

WRS Numbers from the Member Point of View

Joint Meeting of the Retirement Boards
Item 3B

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WRS Demographic Trends – What to Look For

Significant Influences

- Covid Separations
- Post **2008/09** Recession Separations
- Natural Demographic Shifts
 - Baby **Boomers** at or near retirement age (born **1946 – 1964**)

Demographic Trends – Current WRS Workforce (2021)

Active WRS Members

- 257,683

Average Age

- 44.6

Average Years of Service

- 11.1

Number of WRS Employers

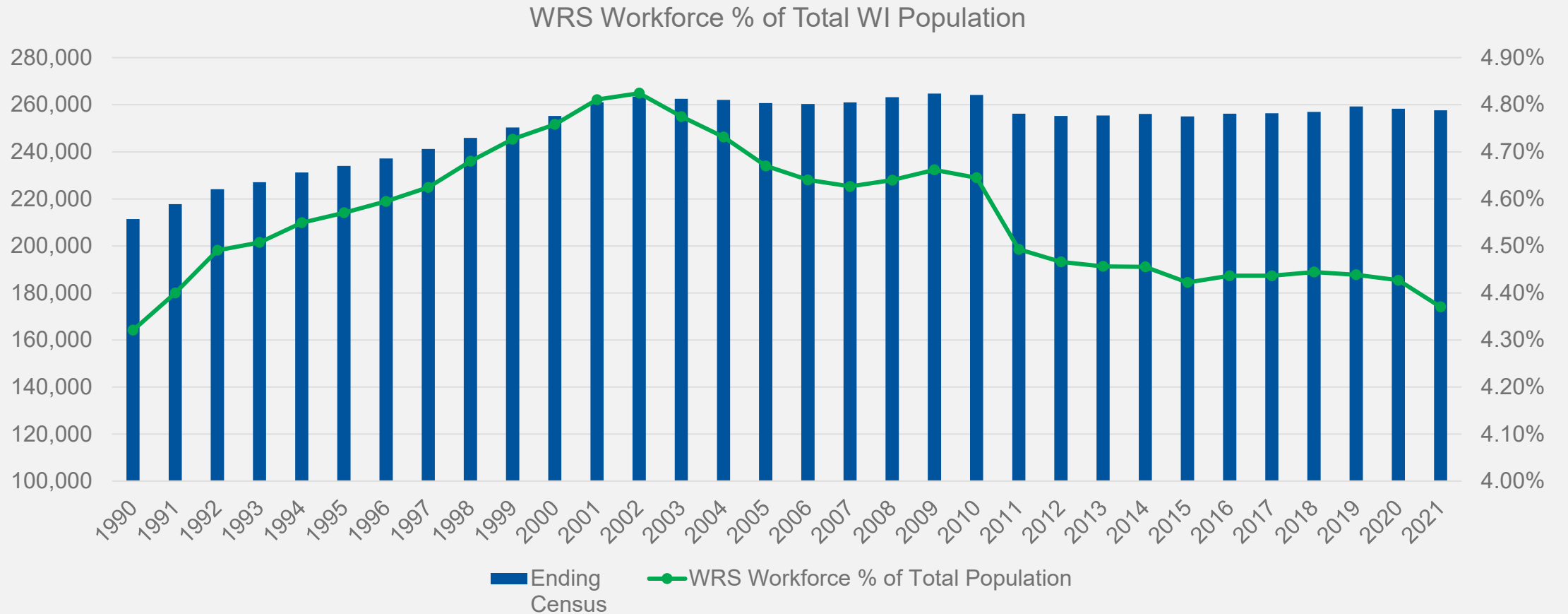
- 1,555

Five (5) Largest Non-State Employers (by covered employees)

1. Milwaukee Teachers (5,920)
2. Madison Metro School District (SD) (4,462)
3. Green Bay SD (2,847)
4. City of Madison (2,993)
5. Kenosha Unified SD (2,868)

