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# APPENDIX D

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## Timeline of significant WRS events/legislative changes

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July 1, 1943	Retirement system began as Wyoming Teachers Retirement System
April 1, 1949	State Employee's Retirement Association established
April 1, 1953	State Employees and Teachers Retirement System merged
April 1, 1953	University of Wyoming joins retirement system
April 1, 1953	Optional refund of contributions to members
April 1, 1953	No redeposit of refunded contributions
February 1, 1965	Cities and counties allowed to join system
March 1, 1967	Four year vesting requirement adopted
April 1, 1967	Single option expanded to five options
April 1, 1967	25% increase – Maximum \$25 – system wide
April 1, 1967	Volunteer Fireman's Pension plan begins – members choose \$5 or \$10 plan
March 1, 1969	TIAA/CREF split effective
April 1, 1971	Unisex actuarial option tables adopted
July 1, 1971	Retirement age reduced from 65 years to 50 years
April 1, 1973	40% increase system wide and equalization of benefits (M/F)
July 1, 1973	Highway patrol and Game and Fish Warden's retirement plan effective
July 1, 1975	20% increase system wide
July 1, 1975	2% formula for service after July 1, 1975 is effective
July 1, 1976	Opportunity given to switch from TIAA/CREF to WRS
January 1, 1979	Salary ceiling eliminated
March 1, 1979	Employers allowed to pay all or a portion of member's contribution
March 1, 1979 through February 26, 1981	Non-refundable agency contribution if terminated prior to February 26, 1981
July 1, 1980	State agencies pay portion of member's contributions
January 1, 1981	Employer matching amount raised to 5.68% of pay
March 1, 1981	Rehired retirees must make choice of contributing or continue to take benefits
July 1, 1981	Cities and Counties allowed to buy back employees service
July 1, 1981	WRS begins administering Paid Fireman's Plan – new firefighters can enter Plan B only
July 1, 1981	No "money purchase" calculation if employed after this date

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January 1, 1982	Another opportunity to switch from TIAA/CREF to WRS
May 1, 1983	Prior service credit purchase for public service within four years of employment
July 1, 1983	Taxed deferment of retirement contributions
July 1, 1984	1.5% formula for years of service prior to July 1, 1975
July 1, 1984	Criminal investigators join Warden/Patrol plan
February 28, 1985	New members of the Warden/Patrol/Criminal Investigators Plan to retire at age 55
April 1, 1985	System allowed to invest in equity markets
July 1, 1985	Highway Department pays 100% of contributions (pays employees' share)
July 1, 1985	Options two and three available for disability benefits
July 1, 1985	New higher education employees must be total WRS or TIAA/CREF
January 1, 1986	Benefits calculation and estimates computerized
January 1, 1987	10% penalty for early withdrawal of taxable contributions and interest
April 1, 1987	State's initial early retirement program (April 1 through September 30) for employees age 55 with at least 15 years of service
October 1, 1987	Retirement for spouse's signature on application
April 1, 1988	State's second early retirement program (April 1 through September 30) for employees age 55 with at least 15 years of service
April 1, 1989	Law enforcement personnel required to pay additional 3.2% contribution for enhanced benefits
July 1, 1989	Volunteer Fireman's \$5 plan increased to \$10 – new members automatically enroll in \$10 plan
July 1, 1990	2% formula for years of service prior to July 1, 1975
July 1, 1990	Early age reduction factors reduced to 5% per year
July 1, 1991	State agencies pay 100% of members' contributions
July 1, 1991	After two years of retirement, retirees receive 1% COLA
July 1, 1992	Rule of 85 adopted
October 1, 1992	"Pop-up" options offered
December 16, 1992	Salary definition adopted – no unused sick or vacation leave accepted
May 1, 1993	Rules regarding Military Service Credit Purchase adopted
May 1, 1993	Rules regarding Qualified Domestic Relations Order (QDRO) adopted
July 1, 1993	Volunteer Fireman's \$10 plan increased to \$12.50 – new members automatically enrolled in \$12.50 plan
July 1, 1993	Vesting in Warden/Patrol/Criminal Investigator plan moved from 4 to 6 years
January 1, 1994	Remaining TIAA/CREF members must choose either WRS or TIAA/CREF
July 1, 1994	After two years of retirement, Warden/Patrol/Criminal Investigators retirees receive

	1% COLA
January 1, 1995	Members may receive service credit for earned sick and annual leave if used as terminal leave at end of working career
January 1, 1995	Direct Deposit of benefit checks for new retirees
April 1, 1995	Active members have until April 1, 2002 to redeposit withdrawn contributions – new members will be credited for redeposit two years after re-employment date
April 1, 1995	State offers third early retirement program (April 1 through September 30) for employees age 52 with at least 18 years of service; 53 with 17 years of service; 54/16; 55/15; or no age requirement with 28 years of service
April 1, 1995	An Alternate Payee's percentage may be paid out of a member's account immediately in a lump sum according to terms of the QDRO
March 1, 1996	Souse's signature required on lump sum refunds and Change of Beneficiary forms
March 15, 1996	Multiplier for Warden/Patrol/Criminal Investigator Plan increased to 2.25% for years of service; benefits not to exceed 75% of final average salary
July 1, 1996	Capital Police given opportunity to switch from Public Employee Plan to Warden/Patrol/Criminal Investigator plan – service and contributions to transfer; full retirement at age 55; new hires after July 1, 1996 automatically in Warden's plan
February 18, 1997	Prudent Investor Rule adopted by Legislature
April 1, 1997	Plan A Fireman's maximum benefit increased to 55% of salary; multiplier for service after 20 years increased to 1.5% with no ceiling; survivors' and beneficiaries benefits increased from on-third to two-thirds of retiree benefit
April 1, 1997	Plan A fireman's plan fully funded, contributions suspended for plan
July 1, 1997	Rule of 75 adopted for law enforcement officers in Public Employee Plan; contributions increased by 3.73%
July 1, 1997	15% increase in volunteer firemen's benefit
July 1, 1997	COLA for Public Employee Plan increased to 1.5% annually
July 1, 1998	Retirement age reduced to age 50 for members of Warden/Patrol/Criminal Investigator plan; same retiree payment options offered as in Public Employee plan
July 1, 1998	COLA for Public Employee Plan increased to 2% annually
July 1, 1998	Vesting period for Paid Fireman's Plan B reduced to 4 years; retirement age reduced to age 50 and COLA increased to 5%; same retiree payment options offered as in Public Employee Plan
July 1, 1998	At-Will, full-time brand inspection contract employees allowed to participate in Public Employee Plan with members paying both employer and employee shares of contributions
July 1, 1998	Judicial Retirement Plan effective – mandatory for judges appointed after July 1, 1998; existing judges have option of continuing in old plan or switching to new plan before December 31, 1999
July 1, 1998	All at-will, contract employees of State allowed to participate in Public Employee Plan; member must pay employer and employee shares of contributions

