Coming Soon: Effective Rate Interest Crediting, Annuity Dividend Announcements

Once the State of Wisconsin Investment Board (SWIB) announces final investment returns for 2003, the Department of Employee Trust Funds (DETF) will begin calculating applicable interest rates and any adjustments to annuities for retired members.

Active employees can expect DETF’s announcement of fixed and variable effective rates in early February. The annuity adjustments are normally available by late February. DETF provides this information to members in the May issue of Trust Fund News. In the meantime, check the “What’s New” section of our Web site at http://etf.wi.gov or call the Telephone Message Center toll-free at 1-800-991-5540 or (608) 264-6633.

Why are there always three announcements? The first rates you’ll hear about come from SWIB’s announcement of final calendar year investment returns for the Fixed and Variable Trust Funds. Watch for this news in January. SWIB’s figures reflect actual Fixed and Variable effective rates of interest. These rates are credited annually to the account balances of non-retired active employees and eligible inactive participants. Look for this news in early February.

Finally, DETF announces a third set of rates: the fixed annuity dividends and variable annuity adjustments. These are applied to retirees’ monthly payments. Watch for the announcement by late February.

Why is the fixed effective rate credited to active employee accounts always different than SWIB’s final investment returns for

Announcements continued on page 2

DETF Now Offers Group Counseling Sessions

The Department of Employee Trust Funds (DETF) is now offering on-site group counseling sessions for Wisconsin Retirement System (WRS) members. The two-hour sessions, designed for six to eight participants and their guests, are held twice a week in the Madison DETF office, located at 801 W. Badger Road. Wednesday sessions are held at 1:00 p.m.; Thursdays at 8:30 a.m.

The goal of this new initiative is to provide additional counseling opportunities for individuals who may not want to wait six to eight weeks for individual appointments. It’s also a nice alternative to “walking in” without an appointment and waiting to see a retirement counselor.

While it is necessary to make an appointment for a group counseling session, attendance can be scheduled much sooner than an individual appointment. To make a group counseling appointment, call the Department’s Madison appointment line at (608) 266-5717.

In a group counseling session, participants receive an overview of WRS benefits and annuity calculations, along with a step-by-step explanation of the retirement estimate, the annuity options, and the application process. There are opportunities to ask questions throughout the session. Another advantage to attending a group session is that you can interact with others who are considering retirement and have relevant questions, comments, and information on the retirement process to share.

Past attendees have rated the sessions as “excellent.” Here are just a few of the comments we’ve received:

Group counseling continued on page 2
the year? It is always different than SWIB’s final Fixed Fund returns because, by law, only a portion of the investment market gains or losses in the Transaction Amortization Account (TAA) and the Market Recognition Account (MRA) are “recognized” or treated as though received each year. Distributing gains and losses over time (called “smoothing”) helps alleviate the volatile effects of the stock market on the Trust Funds. As a result, in years when final investment returns are high, the fixed effective rates are lower than actual investment results. However, in years when investment returns are low (as was the case in 2000 through 2002), the fixed effective rate will often be higher.

Then why are the rates applied to retiree payments (fixed and variable) always about 5% lower than the rates applied to employee accounts? Because the DETF builds into the original retirement annuity amount a 5% earnings assumption, as well as other actuarial adjustments for mortality.

Last year, the fixed annuity dividend (paid to retirees) was 0% (no increase) for the first time in Wisconsin Retirement System (WRS) history. Is that likely to happen again this year? It is very possible, depending on market experience, that fixed annuity dividends could be 0% or even negative in some years. Investment losses from three consecutive years of declining investment markets (2000, 2001, and 2002) are still being distributed. This has created a situation where fixed fund investment gains in the next several years must be substantial in order to reduce the cumulative effect of investment losses. It is still possible that there will be some years with negative or 0% fixed dividends, perhaps beginning with dividends paid in 2005.

