



LABOR ASSOCIATION OF WISCONSIN, INC.

Serving Public Employees Throughout Wisconsin

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*"Serving Public Employees
Throughout Wisconsin"*

Employee Trust Funds Board Announces 2017 WRS Contribution Rates

At its June 23, 2016 meeting, the Employee Trust Funds Board approved Wisconsin Retirement System contribution rates for 2017, including rates for Wis. Stat. § 40.65 protective occupation duty disability and the State Accumulated Sick Leave Conversion Credit Program (state employers only). These rates are based on current benefit levels and recommendations from the Board's independent consulting actuary.

WRS Employment Category	Contribution Rate Change:
General, Teachers and Educational Support Personnel; Executive, Elected and Judges	Increase 0.4%
Protective with Social Security	Increase 1.4%
Protective without Social Security	Increase 1.9%

Employers who have either elected to increase prior service coverage or pay off their unfunded liability balances may also experience a change in their prior service rates.

Factors Impacting WRS Rates

There are many complex factors that affect WRS contribution rates, such as investment performance, legislative adjustments to benefit levels, demographics, etc. It is important to remember, WRS investment experience is smoothed over a course of five years to prevent large swings in WRS contribution rates.

WRS rates are increasing in 2017 due to increases in life expectancy and low investment returns.

2011 Wisconsin Acts 10 and 32 in most cases prohibited WRS employers from paying the employee-required portion of the WRS contribution. The 2017 rate change will be split equally between the employee and employer for general employees, executives, elected officials and judges for 2017. Act 10 requires that the employee-required contribution for protective occupation employees be equal to the employee-required contribution for general employees.

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The annual actuarial valuation incorporates current economic and demographic data into the existing financial condition of the WRS in order to set new contribution rates for the system. It is normal for contribution rates to fluctuate somewhat from year to year, based on investment earnings, wage inflation and demographic trends. In addition, the change in contribution rates may vary between employment categories, depending on varying demographic trends within those groups. Benefits being paid to current annuitants are not affected by these rate changes.

MILWAUKEE BREWERS RAFFLE TICKET WINNERS

2016

DATE	TEAM	MEMBER	LOCAL
APRIL 6	GIANTS	Kim Wendelborn	West Bend Dispatch.
APRIL 8	ASTROS	Jon Rivamonte	South Milwaukee PD
APRIL 9	ASTROS	Kevin Jackson	St. Francis PD
APRIL 23	PHILLIES	Matthew Wilson	East Troy PD
APRIL 30	MARLINS	Paul Schmidt	East Troy PD
MAY 3	ANGELS	James Turk	Whitefish Bay PD
MAY 4	ANGELS	Joseph Benoit	Omro PD
MAY 12	PADRES	Roger Peters	Winnebago Co. Deputies
MAY 13	PADRES	Brian Ratzlaff	Butler PD
MAY 14	PADRES	Ruben Ojeda	Village East Troy PD
MAY 19	CUBS	Matthew Termaat	Elkhorn PD
MAY 24	REDS	Eric Anderson	Town Geneva PD
JUNE 28	DODGERS	Joel Fus	Butler PD
JULY 23	CUBS	Jason Freeman	Winnebago Co. Deputies
JULY 25	DIAMONDBACKS	Shannon Hageman	West Bend Dispatch
JULY 27	DIAMONDBACKS	Robert Wentz	South Milwaukee PD
JULY 30	PIRATES	Patrick Murphy	Whitefish Bay PD
AUGUST 9	BRAVES	Steve Hesse	South Milwaukee PD
AUGUST 12	REDS	Corey Andersen	Omro PD
AUGUST 13	REDS	Tom Bushey	Elkhorn PD
AUGUST 22	ROCKIES	Corey Andersen	Omro PD
AUGUST 27	PIRATES	Shane Czerniakowski	St. Francis PD
AUGUST 29	CARDINALS	Daniel Dixon	Elkhorn PD
AUGUST 30	CARDINALS	Holly McManus	St. Francis PD
SEPTEMBER 5	CUBS	Rick Doyle	Genoa City DPW
SEPTEMBER 20	REDS	Thomas Brummeyer	St. Francis PD
SEPTEMBER 22	PIRATES	Todd Vinogradsky	South Milwaukee PD
SEPTEMBER 24	PIRATES	Ray Borden	Germantown PD

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A NEW LOCAL HAS JOINED L.A.W., Inc.

WE WOULD LIKE TAKE THIS OPPORTUNITY TO WELCOME THE

Dodge County Deputies Association

TO THE LABOR ASSOCIATION OF WISCONSIN, INC.



Deputy Sheriff Joanne Heitkemper Price County Sheriff's Office

After 35 years with the Price County Sheriff's Office, and 39 year in law enforcement, Deputy Sheriff Joanne Heitkemper retired on July 1, 2016.

Joanne began her career as an Officer with the Hawkins Police Department in May of 1977 and became Chief of that department in October of 1978. In June of 1982, Joanne accepted a position as a Deputy Sheriff with the Price County Sheriff's Department, a position she held until her retirement.

All of us appreciate your dedication and outstanding service to the citizens of Price County and to the men and women of the Price County Sheriff's Office. Thank you for your years of service and leadership. We wish you a wonderful, happy and relaxing retirement!



