MRA	Market Recognition Account
ETF	Wisconsin Department of Employee Trust Funds
GIB	Group Insurance Board
SWIB	State of Wisconsin Investment Board
WCOA	Wisconsin Coalition of Annuity (WRS retirement organization)
WREA	Wisconsin Retired Educators Association
WRC	Wisconsin Retirement Consortium
UMPERSA	Uniform Management of Public Employee Retirement System Act
ORP	UW Optional Retirement Plan (Privatization of WRS)
GPR	General Purpose Revenue
DOA	Department of Administration
WEAC	Wisconsin Education Association Council
WHIO	Wisconsin Health Initiative Organization

The Legislature is now trying to add the TPA (Taxpayer Protection Amendment) which will add limits on how many dollars governments can raise without considering expenses, and remember, TABOR limits the dollars governments can spend.

The next WCOA meeting is scheduled for April 19, 2006.



**Important Retirement and Health Insurance Information (continued)**

For anyone interested, the WCOA Retirees Annual Conference is set for May 17, 2006 at the American Family Insurance Co. Training Center, just off I 90, 94 at Hwy. 151. Please E-mail or call the SEA Office if you would like the WCOA Annual Conference brochure mailed to you.

**Last Month's Puzzling Puzzler**

A confused bank teller transposed the dollars and cents when he cashed a check for Mr. Smith, giving him dollars instead of cents and cents instead of dollars. After buying a newspaper for 50 cents, Mr. Smith noticed that he had left exactly three times as much as the original check. What was the amount of the check? (Note: 1 dollar = 100 cents.)

**Answer:** Original Check = \$18.56  
 $18.56 \rightarrow 56.18 - 0.50 = 55.68 / 3 = 18.56$

**Geoffrey Williams** was the first person to get the puzzler correct

**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 your ratification, election, and other mailings.

*Thank your for your assistance!*