Under current law, DETF pays retirees a dividend (i.e., positive adjustment) only when the calculation process would result in at least a 2% dividend for all. Last year, the process actually resulted in a negative three-tenths of one percent (-.3%) fixed annuity dividend. However, the Department did not pass through that loss to retirees because the ETF Board decided that only losses greater than negative five-tenths of one percent (-.5%) would result in adjustments. Instead of reducing retirees’ fixed annuities by -.3% last year, the loss will be carried over into this year’s computation process.

The accompanying chart shows what the fixed effective rates of interest and fixed annuity dividends could be for the next several years. These projections assume that SWIB’s investment returns will be exactly 19.4% for 2003 and 7.8% for 2004 through 2009. You will note that even with a 19.4% return for 2003, there would be no fixed annuity dividend paid in May, 2004 (because it did not achieve the 2% minimum as required by law).

<table>
<thead>
<tr>
<th>Fixed Effective Rate/Dividend Projections</th>
<th>2003</th>
<th>2004</th>
<th>2005</th>
<th>2006</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
</tr>
</thead>
<tbody>
<tr>
<td>SWIB Total Investment Return</td>
<td>19.4%</td>
<td>7.8%</td>
<td>7.8%</td>
<td>7.8%</td>
<td>7.8%</td>
<td>7.8%</td>
<td>7.8%</td>
</tr>
<tr>
<td>Fixed Trust Fund Effective Rate</td>
<td>6.6%</td>
<td>6.6%</td>
<td>4.5%</td>
<td>6.5%</td>
<td>9.0%</td>
<td>8.0%</td>
<td>8.1%</td>
</tr>
<tr>
<td>Fixed Trust Fund Dividend</td>
<td>1.3%</td>
<td>1.2%</td>
<td>-0.7%</td>
<td>1.1%</td>
<td>4.1%</td>
<td>2.6%</td>
<td>2.7%</td>
</tr>
<tr>
<td>Actual Dividend Paid to Retirees</td>
<td>0.0%</td>
<td>2.2%</td>
<td>-0.7%</td>
<td>0.0%</td>
<td>5.2%</td>
<td>2.6%</td>
<td>2.7%</td>
</tr>
</tbody>
</table>

Important reminder for retirees: Even if there are “negative” fixed annuity adjustments, your fixed annuity amount can never go below your original finalized annuity amount. In other words, if a negative fixed dividend would reduce your annuity to an amount below your finalized original annuity amount, your annuity would only be reduced to that original amount. Example: your current annuity is $1,200 ($1,100 original amount + $100 dividends). Your guaranteed amount is your original amount of $1,100.)

Group counseling continued from page 1
received from those who have attended a session:

“It was beneficial to have other potential retirees; lots of interesting questions; very helpful.”

“Presenter was very explicit and patient and had answers for all of our questions.”

Group counseling attendees must:
· Be within one year of minimum retirement age
· Have a valid retirement estimate from DETF
· Bring their retirement packet to the session.
**Savings Add Up with Wisconsin Deferred Compensation Program**

Are you saving enough money for retirement? A 2001 study conducted by the Employee Benefit Research Institute of retiree income sources and worker expectations of retirement found the following:

- Pensions make up less than 25% of the average retiree’s income sources.
- Social Security accounts for about 42% of the average retiree’s income. Nearly 65% of workers who responded to the survey said they are not confident Social Security will continue to provide benefits equivalent to those received today.

You should make sure you’re putting enough money away for your future. One way to do this is to participate in the Wisconsin Deferred Compensation (WDC) Program, a supplemental retirement benefit plan regulated by Section 457 of the Internal Revenue Code.

The program, managed by the Department of Employee Trust Funds, allows you to invest a portion of your annual earnings on a tax-deferred basis. It is available to all State and University of Wisconsin employees as well as employees of local governments and school districts in Wisconsin that have elected to offer the WDC to their employees.

*Deferred Compensation continued on page 6*

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**Approaching Retirement? Plan Ahead for Best Possible Customer Service**

If you are thinking about taking a retirement benefit in the near future, plan ahead in order to obtain the information and services you need to make informed decisions regarding Wisconsin Retirement System (WRS) benefits. We continually strive to provide the very best service possible, but please be aware that you may experience delays in getting information from us about your options.