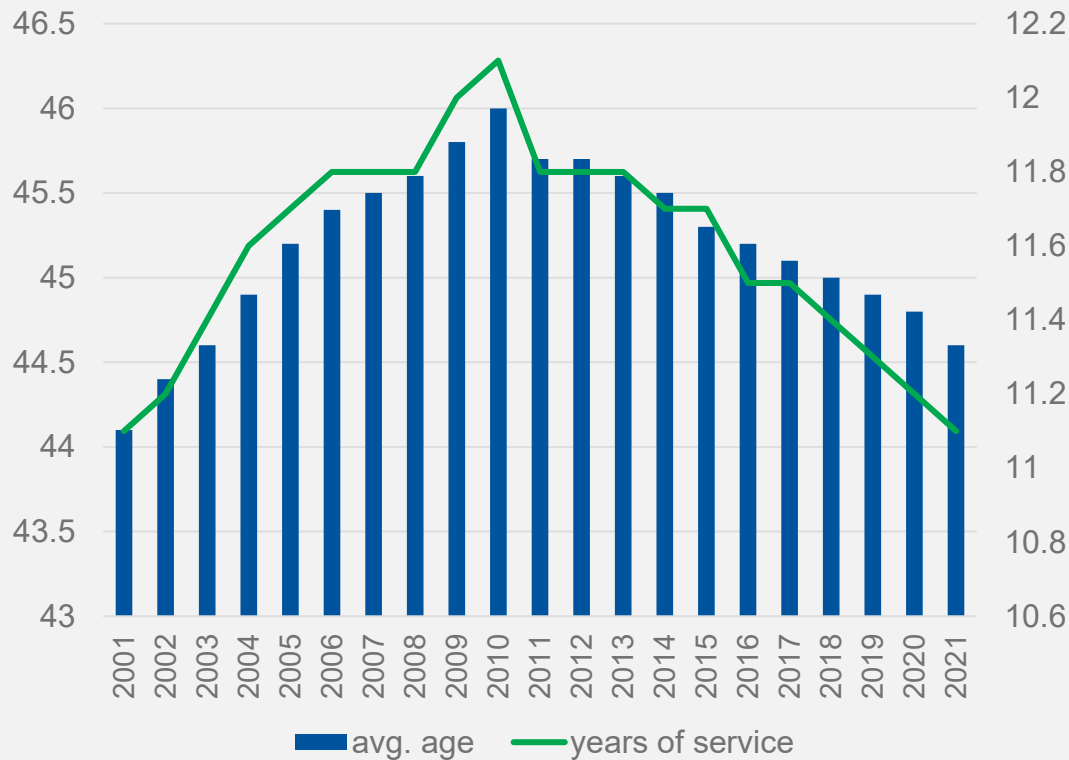


Demographic Trends – WRS Workforce and WI Population

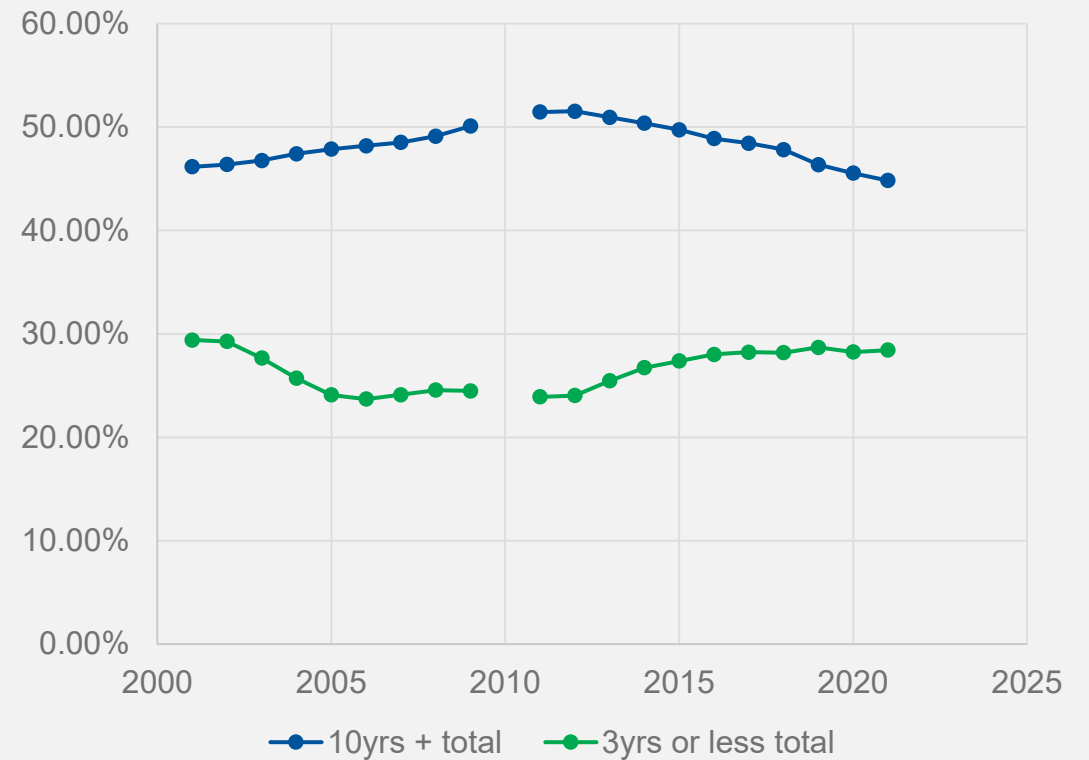


Demographic Trends – Age and Service

Avg. Yrs. of Service and Age of WRS Participants

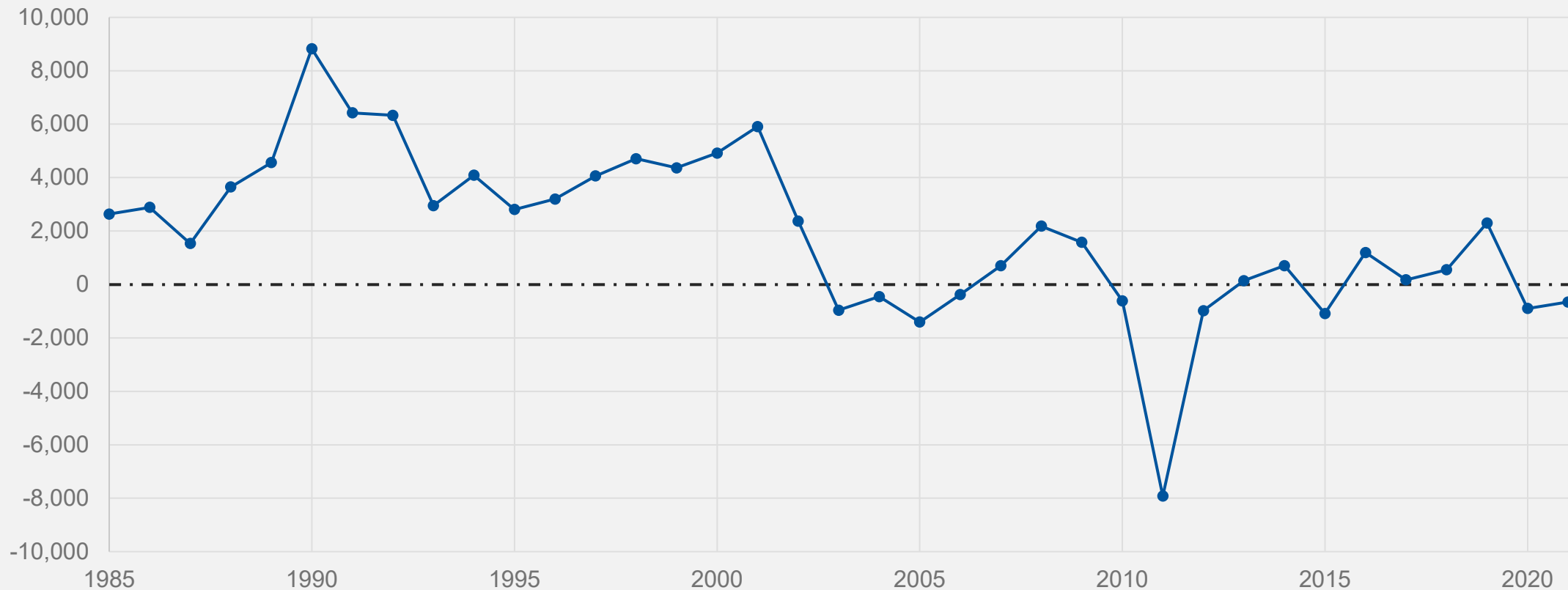


% WRS Participants with <3 or >10 Yrs. of Service



Data Trends – Demographic Shifts

WRS Active Membership Net Gain/Loss (1985 - 2021)





Withdrawals

Withdrawals – What Does the Data Show?



