



# STATE ENGINEERING ASSOCIATION

# SEA View

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## From the President

Bargaining continued at a very slow, if not dormant pace on November 22<sup>nd</sup>. OSER countered on language items in the morning and in the afternoon OSER presented the 2005-2007 economic package that they said would be forthcoming. It was a similar package offered to non-represented employees, but less. The 2003-2005 economic offer has not changed, but their implied liability has gone up to \$453,000 that they say our members owe. (Please see the SEA website on bargaining updates for more detailed information.) This now means we are being offered a 4-year deal at approximately 6%, with reduced retroactive back payments on general wage adjustments because of OSER's contended health insurance premium liability. Also, we would be burdened with a future health insurance tier system where premium payments may escalate each year. This is OSER's first 2005-2007 economic package offer. SEA plans on countering their economic package at the December 20<sup>th</sup> bargaining session with a more realistic proposal.

Bargaining also took place on December 15<sup>th</sup>. The day was spent working on contract language issues. (Please see the SEA website for more detailed information.) The bargaining team continues to be frustrated with the lack of good faith bargaining on behalf of OSER. The team still maintains its commitment to getting its members a fair contract. The next bargaining session is December 20<sup>th</sup>; future dates are being looked at in January and February.

Two issues were brought up for the Board to consider from our annual meeting. The Board voted against raising our dues in order to pay for newspaper and radio ads stating our displeasure in not having a contract. Instead, the Board decided to have Cara Carper pursue cost free opportunities in radio and TV where Willi Haus can speak for the Association. This could be done either on talk radio or perhaps a debate with OSER on stalled contracts. The Board also voted to register our SEA logo to protect and maintain the symbol of our Association.

At our January 21<sup>st</sup> Board meeting, we will talk about the 2006 budget. If you have any comments about the future direction of the Association, please let your local representatives know.

There will be a grievance training class held on February 25<sup>th</sup> in Madison. Please try to attend this training, especially if you are a current local grievance representative or plan on being one in the future. Willi Haus and Sharon Bremser will be giving this class which should be very interesting, educational and insightful. Please see your local representative about SEA travel cost assistance.

Please stay or get involved in the Association, you can make a difference.

Respectfully,

Mark Klipstein  
SEA President



## Legislative Update

By Dave Bohnsack, Second Vice President

Senate Bill 1, recently approved by the State Senate, combines the State Elections Board and State Ethics Board into a more powerful and nonpartisan body, called the Government Accountability Board. This Board, through its Enforcement Division would be empowered to enforce the state's existing lobbying laws, campaign finance rules, and code of ethics for public officials. It could launch independent investigations, appoint special prosecutors and request assistance from the Department of Justice to investigate and prosecute legislative/political misconduct. The Enforcement Division, with concurrence from the Board, also has the authority to bring civil or criminal charges against elected officials, even if the District Attorney declines to do so. Currently, only district attorneys and the state attorney general are authorized to pursue criminal actions against politicians. The bill doesn't create any new offenses; its intent is to strengthen the ability to enforce existing laws. Also, the Board will not have to ask lawmakers for money to investigate lawmakers, as the Ethics Board now must do.

The Board would consist of four people appointed by the Governor from a list of nominees created by the Chief Justice of the Supreme Court and the deans of the Marquette University Law School and the University of Wisconsin Law School. The Senate would have to approve the appointees. Politicians could not pick board members loyal to them; none of the nominees can have recent political ties.

Had such a board been around a few years ago, maybe the legislators that got caught up in the capitol caucus scandal would have thought twice before misusing state resources and bilking taxpayers. And maybe the governor's administration would not be under investigation for awarding a state travel contract to Adelman Travel, whose owner gave \$10,000 to Doyle's re-election campaign. The new agency could also investigate campaign fund raising by administrative staff such as the Governor's \$100 per plate barbeque from engineering consultants for the governor hosted by the DOT's second in command man. And the PSC's reversal on the sale of the Kenosha nuclear power plant while the governor's campaign received donations from the parties involved. The Governor claims to be in favor of this bill with some reservations about the extent of the enforcement powers.

The bills authors/sponsors are Senators Ellis and Cowles; the same Senators that authored SB56/AB105, which requires DOA to complete an economic analysis for state contractual services. This bill is expected to be signed into law in January '06. There are a few politicians who are looking out for the taxpayer.