**Consider these helpful hints as you develop your retirement plans:**

- Request your retirement estimate six to nine months in advance of your planned retirement date to make sure you receive the estimate in a timely manner. The Department of Employee Trust Funds (DETF) will provide a retirement estimate up to a year in advance of your retirement date. Currently, it is taking about twelve weeks to prepare and send retirement estimates after receipt of your request.

- Consider how long you may have to wait to schedule an individual appointment with a benefit specialist. Appointments with our benefit specialists are being scheduled for dates six weeks into the future.

- Try to be flexible regarding the date and time of your appointment. We recommend scheduling an appointment after receiving the retirement estimate. It is very important that you carefully and thoroughly review the information in your packet before your appointment and bring it with you at that time. This is one of the most important life decisions you will make, so take the time and effort to fully understand the information provided to you.

- If you plan to schedule an appointment in the Madison office, consider a group appointment as an alternative. Group appointment openings are usually available much sooner than individual appointments. We provide the same information you would receive in an individual appointment and you’ll have the opportunity to ask questions throughout the session. For more information on this new service, see *Department Now Offers Group Counseling Sessions* on page one.

- If possible, attend a DETF-hosted group retirement benefit presentation. Open to the public, these two-hour presentations are led by DETF specialists who review WRS retirement, disability, death, separation and other benefits. To review the spring 2004 schedule, see page seven.

- Visit the DETF Internet site at [http://etf.wi.gov](http://etf.wi.gov). You’ll find a considerable amount of information and resources, including a retirement benefit estimate calculator. To schedule an appointment at our Madison Office, call (608) 266-5717; for the Milwaukee office call (414) 227-4294. To order retirement estimates or receive other benefit information, contact us through our toll free number at 1-877-533-5020.
In 2003 there were several significant changes in the Wisconsin Retirement System (WRS) service purchase laws, which now provide greater flexibility in buying creditable service. Most service purchase provisions remain the same. The Department must still receive the service purchase application and payment before you terminate covered WRS employment. The types of service that you can buy remain the same; e.g., Forfeited Service, Qualifying Service, Other Governmental Service (OGS), etc.

Only service based on certain types of governmental employment can be purchased. **There is no provision for buying creditable service that is not based on past employment with a public employer.** More specific information is available in the Buying Creditable Service booklet. However, the new laws eliminate some restrictions on how much service you can buy, and in how you pay for the service.

- The requirement to buy all of the forfeited service that you are eligible to buy has been eliminated. You now have the option of buying only a portion of the forfeited service that you are eligible to buy.
- If you do not buy all of your forfeited service and/or OGS at once, you can buy each type of service as often as two times during each calendar year.
- The 10-year maximum on the years of forfeited service and/or OGS have been eliminated. You can buy all of the years of service that you actually forfeited, and all of the years of OGS as you actually worked. However, you can still only buy as many years of forfeited service or OGS as the years of service that you have credited to your WRS account at the time of the purchase (excluding any service that you have already purchased). **Example:** You previously forfeited 15 years of WRS service through a separation benefit. Since returning to WRS employment you have earned nine years of new WRS service. You can now buy up to nine of your years of forfeited service. You must earn another six more years of WRS creditable service before you can buy the remaining six years of forfeited service.
- If you have made tax-deferred additional contributions to your WRS account under section 403(b) of the Internal Revenue Code (IRC), you can now use those contributions to buy WRS creditable service. Previously you could only use regular (post-tax) WRS additional contributions to buy service.
- Now you can directly transfer funds from certain other qualified retirement plans to buy any type of WRS creditable service that you are otherwise eligible to buy. We can now accept monies transferred directly from plans qualified under sections 401(a), 401(k), 403(b) and 457(b) of the IRC to buy WRS creditable service. However, the amount transferred cannot exceed the cost of the WRS service purchase.