Withdrawals =
Employees leaving
prior to minimum
retirement age

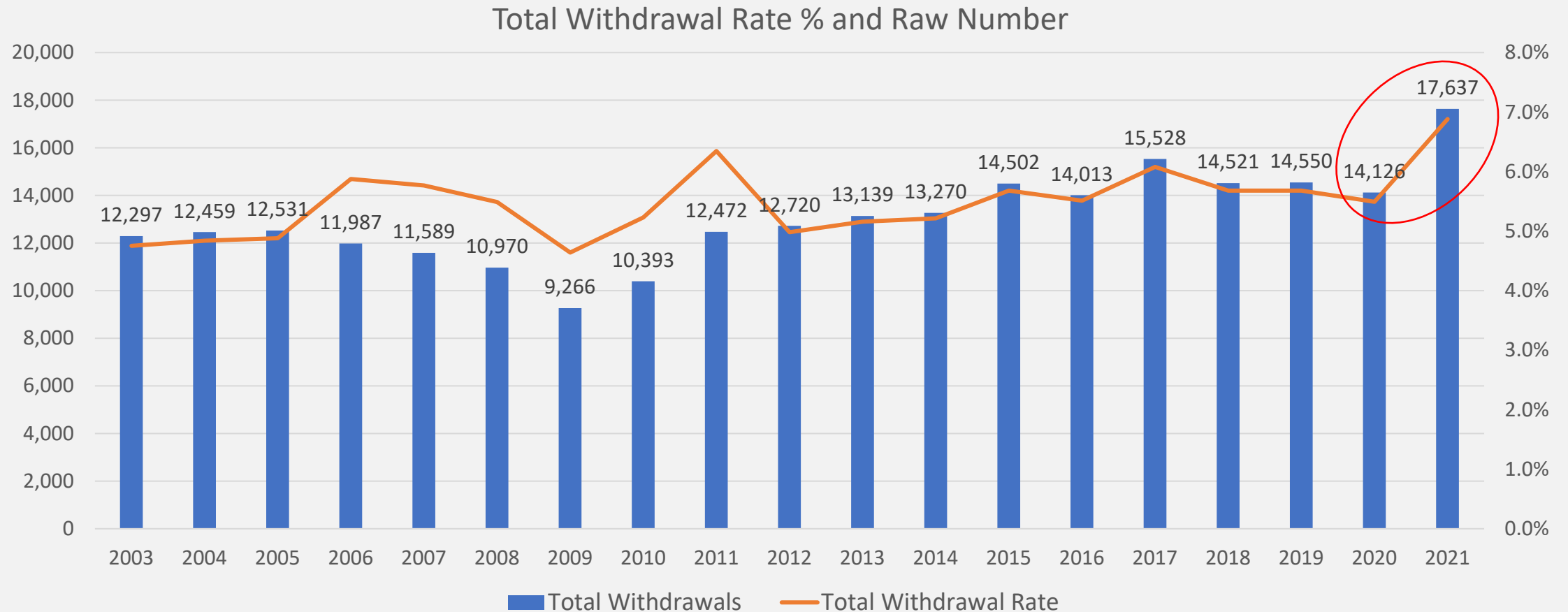


Withdrawals slightly
increasing since 2003

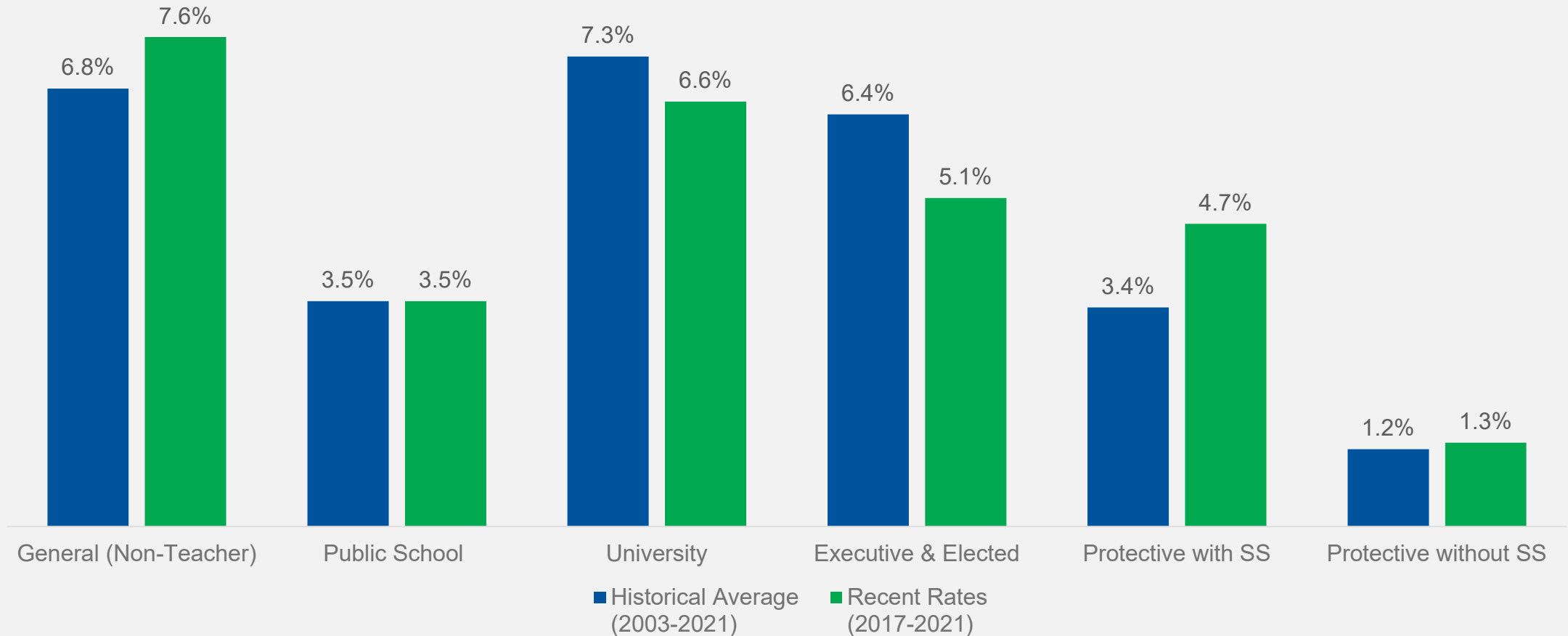


Significant jump
between 2020 and
2021

Total Withdrawals



Withdrawals - Last 5 Years vs. Historical Rates (2003 – 2021)



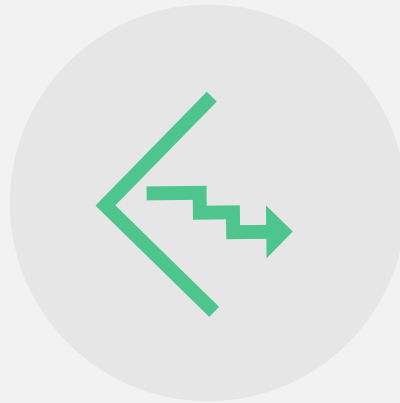


Early Retirements

Early Retirements – What Does the Data Show?