At the end of December, the Governor, Assembly, and Senate overwhelmingly passed and signed into law Wisconsin Act 85, which eliminates the annual adjustment of the motor fuel tax rate. Many lawmakers and the Governor were proud of themselves for eliminating this automatic tax. It was estimated that this act would save the average Wisconsin resident \$6 per year. The Governor quickly announced that this would most likely lead to an increase in the vehicle registration fee. I hope that our lawmakers consider that gas taxes are paid by everyone using Wisconsin highways not just those who have a registered vehicle.

An update on AB268. This bill establishes a process under which a municipal employer's decision to contract out for services that are performed by its employees can become a permissive subject of collective bargaining under Municipal Employment Relations Act (MERA). In other words, it allows the municipal employer to obtain bids from consultants to use in collective bargaining with its employees that perform the work that was bid upon. This bill was passed out of the Committee on Labor and moved to the Assembly for passage. It has not been acted upon in the Assembly.

The senate and assembly are on recess until January 17th. However, there are committee hearings beginning January 3rd. If you have any questions or comments, please contact me at [dbbohnsack.sea@charter.net](mailto:dbbohnsack.sea@charter.net).



**December 10, 2005 Board Meeting Summary**  
Meeting held at Best Western East Towne Suites, Madison  
By John Bolka, Secretary

**Attendance:**

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

**Board Members:**

Nichole Lysne, Wisconsin Rapids Secretary  
Dawn Marshall, Southeast  
Tom Mугan, DNR President  
John Lund, Rhinelander Trustee  
Mike Humke, Central Office

Mohammad Hayek, Eau Claire President  
Duane Hubeler, State Agencies President  
Jeff Olson, Superior President  
Michelle Ellias, Madison President  
Bob Pavlik, Green Bay President

**Specialists:**

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

**Committee Leader:**

George Mickelson, Compensation Committee

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**Meeting Begins:**

Mark Klipstein called meeting to order at 8:35 am. Introductions were made. Additions to the agenda under the grievance topic were made.

**Approvals:**

The October 14, 2005 Board Meeting minutes were reviewed. There was a change to the official minutes under the Eau Claire Section item. Under the Rhinelander Section News the minutes should reflect proposed pay increase, not actual increase. There was a motion by Tom Mугan to approve. Mohammad Hayek seconded. Motion carried without opposition.

The Correspondence Report was reviewed. Mark Klipstein accepted the Correspondence Report.

**HIC:**

A meeting was held in late November. The TAA has reached the first agreement for '05-07. The agreement will not be available until ratified. WSEU says progress has been made (less on key issues) and has been meeting 3-4 days/week. They expect it may take several months to reach an agreement. No other BU's appear to be close to an agreement. Some BU's without '03-05 contacts have not been meeting with OSER. There was some discussion among the group regarding contracting out. It was discovered the state does not consider a contact to have cost overruns unless they need to ask the legislature for more funds (i.e. \$400 K vs. \$300 K is not an overrun unless they need to go back to the legislature for more money). The next meeting will be in early January.

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

On New Year's Eve this year, we will have worked for exactly 1,000 days without a raise. George suggested that if any SEA members want to drown their sorrows on New Year's Eve that they do not drive.

The Madison UW teaching assistants ratified four years worth of contracts recently. As of December 7, they have not posted the details on their web site. There have been a lot of rumors based on news media accounts, but many of the news stories conflicted with each other. Reliable details should be available after the JCOER hearing where the contract(s) will likely be approved.

The Employment Cost Index for the third quarter was released on October 28, 2005. This is national data that is published by the U.S. Bureau of Labor Statistics and the data series cited here are for the private sector. The increase in total compensation (including benefits) for all occupations was 3.0 percent over the 12 months from September 2004 to September 2005. For white-collar occupations, the increase was 3.2 percent and for professional specialty technical occupations the increase was 3.5 percent. For the same 12 month period, the increase in wages and salaries (excluding benefits) for all occupations was 2.2 percent, for white collar occupations the increase was 2.2 percent and for professional specialty technical occupations the increase was 2.1 percent. When you compare the differences between the wage and salary data and the total compensation data, it appears that employers are continuing to boost benefits for employees in professional specialty technical occupations (which includes engineers) much faster than for employees in other occupations. But, overall the growth in wages and salaries is slowing compared to historic norms for all occupational categories.

