



STATE ENGINEERING ASSOCIATION

# SEA View

Volume XXXVIII / No. 6

June 2008

## Wisconsin waste land

### State government slips further into mediocrity

Historically, the State of Wisconsin has been known as a leader in providing an effective, progressive system of government. Although some people perceive that state taxes are on the high side (ignoring fees and licenses that are below national average), residents could at least always count on clean politics and a high quality of life. However, in more recent times, our state government's performance has slipped into mediocrity or worse -- if not in greater tax impact, then in terms of functionality, professionalism and performance. We find ourselves with burdensome budget deficits, failing infrastructure and political favoritism.

**From the President**

#### SEA VIEW SCHEMATIC

##### From the President:

*Wisconsin government is increasingly dysfunctional, as seen in its willingness to short-change efficient state workers in favor of inefficient consultants, who coincidentally often contribute to political campaigns* ..... 1

##### Legislative Update

*The state budget was adjusted in a special "repair" session but remains in disrepair. At least the Great Lakes Compact passed. ALSO: Bargaining update* ..... 3

State mileage/expense rates partially updated ..... 5

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A recent labor case is one of many that typify these defects. The Department of Workforce Development (DWD) was cited by the Wisconsin Employment Relations Commission (WERC) for improperly hiring Daniel LaRocque as its top unemployment attorney. The WERC decision came as a result of claims filed by two internal candidates who were passed over for the position. The state settled the claims for more than \$300,000.

WERC found that the hiring was "an abuse of discretion" because DWD violated its own policies and laws in conducting the hiring process and because LaRocque got the job through political connections. Former Gov.

*turn to page 2*



Tony Earl, who had strong ties with former staffer and interview panel chairman Hal Bergan, recommended LaRocque for the top job. LaRocque had no unemployment insurance experience.

We also know that the state is wasting big-time bucks hiring consultants for engineering work and information technology contracts, both of which, it has been demonstrated by the state itself, can be

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**We're already starting to see state contracts for private consultants who will oversee private consultants. If you like scary movies, you might like that one.**

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done better and more cheaply by state employees. So it looks like the state has money to burn, right? Wrong! Wisconsin has been struggling with huge budget shortfalls that will continue well beyond the next budget cycle.

The latest DWD blunder is just one more example in which abuse of political power costs the taxpayers. How long can the Wisconsin ideal continue to exist with such failing standards and poor leadership?

### **Effect on bargaining**

Through the latest budget negotiations involving the governor and Legislature, the state was able to keep enough money in the Compensation Reserve Fund to provide modest net pay increases, avoiding the fiasco of four years ago when the offer of a one percent increase over two years was less than the increase in employee contribution for health insurance. Some of that money is being given in the form of “market” increases. It’s not clear what market data if any the state uses to calculate those increases, but it is clear that the state is unable or unwilling to provide the increases necessary to bring SEA member wages in line with market rates of compensation.

In recent contract bargaining sessions, negotiators for the state tried to tell SEA that our members are at or above market levels even though various management workforce analyses listed engineering professionals as an area of critical need. After undertaking our own market analysis, SEA knows that our members are compensated significantly below the private sector for comparable positions.

Looking to compare compensation with similar workers, SEA came across the situation of engineers at the Department of Administration (DOA). These positions are not supervisory; they are comparable to SEA positions. Yet they are classified as “management” positions, allowing pay beyond what is available to bargaining unit employees. ***These “management” engineer positions average more than \$10,000 per year above advanced SEA engineers.***

We are told these engineers are responsible for multi-million dollar state facility projects and that DOA apparently feels it must provide such relatively high levels of compensation if it is to attract and retain the best professionals. If that's so, then, logically, SEA-represented engineers who protect the environment, public health and the state transportation infrastructure must be regarded by the state as less important, since our efforts are rewarded with considerably less pay.

*Continued on page 3*



I don't begrudge those higher paid DOA engineers who do basically the same work as bargaining unit employees and who get all of the same benefits that we do. It's just that engineering professionals who work for other state agencies should be similarly compensated.

**W**orse than that, what has become commonplace in these other agencies is a system where such higher levels of compensation are reserved mainly for private consultants in a de facto exchange for political contributions. These are the same consultants who have little stake in the infrastructure after the job is done and state payment is made.