LAW would like to recognize any and all accomplishments within our Locals. If you have someone within your department that you would like to present a special tribute to, please email the name and accomplishment to us at, law@law-inc-wi.com, and we will post it in the Letter of the Law. *Thank you.*

upcoming holidays:

SEPT. 5 - LABOR DAY

SEPT. 11 - PATRIOTS DAY

SEPT. 11 - GRANDPARENTS DAY

SEPT. 22 - AUTUMN BEGINS

OCTOBER 3 - ROSH HASHANAH

OCTOBER 10 - COLUMBUS DAY OBS.

OCTOBER 31 - HALLOWEEN



That's a silly question!

1. How long is the answer to this question?
2. What do you call a man who was born in Columbus, raised in Cincinnati, and died in Chicago?
3. How many outs in an inning?
4. How many birthdays does the average man have?
5. If you had one match and entered a room in which there was a kerosene lamp, an oil burner, and a wood burning stove, which would you light first?
6. Is it legal for a man living west of the Mississippi River to be buried east of the Mississippi River?
7. How many animals of each gender did Moses take aboard the ark?

ANSWERS:

1. How long
2. Dead
3. 6 - 3 for each team
4. One
5. The match
6. Not if he isn't dead yet.
7. None. Noah was the one who built the ark.

LAW INC. HEALTH BENEFIT TRUST ACCOUNT

LAW, Inc. is continually accepting members in the trust account. By contributing \$10.00 per month for 10 years, you will receive a return of approximately 650% of your investment at today's projection for your investment of \$1,200. For every 3 months an employee contributes after their initial 10 years, they would be entitled to an additional one month of a benefit. Currently, after 10 years, you are entitled to 120 months of benefits. Under this plan, you would be entitled to accumulate additional months at the ratio of 1 month of benefit equals 3 months of contributions. Under this

formula, someone who paid months into the plan for 20 years would be entitled to an additional 40 (3 yrs + 4 months) of benefits. The additional months earned may be used at the front or back of the base 120 months that is triggered at age 55 or later. A participant can draw from the fund while the employee is still working. For example, if someone contributed for 20 years and was entitled to an additional 40 months, they could start drawing this benefit before their 52nd birthday. As the fund grows, so does your payout. *Participants draw from the fund tax-free* to help

pay for eligible. Members of LAW can take advantage of this wonderful benefit by filling out a simple application. Sign up your spouse as an affiliate member for \$2/month and get the same benefits X2.



LOUISIANA — A new law goes into effect Monday, August 1, 2016, that expands Louisiana's hate crime statute to include the targeting of police officers, firefighters and EMS personnel,

The bill, Act 184, is also called the Blue Lives Matter bill.

The bill was passed weeks before three officers were killed and three others were injured in an attack on a Baton Rouge highway. An ex-marine ambushed the officers after reportedly spending days planning his attack.

The Baton Rouge ambush followed on the heels of the Dallas, Texas, attack on officers, both cases involving skilled gunmen and multiple casualties.

Under the new law, if a defendant is convicted of a hate crime, they could face additional penalties, more time in prison and fines.

Louisiana was the first state to add one's chosen vocation to the hate crime list. Prior hate crimes were considered as such if the victims were targeted for their race, ethnicity, religion, gender or sexual orientation.



Easy Garlic Cheese Bombs

Instructions

1. Preheat oven to 400 degrees F.
2. Line a baking sheet with silicone baking mat or parchment paper. Set aside.
3. Cube cheese into $\frac{3}{4}$ " pieces.
4. Open biscuits and place on cutting board.
5. Place one piece of mozzarella cheese in the middle of each biscuits. Pinch seams to close the cheese inside and form rolls.
6. Place rolls on baking sheet, spacing them about 2" apart.
7. Mix melted butter with garlic and Ranch seasoning. Brush rolls with butter.
8. Bake cheese bombs for 13 to 15 minutes OR until golden brown on top.
9. When done, brush rolls with remaining butter and let cool for 5 minutes.
10. Serve warm with a side or marinara sauce for dipping.



Easy Garlic Cheese Bombs Recipe - biscuit bombs filled with gooey mozzarella brushed with garlic Ranch butter and baked into perfection. Easy, fast and absolutely addicting!

Ingredients

- 1 tube of biscuits (10 count); I used regular size
- 3 oz. mozzarella cheese, in brick
- $\frac{1}{4}$ cup salted butter, melted
- 2 teaspoons dry Ranch seasoning mix
- 2 teaspoons garlic powder or 3 teaspoons minced garlic

The Perfect Fall Potpourri



- the peel of one orange
- 1 cut up apple
- 2 large cinnamon sticks
- 1 tablespoon of cloves
- 1 tablespoon of vanilla extract
- 1 tablespoon of almond extract
- 1 $\frac{1}{2}$ cups of water plus plenty more for refill

Place all ingredients in a cooking pot and simmer throughout the day while adding a bit of water from time to time. Also, you can reuse this mix for three days and store it in the fridge overnight.

Pumpkin Spice Latte Recipe

Total Time: 5-10 minutes

Serves: 1-2

Ingredients:

- 1 cup coconut milk
- 2 tbsp pumpkin
- 1 tbsp maple syrup
- $\frac{1}{4}$ tsp pumpkin pie spice
- $\frac{1}{4}$ tsp vanilla extract
- $\frac{1}{4}$ cup organic brewed coffee or espresso

Directions:

1. Combine the coconut milk, pumpkin, maple syrup, pumpkin pie spice and vanilla in a small pan over medium heat until the milk is hot
2. Whisk vigorously to get the milk foamy for about 30 seconds.
3. Pour the espresso or coffee into a large mug and add the coconut milk mixture. Sprinkle with a little extra pumpkin pie spice and serve.

