



STATE OF WISCONSIN
DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor
Joel Brennan, Secretary
Malika Evanco, Division Administrator

Date: November 2, 2020
To: STAR Agencies
From: Joe Kelly
Payroll & Benefit Systems Coordinator - Senior
Subject: 2021 Wisconsin Retirement System Rate Chart

Attached are the 2021 Wisconsin Retirement System rate charts. The information is presented in two different ways – a summary chart and agency-specific charts. **These contribution rates begin on the check payable January 14, 2021 (2021 Pay Period 1).**

The contributions will continue to be divided between State Non-Vested and Employee Required. (State Vested for protective services hired prior to 7/1/11 at DOT only).

The employee required contribution is 6.75% for all general, executive and protective employees (including employees hired on or after 7/1/11 into protective services at DOT). The protective service employees at DOT hired prior to 7/1/11 will have an employee-required contribution of 1.75%.

The State Non-Vested contribution (WRS Employer Required + Sick Leave Employer Contribution) is 7.85% for all general and executive employees and varies by agency for protective employees due to the differing duty disability rates. The State Non-Vested contribution includes the sick leave rate of 1.1% for all employees for 2021. The sick leave rate was 1.2% in 2020.

The State Vested amount will continue to be 5% for protective service employees at DOT hired prior to 7/1/11.

WRS contributions will be taken on the first \$290,000 of WRS-covered earnings for all employees who are subject to the IRS Section 401(a)(17) annual compensation limit. The limit was \$285,000 for 2020.

If you have any questions about the charts, please contact me at Joe.Kelly@wisconsin.gov.

**2021 RETIREMENT RATES Effective PP1 (12/20/20)
Breakdown and Summary – All Agencies**

Benefit Plan	Description	Elig 1 Field	Employee WRS Required Contribution	Employer WRS Required Contribution	Duty Disability (Paid by Employer)	Total Employer Required WRS Contribution (Required + Duty Disability)	Sick Leave (Paid by Employer)	Total (Employee + Employer + Duty Disability + Sick Leave)
GENERL	General/Teachers	30_GENERAL 31_WCSREPT 40_TEACHER 42_EDUCSUP	6.75%	6.75%	N/A	6.75%	1.1%	14.6%
EXEC	Executive	32_EXECRET 41_EXECTEA 45_WCSSUPR 46_EXECLEG 47_WCSAPPL 48_WCSCIRC	6.75%	6.75%	N/A	6.75%	1.1%	14.6%
PROT	Protective – Most	33_PROTECT	6.75%	11.75%	0.09%	11.84%	1.1%	19.69%
PROTXO	Protective –Military Affairs and DOA	33_PRTCTXO	6.75%	11.75%	0.17%	11.92%	1.1%	19.77%
PROTXX	Protective – DOT and DNR	33_PRTCTXX	6.75%	11.75%	0.34%	12.09%	1.1%	19.94%
DOTGR	Protective – DOT Grandfathered (hired prior to 7-1-11)	33_DOTGRDF	1.75%	11.75% + 5% of EE contribution	0.34%	17.09%	1.1%	19.94%

2021 RETIREMENT RATES Effective PP1 (12/20/20)
For all Employees
 (INCLUDING LTE'S)
All Employee Contributions are Pre-tax

Benefit Plan	Elig Fld 1 (Retirement Category)	State Vested	Employer Required (State Non Vested + Sick Leave)	Employee Required	TOTAL
GENERL	30_GENERAL 31_WCSREPT 40_TEACHER 42_EDUCSUP	N/A	7.85%	6.75%	14.6%
EXEC	32_EXECRET 41_EXECTEA 45_WCSSUPR 46_EXECLEG 47_WCSAPPL 48_WCSCIRC	N/A	7.85%	6.75%	14.6%
PROT*	33_PROTECT	N/A	12.94%	6.75%	19.69%

* These protective rates do NOT apply to Dept of Military Affairs, DOA, DNR or DOT.

2021 RETIREMENT RATES Effective PP1 (12/20/20)
Military Affairs (465), and DOA (505)
 (INCLUDING LTE'S)
All Employee Contributions are Pre-tax

Benefit Plan	Elig Fld 1 (Retirement Category)	State Vested	Employer Required (State Non Vested + Sick Leave)	Employee Required	TOTAL
GENERL	30_GENERAL 31_WCSREPT 40_TEACHER 42_EDUCSUP	N/A	7.85%	6.75%	14.6%
EXEC	32_EXECRET 41_EXECTEA 45_WCSSUPR 46_EXECLEG 47_WCSAPPL 48_WCSCIRC	N/A	7.85%	6.75%	14.6%
PROTXO	33_PRTCTXO	N/A	13.02%	6.75%	19.77%

2021 RETIREMENT RATES Effective PP1 (12/20/20)
DNR (370) and DOT (395)
 (INCLUDING LTE'S)

All Employee Contributions are Pre-tax

Benefit Plan	Elig Fld 1 (Retirement Category)	State Vested	Employer Required (State Non Vested + Sick Leave)	Employee Required	TOTAL
GENERL	30_GENERAL 31_WCSREPT 40_TEACHER 42_EDUCSUP	N/A	7.85%	6.75%	14.6%
EXEC	32_EXECRET 41_EXECTEA 45_WCSSUPR 46_EXECLEG 47_WCSAPPL 48_WCSCIRC	N/A	7.85%	6.75%	14.6%
PROTXX <i>(hired 7-1-11 or later)</i>	33_PRTCTXX	N/A	13.19%	6.75%	19.94%
DOTGR <i>(hired prior to 7-1- 11)</i>	33_DOTGRDF	5.0%	13.19%	1.75%	19.94%