Only after there are problems with a consultant project does anyone start asking questions and pointing fingers. State employees and the taxpayers are stuck with correcting the problems resulting from the work of those higher paid consultants, at an additional cost charged to state government.

While we try to cope, more and more of our work is done by such consultants, the remaining state government talent pool is increasingly overworked, and the expertise vitally needed to oversee the work is gradually lost.

What a waste!

So, do our leaders care about the infrastructure in our state or not? Apparently, they do for state-owned (that is to say, DOA) facilities. Maybe this is just another application of the twisted golden rule: "He that controls the gold makes the rules."

It gets worse. We're already starting to see state contracts for consultants to oversee consultants. If you like scary movies, you might like that one.

And while all of this goes on, the dirty money continues to flow to political campaigns.

Am I saying things are hopeless? No. But the time is fast approaching when it will become extremely difficult to restore the quality of life we have known in Wisconsin. At some point soon we must make a stand.

Thanks to all of you for your continued support and professionalism.

**Tom Mugan**

## Legislative Update

By Gretchen Wheat

*Second Vice President*

## Budget disrepair

**W**hat have the Legislature and governor been up to? Budget repair, and just in time to let contracts for road projects.

Amazingly, despite nine-figure deficits, there apparently is enough state money to ensure that consulting contracts can be negotiated while taking into account above-market raises in the private consulting industry.

Contrast that with a too-frequent attitude that state employees can be taken for granted. One legislator proposed a budget repair mandate that state employees take three days of unpaid leave or give back one percent of their salaries to the state's general fund.

Maybe it would be easier to hire thugs to rob us of our wallets as we head home after a hard day at the office.

*Turn to page 4*



It's bad enough that the Legislature recommended a budget fix requiring \$65 million in lapses from state agencies. The governor then used his veto to increase those lapses by more than \$200 million. The governor didn't stop there. He also used his veto pen to reduce the Compensation Reserve Fund (that's the fund out of which some of our eventual raises would be paid, assuming there's enough money in it) by \$25 million.

On May 27, a public hearing of the Joint Committee on Employment Relations (JCER) considered 15 bargaining unit contracts. SEA was not among them. The Legislature subsequently passed these deals to Gov. Doyle, who signed them into law. Through two separate budget wranglings, the Compensation Reserve has been pilfered twice.

In testimony to JCER, Director Jennifer Donnelly of the Office of State Employee Relations (OSER) expressed appreciation that the unions were giving up that \$25 million. With the reduced money for raises, you'd think the state would feel obligated to bargain on language issues. Not so. The state has tried to dictate to the SEA bargaining team at every possible opportunity.

***With the reduced money for raises, you'd think the state would feel obligated to bargain on language issues. Not so. The state has tried to dictate to the SEA bargaining team at every possible opportunity.***

After the state's latest in a continuing series of "NOs" at the bargaining table, these are a few of the questions SEA team members are asking:

- **How is it that state employees are prohibited from bargaining mileage reimbursement rates, while the state has no qualms paying private consultants the maximum rate allowed by IRS?**
- **Why do agency bid rates include overhead costs for state office space and equipment used by contractors?**
- **While state employees are shown to perform most jobs for lower cost, how can jobs still be out-sourced based on a justification that there are not enough state employees?**
- **Why are out-sourced contracts let on time, but not state employee contracts?**

Those are just a few examples of double standards separating state employees and private consultants working for the state. The list goes on.

With more and more state services being out-sourced, it is no wonder costs are rising. Rhetoric aside, the governor seems all too willing to let state employee wages stagnate while continuing to shift all possible dollars to overpriced contracts.

When the governor was elected six years ago, one of his campaign promises was to cut 10,000 state employee positions. His explicit rationale? Saving tax dollars. But now it is clear that the administration has been intent on privatizing more state work, even if that ends up costing more in tax dollars. Another rationale plays into this inconsistency, and it's called politics.

This past month, a legal decision was rendered in favor of former DOT Chief Counsel Jim Thiel. The DOT secretary had demoted Thiel for releasing a public document in response to a request under the open records law – a document that detailed a DOT management analysis showing that hiring more state employees would



save money on transportation projects. Unfortunately, the decision in favor of Thiel only wrist-slaps the administration. Sure, Thiel can have his old job back – just as soon as it becomes vacant. Worse, Thiel's replacement, a friend of the governor, starts at a higher salary than Thiel was making after 31 years. Nor, if and when the position becomes vacant again, is the state obligated to pay Thiel the higher salary already handed to his successor.

