



**Fiscal Estimate Narratives**  
**OSER 5/20/2008**

LRB Number <b>07-4386/1</b>	Introduction Number <b>SB-578</b>	Estimate Type <b>Original</b>
<b>Description</b> Ratification of the agreement negotiated between the state of Wisconsin and the Wisconsin State Employees Union, AFSCME Council 24, and its appropriate affiliated locals, AFL-CIO, for the 2007-09 biennium, covering employees in the technical collective bargaining unit, and authorizing an expenditure of funds		

**Assumptions Used in Arriving at Fiscal Estimate**

**Long-Range Fiscal Implications**

2009-2011 per year fiscal impact  
\$11,599,374 State Operations - Salaries and Fringes  
\$4,871,737 GPR State Cost

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

Wisconsin State Employees Unions - Technical Unit (06)

**SUMMARY TOTALS**

Total FTE: 3,442.57  
 Base Payroll: \$123,275,401

<b>FISCAL YEAR</b>	<b>ALL FUNDS WITHOUT FRINGE</b>	<b>ALL FUNDS WITH FRINGE</b>	<b>GPR WITH FRINGE</b>	<b>OTHER FUNDS WITH FRINGE</b>
<b>2007-2008</b>	1st Year Cost \$2,469,166 1st Year Cost \$2,469,166	\$2,949,419 \$2,949,419	\$1,238,756 \$1,238,756	\$1,710,663 \$1,710,663
<b>2008-2009</b>	in 2nd Year 2nd Year Cost \$3,727,428	\$4,452,429	\$1,870,020	\$2,582,409
<b>Biennial Total</b>	<u>\$8,665,760</u>	<u>\$10,351,267</u>	<u>\$4,347,532</u>	<u>\$6,003,735</u>

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

**Wisconsin State Employees Unions - Technical Unit (06)**

**FISCAL YEAR INCREASES:**

A) FY08 General Wage Adjustment equal to 2.0% of the base pay rate for each eligible employee in pay status on June 24, 2007.

<b>FISCAL YEAR</b>	<b>ALL FUNDS WITHOUT FRINGE</b>	<b>ALL FUNDS WITH FRINGE</b>	<b>GPR WITH FRINGE</b>	<b>OTHER FUNDS WITH FRINGE</b>
<b>2007-2008</b>	1st Year Cost \$2,469,166	\$2,949,419	\$1,238,756	\$1,710,663
	1st Year Cost in 2nd Year \$2,469,166	\$2,949,419	\$1,238,756	\$1,710,663
<b>2008-2009</b>	2nd Year Cost \$0	\$0	\$0	\$0
<b>Biennial Total</b>	<u>\$4,938,332</u>	<u>\$5,898,838</u>	<u>\$2,477,512</u>	<u>\$3,421,326</u>

B) FY09 General Wage Adjustment equal to 1.0% of the base pay rate for each eligible employee in pay status on July 6, 2008.

<b>FISCAL YEAR</b>	<b>ALL FUNDS WITHOUT FRINGE</b>	<b>ALL FUNDS WITH FRINGE</b>	<b>GPR WITH FRINGE</b>	<b>OTHER FUNDS WITH FRINGE</b>
<b>2007-2008</b>	1st Year Cost \$0	\$0	\$0	\$0
	1st Year Cost in 2nd Year \$0	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost \$1,260,966	\$1,506,224	\$632,614	\$873,610
<b>Biennial Total</b>	<u>\$1,260,966</u>	<u>\$1,506,224</u>	<u>\$632,614</u>	<u>\$873,610</u>

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

Wisconsin State Employees Unions - Technical Unit (06)

C) FY09 Market adjustment effective 10/12/2008 - provide \$0.500/hour increase for Occupational Therapy Assistant - Ent, Occupational Therapy Assistant - Obj. classifications.

