



STATE OF WISCONSIN  
DEPARTMENT OF ADMINISTRATION

Tony Evers, Governor  
Kathy Blumenfeld, Secretary  
Jen Fogel, Division Administrator

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**Date:** November 19, 2024  
**To:** STAR Agencies  
**From:** Joe Kelly  
Payroll & Benefit Systems Coordinator - Senior  
**Subject:** 2025 Wisconsin Retirement System Rate Chart

Attached are the 2025 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 9, 2025 (2025 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 6.95% 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 1.95%.

The State Non-Vested contribution (WRS Employer Required + Sick Leave Employer Contribution) is 8.15% 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 1.2% for all employees for 2025. The sick leave rate was 0.9% in 2024.

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 \$350,000 of WRS-covered earnings for all employees who are subject to the IRS Section 401(a)(17) annual compensation limit. The limit was \$345,000 for 2024.

If you have any questions about the charts, please contact me at [Joe.Kelly@wisconsin.gov](mailto:Joe.Kelly@wisconsin.gov).

**2025 RETIREMENT RATES Effective PP1 (12/15/24)  
Breakdown and Summary – All Agencies**

<b>Benefit Plan</b>	<b>Description</b>	<b>Elig 1 Field</b>	<b>Employee WRS Required Contribution</b>	<b>Employer WRS Required Contribution</b>	<b>Duty Disability (Paid by Employer)</b>	<b>Total Employer Required WRS Contribution (Required + Duty Disability)</b>	<b>Sick Leave (Paid by Employer)</b>	<b>Total (Employee + Employer + Duty Disability + Sick Leave)</b>
GENERL	General/Teachers	30_GENERAL 31_WCSREPT 40_TEACHER 42_EDUCSUP	6.95%	6.95%	N/A	6.95%	1.2%	15.1%
EXEC	Executive	32_EXECRET 41_EXECTEA 45_WCSSUPR 46_EXECLEG 47_WCSAPPL 48_WCSCIRC	6.95%	6.95%	N/A	6.95%	1.2%	15.1%
PROT	Protective – Most	33_PROTECT	6.95%	14.95%	0.06%	15.01%	1.2%	23.16%
PROTXO	Protective –DOT, Military Affairs, and DOJ	33_PRTCTXO	6.95%	14.95%	0.12%	15.07%	1.2%	23.22%
PROTXX	Protective – DNR, and DOA	33_PRTCTXX	6.95%	14.95%	0.24%	15.19%	1.2%	23.34%
DOTGR	Protective – DOT Grandfathered (hired prior to 7-1- 11)	33_DOTGRDF	1.95%	14.95% + 5% of EE contribution	0.12%	20.07%	1.2%	23.22%

**2025 RETIREMENT RATES Effective PP1 (12/15/24)**  
**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	<b>TOTAL</b>
GENERL	30_GENERAL 31_WCSREPT 40_TEACHER 42_EDUCSUP	N/A	8.15%	6.95%	15.1%
EXEC	32_EXECRET 41_EXECTEA 45_WCSSUPR 46_EXECLEG 47_WCSAPPL 48_WCSCIRC	N/A	8.15%	6.95%	15.1%
PROT*	33_PROTECT	N/A	16.21%	6.95%	23.16%

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

**2025 RETIREMENT RATES Effective PP1 (12/15/24)**  
**DOT (395), DOJ (455), and DMA (465)**  
 (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	<b>TOTAL</b>
GENERL	30_GENERAL 31_WCSREPT 40_TEACHER 42_EDUCSUP	N/A	8.15%	6.95%	15.1%
EXEC	32_EXECRET 41_EXECTEA 45_WCSSUPR 46_EXECLEG 47_WCSAPPL 48_WCSCIRC	N/A	8.15%	6.95%	15.1%
PROTXO	33_PRTCTXO	N/A	16.27%	6.95%	23.22%
DOTGR (hired prior to 7-1- 11)	33_DOTGRDF	5.0%	16.27%	1.95%	23.22%

**2025 RETIREMENT RATES Effective PP1 (12/15/24)**  
**DNR (370) 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	<b>TOTAL</b>
GENERL	30_GENERAL 31_WCSREPT 40_TEACHER 42_EDUCSUP	N/A	8.15%	6.95%	15.1%
EXEC	32_EXECRET 41_EXECTEA 45_WCSSUPR 46_EXECLEG 47_WCSAPPL 48_WCSCIRC	N/A	8.15%	6.95%	15.1%
PROTXX <i>(hired 7-1-11 or later)</i>	33_PRTCTXX	N/A	16.39%	6.95%	23.34%