EARLY RETIREMENTS =
EMPLOYEES RETIRING PRIOR
TO NORMAL RETIREMENT AGE



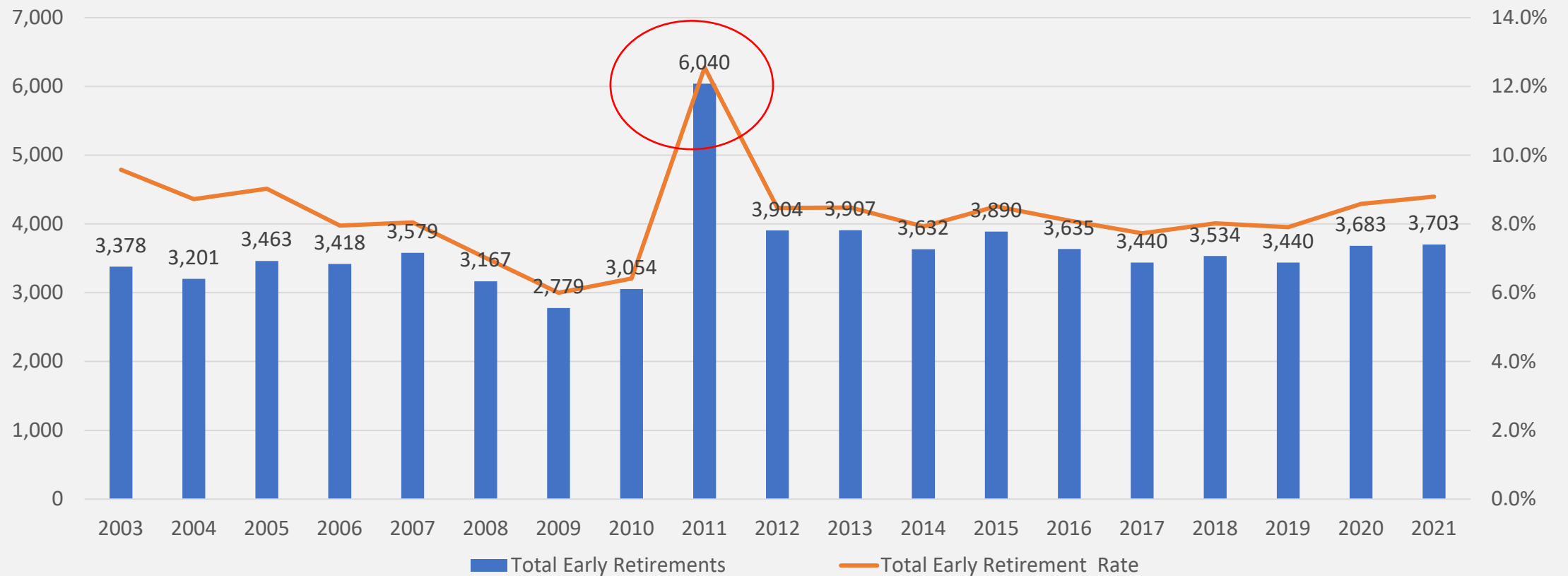
EARLY RETIREMENTS **FLAT**
SINCE 2003



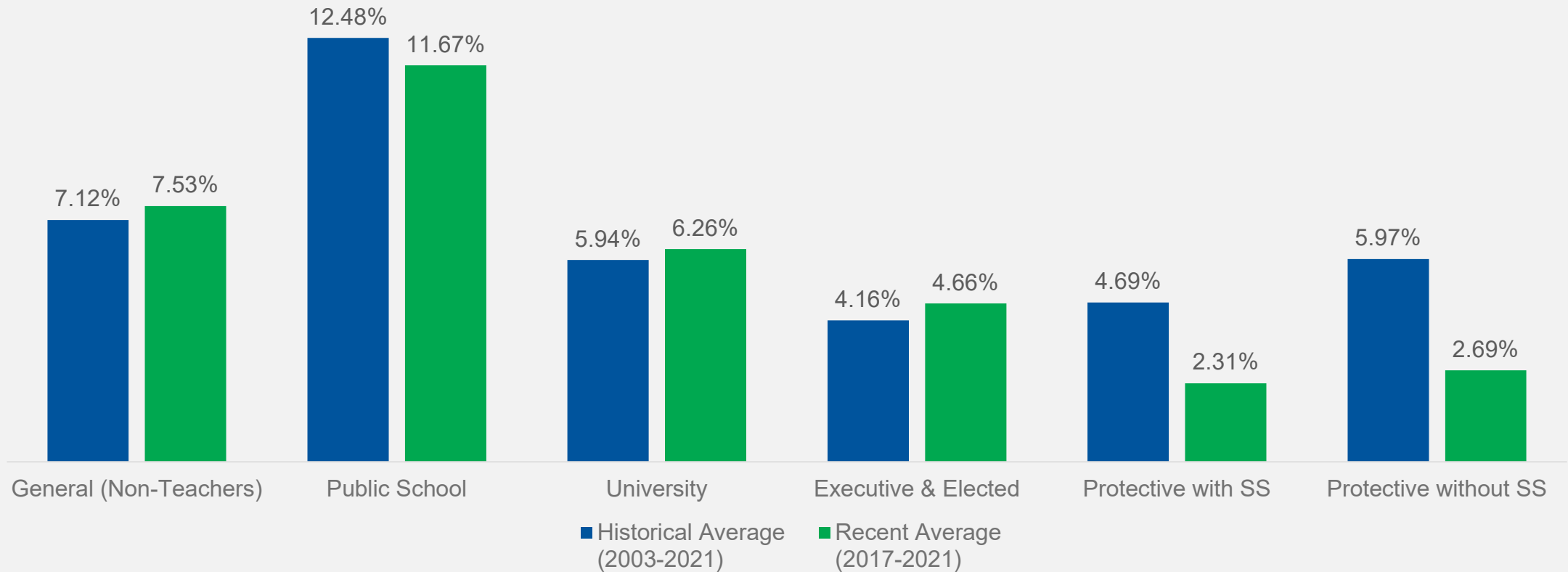
SIGNIFICANT JUMP IN 2011

Total Early Retirements

Total Early Retirement Rate % and Raw Number (2003-2021)



Early Retirements – Last 5 Years vs. Historical Rates (2003 – 2021)