Thankfully, the Great Lakes Compact was approved by the Legislature and signed into law by the governor. Wisconsin's move puts pressure on the two remaining states that have yet to act on the compact, which also must be approved by Congress. After uncertainty when Assembly leaders at first indicated they might balk at approval, the chances are greater that Great Lakes water will be kept safe from thirsty southern and western states.

## **New mileage & expense rates, except...**

Effective July 1, the state mileage rate for personal vehicle use will increase by two cents to \$0.485 for round trips of less than 100 miles, with certain exceptions determined by agencies. See <http://oser.state.wi.us/docview.asp?docid=6776>

This "standard" rate happens to be the one that legislators get for commuting to and from the Capitol and their districts. Meanwhile, the state declined to adjust the turndown rate. That's the rate many state employees get for using their own vehicles instead of a state car. The turndown rate remains at \$0.32, well below the federal government's current estimated operating costs. Other state rates:

Personal airplane: increased to \$0.485/mile

Personal specially equipped van: increased to \$0.660/mile

Specially equipped van turndown rate: increased to \$0.610/mile

Motorcycle mileage remains at \$0.285/mile.

Hotels in Milwaukee, Racine and Waukesha counties: \$80/night; Hotels in all other WI counties: \$70/night.

Although restaurant meal costs are rising almost as fast as grocery prices, OSER and the Legislature did not change meal rates. The new rates were approved at a JCER hearing in May.

## **SEA 2008 statewide officer nominations open**

### ***Nominate yourself or a member who can move SEA forward***

SEA statewide officer elections (all officer positions) will be held in August. Candidates are especially needed for 2<sup>nd</sup> vice president (legislative officer). Other officer positions are president, 1<sup>st</sup> vice president (grievance officer), secretary and treasurer. Each officer serves for two years, and receives a modest stipend that varies according to the responsibilities of the office.

Send nominations to the Nominating Committee: Gretchen Wheat, chair, [gretchenjake1@netzero.net](mailto:gretchenjake1@netzero.net) and John Lund, member, at [jlund@newnorth.net](mailto:jlund@newnorth.net). Questions? Feel free to contact Gretchen at 608-264-6273 weekdays and 608- 255-9335 other times.

**What is the nominating and election process?** The Nominating Committee would like to close nominations by July 15 so that nominees can be included in the Special Election Newsletter to be delivered by Aug. 1 to members. Nominations submitted to the Nominating Committee later (by Aug. 11) may still appear on the ballots to be delivered by Aug. 21 to members. Balloting closes Aug. 31.

**Why run for office?** Unlike other Wisconsin state employee bargaining units and private sector employee unions in the state, SEA is independently directed by its members. This is important in keeping SEA dues lower than other bargaining units. More important, it makes member participation in SEA policymaking vital. In recent years, SEA has – more so than much larger bargaining units, in some instances -- influenced a variety of government accountability issues. That's the result of the



professionalism, ethics and diligence of the SEA members. This year it's more important than ever that new members step up. Many SEA members have recently retired or soon will, and those among them who have served SEA as officers will no longer be able to contribute.

**What are the board meetings like?** The board normally meets ten Saturdays per year, most often in Madison. The meeting agenda commonly includes time-sensitive business, as well as developing events. The opinion of every board member is valued. Board meetings provide opportunity to meet SEA members from around the state, hear their perspectives and learn about upcoming issues we face as state employees. Often, SEA is able to begin addressing an issue before final agency implementation.

### My way and/or the highway

“Governor Doyle appointed Frank Busalacchi, the guy pushing the loopy \$1.9 billion I-94 expansion idea, to, I'm not kidding, the Midwest Interstate Passenger Rail Commission. Rumor has it Busalacchi plans to build a highway to every commission meeting.”

-- Ed Garvey, <http://www.fightingbob.com>

**What does the 2<sup>nd</sup> V.P. do?** If you've ever wanted to know more about what's going on at the Capitol, this is a great opportunity. Sometimes there may be few or no issues or tasks on hand, while at other times the situation calls for concentrated effort. In addition to attending board meetings, tasks include: surveying news articles and checking in on the Legislature's website, writing a monthly article on Legislative topics for the newsletter, leading the annual SEA Day event, drafting comments on specific legislative proposals, sending email alerts to the board, and delivering comments to legislative committees, written or in person. If not running for any office, the 2<sup>nd</sup> vice president also serves as Nominating Committee chair.

