



Employer *Bulletin*

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etf.wi.gov

Update—Change to the Executive/Elected/Judge Category Contribution Rates

ETF [originally announced the 2016 WRS contribution rates](#) on July 3, 2015. In that announcement, ETF described a pending proposal in the 2015-2017 state budget that affected the WRS contribution rate for your employees in the Executive/Elected/Judge employment category. The state budget was signed into law on July 12, 2015 and the proposal that affects the contribution rate for these employees was included in the final version of the state budget.

Therefore, effective January 1, 2016, the contribution rate for the Executive/Elected/Judge employment category will be the same as the General employment category. This will reduce the cost for the employers who have employees in the Executive/Elected/Judge employment category. The [July 3, 2015 Employer Bulletin](#) mentioned this proposal, but we did not include the revised rate for the Executive/Elected/Judge category in the tables provided. This communication incorporates the recent legislative change and provides the final 2016 WRS contribution rates. ETF modified the contribution rate webpage for each employer to include this change.

Your specific contribution rates effective for salaries and wages paid beginning January 1, 2016 are available on ETF's Internet site at:

etfonline.wi.gov/ETFCalculatorWeb/etf/internet/employer/ETFemployerrates.jsp

Background

The 2015-2017 state budget (2015 Act 55) authorized the Board to combine the General Category and the Executive/Elected/Judge Category for purposes of establishing the annual employer and employee contribution rates to the WRS. Therefore, the contribution rate for the Executive/Elected/Judge Category would be the same as the General Category, which is lower and more stable, primarily due to its large population. In addition, the state budget changed the normal retirement age for the Executive/Elected/Judge Category from age 62 to age 65 for new participants entering the category after December 31, 2016. The retirement age will not change for existing employees.

The ETF Board's actuary confirmed that bringing the Executive/Elected/Judge Category into the General Category will not have a material effect on the employees in the General Category. As a result, the Board merged the Elected/Executive Category into the General Category for contribution rate setting purposes beginning in 2016.

For more background information on this employment category and legislative change, please review the following memo to the ETF Board, [available online here](#).

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. For more information about the reasons for the 2016 rate change, the actuary's full presentation is available on ETF's website at:

etf.wi.gov/boards/agenda-items-2015/etf0625/joint/item3b.pdf

2011 Wisconsin Acts 10 and 32 in most cases prohibited WRS employers from paying the employee-required portion of the WRS contribution. The 2016 rate change will be split equally between the employee and employer for general employees, executives, elected officials and judges for 2016. Act 10 requires that the employee-required contribution for protective occupation employees be equal to the employee-required contribution for general employees.

Note: It is not uncommon for the WRS contribution rate for the Executive, Elected and Judges employment category to experience volatility from year to year because it is a small group of employees.

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.

Why Are Duty Disability Rates Decreasing for Most Employers?

The duty disability rates for 2016 are decreasing compared to previous years. The duty disability rates vary based on claims experience. The rates will decrease for most employers because of strides made toward making the duty disability program fully funded. The reduction in rates shows the positive effect of having fully funded programs.

Contact

For more information regarding the 2016 contribution rates or the Internet contribution rate calculator, please contact ETF via the Employer Communication Center toll free at 1-877-533-5020 or 608-266-3285.

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This *Employer Bulletin* is published by the Wisconsin Department of Employee Trust Funds. Questions should be directed to contact persons listed in the *Bulletin*. Employer agents may copy this *Bulletin* for further distribution to other payroll offices, subunits or individuals who may need the information. Copies of the most recent *Employer Bulletins* are available at etf.wi.gov/employers.htm

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Employee-Required Contribution – (Must be Paid by Employee Unless There is a Collective Bargaining Agreement in Force):

- 6.60% General, Teachers and Educational Support Personnel – (decreased .20%)
- 6.60% Judges, Elected Officials and State Executive Positions Designated in Wis. Stat. § 20.923 (4), (8), or (9) – (decreased 1.2%)
- 6.60% Protective with Social Security – (decreased .20%)
- 6.60% Protective without Social Security – (decreased .20%)

Employer-Required Contributions – (Must be Paid by Employer):

- 6.60% General, Teachers and Educational Support Personnel – (decreased .20%)
- 6.60% Judges, Elected Officials and State Executive Positions Designated in Wis. Stat. § 20.923 (4), (8), or (9) – (decreased 1.2%)
- 9.40% Protective with Social Security – (decreased .10%)
- 13.20% Protective without Social Security – (increased .10%)

Employer-Required Contributions – Unfunded Actuarial Liability (Must be Paid by Employer):

Same rate as 2015, unless employer elected to provide increased prior service coverage or paid off liability at an accelerated rate.

Employer Duty-Disability Contribution – (Must be Paid by Employer):

Effective January 1, 2016, the experience-rated duty-disability contribution rate schedule will change from 2015 and will be determined as listed below:

- .09% - The lesser of either groups in which the claims payout is less than or equal to 1.5% of total payroll, or employers with one or less in the number of total claims.
- .18% - The lesser of either groups in which the claims payout is greater than 1.5% but less than or equal to 3.0% of total payroll, or employers with 2 total claims.
- .35% - The lesser of either groups in which the claims payout is greater than 3.0% but less than or equal to 4.5% of total payroll, or employers with 3 total claims.
- .61% - The lesser of either groups in which the claims payout is greater than 4.5% but less than or equal to 6.0% of total payroll, or employers with a total of 4 claims.
- .96% - The lesser of either groups in which the claims payout is greater than 6.0% but less than or equal to 7.5% of total payroll, or employers with a total of 5 claims.
- 1.40% - The lesser of either groups in which the claims payout is greater than 7.5% but less than or equal to 9.0% of total payroll, or employers with a total of 6 claims.
- 1.93% - The lesser of either groups in which the claims payout is greater than 9.0% but less than or equal to 10.5% of total payroll, or employers with a total of 7 claims.
- 2.31% - The lesser of either groups in which the claims payout is greater than 10.5% of total payroll, or employers with 8 or more total number of claims.

Employer Accumulated Sick Leave Conversion Credit Contributions – (Must be Paid by Employer):

This rate applies to state agencies only. Please see your individual rate page for the sick leave rate.