Normal Retirements

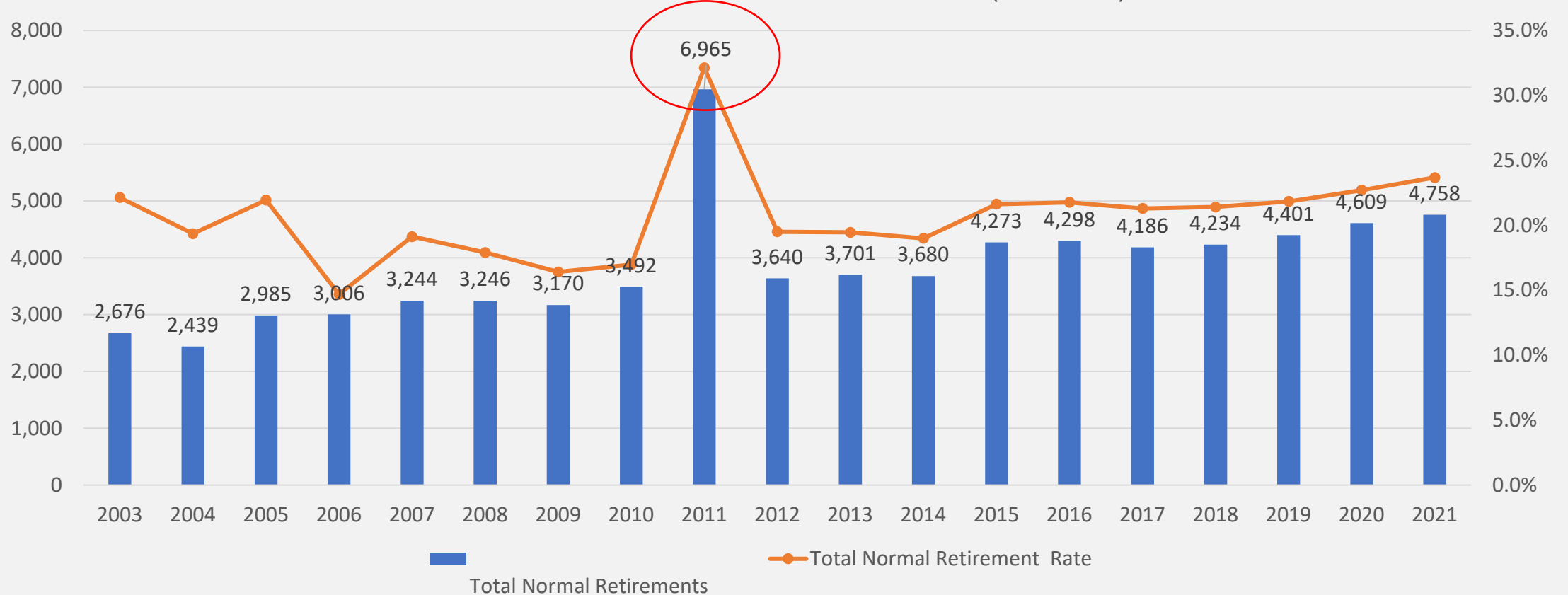
Normal Retirements – What Does the Data Show?

- Normal Retirements = Employees retiring at or after normal retirement age
- Normal Retirements slightly increasing since 2003
- Significant jump in 2011
- Jump in protective retirements since 2017

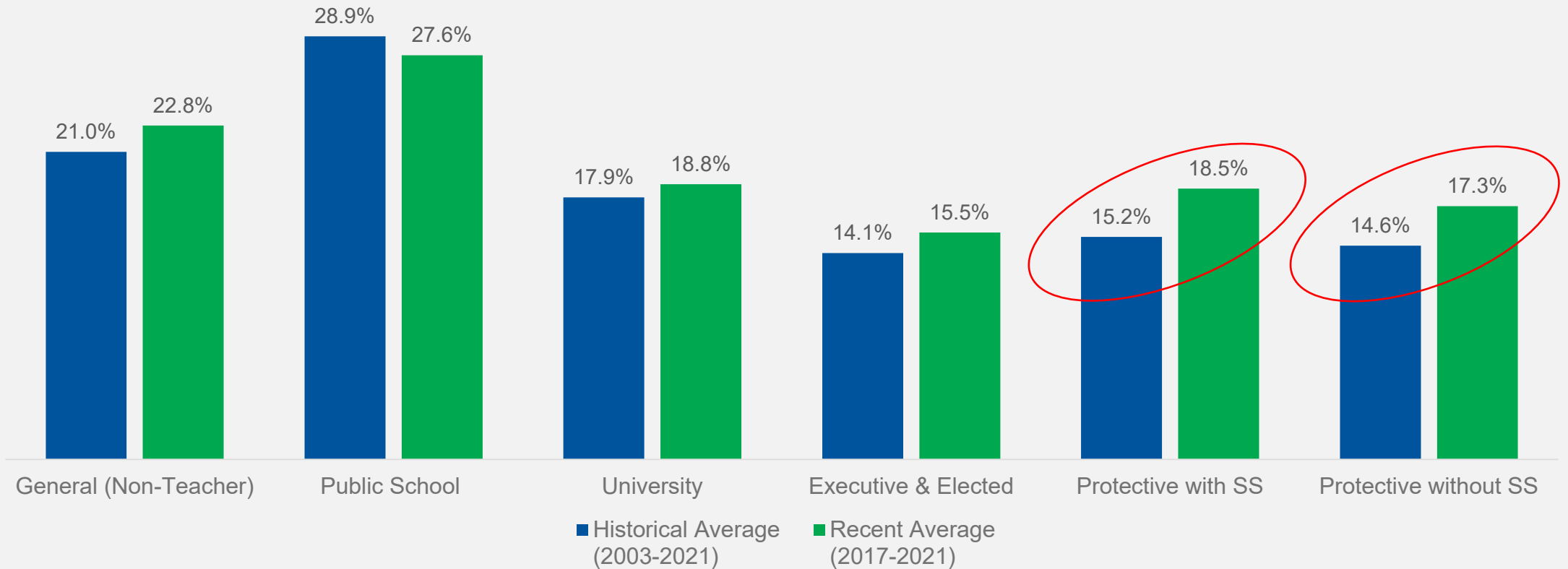


Total Normal Retirements

Total Normal Retirement Rate % and Raw Number (2003-2021)



Normal Retirements – Last 5 Years vs. Historical Rates (2003 – 2021)