**Excerpts from the SEA Constitution and By-Laws further detailing officer positions and duties, as well as SEA's election procedure, are at <http://wisea.org>**

## Retirement and Health Insurance Report

by Melvin B. Sensenbrenner SEA Retirement & Health Insurance Representative  
and Daniel J. Joyce SEA Retirement & Health Insurance Co-Representative

### STATE OF WISCONSIN INVESTMENT BOARD MEETING – MAY 14, 2008

#### SWIB Performance

	Feb. 29, 2008	*(Mar. 31, 2008)	April 30, 2008
Core Fund:	-3.8%	-4.8%	-1.7% (B.M. -1.5%)
Variable Fund:	-8.2%	-8.8%	-4.6% (B.M. -4.4%)
Core Fund:	77.712B	76.946B	78.970B
Variable Fund:	6.354B	6.160B	6.445B
Total:	84.066B	83.160B	85.415B

\*Corrected by SWIB



Public Fixed Income at	+3.0%	April 30
Real Estate Equity at	-2.7%	“
Private Equity at	+1.3%	“

The Global Bond Portfolio increased by +6.6%.

On May 14, the new fixed income analyst accepted SWIB's offer and will be starting soon. There is one more analyst position to fill which will complete all the position changes for the SWIB initial modernization changes.

The only problem to solve for SWIB is to provide adequate monthly cash flow to ETF to meet the 141,000 annuity monthly payments.

In 2007, the 141,000 WRS annuitants received benefits amounting to \$3.45 billion.

The next SWIB meeting was scheduled for June 11.

-- Melvin B. Sensenbrenner

### **A refresher course**

## **WISCONSIN RETIREMENT SYSTEM FACTS**

(as of Dec. 31, 2007)

#### How Wisconsin Retirement System (WRS) is managed

- Employee Trust Funds (ETF) administers benefits for all WRS participants
- State of Wisconsin Investment Board (SWIB) manages and invests the WRS assets

#### WRS – A Unique Treasure

- Total consolidation plan
- Ninth largest U.S. Public Fund and 22<sup>nd</sup> largest world Pension Fund
- Hybrid plan – Defined Benefit (DB) with defined contribution (DC)
- Guaranteed pension for life

#### How WRS impacts Wisconsin state economy

- 545,000 participants
- More than \$3.45 billion paid in benefits in 2007
- 141,000 annuitants paid in 2007
- 90% of annuitants remain in Wisconsin
- One in five Wisconsin residents are a WRS participant or family member
- 66% of benefits come from investment earnings by SWIB
- Currently, WRS is 99.8% funded. (Watch for next actuary's report.)

#### Other Facts about WRS

- ETF Board sets contribution rates
- Contributions paid by active employees and employers (there are 1409 state and local government)
- Future benefits not shifted to future generations
- Employees and retirees share in investment gains and losses

#### Effect of Investment Earnings by SWIB

- Lower contribution rates
- Savings for employers
- Possible increase in initial annuity
- Dividends for annuitants

– Melvin B. Sensenbrenner



**May 17, 2008 Board Meeting Summary**  
Meeting held at Best Western East Towne Suites, Madison  
By Duane Hubeler, Secretary

**Attendance:**

**Executive Board:** Tom Mughan – President, Leroy Stublaski – First Vice President, Gretchen Wheat – 2<sup>nd</sup> Vice President, Duane Hubeler – Secretary, John Bolka - Treasurer

**Board Members:**

Deb Webb-Franseen, Wisconsin Rapids VP  
Carolynn Gellings, Southeast President  
Paul Zoellner, Green Bay Section  
Jane Englebretsen, Central Office Section  
Steve Vetsch, La Crosse VP  
John Lund, Rhinelander President

Mohamad Hayek, Eau Claire President  
Paul Caleb, State Agencies VP  
Brian Mattson, Superior Section  
Khader Abu al-eis, Madison President  
Bob Schaefer, DNR Madison President

**Specialists:**

Dan Joyce, Health & Retirement  
Mel Sensenbrenner, Health & Retirement  
George Mickelson, Compensation Chair  
Ed Beimborn, Consultant

Sandy Henke, SEA Office  
Ron Legro, Communications Specialist  
Tim Hanley, DFC Chair  
Willie Haus, Attorney

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**Meeting Begins:**

Tom Mughan called meeting to order at 8:37 am. Introductions were made. The by-laws discussion was deleted from the agenda. An addition was made to the agenda to accommodate six construction representatives from DOA who wanted to discuss a specific bargaining issue.