<u>FISCAL YEAR</u>	<u>ALL FUNDS WITHOUT FRINGE</u>	<u>ALL FUNDS WITH FRINGE</u>	<u>GPR WITH FRINGE</u>	<u>OTHER FUNDS WITH FRINGE</u>
2007-2008	1st Year Cost \$0 1st Year Cost \$0 in 2nd Year	\$0 \$0	\$0 \$0	\$0 \$0
2008-2009	2nd Year Cost \$27,084	\$32,352	\$13,588	\$18,764
<b>Biennial Total</b>	<b>\$27,084</b>	<b>\$32,352</b>	<b>\$13,588</b>	<b>\$18,764</b>

D) FY09 Market adjustment effective 10/12/2008 - provide \$0.500/hour increase for Dental Hygienist classification.

<u>FISCAL YEAR</u>	<u>ALL FUNDS WITHOUT FRINGE</u>	<u>ALL FUNDS WITH FRINGE</u>	<u>GPR WITH FRINGE</u>	<u>OTHER FUNDS WITH FRINGE</u>
2007-2008	1st Year Cost \$0 1st Year Cost \$0 in 2nd Year	\$0 \$0	\$0 \$0	\$0 \$0
2008-2009	2nd Year Cost \$7,782	\$9,296	\$3,904	\$5,392
<b>Biennial Total</b>	<b>\$7,782</b>	<b>\$9,296</b>	<b>\$3,904</b>	<b>\$5,392</b>

E) FY09 Market adjustment effective 10/12/2008 - provide \$0.500/hour increase for Dental Assistant classification.

<u>FISCAL YEAR</u>	<u>ALL FUNDS WITHOUT FRINGE</u>	<u>ALL FUNDS WITH FRINGE</u>	<u>GPR WITH FRINGE</u>	<u>OTHER FUNDS WITH FRINGE</u>
2007-2008	1st Year Cost \$0 1st Year Cost \$0 in 2nd Year	\$0 \$0	\$0 \$0	\$0 \$0
2008-2009	2nd Year Cost \$20,828	\$24,879	\$10,449	\$14,430
<b>Biennial Total</b>	<b>\$20,828</b>	<b>\$24,879</b>	<b>\$10,449</b>	<b>\$14,430</b>

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

**Wisconsin State Employees Unions - Technical Unit (06)**

<b>F) <u>FY09 Market adjustment effective 10/12/2008</u> - provide \$0.500/hour increase for Resident Care Technician 1, 2 classification (seniority date of 2005 or earlier only).</b>			
<b>2007-2008</b>	1st Year Cost	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$638,872	\$320,516
<b>Biennial Total</b>		<u>\$763,133</u>	<u>\$442,617</u>
			<u>\$442,617</u>
<b>G) <u>FY09 Market adjustment effective 10/12/2008</u> - provide \$0.500/hour increase for Ophthalmic Assistant classification.</b>			
<b>2007-2008</b>	1st Year Cost	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$763	\$383
<b>Biennial Total</b>		<u>\$912</u>	<u>\$529</u>
			<u>\$529</u>
<b>H) <u>FY09 Market adjustment effective 10/12/2008</u> - provide \$0.500/hour increase for Physical Therapy Assistant classification.</b>			
<b>2007-2008</b>	1st Year Cost	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$2,861	\$1,436
<b>Biennial Total</b>		<u>\$3,418</u>	<u>\$1,982</u>
			<u>\$1,982</u>

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

**Wisconsin State Employees Unions - Technical Unit (06)**

**I) FY09 Market adjustment effective 10/12/2008 - provide \$0.600/hour increase for Licensed Practical Nurse classification.**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost	\$0	\$0	\$0
	in 2nd Year			
<b>2008-2009</b>	2nd Year Cost	\$179,517	\$214,434	\$90,062
<b>Biennial Total</b>		<u>\$179,517</u>	<u>\$214,434</u>	<u>\$90,062</u>
				<u>\$124,372</u>
				<u>\$124,372</u>

**J) FY09 Market adjustment effective 10/12/2008 - provide \$0.500/hour increase for Nursing Assistant 1, 2 classifications (seniority date of 2005 or earlier only).**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost	\$0	\$0	\$0
	in 2nd Year			
<b>2008-2009</b>	2nd Year Cost	\$221,782	\$264,919	\$111,266
<b>Biennial Total</b>		<u>\$221,782</u>	<u>\$264,919</u>	<u>\$111,266</u>
				<u>\$153,653</u>
				<u>\$153,653</u>