WRS Contribution Rates and Investment Performance

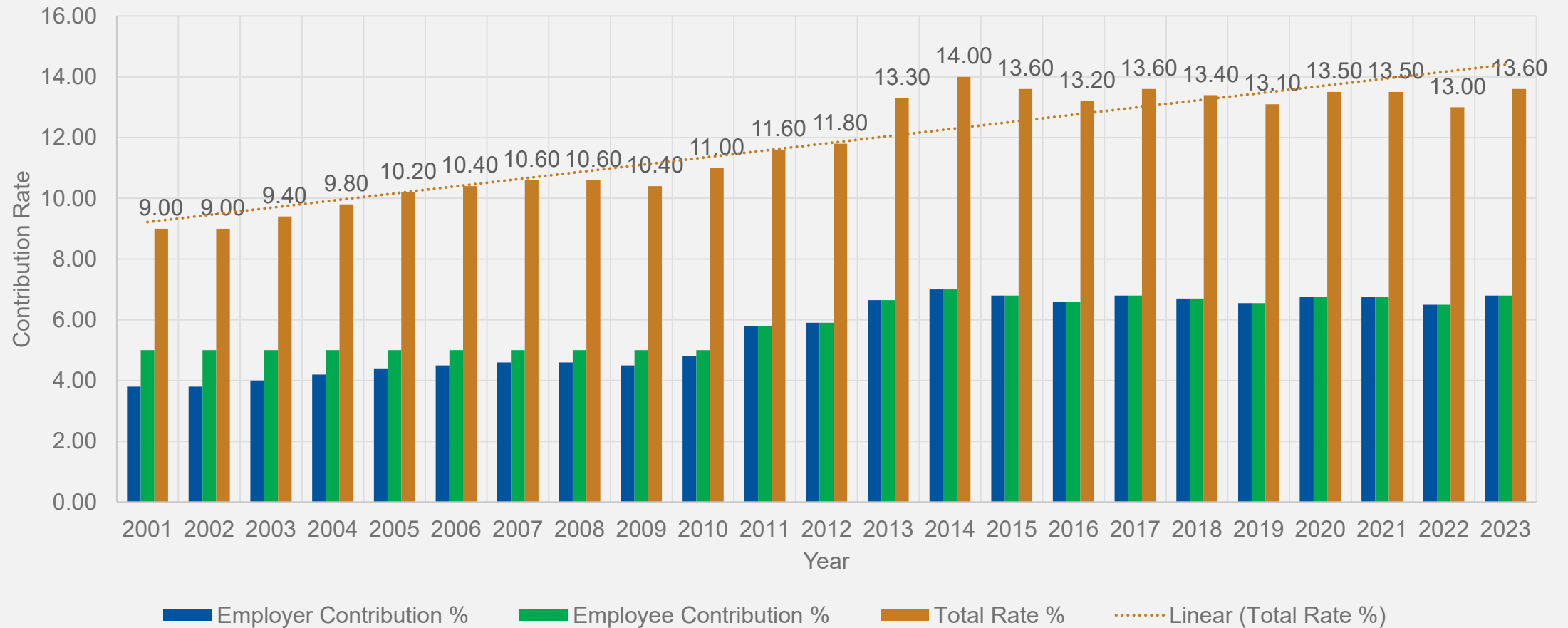
Impact on Employers and Employees

Contribution Rate Changes and WRS Performance - What to Look For

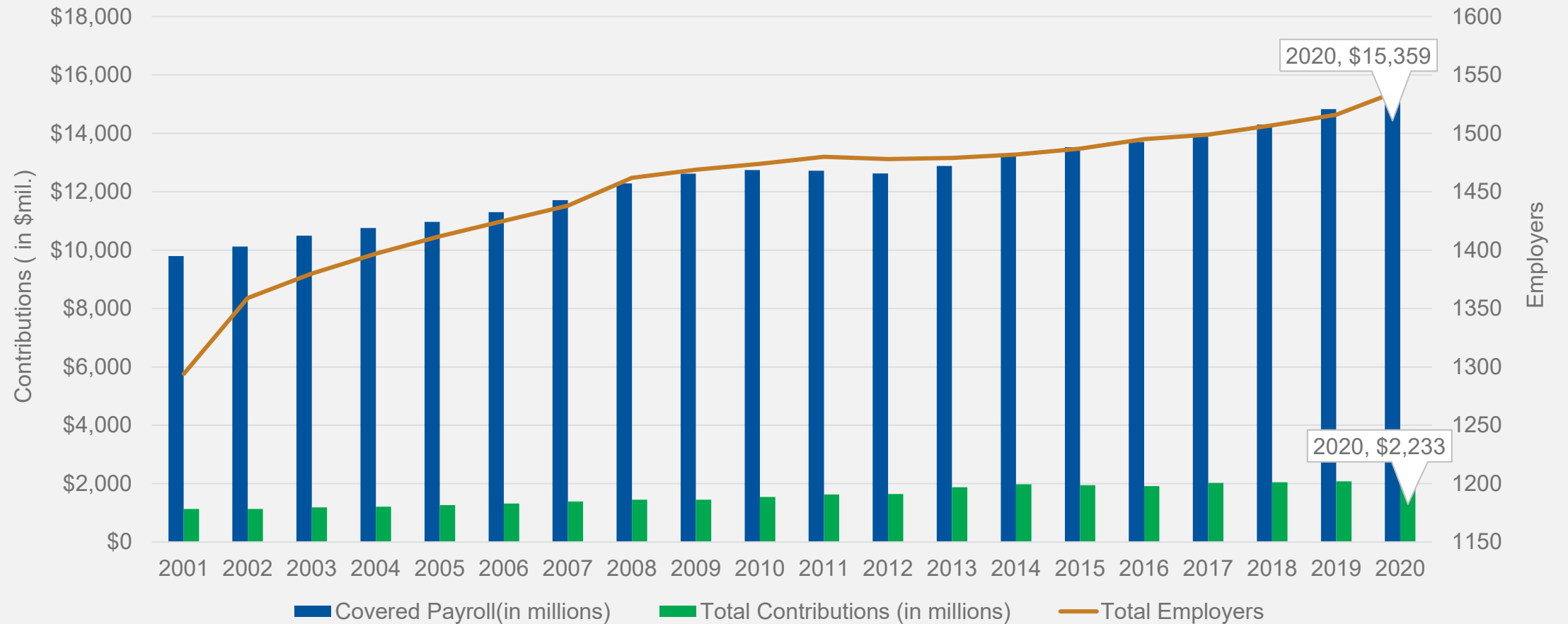
Significant Influences

- Contribution rates increasing slightly over time
 - Rates relatively flat since 2013
- WRS Recovery from Great Recession

