Notes to the Financial Statements Template

Instructions – *The Notes to the Financial Statements template below includes sample language and schedules to be used as a guide by WRS employers in the development of their GASB 68 note disclosures. Please be aware of the highlighted and bracketed areas (refer to legend below) of the template where the notes require employer input and/or input from the "Supplement to Notes to Other Pension Information" schedule under the GASB Statements section of the website.*

Employee Trust Funds has provided this template as a courtesy to its employers, but each employer is responsible for its own Notes to the Financial Statements. Employers should review the language and other information contained in the template with their auditors.

Note: The GASB 68 employer template example for cost-sharing employers may be found in the GASB 68 Implementation Guide, pages 155-161, Illustration 3a-Note Disclosures and Required Supplementary Information for a Cost-Sharing Employer (No Nonemployer Contributing Entities)

[WRS Employer]
Notes to the Financial Statement
For the Year Ended [June 30, 2016]

(Dollar amounts in thousands)

Summary of Significant Accounting Policies

Pensions*.* For purposes of measuring the net pension liability (asset), deferred outflows of resources and deferred inflows of resources related to pensions, and pension expense, information about the fiduciary net position of the Wisconsin Retirement System (WRS) and additions to/deductions from WRS' fiduciary net position have been determined on the same basis as they are reported by WRS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Accounting Changes. The WRS adopted GASB Statement No. 82, Pension Issues, an amendment of GASB No. 67, No. 68, and No. 73 during the year ended December 31, 2015. Statement no. 82 addresses the presentation of payroll-related measures in the Required Supplementary Information, the selection of assumptions used in determining the total pension lability and related measures, and the classification of employer-paid member contributions. [WRS Employers should disclose the beginning balance adjustment to their net position and change in Net Pension Liability, see Model Journal Entry #1]

General Information about the Pension Plan

Plan description*.* The WRS is a cost-sharing multiple-employer defined benefit pension plan. WRS benefits and other plan provisions are established by Chapter 40 of the Wisconsin Statutes. Benefit terms may only be modified by the legislature. The retirement system is administered by the Wisconsin Department of Employee Trust Funds (ETF). The system provides coverage to all eligible State of Wisconsin, local government and other public employees. All employees, initially employed by a participating WRS employer on or after July 1, 2011, and expected to work at least 1200 hours a year (880 hours for teachers and school district educational support employees) and expected to be employed for at least one year from employee's date of hire are eligible to participate in the WRS.

ETF issues a standalone Comprehensive Annual Financial Report (CAFR), which can be found at http://etf.wi.gov/publications/cafr.htm

Vesting. For employees beginning participation on or after January 1, 1990, and no longer actively employed on or after April 24, 1998, creditable service in each of five years is required for eligibility for a retirement annuity. Participants employed prior to 1990 and on or after April 24, 1998, and prior to July 1, 2011, are immediately vested. Participants who initially became WRS eligible on or after July 1, 2011, must have five years of creditable service to be vested.

Benefits provided*.* Employees who retire at or after age 65 (54 for protective occupation employees, 62 for elected officials and State executive participants) are entitled to receive an unreduced retirement benefit. The factors influencing the benefit are: (1) final average earnings, (2) years of creditable service, and (3) a formula factor.

Final average earnings is the average of the participant's three highest years' earnings. Creditable service is the creditable current and prior service expressed in years or decimal equivalents of partial years for which a participant receives earnings and makes contributions as required. The formula factor is a standard percentage based on employment category.

Employees may retire at age 55 (50 for protective occupation employees) and receive reduced benefits. Employees terminating covered employment before becoming eligible for a retirement benefit may withdraw their contributions and forfeit all rights to any subsequent benefits.

The WRS also provides death and disability benefits for employees.

Post-Retirement Adjustments. The Employee Trust Funds Board may periodically adjust annuity payments from the retirement system based on annual investment performance in accordance with s. 40.27, Wis. Stat. An increase (or decrease) in annuity payments may result when investment gains (losses), together with other actuarial experience factors, create a surplus (shortfall) in the reserves, as determined by the system's consulting actuary. Annuity increases are not based on cost of living or other similar factors. For Core annuities, decreases may be applied only to previously granted increases. By law, Core annuities cannot be reduced to an amount below the original, guaranteed amount (the "floor") set at retirement. The Core and Variable annuity adjustments granted during recent years are as follows:

Year	Core Fund Adjustment	Variable Fund Adjustment
2006	0.8	3
2007	3.0	10
2008	6.6	0
2009	(2.1)	(42)
2010	(1.3)	22
2011	(1.2)	11
2012	(7.0)	(7)
2013	(9.6)	9
2014	4.7	25
2015	2.9	2

Contributions. Required contributions are determined by an annual actuarial valuation in accordance with Chapter 40 of the Wisconsin Statutes. The employee required contribution is one-half of the actuarially determined contribution rate for general category employees, including teachers, and Executives and Elected Officials. Required contributions for protective employees are the same rate as general employees. Employers are required to contribute the remainder of the actuarially determined contribution rate. The employer may not pay the employee required contribution unless provided for by an existing collective bargaining agreement.