**Board Meeting Summary (continued)****2003-2005 Bargaining:**

The Bargaining Team met with OSER on November 4<sup>th</sup> and 22<sup>nd</sup>. Atty. Haus briefed the Board and the Bargaining Team members expressed their opinions related to bargaining. The most recent Economic offer from OSER for the '03-05 and '05-07 Contracts was 0%, 1%, no back pay and a debt of \$465,000 (and rising), and 2% 2% and 1% (same as non reps). Ken Weaver (WSEU) had contacted Mark Klipstein expressing interest in coordinating efforts. Sharon Bremser will meet with Ken. Additional Bargaining dates were scheduled for 12/15 & 12/20.

**Communication Report: By Cara Carper**

Cara reviewed the tasks accomplished for October – December. See Section Presidents for more information on these tasks. At the Annual Meeting, the Board was asked to obtain feedback from membership regarding a temporary dues increase to fund advertising in states major newspapers. Section Representatives provided feedback from membership on this issue. The Majority of feedback was not in favor of this action.

Nichole Lysne motioned that John Bolka research copyrighting the SEA Logo, pay for it and receive reimbursement not to exceed \$200. Dave Bohnsack seconded. Motion carried, 1 opposed.

SEA will pursue getting Atty. Haus onto NPR. Also suggest to NPR they consider asking Karen Timberlake for discussion on same program.

**Grievance Report: By Sharon Bremser**

Note: P-xxx indicates personal grievance

A-xxx indicates an Association grievance

- A-307 (filed 5/3/99) —Denied time to take PE exam – Arbitration pending with Bellman. (Date selection)
- A-351 (filed 7/19/01) – DOT D4 – RLS exam reimbursement. Consolidated with A-307.
- A-352 (filed 6/25/01) – DOT D3 – Initial PE licensing fee reimbursement. Consolidated with A-307.
- A-361 (filed 10/30/01) and A-362 (filed 10/31/01) – DOT D1 and D2 – Assignment of scheduled overtime. Arbitration pending (Date selection).
- A-369 (filed 1/2/02) – DNR Water – Add-on as part of year-end leave cash out option. Arbitration pending.
- A-373 (filed 5/21/02) – DOT D3 – Rescind disciplinary action. Arbitration Hearing Held, Briefings filed.
- A-378 (filed 8/14/02) – DOT 1 - Not being paid appropriate mileage rate. Filed at Step 4.
- A-389 (filed 5/30/03) – DOT D3 – PE Licensing fee reimbursement. Consolidated with A-307.
- A-394 (filed 8/1/03) – DOT D1 – Discipline Reassignment. Filed at Step 4.
- A-395 (filed 5/3/03) – DNR NER – PE Exam Reimbursement. Consolidated with A-307.
- A-402 (filed 3/25/04) – DOT-DTID – Discipline without just cause. Filed at Step 4.
- A-405 (filed 4/5/04) – DOT D5 – PE Exam and licensing fee reimbursement. Consolidated with A-307.
- A-409 (filed 7/14/04) – DOCOM D5 – Unhealthy and Un-Safe Workplace. Step 3 Decision on hold.
- A-410 (filed 6/29/04) – DNR Water – Granting of Restoration Rights. Filed at Step 4.
- A-412 (filed 7/7/04) – DOT D2 – Stalking Incident. Filed at Step 4.
- P-414 (filed 11/9/04) – DOT D2 – Administrative Leave/Discrimination. Filed at Step 4.
- P-415 (filed 11/17/04) – DOT D2 – Administrative Leave/Discrimination. Filed at Step 4.
- A-419 (filed 12/23/04) – DNR Water – Add-on is part of year end cash out option. Filed at Step 4. Consolidate with A-369.
- A-420 (filed 1/27/05) – DOT – Turndown Mileage Rate. Filed at Step 4.
- P-421 (filed 2/09/05) – DOT D2– Administrative Leave/Discrimination. Moved to Step 4.
- P-422 (filed 2/09/05) – DOT D2– Administrative Leave/Discrimination. Filed at Step 4.
- P-424 (filed 3/18/05) – DOT D2– Demotion without cause. Moved to Step 4.
- P-425 (filed 4/05) – DOT D2– Mental Torture/Investigation Meeting. Filed at Step 4. (Meeting 5/4/05).
- P-426 (filed 5-16-05) – DOT D2 – Suspension w/o Just Cause. Filed at Step 4.
- P-427 (filed 7-27-05) – DOT D2 – Termination w/o Just Cause. Filed at Step 3.
- A-428 (filed 6-23-05) – DOT D5 – Travel Policy/Cards/Hotels. Filed at Step 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.
- P-433 (filed 7-15-05) – DOA-DSF-BAE – ADA Discrimination. Grievance dropped.
- P-434 (filed 6-10-05) – UW Stout – Termination w/o Just Cause. Filed at Step 3.