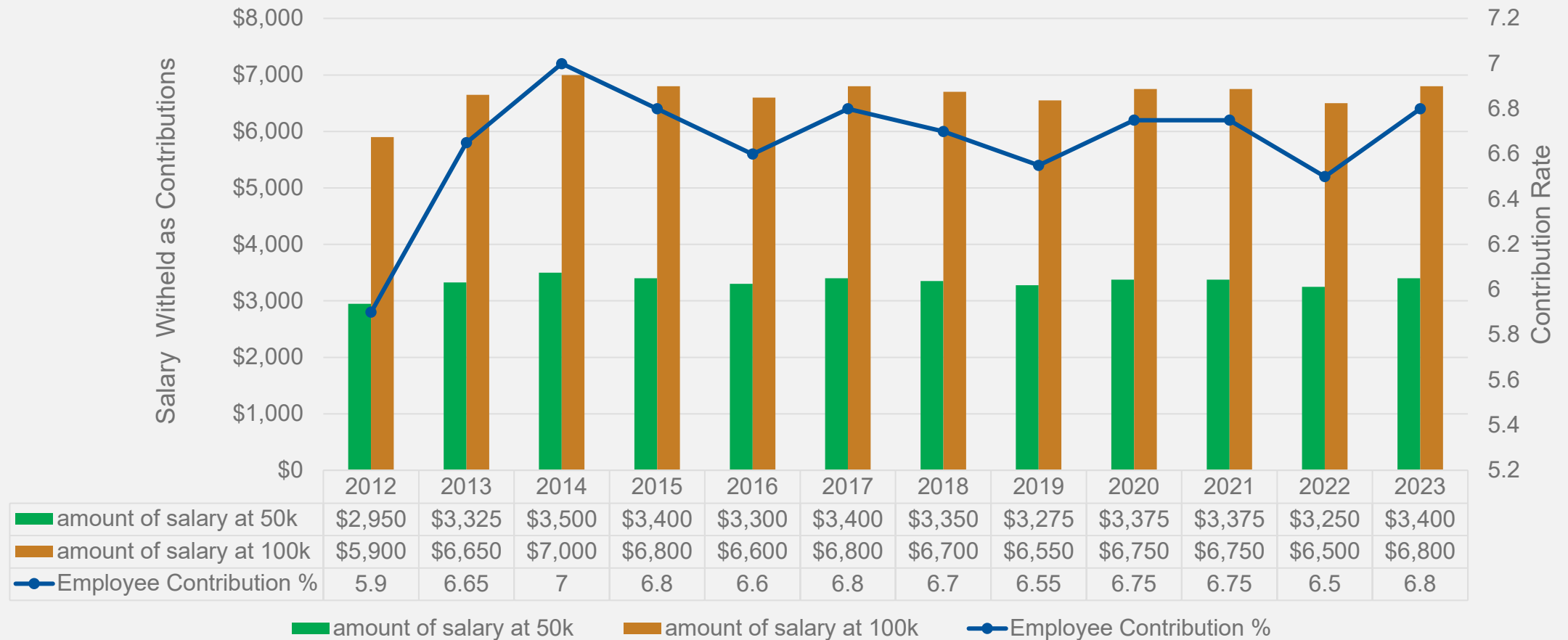
Historic Contribution Rates – Generals and Teachers



Total Contributions and Covered Payroll



Employee Contribution Rates – Hypothetical Employee at 50k and 100k Salary



Sample Employee Account (2012 – 2021)

Section 3 - 2011 Employee Required Contributions

	Core	Variable	Total
January 1, 2011 Balance	\$22,750.57	\$18,691.22	\$41,441.79
Interest (Core: 1.5%, Variable: -3.0%)	\$341.26	\$560.74-	\$219.48-
Employee Paid Contributions	\$1,061.54	\$1,061.55	\$2,123.09
Employer Paid Employee Contributions	\$1,466.17	\$1,466.16	\$2,932.33
Adjustment	\$.00	\$.00	\$.00
January 1, 2012 Balance	\$25,619.54	\$20,658.19	\$46,277.73

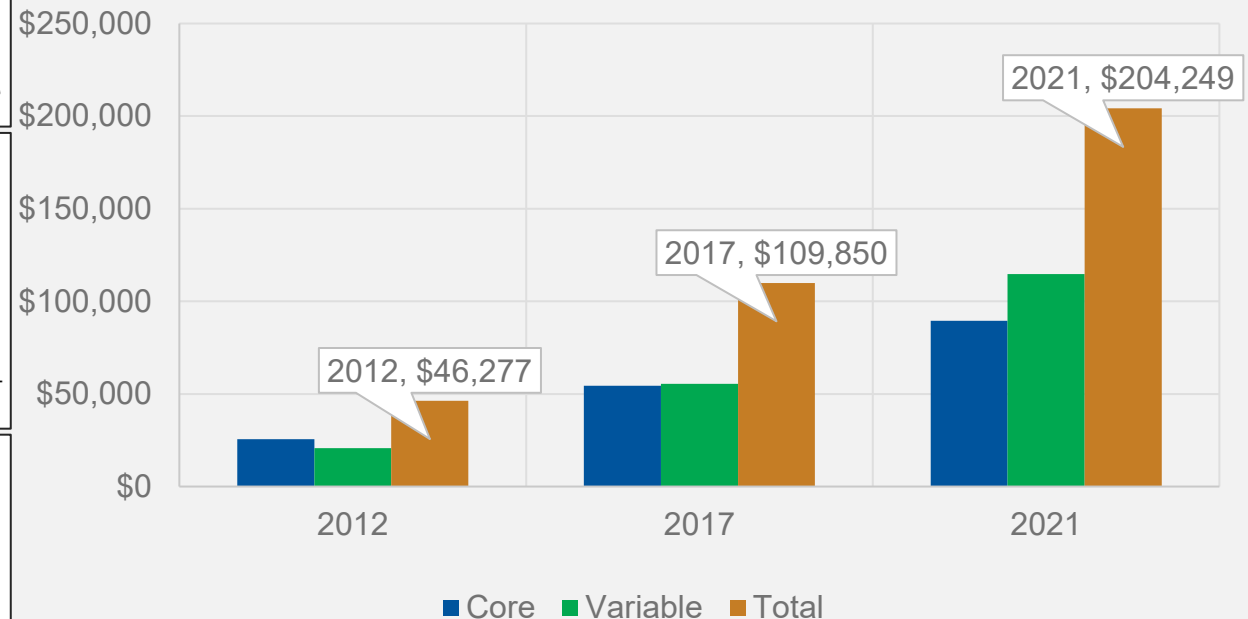
Section 3 - 2016 Employee Required Contributions

	Core	Variable	Total
January 1, 2016 Balance	\$47,411.22	\$47,533.65	\$94,944.87
Interest (Core: 7.9%, Variable: 10.0%)	\$3,745.49	\$4,753.37	\$8,498.86
Employee Paid Contributions	\$3,203.46	\$3,203.46	\$6,406.92
Employer Paid Employee Contributions	\$.00	\$.00	\$.00
Adjustment	\$.00	\$.00	\$.00
January 1, 2017 Balance	\$54,360.17	\$55,490.48	\$109,850.65