During the reporting period, the WRS recognized [$xxxxxxx] in contributions from the employer

Insert item #31 from Supplement to Notes

Contribution rates as of [June 30, 2016] are:

Employee Category	Employee	Employer
General (including teachers)	6.8%	6.8%
Executives & Elected Officials	7.7%	7.7%
Protective with Social Security	6.8%	9.5%
Protective without Social Security	6.8%	13.1%

Pension Liabilities, Pension Expense, and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

Insert item #16 from Supplement to Notes

At [June 30, 2016], the [WRS Employer] reported a liability (asset) of [$xxxx] for its proportionate share of the net pension liability (asset). The net pension liability (asset) was measured as of December 31, 2015, and the total pension liability used to calculate the net pension liability (asset) was determined by an actuarial valuation as of December 31, 2014 rolled forward to December 31, 2015. No material changes in assumptions or benefit terms occurred between the actuarial valuation date and the measurement date. The [WRS Employer]'s proportion of the net pension liability (asset) was based on the [WRS Employer]'s share of contributions to the pension plan relative to the contributions of all participating employers. At December 31, 2015, the [WRS Employer]'s proportion was X% , which was an in/decrease of X% from its proportion measured as of December 31, 2014.

Insert item #3 from Supplement to Notes

Enter results by subtracting item item #4 from item #3 from the Supplement to Notes

For the year ended [June 30, 2016], the [WRS Employer] recognized pension expense of [$xxxx].

Insert item #18 from Supplement to Notes

At [June 30, 2016], the [WRS Employer] reported deferred outflows of resources and deferred inflows of resources related to pensions from the following sources:

[All items in chart below comes from Supplement to Notes]

You will need to fill in these amounts independently. ETF will not have this information to provide

	Deferred Outflows of Resources	Deferred Inflows of Resources
Differences between expected and actual experience	$ Insert item #5	$ Insert item #9
Changes in assumptions	Insert item #6	Insert item #10
Net differences between projected and actual earnings on pension plan investments	Insert item #7	Insert item #11
Changes in proportion and differences between employer contributions and proportionate share of contributions	Insert item #8	Insert item #12
Employer contributions subsequent to the measurement date	Insert Employer Data Here	Insert Employer Data Here
Total	$xxxxx	$xxxxx

[$xxxxx reported as deferred outflows related to pension resulting from the WRS Employer's contributions subsequent to the measurement date will be recognized as a reduction of the net pension liability (asset) in the year ended June 30, 2016]. Other amounts reported as deferred outflows of resources and deferred inflows of resources related to pension will be recognized in pension expense as follows: [All items in chart below comes from Supplement to Notes]

Year ended June 30:	Deferred Outflow of Resources	Deferred Inflows of Resources
2016	Insert item #19	Insert item #24
2017	Insert item #20	Insert item #25
2018	Insert item #21	Insert item #26
2019	Insert item #22	Insert item #27
Thereafter	Insert item #23	Insert item #28

Actuarial assumptions. The total pension liability in the December 31, 2015, actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Actuarial Valuation Date:	December 31, 2014
Measurement Date of Net Pension Liability (Asset)	December 31, 2015
Actuarial Cost Method:	Entry Age
Asset Valuation Method:	Fair Market Value
Long-Term Expected Rate of Return:	7.2%
Discount Rate:	7.2%
Salary Increases: Inflation Seniority/Merit	 3.2% 0.2% - 5.6%
Mortality:	Wisconsin 2012 Mortality Table
Post-retirement Adjustments*	2.1%

** No post-retirement adjustment is guaranteed. Actual adjustments are based on recognized investment return, actuarial experience and other factors. 2.1% is the assumed annual adjustment based on the investment return assumption and the post-retirement discount rate.*

Actuarial assumptions are based upon an experience study conducted in 2012 using experience from 2009 – 2011. The total pension liability for December 31, 2015 is based upon a roll-forward of the liability calculated from the December 31, 2014 actuarial valuation.