**Note:** If you are paying for service through a plan-to-plan transfer, you must pay at least 10% of the cost with your application. You can either submit the 10% payment with your application, or if you have made additional contributions to your WRS account, you can direct the department to transfer the 10% (or more) “down payment” from your additional contributions.

If you are considering buying creditable service, contact the Department for an official cost estimate and application. You may also use the on-line WRS Forfeited Service Calculator on the Department’s home page to get a general estimate of how much it would cost to buy part or all of your forfeited service, and approximately how much buying your forfeited service would increase your retirement benefit.

### New Features on WRS Forfeited Service Cost Calculator

The Wisconsin Retirement System (WRS) forfeited service cost calculator on our Internet site at http://etf.wi.gov has been redesigned to make it easier to use and provide even more useful information. This calculator is a helpful tool for those who want an estimate of the cost of purchasing past WRS service they forfeited by previously taking a separation benefit.

**Among the improvements:**
- You can calculate how many years it will take to recover the cost of purchasing your forfeited service, based on the projected increase to your monthly retirement benefit.
- The calculator provides a cost estimate and projected return on investment for buying forfeited service in multiple employment categories.
- You can either submit the 10% payment with your application, or if you have made additional contributions to your WRS account, you can direct the department to transfer the 10% (or more) “down payment” from your additional contributions.
- Eligibility requirements for purchasing forfeited service are described on the information page of the calculator. For an official estimate of the cost to purchase forfeited service, please contact the Department of Employee Trust Funds (DETF).
A Rose By Any Other Name...Can Trigger Tax Penalties

Attention annuitants: Does the name on your Trust Fund News address label match the name on your Social Security card? Every year, the Wisconsin Retirement System (WRS) reports to the Internal Revenue Service (IRS) the payments made during the year — whether these were monthly annuities or lump sum payments of separation or death benefits. The IRS now checks these reports by matching the Taxpayer Identification Number (TIN) and payee name against its database of Taxpayer Identification Numbers. For most individuals, the TIN is the person’s Social Security number (SSN). For estates of deceased individuals, the TIN is the 9-digit number assigned to the decedent’s estate by the IRS.

The IRS also checks the payee name against Social Security Administration records of the numbers assigned to individuals. If the identification number reported by the WRS does not match the name that goes with that number in the records, the IRS may charge DETF with tax penalties and DETF may have to track down individuals to obtain proof of their names and SSNs.

A DETF review of the IRS reports of name and number mismatches has found many cases of people changing their names informally or through marriage, divorce or other court action. You can help DETF avoid time and expense (and possible tax penalties) by making sure that the name by which you are known to the WRS and the Social Security Administration is the same.

In fact, to be sure you are properly credited with the money withheld for federal taxes, you will want your Social Security name to match the name used by any employer, bank or other institution required to report your income to the IRS.

There is no cost to change the name on your Social Security card. You will need to complete Form SS-5, available on the Social Security Administration Internet site at http://www.ssa.gov/replace_sscard.html. To request a paper copy, call 1-800-772-1213 or visit your local Social Security office. You an also change your name on your DETF record. To do so, please contact DETF in writing.

Granting Power of Attorney

Under Wisconsin law, the Department of Employee Trust Funds (DETF) cannot release information about your account or benefits to anyone other than you, not even to your spouse. Furthermore, under most circumstances only you can sign documents on which your signature is required. One exception: When someone is acting as your designated agent. You can designate someone as your agent by granting that person Power of Attorney (POA) in a written document signed by you.

What authority does my agent have?

You define the agent’s authority in the POA document. In Wisconsin, there are two general categories of powers that can be granted to an agent: the authority to make business/financial transactions and the authority to make health care decisions for you. DETF will honor a business/financial POA document that you have signed.