Board Meeting Summary (continued)

The following grievances were discussed at the Board Meeting:

A-428 Denied at Step 3, Sharon motioned to move to Step 4, seconded by Tom Mugan. Significant discussion ensued. Much discussion relating to current policy within agencies. Motion carried, 1 opposed.

P-433: Grievant has retired Sharon motioned to drop. Duane Hubeler seconded. Motion carried without opposition. Atty. Haus noted personal grievances terminate upon leaving state service. (Contract 4/6/1).

P-434: A conference call was held with grievant and Executive Board. Atty. Haus gathered facts from grievant. After call completed, Atty. Haus discussed grievance with Board.

2 New grievances have been submitted relating to time off for the PE Exam.

A-373 Arbitrator ruled to reinstate grievant to previous position, back pay denied, issues remain regarding pay rate and add-on. Grievance Training is scheduled for February 25th in Madison, (John Lund objected to location). Sharon motioned to pay expenses for 2 officers per Section, with Sections responsible for additional interested members attending training. Nick Martin seconded. Motion failed.

Sharon motioned to pay for whoever shows up, stays for training, and submits proper voucher. Tom Mugan seconded. Sharon amended to pay for reasonable expenses. Tom Mugan accepted amendment. Motion carried, 3 opposed.

Health and Retirement Report: By Mel Sensenbrenner

Mel said that Matt Pomer, reporter at the Capital Times who is retiring, will be a loss. He was well respected and was a straight shooter. SWIB performance for end of November:

Fixed	Variable
6.6%	7.2%

There is a common public myth that state employees retire at a higher rate than what they were earning prior to retirement. This is simply untrue. 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

A Committee hearing was held regarding a bill that would eliminate the TAA's bargaining rights. At the same time a bill was introduced to allow UW Faculty and Academic staff the right to bargain.

Section Reports:

Madison — A listening session was held 1 – 2 days before the news release concerning Doyle's fundraising BBQ. Neither Rueben nor Frank attended the session. The DBD Board of Directors stated that there was no reason why consultant contracts should be negotiated for more than what it would cost state employees to do the work. A member was called by a new consulting firm and was asked by the firm's owner "who was going to mentor him?" The new firm is sub consulting out to another firm, MSA, for its staff on projects.

Southeast — A meeting was recently held for members looking for or suggesting ideas that may help bargaining efforts. Dawn listed the top ten ideas.

Green Bay — Quarterly Outreach Meeting was held in district. 10 Questions were emailed to Chesnik and Co. the day before. Members seemed satisfied with this.

Wisconsin Rapids — SEA requested that WISDOT North Central Management keep up Outlook by locating travel time to help employees create meeting. Management said that it's up to employees to work with managers to find times available. 2 grievances have been filed, 1 on mileage reimbursement, and the other on PE Licensing reimbursement. A new policy is coming on eye exams requiring staff to submit costs to their health insurance first. Employees are concerned about this policy. Gov Doyle brought government to Central Wisconsin. A member attending a breakfast meeting asked about our contracts before a large crowd. Doyle answered that he couldn't negotiate then and there but that the '05-07 budget has money. This same answer was provided to other members during a reception at Sentry Insurance.

Members are looking forward to the next SEA Day and are asking for a date. 2 members are working with Sen. Lassa's office to get a meeting with the DOA Secretary.

An email was sent to Central Wisconsin legislators asking them questions about DOT's consultant usage and loss of Central Wisconsin jobs. A PDS supervisor with 15 years is leaving DOT to start up a new consulting office in Madison. A new member (through reclass) has applied for PDT. OSER will not have time to process until after the first of the year. The supervisor is saying that the employee will get 2 weeks in 2006. A member contacted the legislature about dental insurance resulting in contact by OSER. Response was that Unions were not interested at beginning of '03-05 contract. (A brief discussion was held with OSER rep about Science Professionals Contract).



Board Meeting Summary (continued)

La Crosse — It was reported that positions are being temporarily filled with less qualified individuals. Then when the position is open later, it allows the incumbent to put in for reclass. (This was discussed and should be grieved).

Eau Claire — No Report.

Rhineland — Several members, primarily at DNR, are concerned about release of records concerning salary data. Green (Candidate for Gov) held meeting in Waukesha. Former member Rice attended and handed out Press Release. Thanks to Wisconsin Rapids Section, Kevin and Rueben will not be visiting Rhineland office. Members feel these meetings should be held as 1 region. Management Philosophy – If no interest after contractual transfer, stop process, fill through promotion. Reorganization may be violating statutory requirements for staffing.