**K) FY09 Market adjustment effective 10/12/2008 - provide \$0.500/hour increase for Therapy Assistant Entry and Objective classifications.**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost	\$0	\$0	\$0
	in 2nd Year			
<b>2008-2009</b>	2nd Year Cost	\$49,437	\$59,053	\$24,802
<b>Biennial Total</b>		<u>\$49,437</u>	<u>\$59,053</u>	<u>\$24,802</u>
				<u>\$34,251</u>
				<u>\$34,251</u>

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

**Wisconsin State Employees Unions - Technical Unit (06)**

<b>L) <u>FY09 Market adjustment effective 10/12/2008</u> - provide \$0.600/hour increase for Engineering Tech - Transportation, Jrny, Sr, Adv, Adv2, Engineering Tech 4 classifications</b>						
<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$210,384	\$251,304	\$105,548	\$145,756	\$145,756
<b>Biennial Total</b>		<u>\$210,384</u>	<u>\$251,304</u>	<u>\$105,548</u>	<u>\$145,756</u>	<u>\$145,756</u>
<b>M) <u>FY09 Market adjustment effective 10/12/2008</u> - provide \$0.500/hour increase for Medical Assistant classification.</b>						
<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$33,616	\$40,155	\$16,865	\$23,290	\$23,290
<b>Biennial Total</b>		<u>\$33,616</u>	<u>\$40,155</u>	<u>\$16,865</u>	<u>\$23,290</u>	<u>\$23,290</u>
<b>N) <u>FY09 Market adjustment effective 10/12/2008</u> - provide \$0.500/hour increase for Orthopedic Appliance Tech Lead, Sr classifications.</b>						
<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$4,578	\$5,468	\$2,297	\$3,171	\$3,171
<b>Biennial Total</b>		<u>\$4,578</u>	<u>\$5,468</u>	<u>\$2,297</u>	<u>\$3,171</u>	<u>\$3,171</u>



**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

**Wisconsin State Employees Unions - Technical Unit (06)**

O) FY09 Market adjustment effective 10/12/2008 - provide \$0.50/hour increase for Respiratory Therapist 1 - 5 classifications.

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$7,629	\$9,114	\$3,828
<b>Biennial Total</b>		<u>\$7,629</u>	<u>\$9,114</u>	<u>\$3,828</u>
				<u>\$5,286</u>
				<u>\$5,286</u>

P) FY09 Market adjustment effective 10/12/2008 - Dietetic Technician - Clinical and Administrative will receive one Pay Range increase (to PR 6-11 and 6-13) respectively

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$12,588	\$15,037	\$6,316
<b>Biennial Total</b>		<u>\$12,588</u>	<u>\$15,037</u>	<u>\$6,316</u>
				<u>\$8,721</u>
				<u>\$8,721</u>

Q) FY09 Market adjustment effective 10/12/2008 - Pharmacy Technician will be placed on RCT grid or keep current pay whichever is greater

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$19,595	\$23,406	\$9,831
<b>Biennial Total</b>		<u>\$19,595</u>	<u>\$23,406</u>	<u>\$9,831</u>
				<u>\$13,575</u>
				<u>\$13,575</u>

R) FY09 Market adjustment effective 10/12/2008 - provide \$0.500/hour increase for Graphic Designer, Entry, and Senior classifications.

2007-2008	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
	2nd Year Cost	\$8,354	\$9,979	\$4,191
<b>Biennial Total</b>	<b>\$8,354</b>	<b>\$9,979</b>	<b>\$4,191</b>	<b>\$5,788</b>

S) FY09 Market adjustment effective 10/12/2008 - provide \$0.500/hour increase for Graphic Reproduction Tech, Entry, and Senior classifications.

2007-2008	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
	2nd Year Cost	\$1,526	\$1,823	\$766
<b>Biennial Total</b>	<b>\$1,526</b>	<b>\$1,823</b>	<b>\$766</b>	<b>\$1,057</b>

T) FY09 Market adjustment effective 10/12/2008 - provide \$0.500/hour increase for Hemodialysis Technician classification.