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July 1, 1999	COLA for Public Employee Plan increased to 2.5% annually
July 1, 1999	COLA for Warden/Patrol/Criminal Investigator Plan increased to 1.5% annually
January 1, 2000	New computer system/network implemented within WRS; all system and data tracking handled internally
July 1, 2000	Plan A Fireman's Plan maximum benefit increased to 57.5% of salary
July 1, 2000	Plan B fireman's Plan multiplier increased to 2.5% of final average salary for first 25 years; after 25 years of service multiplier remains 1% with maximum benefit of 75% of final average salary
September 26, 2000	Emergency rules effective for rehired retirees
February 16, 2001	Rehired retirees can't work as continuous, full-time employees for 6 months following retirement if they elect to continue receiving a benefit
February 16, 2001	Dual membership in Volunteer Fireman's plan and Paid Fireman's plan prohibited if serving same department under both designations
July 1, 2001	Volunteer Fireman's plan can pay 2% COLA after two years of retirement
July 1, 2001	15% increase in volunteer fireman's retiree benefit
July 1, 2001	COLA for Public Employee Plan increased to 3% annually
July 1, 2001	Multiplier for Public Employee Plan increased to 2.125% of final average salary for first 15 years of service and 2.25% for every year above 15 years
July 1, 2001	Plan A Fireman's maximum benefits increased to 75% of final average salary; survivor benefit increased to 100% of retiree payable benefit
July 1, 2001	Warden/Patrol/Criminal Investigator Plan multiplier increased to 2.5% of final average salary; final salary changed to highest average salary; COLA increased to 2.25% annually
July 1, 2001	Warden/Patrol/Criminal Investigator members may redeposit previously withdrawn funds and may purchase qualified public service (PSCP)
July 1, 2001	Amendments to rules: electronic reporting of contributions by employers; contribution remittance deadline; 8% interest applied if agency/employer fails to meet deadline
July 1, 2001	Time lime for purchasing PSCP is removed; PSCP does not have to be made with personal funds
July 1, 2001	Deadline for re-depositing previously withdrawn contributions extended to April 1, 2004
July 1, 2001	Air Guard Firefighters' retirement benefits changes: multiplier increased to 2.5% of salary; full benefits at age 50 with 25 years of service; contribute 9.65%, in addition to 5.57% Public Employee Plan base contribution
July 1, 2001	Deferred Compensation program transfer from State Treasurer's Office to WRS effective
July 1, 2002	Overtime pay included in definition of compensation of Plan B Fireman's plan

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July 1, 2002	\$20 employer match for State, University of Wyoming and Community College employees effective for 457 (Deferred Compensation) or 403(b) plan participants
July 1, 2002	New Law Enforcement Plan effective: consolidates law enforcement personnel from three plans into one; members contribute 8.6% and agencies match at 8.6%; 4 year vesting requirement; salary requirement is 5-year highest average salary
July 1, 2003	State of Wyoming pays up to two years of member's contributions for qualified military service credit; not limited to State government employees
July 1, 2003	Judges appointed prior to July 1, 1998 have option to rescind their election to participate in WRS Judicial Plan
July 1, 2004	Statutory language for Public Employee Plan COLA changed to allow WRS Board of Trustees to determine/approve payable COLA
July 1, 2004	Non-duty related disability for Law Enforcement Plan, member must have 10 years of service credit
July 1, 2004	Disability benefit for Warden/Patrol/Criminal Investigator Plan are the same for partial and total disability
July 1, 2004	Plan A Fireman's retirees post employment benefit enhancement changed to 3% to 5% COLA, beginning one year after retirement
February 25, 2005	Rehired retiree law changed so that any retiree who returns to work with a WRS participating employer, in any capacity must follow law
July 1, 2005	State probation and parole officers moved into Law Enforcement Plan
July 1, 2005	City of Cheyenne 911 dispatcher allowed to participate in Law Enforcement Plan; service prior to July 1, 2005 not transferred to new plan
July 1, 2005	Duty-related disability payments exempt from limitations imposed on earnings
July 1, 2005	Warden/Patrol/Criminal Investigator disability benefits changed to 62.5% for duty related disability and 50% for non-duty related disability
July 1, 2005	Judicial Plan employer contributions increased to 8.78%
July 1, 2005	Benefits for volunteer firefighters increased 3%
July 1, 2005	"Recruiting and Retention" bonuses are approved for school district employees; overriding cash remuneration rule

Source: WRS documents.