**Approvals:**

The April 19, 2008 Board Meeting minutes were reviewed. There was one minor change in the bargaining update to say, “the state has now given us a third economic offer and we countered later in the afternoon”. Bob Schaefer moved to accept the minutes as corrected. Khader seconded. Motion carried. The Correspondence Report was reviewed. Tom Mughan accepted the Correspondence Report.

**Legislative Report:** *By Gretchen Wheat*

There were approximately 40 people attending this year’s SEA Day on May 7. Senator Fred Risser’s presence and encouragement were much appreciated. A budget repair bill is in the works with many vetoes anticipated. There will be major cuts to agency budgets with an unknown impact on employees.

**Bargaining:** *By Tom Mughan, Willie Haus, Tim Hanley & George Mickelson*

A settlement does not look imminent at this point. There are no further sessions currently scheduled. The state has said no to virtually all of our language issues. Several of the language items had some minor economic impact. So far, we have tentative agreements on four minor language issues. The 12 meetings we have had over the course of the last year have not been productive. The most recent Consumer Price Index is up 3.9% year over year. This includes food and energy costs. Be sure to read the bargaining summaries that are supplied to all section presidents. OSER (Office of State Employment Relations) claims they have no trouble with failed recruitment under the current pay system. However, they are now recruiting new employees all the way up to



the pay range maximum. Please send any examples of failed recruitment to your section president who will forward them to the bargaining team. There appear to be four bargaining units that have not yet settled.

**Grievance Report:** *By Leroy Stublaski*

Note: P-xxx indicates personal grievance

A-xxx indicates an Association grievance

- A-307 (filed 5/3/99) – DOT D2 – Denied work time to take PE exam.
- A-351 (filed 7/19/01) – DOT D4 – RLS exam reimbursement. Consolidated with others.
- 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-378 (filed 8/14/02) – DOT D1 - Not being paid appropriate mileage rate. Filed at Step 4.
- 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 others.
- 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 others.
- A-410 (filed 6/29/04) – DNR Water – Granting of Restoration Rights. 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. Consolidated 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 4/14/05) – 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-430 (filed 4-27-05) – DOT D5 – PE Exam Reimbursement. Consolidated with others.
- A-431 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Consolidated with others.
- A-432 (filed 4-27-05) – DOT D5 – PE Exam and Licensing Fee Reimbursement. Consolidated with others.
- A-436 (filed 11-18-05) – PE Exam and licensing fee reimbursement. – Consolidated with others.
- A-439 (filed 11-29-05) – DNR - Extra Mileage. Filed at Step 4.
- A-440 (filed 11-09-05) – DOT D1 - Lunch Money. Filed at Step 4.
- A-444 (filed 3-14-06) – DOT D2 – Individual Bargaining. Filed at Step 4.
- A-446 (filed 2-14-06) – DOT SW – PE exam and licensing fee reimbursement. Consolidated with others.
- A-447 (filed 3/27/06) – DOT NCR – Fleet vehicle assignment & utilization. Filed at Step 4.
- A-448 (filed 5/12/06) – DOT NCR – HAM used on current state employee in promotion. Filed at Step 4.
- A-453 (filed 8/18/06) – DOT NER - PE Exam and licensing fee reimbursement. Waived to Step 3.
- A-455 (filed 10/27/06) – DHFS-Reimbursement of surcharge for over 2000 miles. Filed at Step 4.
- A-456 (filed 9/13/06) – DOT NER - PE Exam and licensing fee reimbursement. Waived to Step 3.
- A-463 (filed 4/18/07) – DOT NER – PE for CE-Adv positions. Filed at Step 4.
- A-464 (filed 6/5/07) – UW - Termination without just cause. Filed at Step 4.
- A-469 (filed 8/20/07) – DOT NER – Mileage reimbursement rates. Filed at Step 2.
- A-472 (filed 12/04/07) – DOT NCR – Denied standby pay for 25-hour shift. Moved to Step 4.
- A-473 (filed 1/8/08) – DOT NCR – Denied 2 hours call-back time. Moved to Step 4.
- A-474 (filed 1/16/08) – DOT NCR – Denied 2 hours call-back time. Moved to Step 4.