Superior — Elections for Section Office were recently held. A new President, Brian Mattson, was elected.

Central Office — Section Annual Meeting and Elections for President and Vice President will be held in January. US Bank offering 1% back to state for travel card. Only 60 Engineers applied for New Positions, No new Grads, and management blaming SEA for bad-mouthing State employment.

DNR — A Bureau (Waste Management) doing redesign, HR and Bureau wants to meet with SEA to discuss shuffling of positions. (There is a bad odor surrounding what they are doing).

State Agencies — No Report.

Legal:

SEA was subpoenaed to surrender documents to the court (membership lists from the 1990’s). Atty. Haus handled the matter. This is a class action suit and Atty. Haus will check into what the suit is all about.

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 the August Membership Report for Review. Nick motioned to accept the August Membership Report. Nichole Lysne seconded. Motion carried without opposition.

Nick Martin submitted the September Membership Report for Review. Nick motioned to accept the September Membership Report. John Lund seconded. Dave Bohnsack had questions regarding some adds and drops. It was suggested this may be a problem caused by the recent reorganization within the DOT. Motion carried, 2 opposed.

Nick Martin submitted the August Treasurers’ Report for Review. Nick motioned to accept the August Treasurers’ Report. Dave Bohnsack seconded. Motion carried without opposition.

Nick Martin submitted the September Treasurers’ Report for Review. Nick motioned to accept the September Treasurers’ Report. Nichole Lysne seconded. Motion carried without opposition.

Nick Martin submitted the October Treasurers’ Report for Review. Nick motioned to accept the October Treasurers’ Report. John Lund seconded. Motion carried without opposition.

Nick said a budget status, and proposed budget would be sent to the Board by Email for review prior to the next Board Meeting.

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

Board Meeting Vouchers:

05-115 => 05-131	\$1679.90
M-034 => M-044	\$1800.00
	\$3479.90

Tim Hanley must appear and give a deposition regarding the Open Records Request and Secretary Busalacchi. Tim has asked the Board to authorize Atty. Haus to attend the deposition with him. Atty. Haus briefed the Board on what was involved and could be expected.

Tom Mugan motioned to pay up to 3 days time and expenses for Atty. Haus to attend the deposition with Hanley. Michelle Ellias seconded. Motion carried without opposition.



**Board Meeting Summary (continued)**

**Annual Meeting:**

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

**New Business:**

Mark submitted a list of tentative dates for 2006 Board Meetings.

The meeting was adjourned at 3:08 PM.

The next meeting date is January 21.

**Last Month's Puzzling Puzzler**

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

A: Larry ate 135.118125 sq. units of pizza.

Area of pizza = 254.34

(8 pieces) 1 piece = 31.7925

4 full pieces = 127.17

1/4 of one slice = 7.948125

$127.17 + 7.948125 = 135.118125$

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

**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 you for your assistance!*



Retirement and Health Insurance Information

Melvin B. Sensenbrenner, SEA Retirement & Health Insurance Representative

ETF GROUP INSURANCE BOARD MEETING – NOVEMBER 8, 2005

Jane Hamblin was awarded a service plaque as she leaves her many years on the Group Insurance Board to accept her appointment to the Chief Legal Council position at the State of Wisconsin Investment Board.

Blue Cross gave their last health care utilization report to the Board as their contract has ended after 11 years.

The other item covered was presented by Nancy Bennett of ETF on Health Care “Value Based Purchasing Projects”.

Project 1: Conduct assessment of members use and usefulness of quality information provided for health care decision-making through a series of focus groups and an objective survey tool. Scheduled completion: June 2006.

Project 2: Explore the creation of a high performance provider network within the current state maintenance plan. Scheduled completion: August 2006.

Project 3: Support a financial contribution to Wisconsin Health Information Organization (WHIO), a Wisconsin 501(c) 3 organization established to create a statewide health care data repository for the purposes of provider improvement and public reporting.

For more information on the above projects, note the ETF memo dated Nov. 4, 2005 from Nancy Bennett. Copies have been provided to all SEA State Officers and Section Presidents.

The next Group Insurance Board meeting is set for February 21, 2006.

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

SWIB MEETING – NOVEMBER 9, 2005

SWIB Performance for October and November 2005

Table with 4 columns: Category, Sept. 30, 2005, Oct. 31, 2005, Nov. 30, 2005. Rows include Core, Variable, and TOTAL.