2007-2008	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
	2nd Year Cost	\$763	\$912	\$383
<b>Biennial Total</b>	<b>\$763</b>	<b>\$912</b>	<b>\$383</b>	<b>\$529</b>

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

**Wisconsin State Employees Unions - Technical Unit (06)**

U) FY09 Market adjustment effective 10/12/2008 -provide \$0.500/hour increase for Diagnostic Radiology Technician Ent, Obj, and Adv. classifications.

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$13,752	\$16,427	\$9,528
<b>Biennial Total</b>		<u>\$13,752</u>	<u>\$16,427</u>	<u>\$9,528</u>

V) FY09 Market adjustment effective 10/12/2008 -Electronics Technician Agency, Agency Sr., Media, Media Int., Media Sr., Research, Research Sr., Security, Security Sr., Specialized Int., Specialized Adv. Will receive one Pay Range increase (to PR 6-14, 6-15, 6-13, 6-14, 6-15, 6-14, 6-15, 6-14, 6-15, 6-14, 6-15, 6-16) respectively.

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$496,919	\$593,570	\$344,271
<b>Biennial Total</b>		<u>\$496,919</u>	<u>\$593,570</u>	<u>\$344,271</u>

W) FY09 Market adjustment effective 10/12/2008 -Implementation of Teaching Assistant Survey

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$130,040	\$155,334	\$90,094
<b>Biennial Total</b>		<u>\$130,040</u>	<u>\$155,334</u>	<u>\$90,094</u>

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

**Wisconsin State Employees Unions - Technical Unit (06)**

**X) FY09 Market adjustment effective 10/12/2008 -provide \$0.500/hour increase for Instrument Maker Entry, Journey, Advanced, Specialist, Shop Coordinator classifications.**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$40,626	\$48,528	\$20,382
<b>Biennial Total</b>		<u>\$40,626</u>	<u>\$48,528</u>	<u>\$20,382</u>
				<u>\$28,146</u>
				<u>\$28,146</u>

**Y) FY09 Market adjustment effective 10/12/2008 -Audiovisual Production Specialist, Production Specialist Sr., Services Assistant, Services Coordinator will receive a 1 PR increase to PR 13, 14, 11, 12.**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$25,024	\$29,892	\$12,555
<b>Biennial Total</b>		<u>\$25,024</u>	<u>\$29,892</u>	<u>\$12,555</u>
				<u>\$17,337</u>
				<u>\$17,337</u>

**Z) FY09 Market adjustment effective 10/12/2008 -Barbers and Beauticians will receive a 1 PR increase to PR 9.**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$10,788	\$12,886	\$5,412
<b>Biennial Total</b>		<u>\$10,788</u>	<u>\$12,886</u>	<u>\$5,412</u>
				<u>\$7,474</u>
				<u>\$7,474</u>

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

**Wisconsin State Employees Unions - Technical Unit (06)**

**AA) FY09 Market adjustment effective 10/12/2008 -provide \$0.500/hour increase for Lab Prep Technician Obj, Sr, DNA Technician Objective, Lab Sample Control Tech Obj, Sr classifications.**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$27,217	\$32,512	\$18,857
<b>Biennial Total</b>		<u>\$27,217</u>	<u>\$32,512</u>	<u>\$18,857</u>

**BB) FY09 Market adjustment effective 10/12/2008 -provide \$0.500/hour increase for Research Technician Series.**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$20,189	\$24,116	\$13,987
<b>Biennial Total</b>		<u>\$20,189</u>	<u>\$24,116</u>	<u>\$13,987</u>

**CC) FY09 Market adjustment effective 10/12/2008 -provide \$0.500/hour increase for Photo Lab Tech - Sr and Photographer - Sr classifications.**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$3,052	\$3,646	\$2,115
<b>Biennial Total</b>		<u>\$3,052</u>	<u>\$3,646</u>	<u>\$2,115</u>