A-475 (filed 2/7/08) – DOT SE – Involuntary reassignment. Moved to Step 4.

A-476 (filed 2/28/08) – DOT NCR – Denied benefits after car accident. Moved to Step 4.

A-477 (filed 4/29/08) – DOT NCR - Denied 2 hours call-back time. Moved to Step 4.

Specific issues discussed at this meeting:

A-451, A-460 and A-467 were dropped and a letter was sent to the grievant with an explanation. A-477 was moved to step 4.

**Communication Report:** *By Ron Legro*

Our Act 89 consultant, Professor Emeritus Ed Beimborn, attended the meeting to get a better overall picture of what we are looking for as he analyzes state agency compliance with Act 89. As more information becomes available, it should be shared with Ron or with Tony Allard, who will forward it to Professor Beimborn. The meeting was beneficial to both parties.

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

Mel and Dan cut their summaries short due to the long Act 89 and bargaining discussions. Read their summary article in the next SEA View.

**Miscellaneous Items/Updates**

The SEA Annual meeting will be held the weekend of October 11 in Wausau. Any ideas for entertainment should be sent to Nichole Lysne or Tom Peronto of the Wisconsin Rapids section. The Board Meeting and general Members Meeting will be held on Saturday morning.

The updated grievance rep list should be proofed and sent to Leroy Stublaski and Sandy Henke at the SEA office.

**Section Reports:**

*Madison* — No report.

*Southeast* — A section meeting was held on April 21. A labor/management meeting was held on May 15. The project managers are overworked under the current organization.

*Green Bay* — Members are being encouraged to decline participation in management initiatives.

*Wisconsin Rapids* — There was a good turnout for SEA day. A membership meeting will be scheduled soon.

*La Crosse* – No Report.

*Eau Claire* – A section meeting is scheduled for June 19.

*Rhineland* – A new Secretary/Treasurer has been appointed. Mike Wendt is the new President. John Lund is now the Vice-President.

*Superior* — No report.

*Central Office/PSC* — No report.

*DNR* — There was an annual section meeting on April 22. Bob Schaefer was re-elected president. Facility designer Kim Guthrie received a “Pride Award.” Jim Witthuhn was elected section secretary for another two year term.



State Agencies — There was a pre-SEA Day section meeting on April 28. They are working on increasing the low number of members getting the \$0.30 add-on.

**Financial & Membership Reports:** *By John Bolka*

John moved to accept the April, 2008 Membership Report. Mohamad Hayek seconded. Motion carried.

John moved to accept the April, 2008 Treasurer’s Report. Khader seconded. Motion carried.

John submitted the Board Meeting Vouchers and moved for approval to pay them. Bob Schaefer seconded. Motion carried.

07-252 => 07-267 & 07-269	\$1712.00
M-089 => M-101	<u>\$2800.00</u>
	\$4512.00

**New Business:** An audit team of 3 members has to be nominated and approved by the President. Section Presidents should query their members for interest in serving on this committee.

The meeting was adjourned at 3:20 pm. The next Board Meeting will be on June 28, 2008, in Madison.

**PUZZLING PUZZLER: *Filed in triplicate***



**Ed and Edna Himes have three sons, all of them fathered by Ed, and all born naturally to Edna on March 3, 1993. However, the boys are not triplets. How are we to explain this? You may fire when ready!**

***Email your answer to our contest address: [puzzlesea@yahoo.com](mailto:puzzlesea@yahoo.com). The answer and name of the first person who comes up with the correct answer will be in the next SEA View.***

**Last issue:** Josh is raising awareness for "National Walk Like an Egyptian Day" by calling people in his community, but Josh is very specific about whom he calls. So far, he has called Albert Bartel, Dale Adel, Arnold Roland and Erich Reich. Whom will Josh call next: Edna Dean, or Leon Neal? And why?

**Solution:** Edna Dean. The first and last name of each person Josh called is an anagram, unlike Leon Neal. Nearly two dozen of you got the right answer. Congratulation to the first member to supply it: Jim Baumann, special assistant to the director, Bureau of Watershed Management, DNR.

***Moving?***

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