An agent normally has the authority to act in your place. In addition to obtaining information about your account or benefits, your agent can also take action or sign most documents on your behalf. Examples include changing your address or tax withholding, electing or canceling variable participation, etc. However, as of May 14, 1998, under Wisconsin law you cannot grant your agent the authority to name or change the person(s) or entity(ies) who will receive any death benefits payable upon your death. *Exception: If you signed the POA document before May 14, 1998, and granted your agent the authority to name or change your beneficiary(ies) in that document, the Department will honor that authority.*

When does the POA authority expire? There are two basic types of POA: non-durable and durable. A non-durable POA ends when you become incapacitated or disabled so as to be unable to make decisions or handle your own affairs. A durable POA remains in effect after such incapacitation occurs.

The authority granted in a POA ends immediately when any one of the following events occurs:

- For non-durable POAs only, when you become incapacitated.
- You revoke the POA that you granted, as long as you have not become incapacitated at the time of the revocation.

POA continued on page 6
Deferred Compensation continued from page 3

New for 2004

For 2004, the maximum deferral amount is the lesser of $13,000 or 100% of income. This represents a $1,000 increase over the 2003 deferral limit. Employees who are 50 or older by the end of the tax year will be able to make an additional tax-deferred contribution to the WDC. This older worker bonus contribution amount is $3,000 in 2004 - bringing the total maximum deferral amount to $16,000 for participants 50 and over.

The new “catch-up” provisions of Section 457 allow the WDC contribution to be double the normal maximum limit. Therefore, a participant approved to take advantage of the catch-up provision in 2004 may be eligible to defer up to $26,000 ($13,000 x 2). Note: Participants cannot use both this provision and the older worker bonus contribution.

To increase your WDC deferral amount, call the WDC Administrator’s office at (608) 256-6200 (local Madison) or toll-free at (800) 257-4457, or log on to the WDC Web site: www.wdc457.org. The WDC Program Web site also has helpful answers to common retirement questions, and includes quick and easy calculators (click on the “Planning Tools” tab) to help you determine if your savings are on track for your future goals.

POA continued from page 5

· At the time of your death. All powers of attorney end immediately upon your death. Once you are deceased, we can only release information about your account or benefits to your beneficiaries, your estate representative, or to any individuals to whom they authorize the Department to release information.

If you grant a non-durable POA and subsequently become incapacitated, that person may no longer act as your agent. To act on your behalf a person must obtain legal guardianship, which can only be granted by the court.

What are my agent’s responsibilities to me? The holder of a POA has a legal fiduciary duty to act in your best interests, and may not take actions on your behalf that are for his or her own benefit.

What proof of POA does the Department of Employee Trust Funds require? The Department requires an original copy of the written POA document signed by you, unless the POA document specifically states that a photocopy is as valid as the original (or words to that effect). In either case, we must receive the POA document before we can release information about your account or benefits to the agent, or accept your agent’s signature on your behalf.

How do I grant POA? You must sign a document granting POA, which must specify the powers that you are granting to your agent. Basic Wisconsin POA documents are available at many office supply stores. Separate POA documents are available for business/financial and health care POAs.

What if I have a complex situation or am uncertain what powers I should grant to my agent? If you have specific concerns or questions, we recommend that you consult with your attorney or another trusted and knowledgeable advisor.
ETF Sets Spring Public Presentation Schedule

The Department of Employee Trust Funds (DETF) has scheduled free, public presentations for Wisconsin Retirement System (WRS) participants, especially those considering or planning retirement in the near future. ETF specialists will review WRS retirement, disability, death, and separation benefits as well as health and life insurance benefits. Presentations run from 7 p.m. to 9 p.m. (unless otherwise noted). All locations are handicapped accessible; most have adequate free parking.

Public Presentations

Reservations are not needed except for the designated Interactive Television (ITV) sites.