Long-term expected Return on Plan Assets. The long-term expected rate of return on pension plan investments was determined using a building-block method in which best-estimate ranges of expected future real rates of return (expected returns, net of pension plan investment expense and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimates of arithmetic real rates of return for each major asset class are summarized in the following table:

Retirement Funds
Asset Allocation Targets and Expected Returns
As of December 31, 2015

Core Fund Asset Class	Current Asset Allocation %	Destination Target Asset Allocation %	Long-Term Expected Nominal Rate of Return %	Long-Term Expected Real Rate of Return %
U.S. Equities	27 %	23 %	7.6 %	4.7 %
International Equities	24.5	22	8.5	5.6
Fixed Income	27.5	37	4.4	1.6
Inflation Sensitive Assets	10	20	4.2	1.4
Real Estate	7	7	6.5	3.6
Private Equity/Debt	7	7	9.4	6.5
Multi-Asset	4	4	6.7	3.8
Total Core Fund	107 %	120 %	7.4 %	4.5 %
Variable Fund Asset Class				
U.S. Equities	70 %	70 %	7.6 %	4.7 %
International Equities	30	30	8.5	5.6
Total Variable Fund	100 %	100 %	7.9 %	5.0 %

New England Pension Consultants Long Term US CPI (Inflation) Forecast: 2.75%
Asset Allocations are managed within established ranges, target percentages may differ from actual monthly allocations

Single Discount rate. A single discount rate of 7.20% was used to measure the total pension liability. This single discount rate was based on the expected rate of return on pension plan investments of 7.20% and a long term bond rate of 3.56%. Because of the unique structure of WRS, the 7.20% expected rate of return implies that a dividend of approximately 2.1% will always be paid. For purposes of the single discount rate, it was assumed that the dividend would always be paid. The projection of cash flows used to determine this single discount rate assumed that plan member contributions will be made at the current contribution rate and that employer contributions will be made at rates equal to the difference between actuarially determined contribution rates and the member rate. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to make all projected future benefit payments (including expected dividends) of current plan members. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payments to determine the total pension liability.

Sensitivity of the [WRS Employer]'s proportionate share of the net pension liability (asset) to changes in the discount rate. The following presents the [WRS Employer]'s proportionate share of the net pension liability (asset) calculated using the discount rate of 7.20 percent, as well as what the [WRS Employer]'s proportionate share of the net pension liability (asset) would be if it were calculated using a discount rate that is 1-percentage-point lower (6.20 percent) or 1-percentage-point higher (8.20 percent) than the current rate:

	1% Decrease to Discount Rate (6.20%)	Current Discount Rate (7.20%)	1% Increase To Discount Rate (8.20%)
[WRS Employer]'s proportionate share of the net pension liability (asset)	Insert item #13 from Supplement to Notes	Insert item #14 from Supplement to Notes	Insert item #15 from Supplement to Notes

Pension plan fiduciary net position. Detailed information about the pension plan's fiduciary net position is available in separately issued financial statements available at http://etf.wi.gov/publications/cafr.htm

[Payables to the pension plan

If the WRS Employer reported payables to the defined benefit pension plan, it should disclose information required by paragraph 122 of Statement 68.]

Schedules of Required Supplementary Information

SCHEDULE OF [WRS EMPLOYER]'S PROPORTIONATE SHARE OF THE NET PENSION LIABILITY (ASSET)
Wisconsin Retirement System
Last 10 Fiscal Years*
[Employers will also need to include prior years amounts]
[Information below comes from RSI Schedule – Employer Proportionate Share Net Pension Liability]

	2015
[WRS Employer]'s proportion of the net pension liability (asset)	xx.xxx%
[WRS Employer]'s proportionate share of the net pension liability (asset)	$xxx.xx
[WRS Employer]'s covered-employee payroll	$xx.xx
Plan fiduciary net position as a percentage of the total pension liability (asset)	xx.xxx%

Insert item #3
Insert item #4
Insert item #6

*The amounts presented for each fiscal year were determined as of the calendar year-end that occurred within the fiscal year

Insert item #8

SCHEDULE OF [WRS EMPLOYER] CONTRIBUTIONS
Wisconsin Retirement System
Last 10 Fiscal Years*
[Employers will also need to include prior years amounts]
[Information below comes from RSI Schedule – Employer Contributions]

Contractually required contributions	$xxx
Contributions in relation to the contractually required contributions	($x.xx)
Contribution deficiency (excess)	$x.xx
[WRS Employer]'s covered-employee payroll	$xxx.xx
Contributions as a percentage of covered-employee payroll	x.x%

Insert item #3
Insert item #4
Insert item #5
Insert item #6

*The amounts presented for each fiscal year were determined as of the calendar year-end that occurred within the fiscal year

Insert item #7

Notes to Required Supplementary Information
for the Year Ended [June 30, 2016]

Changes of benefit terms. There were no changes of benefit terms for any participating employer in WRS.

Changes of assumptions. There were no changes in the assumptions.