**WAGE INCREASES IN 2007-2009 CONTRACT AGREEMENT**

**Wisconsin State Employees Unions - Technical Unit (06)**

**DD) FY09 Market adjustment effective 1/4/2009 - employees in pay status on this date, and whose base hourly rate is less than \$14.00/hour, will receive a base increase of up to \$0.10/hour and not to exceed \$14.00/hour.**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$50,055	\$59,791	\$25,112
<b>Biennial Total</b>		<u>\$50,055</u>	<u>\$59,791</u>	<u>\$25,112</u>
				<u>\$34,679</u>
				<u>\$34,679</u>

**EE) FY09 General Wage Adjustment equal to 2% of the base pay rate for each eligible employee in pay status on June 7, 2009.**

<b>2007-2008</b>	1st Year Cost	\$0	\$0	\$0
	1st Year Cost in 2nd Year	\$0	\$0	\$0
<b>2008-2009</b>	2nd Year Cost	\$200,844	\$239,909	\$100,762
<b>Biennial Total</b>		<u>\$200,844</u>	<u>\$239,909</u>	<u>\$100,762</u>
				<u>\$139,147</u>
				<u>\$139,147</u>

**The following adjustments to be funded from agency budgets:**

<b>Effective Date</b>	<b>FY09 Agency Cost</b>	<b>Classification/Change</b>
October 12, 2008	\$16,479	Mortician will receive a two Pay Range increase to PR 6-14
October 12, 2008	\$48,064	Building Inspector will receive 1 PR increase to PR 17
October 12, 2008	\$34,332	Communications Tech and Communications Tech Sr. will receive a one dollar and fifty cent (\$1.50) market adjustment.
October 12, 2008	\$19,455	Implementation of Instrument Maker Survey
October 12, 2008	\$37,002	Broadcast Telecommunications Technician Survey Implementation
October 12, 2008	\$18,310	Chemical Test Coordinator 1 and 2 will receive a one dollar and fifty cent (\$1.50) market adjustment.
	<u>\$173,641</u>	<b>Agency Total</b>
	<u>\$177,019</u>	<b>With Fringe</b>

## Fiscal Estimate Worksheet - 2007 Session

Detailed Estimate of Annual Fiscal Effect

Original     
  Updated     
  Corrected     
  Supplemental

<b>LRB Number</b> <b>07-4386/1</b>		<b>Introduction Number</b> <b>SB-578</b>	
<b>Description</b> Ratification of the agreement negotiated between the state of Wisconsin and the Wisconsin State Employees Union, AFSCME Council 24, and its appropriate affiliated locals, AFL-CIO, for the 2007-09 biennium, covering employees in the technical collective bargaining unit, and authorizing an expenditure of funds			
<b>I. One-time Costs or Revenue Impacts for State and/or Local Government (do not include in annualized fiscal effect):</b>			
<b>II. Annualized Costs:</b>		<b>Annualized Fiscal Impact on funds from:</b>	
		Increased Costs	Decreased Costs
<b>A. State Costs by Category</b>			
	State Operations - Salaries and Fringes	\$10,351,267	\$
	(FTE Position Changes)		
	State Operations - Other Costs		
	Local Assistance		
	Aids to Individuals or Organizations		
	<b>TOTAL State Costs by Category</b>	<b>\$10,351,267</b>	<b>\$</b>
<b>B. State Costs by Source of Funds</b>			
	GPR	4,347,532	
	FED		
	PRO/PRS	6,003,735	
	SEG/SEG-S		
<b>III. State Revenues - Complete this only when proposal will increase or decrease state revenues (e.g., tax increase, decrease in license fee, ets.)</b>			
		Increased Rev	Decreased Rev
	GPR Taxes	\$	\$
	GPR Earned		
	FED		
	PRO/PRS		
	SEG/SEG-S		
	<b>TOTAL State Revenues</b>	<b>\$</b>	<b>\$</b>
<b>NET ANNUALIZED FISCAL IMPACT</b>			
		State	Local
	NET CHANGE IN COSTS	\$10,351,267	\$
	NET CHANGE IN REVENUE	\$	\$
<b>Agency/Prepared By</b>		<b>Authorized Signature</b>	<b>Date</b>
OSER/ Tim Borchert (608) 266-3381		Yer Vang (608) 266-9820	5/20/2008