<table>
<thead>
<tr>
<th>City/Area</th>
<th>Date</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antigo</td>
<td>Mon., Feb. 9</td>
<td>Antigo High School-Volm Theater, 1900 Tenth Street, Antigo</td>
</tr>
<tr>
<td>Appleton</td>
<td>Tues., Mar. 9</td>
<td>Fox Valley Technical College-Cafeteria, 1825 N. Bluemound Drive, Appleton</td>
</tr>
<tr>
<td>Chippewa Falls</td>
<td>Tues., Mar. 23</td>
<td>Chippewa Falls Senior High School-Cafeteria, 735 Terrill, Chippewa Falls</td>
</tr>
<tr>
<td>DeForest ITV*</td>
<td>Tues., Mar. 16</td>
<td>DeForest High School-Reservations Required. For reservations, call Melissa Clark at (608) 877-5004</td>
</tr>
<tr>
<td>Hayward</td>
<td>Wed., Mar. 3</td>
<td>Hayward High School-Auditorium, 10320 Greenwood Lane, Hayward</td>
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<tr>
<td>Kenosha</td>
<td>Tues., Mar. 30</td>
<td>Tremper High School-Auditorium, 8560 26th Ave., Kenosha</td>
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<tr>
<td>Janesville</td>
<td>Sat., Mar. 6</td>
<td>Parker High School-Cafeteria, 3125 Mineral Point Ave., Janesville</td>
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<tr>
<td>Madison</td>
<td>Wed., Feb. 18</td>
<td>MATC, Truax Campus-Mitby Theater, 3550 Anderson Street</td>
</tr>
<tr>
<td>Middleton ITV*</td>
<td>Mon., Mar. 8</td>
<td>Middleton High School-Reservations Required. For reservations, call Melissa Clark at (608) 877-5004</td>
</tr>
<tr>
<td>Milwaukee</td>
<td>Wed., Feb. 4</td>
<td>Milwaukee Area Technical College-Technical Building Room T207, 700 West State Street, Milwaukee</td>
</tr>
<tr>
<td>Monona ITV*</td>
<td>Wed., Mar. 24</td>
<td>Monona Public Library-Reservations Required. For reservations, call Melissa Clark at (608) 877-5004</td>
</tr>
<tr>
<td>Phillips</td>
<td>Mon., Mar. 22</td>
<td>Phillips High School-Auditorium, County Road W, Phillips</td>
</tr>
<tr>
<td>Rice Lake</td>
<td>Tues., May 11</td>
<td>Wisconsin Indianhead Technical College-Conference Center, 1900 College Drive, Rice Lake</td>
</tr>
<tr>
<td>Slinger</td>
<td>Mon., Mar. 15</td>
<td>Slinger High School-Cafeteria, 209 Polk St., Slinger</td>
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<tr>
<td>West Salem</td>
<td>Wed., Feb. 11</td>
<td>West Salem Elementary School-Assembly Room, 475 North Mark Street, West Salem</td>
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<tr>
<td>Wisconsin Rapids</td>
<td>Wed., Feb. 25</td>
<td>Performing Arts Center of Wisconsin Rapids-Lincoln High School, 1801 16th Street South, Wisconsin Rapids</td>
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</tbody>
</table>

* originating site in Monona, listed above

Interactive Television Public Presentations

Due to space limitations reservations are required at the following ITV presentations:

Bonduel, Clintonville, Rosholt (ITV presentation)* -- Monday, March 8*
Hosted by Erving Network. For reservations, contact Debbie Bernard at (715) 823-7172.

* originating site in Middleton, listed above

Crandon, Mercer, Wabeno (ITV presentation)* -- Tuesday, March 16*
Hosted by Nicolet Distance Education. For reservations, contact Penny Kuckahn at (715) 365-4685.

* originating site in DeForest, listed above

Darlington, Fennimore, Richland Center (ITV presentation)* -- Wednesday, March 24*
Hosted by SRNTC-CESA III. For reservations, contact Clark Jillson at (608) 822-5276.

* originating site in Monona, listed above

If weather should become severe, listen to local radio stations for possible cancellations.
The Department of Employee Trust Funds does not discriminate on the basis of disability in the provision of programs, services, or employment.

If you are speech, hearing, or visually impaired and need assistance, call 1-877-533-5020; (608) 266-3285 (local Madison) or TTY (608) 267-0676. We will try to find another way to provide you with usable information.

Department of Employee Trust Funds
PO Box 7931
Madison, WI 53707-7931

http://etf.wi.gov