The YTD increase over and above the benchmarks is \$226 million, which is used to calculate the bonuses for SWIB staff based on 5 year performances.

Jane Hamblin was elected Assistant Secretary of the Investment Board and Eric Stanchfield remains as SWIB Secretary.

Lori Wersal provided to the Board the Cost Effectiveness Measurement Inc. Report for Calendar Yr. 2004. Lori is Director of Investment & Management Services.

The CEM report compares SWIB Fixed (Core) Fund to 135 U.S. pension funds and a peer group of 12 large public pension funds. The report covers calendar year 2004 and each fund’s performance for 5 years and 10 years. SWIB has performed slightly better than their peers over the 5 and 10 year figures. The better performance was BOTH internal and external management.

The next SWIB meeting is scheduled for December 14, 2005.

**Retirement and Health Insurance Information (continued)****ETF ANNUITANT ROUND TABLE MEETING – NOVEMBER 15, 2005**

Dave Mills, Director of SWIB, provided the performance data for the end of October as noted in the SWIB article in this SEA View. He also explained the changes in management structure of SWIB and the return to a single Chief Investment Officer as they had several years ago. This will happen when Jean Ledford retires in June 2006.

They are recruiting for Chuck Saunders' replacement for the International Investment Portfolio Manager.

He also mentioned the pressure from the Legislature to increase Venture Capital in Wisconsin; however, the risk and returns must be within SWIB guidelines.

Sari King reported that ETF Deputy Director Dave Stella had testified in Washington to a congressional committee proposing changes to limit post retirement increases in annuities. We don't know the effect yet.

She also reported on the status of the new ETF payment system. The consultants are now testing the new system. We have had direct input to the format of the new system through the ETF Round Table. I have provided a copy of the new format to all SEA Board members for your review. A copy of the ETF Workload Report was also provided to all SEA Board members.

The Legislative Report had one new proposed bill by ETF to change the name of the "Fixed Fund" to a "Core Fund" because it consists of 65% equity investments.

ETF Legislative Coordinator, Vicki Poole, is retiring.

The next ETF Annuitant Round Table meeting is set for February 14, 2006.

**WISCONSIN COALITION OF ANNUITANTS (WCOA) MEETING – NOV. 16, 2005**

There was a handout and discussion by the committee to handle future communications regarding the WRS. Jim Skiles of the committee prepared a list of "Talking Points" which were reviewed and discussed. I have provided the "Talking Points" list to all SEA Board members. On this list are some of the basic truths about the Wisconsin Retirement System. Please review and send comments to me.

The WCOA Annual Conference has been set for May 10, 2006 at the American Family Insurance Training Center.

Vicki Poole from ETF was guest speaker. She commented about the above public perception of the State Retirement System and that state retirees have higher income when retired than they do when they are working. When you retire, it is actually 50-60% of the three highest years average depending on the number of years worked.

She also commented about the remedial legislation for technical corrections to the WRS, which has been sitting for six to eight years because it is confusing to legislators. Finally, on November 8, 2005, the Law Revision Committee reviewed 14 proposals and passed 6 of them. The other 8 were more "substantive" and not considered just technical.

1. Change the name of Fixed Fund to Core Fund.
2. The Deferred Comp Program will now become a Trust Fund.
3. Income Continuation Insurance Program appeals, due to employer error, will match other statutory appeal processes.
4. Bill to add a second local government member to the GIB.
5. All health plans, not just ETF, be required to cover additional costs of cancer clinical trials.

Ed Kehl has arranged for Dave Mills and James Senty, Chairman of SWIB, to be present at the WCOA meeting on December 21, 2005.

Bill Ford of the Legislative Council reported the changes to the Joint Survey Committee on Retirement Systems. Representative Jeskewitz, who is a member of the Committee, replaces Rep. Vrakas as co-chair and Rep. Robin Vos of Racine will replace Jeskewitz as a member of the JSCRS. Bill Ford will give us an update on the 8 items denied by the Law Revisions Committee after he discusses them with Dave Stella of ETF.

**Puzzling Puzzler**

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

There are four 3-digit natural numbers, each of them equals the sum of the cubes of its digits. We give you three of the four, find the fourth:

Three of them are:  
 $153 = 1 + 125 + 27$   
 $370 = 27 + 343 + 0$   
 $407 = 64 + 0 + 343$

Do you know what the fourth one is?

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.