Section 3 - 2020 Employee-Required Contributions

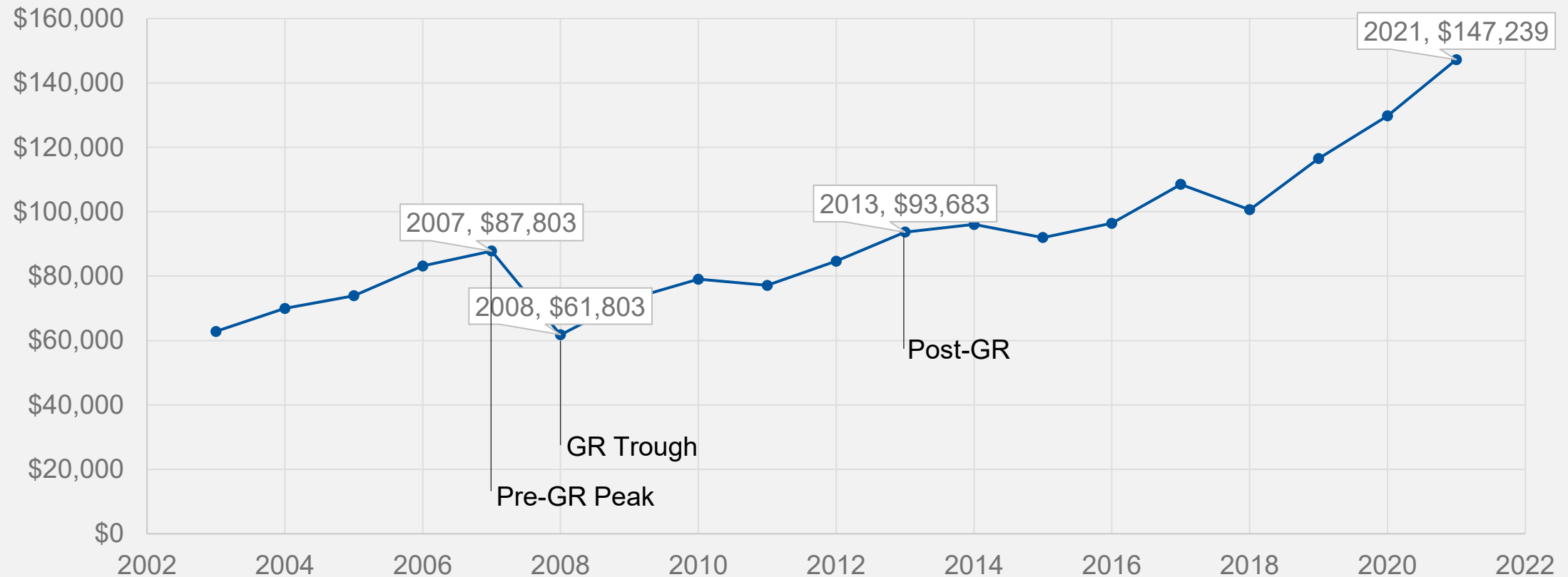
	Core	Variable	Total
January 1, 2020 Balance	\$77,428.10	\$94,209.89	\$171,637.99
Interest (Core: 10.9%, Variable: 18.0%)	\$8,439.66	\$16,957.78	\$25,397.44
Employee-Paid Contributions	\$3,606.91	\$3,606.90	\$7,213.81
Employer-Paid Employee Contributions	\$.00	\$.00	\$.00
Adjustment	\$.00	\$.00	\$.00
January 1, 2021 Balance	\$89,474.67	\$114,774.57	\$204,249.24

Sample Employee Account - Account Size 2012 - 2021

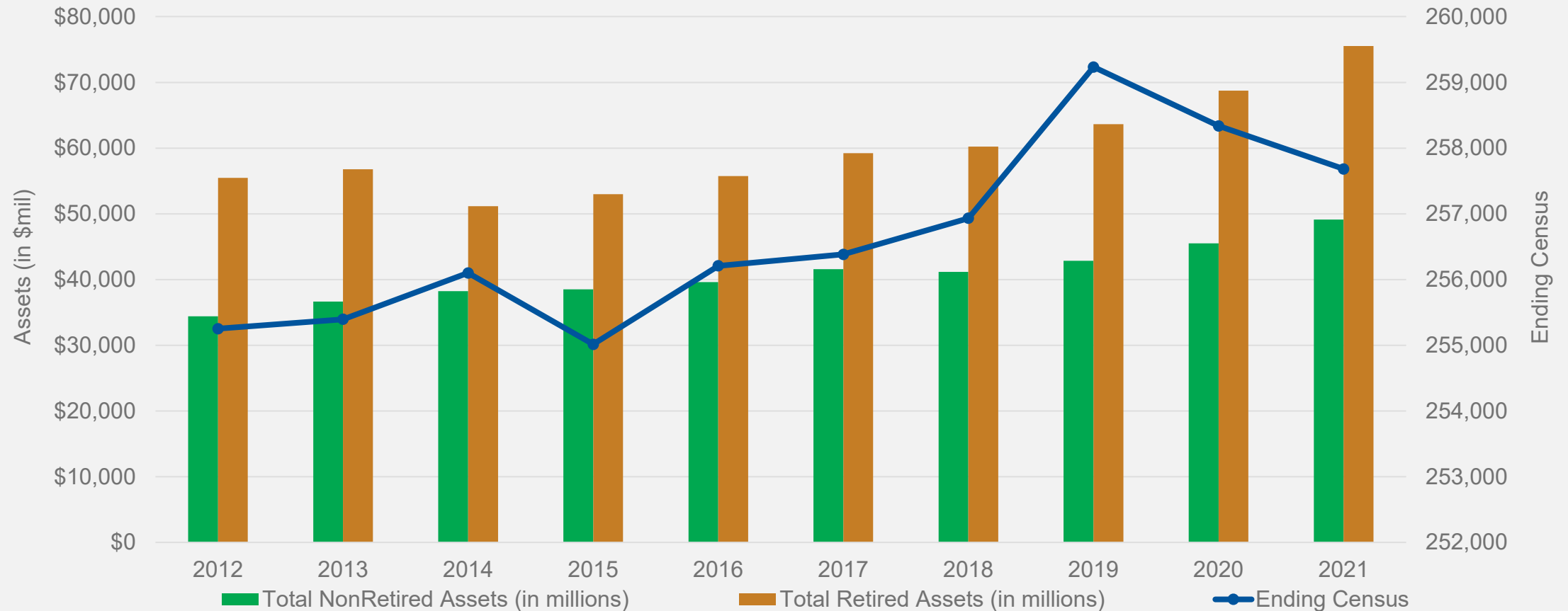


Recession & Recovery

Total WRS (\$ Mil.)



Total Retired and Non-Retired Assets (in millions)





Questions?