



STATE OF WISCONSIN
Department of Employee Trust Funds

Robert J. Conlin
SECRETARY

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March 19, 2012

THE HONORABLE FRANK LASEE
ROOM 316 SOUTH
STATE CAPITOL
P O BOX 7882
MADISON WI 53707-7882

Dear Senator Lasee:

I am writing in response to your public records request dated February 15, 2012. It is my understanding that Rob Marchant, the Deputy Secretary of the Department of Employee Trust Funds (ETF), has spoken with your Chief of Staff, Rob Kovach, concerning prohibitions on the release of the requested information under the federal Health Insurance Portability and Accountability Act and Wis. Stat. s. 40.07. As a result of those discussions, your request was subsequently revised to exclude personally identifiable information and, instead, include the statistical information contained in this letter.

The Accumulated Sick Leave Conversion Credit Program (ASLCC) and Supplemental Health Insurance Conversion Credit Program (SHICC) generally permit eligible state employees to convert unused sick leave into credits that they may use to pay for health insurance premiums in retirement. These credits may be used until the monthly insurance premium equals or exceeds the conversion credit balance, at which point premiums must be paid by the retiree or surviving dependent. The programs are pre-funded at a cost of 1.2% of covered payroll. For employees who retired in 2011, the average credit would provide approximately 5 years of health insurance based upon a \$1,500 monthly premium. For many retirees, one key use of these programs is to maintain health insurance coverage until the date they become eligible for Medicare.

The information you requested pertains to terminated employees, many of whom retired from state service. State agencies do not report sick leave hours to ETF until the employee terminates employment. Therefore, this information does not reflect the average balance of active state employees.

The first two charts below provide an overview of the sick leave credits granted for retirements in 2010 and 2011. Pursuant to your request, the information below includes both ASLCC and SHICC balances.

State Employees Retiring with Accumulated Sick Leave Credits, 2010

Amount Certified	Number of Employees	% of Employees Certified
\$.01 - \$15,000	256	13.1
\$15,001 - \$30,000	179	9.2
\$30,001 - \$45,000	148	7.6
\$45,001 - \$60,000	175	9.0
\$60,001 - \$80,000	207	10.6
\$80,000 - \$100,000	181	9.3
\$100,001 - \$125,000	194	9.9
\$125,001 - \$150,000	188	9.6
\$150,001 - \$200,000	219	11.2
\$200,001 - \$250,000	90	4.6
\$250,001 - \$300,000	55	2.8
\$300,001 - \$400,000	43	2.2
\$400,001 - \$500,000	6	0.3
\$500,001 - \$1,000,000	12	0.6
Over \$1,000,000	0	0.0
TOTAL	1953	100%

For employees retiring in 2010, the median amount certified was \$81,468. The average amount certified was \$100,062, which reflects the impact a small number of higher-dollar certifications can have on the average.

State Employees Retiring with Accumulated Sick Leave Credits, 2011

Amount Certified	Number of Employees	% of Employees Certified
\$.01 - \$15,000	417	10.6
\$15,001 - \$30,000	325	8.3
\$30,001 - \$45,000	305	7.8
\$45,001 - \$60,000	358	9.1
\$60,001 - \$80,000	507	12.9
\$80,000 - \$100,000	414	10.6
\$100,001 - \$125,000	419	10.7
\$125,001 - \$150,000	333	8.5
\$150,001 - \$200,000	416	10.6
\$200,001 - \$250,000	210	5.4
\$250,001 - \$300,000	103	2.6
\$300,001 - \$400,000	81	2.1
\$400,001 - \$500,000	13	0.3
\$500,001 - \$1,000,000	16	0.4
Over \$1,000,000	2	0.05
TOTAL	3919	100%

For employees retiring in 2011, the median amount certified was \$82,406. The average amount certified was \$100,968, which again reflects the impact a small number of higher-dollar certifications can have on the average. The number of Wisconsin Retirement System (WRS) retirements in 2011 was roughly double the annual average.

As requested, the charts below break down the 2010 information in a different way, specifically for UW System and UW Hospital Authority retirees and retirees of other state agencies.

**UW System and UW Hospital Authority Employees Retiring
with Accumulated Sick Leave Credits, 2010**

Amount Certified	Number of Employees
\$.01 - \$100,000	516
\$100,001 - \$500,000	337
\$500,001 - \$1,000,000	10
Over \$1,000,000	0
TOTAL	863

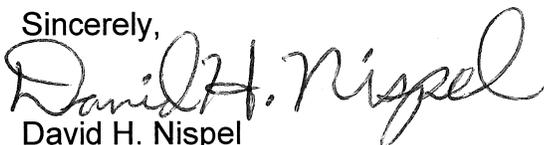
Other State Employees Retiring with Accumulated Sick Leave Credits, 2010

Amount Certified	Number of Employees
\$.01 - \$100,000	630
\$100,001 - \$500,000	458
\$500,001 - \$1,000,000	2
Over \$1,000,000	0
TOTAL	1090

It is our understanding that this information satisfies your revised request. To the extent that your initial request has been denied, pursuant to Wis. Stat. s. 19.35 (4) (b) such denial is subject to review by mandamus under Wis. Stat. s. 19.37 (1), or upon application to the attorney general or local district attorney. Section 19.37 provides for enforcement of the public records law and specifies penalties for noncompliance.

Thank you for contacting ETF.

Sincerely,



David H. Nispel
General Counsel

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